

**Professional Summary**

Karthikayan has over 18 years of experience in IT industry on ERP Implementation, Upgrade and Maintenance of ERP applications using Oracle HCM Cloud and Peoplesoft HCM. He has good experience in Technical Leadership, Solutions Design and Development, Testing and Planning and has extensive experience in global rollouts, onsite-offshore delivery management and project management.

- Configuration of Cloud Morphy tool which automates and accelerates the process of data migration from on-premises HR system to HR cloud applications
- Good experience in HCM Extracts, BIP, Fast Formulas and Value sets.
- Proactive support to the clients in guiding through HCM Product Evaluation, Delivery of Business Case study and performing other Consultation activities.
- Execution of Change Management related activities for HCM Project.
- Actively participated in Oracle HCM Cloud and Payroll learning group as part of Hexaware COE initiative in collaboration with Oracle.
- Exposure to develop Outbound Interface for the data extract using BI Publisher and HCM Extract.
- Flexible enough to adapt to new environments.

**Implementation skills**

- PeopleSoft HRMS Global multi-lingual roll-out for Asian Pacific.
- PeopleSoft HRMS Application Maintenance Pack Upgrade
- PeopleSoft HCM 9.x Implementation

**Solution Design**

- Technical Solution analysis, design, development, and testing
- Design reporting solutions and interface programs
- Presentation of technical solutions to the change control boards for approval.

**SDLC & PM Skills**

- Extensive use of various project management methodologies recommended by the organization and the client.
- Create and maintain documentation standards, document risk, issue management and other project related metrics.
- Resource management
- Monitor and report status to the project stakeholders
- Develop project plan, estimates.
- Define project milestones.
- Liaise and co-ordinate with various departments to steer the program to a success.
- Experienced in customer relationship management, onsite-offshore delivery management

**Oracle HCM Cloud and PeopleSoft Skills**

<b>Knowledge Domains</b>	Oracle Cloud HCM, Benefits, Payroll, Absence Management PeopleSoft HCM (Core HRMS, Benefits, Payroll)	
<b>Tools/Packages</b>	HCM Extract, BIP, Oracle Integration Cloud, PeopleSoft Application Designer, Workflow, Application Engine, Component Interface, Integration Broker, Data Mover, Security Setup, XML Publisher, Application Packages and Change Assistant	
<b>Reporting tools</b>	SQR, Crystal Reports, Cognos Impromptu, MyEureka, XML Publisher and PS Query	
<b>Web Utilities</b>	XML, HTML, DHTML, iScripts.	
<b>Engagement Experience</b>	<ul style="list-style-type: none"><li>▪ Fit/Gap Analysis</li><li>▪ Implementation Strategy</li><li>▪ Scoping Experience</li><li>▪ Configuration</li><li>▪ Roll-out Strategy</li></ul>	<ul style="list-style-type: none"><li>▪ Data Conversion strategy</li><li>▪ Testing</li><li>▪ Onsite-Offshore Delivery management</li><li>▪ Project/ Program management</li></ul>

**Trainings & Certification**

Sl#	Title	Location	Organized by	Duration
1	PeopleSoft HRMS Training	Chennai	Covansys (India) Limited	5 days
2	Solution Delivery Methodology (SDM) Process.	Chennai	FTSI Ford	1 day
3	Quality Process (Q2) Training	Chennai	Hexaware Technologies Limited	2 days

Sl#	Title	Location	Organized by	Score
1	Oracle Global Human Resources Cloud 2018 Implementation Essentials	Chennai	ORACLE Certification Program	88%
2	PeopleSoft HCM Fundamentals	Chennai	ORACLE Certification Program	98%

**Education**

Degree	University
Bachelor of Science in Mathematics (B.Sc.)	University of Madras

**Experience**

Organization	Designation	Duration
Hexaware Technologies Limited	Senior Consultant	09/2010 – (till date)
Mahindra Satyam Limited	Project Leader	07/2003 – 08/2010
Covansys (India) Limited	Technical Leader	09/2001 – 07/2003
Resource Assistance Inc.,	Programmer Analyst	04/2000 – 06/2001
Kale Consultants Limited	Programmer Analyst	04/1999 – 03/2000
MAARS Software International Limited	Developer	09/1995 – 03/1999

**Projects Profile**

**Fortune 100 Client - Global Companies**  
**Project Manager – Workday & PeopleSoft**

**08/2020 – (Till Date)**

As a Project Manager (offshore)

- ☐ Preparation of Project Plan for various Workday and PeopleSoft Projects
- ☐ Monthly metrics and defect logs
- ☐ Risk Management planning and controlling
- ☐ Defect Prevention Process to deliver the work efficiently
- ☐ Working with team towards continuous improvement and customer satisfaction

