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| **PRASHANTH REDDY**  **PEOPLESOFT HCM CONSULTANT** |
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**PROFESSIONAL SUMMARY:**

* Around **8 years** of Experience in **PeopleSoft 9.2/9.1/9.0/8.9/8.8/8.**3 **Implementation**, **Conversion**, **Upgrade**, **Maintenance** and **Support** of Various HCM modules such as **NA Payroll**, **HR**, **Benefits**, **Benefits Admin,Time and Labor**, **Payroll Interface** and Self-Service Modules (**Manager and Employee Self Service**).
* Strong Expertise in **People tools** such as **Application Designer**, **Application Engine**, **Component Interfaces**, **People Code**, **XML Publisher**, **Process Scheduler**,**PS Query, Data Mover**, **Workflow**, Working knowledge of **Integration Broker**, **Application Messaging** and **Pagelet development** using PeopleSoft portal.
* Excellent process orientation in performing **fit-gap analysis**, user interactions, gathering, functional and technical design, configuration, testing, End user training and production support
* Expert knowledge in **applying fixes & patches**, performing upgrade tasks, developing interfaces and **converting & migrating data**
* **Development and Modification** of Outbound and Inbound**Interfaces** using **SQR**
* Proficient in writing complex reports and customizing PeopleSoft **Delivered SQR Reports**
* Extensively used **Data mover & Application Designer** for migrating **projects** and **setup data** todifferent databases.
* **Quality Assurance** as part of full life cycle implementations, specifically in creating integration **test plans**, requirements traceability, developing **manual test cases** and **test scripts**
* Strong **RDBMS skills** and hands on experience in **Oracle 9i/10g/11g** and **SQL Server 2000, DB2** using tools like SQL Developer, SQL tools and Toad for performing SQL
* Worked on development and modification of Interfaces and data conversion from Legacy systems to PeopleSoft records by performing numerous validations using **SQRs** and **Application Engine**
* A challenging position where my extensive experience in **techno functional areas** will be fully utilized towards continued growth and where advancement is based upon my professional skills and contributions.
* I would like to leverage my talents as a Lead and staff leadership to effectively manage large and critical projects, infuse new ideas, mitigate risk and consistently deliver results that exceed expectations.
* Key strengths include Team Facilitator, Self-belief, Passion to learn and work
* Worked individually, as well as in team environment, to achieve project goals.
* Desire to learn and work on other ERP applications.

**TECHNICAL SKILLS:**

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| **ERP Packages** | PeopleSoft HCM/HRMS **9.2/9.1/9.0/8.9/8.8/8.3** |
| **Modules** | **Core HR**, **Benefits, Benefits Administration**, **NA Payroll,Time and Labor**, **Manager Self Service &Employee Self Service**, **PeopleSoft Security** |
| **PeoleTools** | Tools **V 8.54/8.52/8.50/8.51/8.48/8.45/8.43** |
| **Development Tools:** | **Application Designer, Application Engine, Component Interface, People Code, Process Scheduler, Integration Broker, Application Messaging, Web Services, Application Packages, PS Security, Data Mover, File Layout, AWE, Workflow.** |
| **Languages** | **C,C++,JAVA,SQL,HTML,PL/SQL,COBOL, Shell scripts** |
| **Reporting Tools** | **SQR, PS Query, XML Publisher, Crystal Reports.** |
| **Databases** | **Oracle 9i/10g/11g/12C, MS SQL Server, DB2** |
| **Operating Systems** | **MS-DOS, Windows 98/2000/XP/NT, Unix, Mac OS X.** |

