**Nadeem**

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**Sr Business System Analyst**

**SUMMARY:**

* 8 years of industry experience as a Peoplesoft business Analyst/Consultant with proficient understanding in Peoplesoft billing, accounting and provide services to development, customizations and delve knowledge in nvision and SQR.
* Extensive experience working with PeopleSoft HCM (V9.2,9.1, 8.9, 8.8, 8.3, 8.0, 7.5, 7.0, 6.0, 5.0) application life-cycle implementation experience including Global Support Center (GSC).
* Analysis, Design, Requirement gathering, Configure, apply bundles/patches, Tax updates, test (unit, Integration, UAT), and support PeopleSoft HCM application modules HR, T&L, Ben Admin and Payroll
* Experience in PeopleSoft HRMS technology includes conversion, development, SQR report, interface, People code, People Tools (V8.xx), Crystal/Query, security, Application Designer, Integration tools (Application engine, Application Messaging, Business Interlink, Component Interface) and Data management tools (data mover, application upgrade), Process Scheduler and XML Publisher.
* Extensive experience in PeopleSoft Financial module which includes GL, AP, AR, Order to Cash & Billing.
* Managed the integration of vendor/consultant tasks; tracked and reviewed their deliverables. Effectively communicated project expectations in conjunction with tracking and reporting progress; quickly address and communicate issues.
* Manage the entire project starting from requirements thru migration. Responsible for scrutinizing multiple depreciation related issues such as Bonus Calculation, Chartfield Sequence, and Incorrect Depreciation Calculation.
* Responsible for identifying the root cause and recommending a viable solution and for studying the bundle fixes for PeopleSoft FSCM 9.1 related to Asset Management.
* Develop report for "NBV Analysis" using nVision. Responsible for providing demos to the higher management highlighting the issues, root cause analysis, fit-gap and recommended solution.
* Tested on client-side mobile/Tablet platforms including Android, iOS, Windows Mobile and many mid-range devices.
* Expertise in Application Designer, PeopleCode, SQR, Crystal Reports, nVision, Datamover Process Scheduler, PS-Query and Application Engine, File layouts, Component interfaces.
* Excellent knowledge in PeopleSoft 8.x/9.0 Financials with PeopleTools 8.4x and Integration Technology used to provide PeopleSoft applications integrating with both the internal systems and also with external trading partner systems.
* Expertise in Application Designer, PeopleCode, SQR, Crystal Reports, nVision, Datamover, Process Scheduler, PS-Query and Application Engine, File layouts, Component Interfaces.
* Excellent in the creation of complex database reports using SQR 3.x/4.x/6.5, PS/Query, Crystal and N/Vision.
* Experience in PeopleSoft HRMS technology includes conversion, development, SQR report, interface, People code, People Tools (V8.xx), Crystal/Query, security, Application Designer, Integration tools (Application engine, Application Messaging, Business Interlink, Component Interface) and Data management tools (data mover, application upgrade), Process Scheduler and XML Publisher.
* Expertise in planning, implementing and support in PeopleSoft Time and Labor Functional (6+ years) and support to payroll processing from pay sheet creation to sending ACH/PosPay file to bank for on/off cycle.
* Excellent knowledge working on different Web Base applications specially designed for Mobile Banking.
* Strong documentation and written presentation skills, and developed various functional and technical specs with Test Plans and Procedures and documented Field Mapping of AR and Billing to assist conversion to Oracle Financials.
* Extensive knowledge of all phases of the software development life cycle (SDLC) and the iterative Rational Unified Process (RUP).
* Organized many Joint Application Developments (JAD) sessions and Joint Requirement Planning sessions (JRP), walkthrough, Interviews, Workshops and Rapid Application Development (RAD) sessions with end-user/clients/stake holders and the IT group.
* Well-versed in project management tool (MS Project) for status reporting, planning and resource allocation.
* Experience in conducting GAP analysis, User Acceptance Testing (UAT). SWOT analysis, Cost benefit analysis and ROI analysis.
* Successful as a team player to work in conjunction with other DBA’s, testers, developers and other team members in validation and testing complex scenarios and projects and in the maintenance of Quality Standards in Projects especially with Test Director.
* Expertise in Analysis of Problem Severity, Defect tracking and reporting system.
* Strong communication, problem solving, organizational, interpersonal, and presentation skills.