**Wakefern Food Corp, NJ**  
**Oracle PS HCM 9.2 Ben Admin Implementation**

**04/2020 – 07/2020**

- ☐ Participation in getting requirements and preparation of High-Level Design document for Re-alignment of Coverage Codes, Tobacco User and Free Weeks Functionality

**Hexaware COE (Center of Excellence) Exposure**  
**Domain: HR & Payroll**

**03/2020 – 04/2020**

**Tools Used: HCM Extract, BIP, OIC and Oracle Cloud HCM**

- ☐ Involved in building the test repository for various HCM modules (Core HR, Payroll)
- ☐ Actively involved in presales activities such as responding to RFI's/RFP's and preparing proposals for prospective HCM projects
- ☐ Actively participated and lead multiple Oracle HCM Cloud learning group as part of Hexaware COE initiative in collaboration with Oracle.

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- ☐ Involved in configuring Cloud Morphy tool, which automates & accelerates the process of data migration from on-premises HR systems to HR Cloud application.
- ☐ Proactive support to the clients in guiding through HCM product evaluation, delivery of business case study and performing other consultation activities
- ☐ Actively involved in executing Change Management related activities for HCM project

**AON/Alight PS 9.1 Re-Implementation & Production Support**  
**AON Hewitt PS 9.1 Implementation**

**03/2012 – 02/2020**  
**09/2010 – 02/2012**

**Hexaware Technologies Limited, Chennai**

As a PeopleSoft Implementation & Support Project Manager (onshore/offshore)

- ☐ Working with team towards continuous improvement and customer satisfaction
- ☐ Preparation of monthly metrics, defect logs
- ☐ Risk Management planning and controlling
- ☐ Defect Prevention Process to deliver the work efficiently
- ☐ Data Conversion, Customization and PS Extension Lead for Core HR and Payroll modules
- ☐ Setup Data Configuration for all PS delivered and custom tables
- ☐ Weekly Conference calls with Offshore team, Hexaware and Aon Hewitt team
- ☐ Technical design solutions are provided to team

**PS Forms Enhancement Project**

**03/2010 – 08/2010**

**Textron India Private Limited, Bangalore**

Textron System has been providing innovative solutions to the defense, homeland security and aerospace communities for fifty years

As a Project Manager (offshore)

- ☐ Involved in Business analysis and provide the best-fit solution.
- ☐ Assignment of Development activities and Unit Testing of Wave-2 Customizations
- ☐ Weekly status meeting with Textron and Satyam to discuss about Project Status.

**PS Maintenance Pack Application Upgrade**  
**Con-way Enterprise Services, Portland, OR**

**08/2009 – 01/2010**  
**09/2008 – 12/2008**

Con-way is an industry leader in transport and logistics industry in US. Con-way is going on with applying Maintenance Pack 7 – 13 for their existing **PeopleTools 8.49** and **PeopleSoft HCM 8.9** versions to be current with latest Maintenance packs.

As a Project leader (onsite)

- ☐ Generate Compare Reports for Demo to Copy of Production after applying Maintenance Pack
- ☐ Review of Compare Reports and re-apply customizations
- ☐ Review and Correction of DMS scripts to run Change Assistant jobs
- ☐ Execute Change assistant jobs in DEV, QA and PROD
- ☐ Assigning work to Offshore team on Retro-fit customizations
- ☐ Monthly Metrics data preparation and presented to Con-way and Satyam Management
- ☐ Status update on the project to Satyam and Con-way Management
- ☐ Weekly Conference calls with Offshore team, Satyam and Con-way team
- ☐ Review of Unit Test and System Test Plan/Cases and Code Reviews

**PS HCM 9.0 Implementation**  
**Artech Information Systems**

**04/2009 – 08/2009**

Artech Information System provides 24/7 IT staff Augmentation and Consulting services, Project Management Services and Business process outsourcing services to nearly every industry

As a Team Leader (offshore),

- ☐ Worked on Pay rate and Bill rate change customization where the rates should move from PeopleSoft HCM to PeopleSoft FSCM

- ☐ Worked on Unapproved Timesheet interface program for Payroll administrator to run just before Payroll run
- ☐ Code Reviews are done for other team members
- ☐ Technical design solutions are provided to team

**PS TAM 9.0 Implementation  
United Nations Secretariat****04/2009 – 08/2009**

United Nations Secretariat wishes to implement an Enterprise wide integrated and comprehensive Talent Management System to meet organization demands

As a Team Leader (offshore),

- ☐ Involved in setting up Project standards and conventions
- ☐ Prepared Data Conversion templates for Recruiting tables
- ☐ Application Package customization to include additional links and navigation option in "Non-Person Profile" page

**PS HRMS 8.0 Maintenance and Support  
WORLD BANK, Chennai ODC****06/2006 – 08/2008**

The World Bank is one of the world largest financial institutions which support developing countries, governments to build schools and health center, provide water and electricity, fight disease and protect environment

