**Kumar S arun.kronos6@gmail.com Sr. Kronos Consultant Phone: 281-305-8141**

**Professional Summary:**

* Over 7+ years of implementation, rollout and production support experience in **KRONOS Workforce Timekeeper** as application consultant.
* Extensively worked on Data integration tools like **Connect & WIM** also versed in integration of systems between **HRMS** and various **Payroll** systems (PeolpeSoft, ADP, Workday)
* Expertise in end to end **project designing** and estimating of Kronos requirements
* Excellent experience in **pre go live, go live** and **post implementation support**
* Provided many creative systematic solutions to client payroll constraints or labor costing challenges and industry experience including manufacturing and retail.
* Involved in projects related to application upgrades, converting legacy applications into PeopleSoft HRMS applications and maintaining corporate human resources, payroll applications
* Knowledge of BizTalk, WFC Architecture and Technology support including SQL Server database support
* Extensive Experience on various kronos  modules like Workforce Timekeeper, Accruals, Activities, Advanced Scheduler, forecasting, Attendance and kronos  Workforce Central upgrade
* Developed business requirement documents, functional requirement documents and project specification (design) documents
* **Workforce Time Keeper:**  Expertise knowledge of the product with various configurations and pay rules,FLSA System Settings knowledge and tuning, Pay Rules and work rules configuration, Accruals, HyperFindQueries, configuration and performance tuning, Genies creating and troubleshooting, Event Manager, Crystal Reports, Pay Codes, Holiday Credit Rules, **Workforce Schedule Editor**
* Experience in the utilization of relational databases such as Oracle, Microsoft SQL and fulfills tasks associated with data collection, DB creation and DB review.
* Directs the activities throughout the organization of employees engaged in recording hours of work, processing time records, compiling payroll statistics, maintaining payroll control records, calculating payrolls
* **Workforce Integration Manager:** Developing interfaces, deploying in hosted environment and defining pay tables
* **Workforce Device Manager:** Configuring clocks, Devices and Device groups, Data collection Manager
* **Workforce Attendance Manager:** Setting up attendance policies, discipline levels and employee interaction with policies
* **Workforce Record Manager: Record** retention policies - setup & maintenance, using **setup data manager**(SDM) for migration between two instances
* Work extensively with Microsoft Outlook, Excel, MS Project, SharePoint, Navigator, Attendance kronos  WFC 6.x and Leave module, Workforce Integration Manager (WIM).
* Performed Upgrade to v6.3 including the build of kronos test and production environments with a two server solution from a single server solution, testing and doing the switchover to production.
* Extensively working with QA team to design test plan and test cases for User Acceptance Testing (UAT)
* Evaluate requirements, write specifications for develop, test and deploy interfaces through WIM 7.0 using complex calculations, database queries and commands.
* Ability to work efficiently in both independent and team work environments
* Experience in working with off-shore teams remotely in independent and team work environments
* Excellent communicative, interpersonal, intuitive, analysis and leadership skills to perform precisely and deliver timely results and willing to relocate anywhere.

**Technical Skills:**

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| Primary Skills | WFM, Kronos , Installation, Cloud Support, PL/SQL , Interfaces |
| Secondary skills | .NET, HTML 5, .NET 3.0,ASP.NET,ASP,C#,SQL Programming, SQL Server, WINDOWS NT/2000/XP,WINDOWS VISTA /7/8 |
| Project Acquired skills | KRONOS 6.0, KRONOS 6.2/7.0, Development, Cloud support , Amdocs , Citrix tools |
| Trained Skills | PL/SQL, Workforce Timekeeper, Microsoft RDL Tool, Activities, Connect, Attendance Management, Leave Management, scheduling , Forecaster, Architecture and Installations |

**Projects:**

**Wells Fargo, San Francisco, CA November 2015 - Present Role: Kronos Application Consultant**

* Leads Kronos Support and Implementation teams to all the sites of Wells Fargo across USA
* Experience with large workforce use of Kronos (i.e. over 10,000 employees) ·
* Managed online payroll and timekeeping activities for large work force use of Kronos for more than 10,000 employees.
* Have worked on configuring pay rules for Field employees and Contractors
* Works closely with UltiPro Payroll team for pay code configuration and employee error resolution for 104K employees
* Configure new functionality within Kronos to support changing business needs such as pay rules, customer reporting, attendance rules, and automated alerts
* Developing design documents according to business requirements, pay rules and Prepared Work Force Time Keeper configuration documents and involved in testing and implementation.
* Managed Complex leave and benefit accruals and using Kronos Workforce **TeleStaff** using configurations provided by unit bargain agreement rules and worked on FLSA.
* Analyze and implement new requirements according to the new developments across the sites
* Coordinate between vendor and Wells Fargo regarding any solution requirements
* Manage both offshore and on shore teams
* Monitor system performance and clearly communicate any issues with Kronos technical support or internal IT resources to ensure timely resolution
* Compile reports, statements, and summaries related to time-keeping and submit them to appropriate internal customers
* Assist payroll staff with identifying potential cost-saving opportunities via Kronos configuration options and Best Practices
* Design and manage project documentation to provide historical reference for the retention, protection, retrieval, transfer of records and functional requirement documentation
* Providing Hosting Support & Application Support and I work on various issues related to product such as Kronos Core concepts, WFC Navigator like managing widgets, workspaces, and navigator profiles as well as the Workflow notifications