**TECHNICAL SKILLS:**

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| **Methodologies** | Waterfall, RUP, Agile (Scrum and XP), OOAD |
| **Requirement Management Tools** | UML, IBM Rational Requisite Pro, Power Designer |
| **Project Management Tool** | Microsoft Project 2008 and MS SharePoint |
| **Database** | SAS/ SQL Server, MS Access, Data Warehousing |
| **Testing tools and QA** | Win Runner, Load Runner, Quality Center (Test Director), QTP |
| **Business Modeling Tools** | Power Designer, Rational Rose, Microsoft Visio, Smart draw, Concept Draw Pro, JustinmindPrototyper pro edition, Snipping tool, and Serena change management dimensions. |
| **Operating System** | Windows XP/7, OS X, UNIX |
| **Change Management Tools** | Rational Clear Quest, Rational Clear case, HL7 |

**Professional Experience:**

**Client: West Corporation, Omaha, NE Jan 14 – Till Date**

**Role: PeopleSoft Business Analyst**

The task of this project was to build a central repository of historic data warehouse that could support the bank’s various reporting and information needs. Data was spread out in multiple diverse sources in databases located in different regions. The requirement demanded an integrated, unified data pool that was truly subject-oriented, time-variant and nonvolatile.

**Responsibilities:**

* Performed requirement gathering & analysis by actively soliciting, analyzing and negotiating customer requirements and prepared the requirements specification document for the application using MS Word.
* Performed requirements modeling and develop analysis diagrams, activity diagrams, sequence diagrams, state diagrams, data models, and use-case realizations using RUP tools in Agile.
* Scheduled and set up meetings between multiple platforms teams to assure task execution is carried successfully.
* Assured realistic and challenging timelines and assured accurate delivery based on accepted deliver schedule.
* Well versed with PD (Probability of Default), LGD (loss given default), EAD (Exposure at default) used for calculating the credit risk through IRB internal rating based approach.
* Was also involved in gathering Business Requirement of Data migration for legacy system and Data integration under Agile-Scrum Methodology.
* Served as project manager for the HRIS team on the Canadian Shelf Facing project; in which numerous Canadian contracted employees would be converted to the U.S. Company for time recording, benefits, and payroll.
* Gathered Requirement to meet Financial End user Requirement for trading into Swap.
* Lead the Data Mapping Session and able to map four different legacy system to New system as part of Data Migration.
* Worked closely with Business to decide how old historical data should carried over to new system.
* Executed functional, regression, smoke, ad-hoc testing strategies for Web and mobile applications.
* Responsible for documentation of all HRIS processes
* Involved in Data cleansing, Data Scrubbing, Data validation and Data Remediation.
* Worked closely with developers to define time calculations for regular overtime and special overtime pays.
* Plan, develop, test and document PeopleSoft Projects Costing, all Procure to Pay and Order to Cash modules
* Implemented financial modules: OM, GL, AR along with PO integrated with internal e-Procure system
* Identified opportunities for business process improvement through various meetings with business users and developers and initiated efforts to make improvements.
* Developed the project plan with assistance from the management, and included provisions for project scope changes and issues and initiated efforts to make improvements.
* Create Go Forward processes and functional requirements for PeopleSoft Financials based on user business requirements to be used as the basis for application design
* Lead multiple project teams of technical professionals through all phases of the SDLC using technologies including Oracle, Erwin, Data Stage, Data Warehousing, Websphere and Cognos.
* Conducted project kick off meetings with team members to explain roles / responsibilities, relationships with other groups, deliverables, timelines, assignments and status reporting.
* Created RUP activity diagrams and sequence diagrams to analyze the requirements and recommend solutions.
* Used the Automation tool QTP with the Perfecto Mobile for real device hand set testing
* Worked on multiple development projects in the HRMS/HRIS and Finance system as Business Analyst
* Involved in the Business Objects Administration like CMC and CMS maintenance & security issues.
* Prepared scenarios, Use Cases & UML State Diagram for scenarios using Rational Rose.
* Prepare presentation slides in MS Project, which was extensively used in different JAD sessions and to track progress.
* Research and analyze technology available out on the market that would be possible tools for the project. Design, and implement a paperless employment profile environment for the business workforce from applicant status to hired, performance review, to termination. PeopleSoft API was used to integrate pages within People HRMS and communication between PeopleSoft and non PeopleSoft systems.
* Involved in the Functional Setup of GL, OM and PO.
* Assisted the technical team in translating application functionality into application architecture.
* Participated in the bug review meetings, updated requirement document as per business user feedback and changes in the functionality of the application.
* Clarified QA team issues and reviewed test plans and test scripts developed by QA team to make sure that all requirements will be covered in scripts and tested properly.
* Organized meetings to discuss outstanding issues with QA and developers.
* Wrote test scripts for User Acceptance Testing (UAT).