As a Project Manager (offshore),

- ☐ Working with team towards continuous improvement and customer satisfaction
- ☐ Code review and quality check on all deliverables
- ☐ Preparation of monthly metrics, defect logs
- ☐ Risk Management planning and controlling
- ☐ Coordinate with the technical team for achieving the desired results
- ☐ Review of Unit Test and System Test Plan/Cases and Code Reviews
- ☐ Development and Customizations of SQR Reports in TAX and SMR modules
- ☐ Status update on the project to Satyam and World Bank team
- ☐ Weekly Conference calls with Offshore team, Satyam and World Bank team

**PS HRMS Support  
Honeywell Technology Solutions Lab, Bangalore****07/2005 - 05/2006**

Honeywell Technology Solution Lab (HTSL) headquartered in Bangalore is a SEI CMM Level 5 Company involved in PeopleSoft HRMS Support work for its client, Honey International Inc., in North America.

As a Technical lead (offshore),

- ☐ Preparing Technical Design Documentation for online setup pages and Reporting.
- ☐ To support Technical Developers in Optimizing the **People Code, Query and SQR**.
- ☐ Developing Online Pages using Application Designer and **People code**.
- ☐ Developed reports and interfaces using Brio **SQR 6.1**
- ☐ Worked in UAT/SIT bug fixing.

**PS HRMS 8.8 Implementation for Ford Asia Pacific  
Ford Lio Ho, Taiwan  
Ford of Australia  
Ford Business Service Center, India****01/2004 – 06/2005**

FORD, world leading manufacturer of automobiles has a strategic relationship with Satyam to set up services for PeopleSoft, in Chennai for providing support for PeopleSoft Ford Asia Pacific Markets.

As a Project Leader, was responsible for:

- ☐ Requirement study at Customer site
- ☐ Interacting with key users and understanding their current system to come up with AS IS document
- ☐ Understand the user requirement to come up with TO BE document, Fit-Gap Analysis and High-level design document

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- ☐ Translating business requirements into Business Requirement Design (BRD) documents that can be used to enhance the product feature set
- ☐ Project planning and Implementation
- ☐ Coordinate with technical team for achieving desired results
- ☐ Review of Unit test and System Test Plan and Code Reviews
- ☐ Ford SDM Processes implemented
- ☐ Development of interface programs and automated FTP scripts for transferring output
- ☐ Development of online customizations as per requirements

**PS Stock Administration Implementation  
SAIC**

**07/2003 - 01/2004**

Science Application International Corporation (SAIC) is the largest Science Research and development company in United States which caters to the defense needs of US. The project was to implement PeopleSoft Stock Administration module and customizations.

As a Team Member, was responsible for:

- ☐ Customization of pages, components, and development of Component interface programs
- ☐ Development of SQR for Data conversion on Stock Administration modules

**PS Time Entry Module  
Hewitt Associates**

**09/2001 - 06/2003**

The PeopleSoft Time Entry is a Customized module developed in PeopleSoft Financials Version 7.5 for HR consulting firm incorporated in USA. Member of PeopleSoft upgrade team from PeopleSoft 7.5 to PeopleSoft 8.4

As a Team Member, was responsible for:

- ☐ Involved in Analysis, Specification preparation, Test plan, Coding and testing of application
- ☐ Functional and Technical understanding of client Business
- ☐ Batch Job monitoring of Time Entry module – Both daily and FBD
- ☐ Participate in Client conference calls
- ☐ Enhancing the client application and ensure adherence to standards and quality
- ☐ Ensure SIR (System Information Request) process and tracking system

**International Building and Tenants Database  
Winstar Communications Inc.**

**04/2000 - 06/2001**

The IBTD (International Buildings and Tenants Database) is designed for use by Winstar in their efforts to enter new markets in United States. The IBTD has three functional areas, which include Buildings, Tenants and Lease.

As a Team Member, was responsible for:

- ☐ Java Server Pages (JSP) were used for developing web pages and writing business logic components
- ☐ Components were deployed in Weblogic Application Server
- ☐ Screen validations are done using JavaScript
- ☐ Testing the application

**MAARSMAN – ERP Product  
Gulf Ice-cream and Dairy Products, Qatar  
Easun Reyrolle Limited, India  
Wellwin Industries Limited, India**

**09/1995 - 03/1999**

The product called MAARS MANufacturing solution handles the computerization of a Manufacturing industry right from Production to Financial Accounting system. I was involved in the implementation of MAARSMAN at various client sites.

As a Team Member, was responsible for:

- ☐ Developing screens in Visual Basic for modules such as BOM, Purchase, Service and Product Costing modules
- ☐ The reports for Product Costing and Purchase modules were developed using Crystal Reports
- ☐ Porting of data from FoxPro and Excel at client site
- ☐ Preparation of Unit test and System test cases.