**Environment: Kronos 6.x and 7, WFC Navigator, SQL**

**Geico, Chevy Chase, MD January 2014 - October 2015 Role: Kronos Work Force Consultant**

**Responsibilities:**

* As a Kronos Consultant, I work on implementing all building blocks of the Workforce Time and Attendance module as well configure the web server and app servers for the Kronos environment
* Provide audit for the client system for better stability and uptime of the system with enabling various logs of WFC and also collecting verbose logs.
* Resolving clock issues for the client stores and maintaining the clocks by configuring the Device Groups and Devices and Handling around 6000 employees in Kronos system
* Train the associates and internal customers at all levels of the company on Kronos features and functionality.
* Continuously looking for areas to improve the Kronos processes, configuration and user experience for a more efficient and accurate timekeeping solution
* Highlight to users possible areas of inconsistency with pay practices and conditions to ensure the accuracy of employee compensation.
* Propose and implement a balancing process to confirm pay code/hours totals between kronos and payfiles created for SAP payroll process in order to reduce/eliminate errors in employee paycheck.
* Working as a Kronos Application consultant to Support the Kronos Workforce Central.
* Gathered the requirements from the customer for their pay policies and monitoring and developing accrual modules.
* Prepared the requirement documents to configure the Workforce Timekeeper.
* Responsible for maintenance of scheduled pay codes and policies, work rules and org map set up. Documented and tested Kronos -Payroll policy / procedures
* Troubleshooting installation and Configuration issues and provide customer support during UAT.
* Worked on environment configurations necessary to successfully develop, deploy and maintain Kronos interfaces integrating HRMS (PeopleSoft), and Clocks like Kronos  4500.
* Involved in Designing, Development and Interface/System Level testing Phases
* Installed Kronos Custom/service packages on all environments including production

**Environment: Kronos Workforce Central 6.x, Kronos Connect 6.x, Accruals, PeopleSoft , SQL**

**Coca-Cola, GA January 2012 - December 2013 Role: Kronos Developer**

**Responsibilities:**

* Implement Kronos best practices to ensure efficient time-keeping for managers, employees, and payroll staff.
* TeleStaff automates scheduling according to collective/Unit **bargaining** agreements to improve staffing control labor costsby allocating overtime fairly, creating impartial schedules based on demand and employee preferences and reducing overstaffing.
* Workflow configurations according to Unit bargaining agreement requirements and staffing rules were done using TeleStaff.
* Providing Hosting Support & Application Support as a part of my job, I work on various issues related to product such as Kronos Core concepts, WIM, Navigator as well as the Workflow notifications.
* Provides employees with guidance in handling difficult, or complex problems, and in resolving escalated complaints, or disputes for over 10000 employees
* Along with System Settings knowledge and tuning, Pay Rules and work rules configuration, HyperFindQueries, configuration and performance tuning, Genies creating and troubleshooting, Event Manager, Crystal Reports, Pay Codes, Holiday Credit Rules etc.
* Assisted in fully integrating the PeopleSoft system with Kronos WFC into current business environments and provide input on best practices
* Authentication issues including integrating with customer authentication systems, client side, communication and java plug in issues, database connectivity and performance, system environment issues and system settings, integration with customers external systems, JBoss application server errors and failures, systemic performance issues, system security and secure communication, workflow notifications and integration with external mail systems
* Provided Root Cause Analysis (RCA) for various customer problems, to the stakeholders as a part of my job.
* Responsible for service pack and firmware installation updates for kronos systems.
* Independently configured the Kronos Workforce Central time-keeping system to ensure accurate time-keeping through maintenance of pay rules, schedule groups, security profiles, labor levels, and accrual profiles.
* Assist with other payroll processing duties on an as needed basis.
* Involved in unit level and user acceptance testing and documentation.
* Exchanged the Data from the Kronos to the other tools like SAP by using the Workforce connect.
* Involved in the up gradation from the older version to the newer version.

**Environment: Kronos Workforce Central 6.x, Kronos Connect 6.x, Oracle, PeopleSoft, TeleStaff, SQL**

**PVR Cinemas, India July 2009 - November 2011 Role: Kronos Developer**

**Responsibilities:**

* Implementation, Roll out and Post Implementation Support
* Involved in implementation team from blueprint to Go-live.
* Assisting HP AMS team in ticket resolving.

The solution offered for Incidents covers the following areas of KRONOS Workforce Timekeeper (Implementation, Roll out & Production support) Workforce Device Manager, Workforce Integration Manager:

* Provide support for the Employee import
* Maintain updated policies and procedures for time keeping and attendance processes and implemented in kronos
* Assist the team on the up gradation of the Kronos version and service pack installations
* Provide support to the supervisors with the dashboard tools like approvals of the TOR and other approvals
* Supporting users with the data entry methods
* Monitor the system and its integration with other ERP systems and the data flow between the systems

**Environment: WTK, WFC 6.x, Oracle**

**Education:** Bachelor’s Degree in Computer Science Engineering, VIT, Vellore, India.