**Environment:** Rational Suite (Rose, Requisite Pro), Rational Unified Process (RUP), PeopleSoft, Windows NT/XP/2000, UML, UNIX, MS-Project, MS-Office Suite, MS Visio, Mercury, WinRunner, Test Director

**Kiewit Corporation, Omaha, NE Jun 2011 – Dec 2013**

**Sr Business System Analyst**

Kiewit Corporation is an employee-owned Fortune 500 contractor based in Omaha, Nebraska. Privately held, it is one of the largest contractors in the world. Recent projects have included several bridge the company also contracts small grading (dirt moving) projects for residential or commercial development

**Responsibilities:**

* Functional lead for PeopleSoft Enterprise Learning Management ELM 9.0 Implementation. Identified Stakeholders, conducted requirements meetings, Mapped business processes, executed fit gap analysis, Interfaced with IT, managed testing cycles, developed reporting and analytics, developed training materials, training plan and trained end users. Full life cycle implementation with solid results.
* Analyzed Requirements and created business requirement document(BRD), current business process flow, future business process flow, use case diagrams, and activity diagrams using Microsoft Visio.
* Gathered the requirements for the complex mobile project which was developed for multiple operating systems like iOS and Android.
* Worked as Business Analyst and Data Analyst for Oracle 11i Implementation Project for HRMS/HRIS, Finance and Supply Chain project
* Conducted JAD sessions with committee of SMEs from various business areas.
* Supported the Lead Project Manager in control and refinement of project's risk, scope, quality, schedule, communications, and integration plans.
* Rolled out PeopleSoft –based Order To Cash solutions to additional geographies and/or lines of business.
* Responsible for interacting with Business and end users to gather, analyze the business requirements and prepare Business Requirements Document, converted to Functional Requirements Specifications and Technical Specification using Rational Requisite Pro.
* Gathered Requirement from stakeholders at Health and Human Services Commission Vendor Drug Program to add new data fields for identifying the National Drug Code (NDC) and knowledge of areas of CDISC, Electronic Data Capture (EDC) and Safety Reporting.
* Created and maintained reusable Actions in Device anywhere for mobile application.
* Built and ran reports in Business Intelligence that capture important HRIS data
* Created and Modified Edits and Audits for enhancing claiming process and worked on Acute Care Claims Processing and Long Term Care Claims Processing.
* Worked closely with all IT Managers involved with the project. Works closely with the business users in identifying business rules to aid in the functional specifications of tasks so that the IT Designers and Developers are able to create programs that fulfill all business expectations
* Functional lead for PeopleSoft Talent Acquisition Manager TAM 8.9, Candidate Gateway, Recruiting Solutions.
* Worked as Team member on AP, AR, and INV Modules
* Defined Business Requirements, Gap Analysis, & Functional Design.
* Managed change specifications, integration, and test cycles.
* Designed and delivered coordinator training, implementation, support and query design.
* XML publisher design, reporting and analytics.
* PeopleSoft Human Resources 8.9 and Enterprise Performance Management 8.9.
* Query design and delivery, Analytics and reporting,
* Bill functioned as the PeopleSoft Time and Labor subject matter expert on a new PeopleSoft 8.9 Time and Labor implementation
* XML publisher design, reporting and analytics,
* HRIS support to HR community.

**Environment**: PeopleSoft v 8.8/ 9.0 (Time and Expenses , Accounts Receivable, Mobile, Billing, Projects, Grants, Contracts, GL, AP) P/S Query, SQR, Crystal Reports, PeopleTools 8.43, Application Engine, Integration Tools, Oracle

**Harden Healthcare Austin, TX Mar 2009- May 2011**

**Sr Business System Analyst**

PeopleSoft HCM 9.0 Support and Project Team Lead for Enterprise projects Managed Production Development and Project Priorities working with both Developers and Customers Document Functional specifications for new change requests Provide application support for HR, Payroll and Benefits. Provide detailed analysis and troubleshooting for ongoing Payroll and Benefit processes and implementation of new modules and module redesign. Provide analysis and to meet the needs of end user requests Performed security design for Security Provisionary to complete end user and project related tasks. This includes new role and permission creation as well as query tree and row level analysis and updates in all test regions.

I have worked on and managed 110 HR Open Items Change Requests this year. I provide first line PeopleSoft HR Support for the company and worked on 492 requests from June through March of this past year.

Harden Healthcare, LLC acquires, manages and nurtures companies that share a holistic approach to healthcare. Harden Healthcare encourages and supports our employees in activities and events within the communities they serve

**Responsibilities:**

* Liaison between the client and development team to support the client’s data analysis and reporting needs.
* Proficient in discussing and defining project, Gap Analysis with the clients from both a business and technical perspective.
* Provided functional subject-matter expertise for specific PeopleSoft module(s) and related business processes
* Provide current market, economic and technical information and updates as well as external changes impacting trading activities to customers.
* Gather requirements for the listed options risk management system, specifically for index options risk management spreadsheet. Defining requirements for product control and risk management end of day feeds.
* Successfully upgraded PeopleSoft HRMS customized online benefits pages and all benefits, and training related SQR from release 8.3 to release 8.9.
* Involved in gathering, analyzing business rules, and documenting business requirements, functional requirements and data specifications for Business Objects Universes and Reports.
* Worked on the Business Objects Data Insight to analyze and monitor the claims reports.
* Design and develop ad-hoc reporting system using Oracle Discoverer.
* Wrote functional requirements and non-functional requirements based upon the approved business requirements by following UML processes and standard procedures for developing use cases, use case diagrams, and other supporting documentation.
* Develop and deliver training to end users on various PeopleSoft utilities
* Engaged in analyzing requirements, identifying various individual logical components, expressing the system design through UML diagrams.
* Worked on Rational Rose to develop the use cases, class diagrams and sequence diagrams.
* Worked on Requirement Change Management System in Rational Requisite Pro.
* Setting up document hierarchy and standards to define different level of requirement using Rational Requisite Pro.
* Manage Scope and change throughout the SDLC process of the product.
* Analyzed existing data and used tools available to successfully forecast the pricing models.
* Responsible for addressing, diagnosing, and resolving issues that arise on a day to day basis for the team. Also responsible for documenting the causes, analysis and final resolution to the issues/errors.
* Identified areas of risk exposure and loss techniques adopted.
* Developed detailed auditing and reporting of the current status and history of all components related to a product.
* Translated customer/clients needs into new features and new services.
* Develop process improvement projects by gathering and analyzing data.
* Define Key Process Areas for different Projects.

**Environment:** Rational Suite (Rose, Requisite Pro), Rational Unified Process (RUP), Windows XP/2000, Oracle, PL/SQL, MS-Project, MS-Office Suite, MS Visio, MS Word, MS Excel

**Aon Hewitt Chicago IL Jun 2008 – Feb 2009**

**Business System Analyst**

Aon Hewitt is among the world’s top global human capital and management consulting firms, providing a complete array of consulting, outsourcing and insurance brokerage services. Our professionals possess extensive knowledge and experience in a variety of fields and help companies of all sizes attract and retain top talent. We can help you achieve better business results by finding, developing, motivating and rewarding employees in ways that fit with your broad financial and business goals.

**Responsibilities:**

* Acted as the liaison between finance and the accounts receivable department, reconciling cash deposits and accounts receivable accounts.
* As PeopleSoft Lead, developed repetitive and inter-company journal entries used by senior finance in the corporate office.
* Instrumental member of the system conversion team which successfully rolled out a new operating system on time and under budget.
* Trained staff on PeopleSoft Treasury and consulted with corporate office in creating both queries and cash reconciliation reports.
* Participated in two major upgrades and created and maintained User Acceptance Training scripts as well as posting updates via SharePoint.
* Acted as the Quality Assurance Lead regarding all Treasury functions and was the Lead on General Ledger modules within PeopleSoft including BU, Combo Edits, Interunit transactions, Run Controls, Tree Manager, Month-end, and Year-end processes including 1099 creation and all facets of General Ledger activities.
* Created special reports within Crystal Reports as needed and acted as the super-user of Oracle and trained/supported staff.
* Worked with minimal supervision and structure and acted as a resource to others.
* Developed plans to meet short-term objectives and resolved operational problems using defined processes, expertise and judgment. After one year of proven leadership, was promoted to supervise the BI, AR, and ePro functions, successfully managing teams in both Overland Park, KS and Carlsbad, CA.
* Created ad hoc reporting for senior management, uploaded site-specific metrics via Hyperion and was an important member of the Sarbanes-Oxley enforcement team.

**Environment:** Windows 7, MS Project, Caliber RM, MS SharePoint, MS Visio, HP Project and Portfolio Management, HP Quality Center, Mercury Test Director, Power Center