**PROFESSIONAL EXPERIENCE:**

**Client: San Jose State University, San Jose, CA AUG 2016-Present**

**Project:Production Support/Enhancements of PeopleSoft HCM 9.1 Applications.**

**Role:Techno-functionalConsultant**

**Responsibilities:**

* Extensively worked on **Support**, **enhancements** and **customizations**of PeopleSoft **HR**, **Payroll**, **Time and Labor**, **Benefits Administration**, **Manager Self Service,Employee Self Service** and **Recruitment Modules**.
* **Interacted** with the key users and **HRIS** to gather business requirements to resolve **production issues** and delivering fixes.
* Configured and maintained all the tables involved in **Payroll processing**, such as Pay calendar, Job Code, Deductions and Processes such as Paysheet creation, PayCalc, Payconfirm, Tax Tables etc.
* Resolved issues with HR and benefits **reports and interfaces**, by correcting the logic and making necessary modifications as required to the **SQR** programs.
* Modified **Application Engine** programs and **processes**based upon business requirements.
* Developed a new **SQR** to pull records of terminated employees and inserts into a table. Also created script and attached it to the **batch process** to run the SQR nightly
* Modified existing **TA, GA, TF**reports and **developed XML Publisher reports** using **PS query**.
* Involved in 2017 **Open-Enrollment** (**OE17**) page customizations and validations for **Employee Self-Service module**.
* Setting up of the **module control tables in Benefits**such as benefit plan table, coverage group table, leave plan table, salary rate table, retirement plan table, include field for employee deduction and company contributions Developed an SQR for updating the **BAS\_ACTIVITY** table with benefits related data from the HR tables for allotting a newly hired employee with the appropriate Benefit Program, before the **Ben Admin process** runs as a nightly process.
* Wrote custom error messages on Benefits records and pages to hide beneficiary information based on different Plan Types.
* Analyzed, documented and implemented all **eRecruit batch processes**
* Worked on **Data Mover Scripts(DMS Scripts)** on HR and Benefits tables to validate in different environments
* Created Workflows to send emails for both Delegation and Job Change Request sections in Manager Self Service.
* Created **Run control Pages, Components** and **Records**and attached them to required menus through Application Designer and made them available to various operators through **Maintain Security** to have the reports run under **Process Scheduler.**
* Developed **UNIX scripts** to check the status of inbound files and identify whether it is delta or full feed file based on that it send the notifications to the on-call and payroll support teams.
* Created Unit testscripts to test the business functionality for the delivered code based on the requirements.
* Worked on **PeopleSoft Security** by creating and testing user roles and permission list.

**Environments: PeopleSoft HCM 9.1, People Tools 8.54, Application designer, People Code, Application Engine, PS-Query, SQR, Oracle 12c,Windows XP, Windows NT.**

**Client: The Bank of New York Mellon, New York Sep 2015-July 2016**

**Project:PeopleSoft Upgrade from HCM 9.0 to 9.2**

**Role:Techno-functional Consultant**

**Responsibilities:**

* Extensively worked with the **HCM Upgrade** team and functional users in order to develop, support and resolve technical issues in **Workforce Administration,Time and Labor,NA Payrol**l**, Benefits, EE Self Services(ePay, eBenefits)** during the upgrade from v9.0 to v9.2
* Performed **Fit-Gap Analysis** and client requirement study for upgrade project.
* Worked on the retrofitting Application Engines, Component Interfaces, **SQRs**, Components, Pages, Records, Fields and **PeopleCode** related to **HR**, **Benefits**, **NA Payroll**.
* Extensively used **App Designer** for creating new objects, modifying the existing customizations, and moving them over successfully into PS 9.2.
* Developed **Application Engine** programs, **Component Interfaces** to load data from external systems into PeopleSoft System.
* Worked extensively on customizing **file layouts**, run control pages and components to execute the process. These interfaces require custom **Application Engine** programs to perform the extract to a flat file.
* Developed an **Application engine** program which would invoke the **Paysheet** and **PayCalc** process from the run control page based on the pay end date which usually runs on the **Pay Run ID**.
* Involved in organizing the Payroll Process using **Pay Groups**, **Pay Calendars**, and **Pay Run Ids**. Also created pay sheets used to deposit data required for employees pay calculations for each pay period.
* **Modified theEmployer Tax Labor Distribution Report** to allow corporate Payroll users run the program for a particular location instead of all locations
* **Modified custom version of Payroll Error Messages Report** (PAY011) to accurately display all error messages.
* **Modified Payroll Check Print report and Direct Deposit Advice Print Report programs** as per client’s requirement.
* Customized pages for **ePay** to deliver **Paycheck information**, **Direct Deposit information**, **W4 online.**
* **Developedpeoplecode to set up workflow** for Hiring and triggering events to mail the new-hire details to all administrators in Payroll, Benefits.
* Involved in applying **Tax update Patch** and Testing of Tax update.
* Involved in Unit testing of PeopleSoft delivered and modified functionality & customized SQR programs using **HR, Benefits and Payroll** Modules.
* Coordinated with user groups and testing team to facilitate the necessary testing for the

Specific**SQR’s**, performance issues and also involved in communicating with the user

groups, help desk resource to solve the production problems or issues.

* Interacting with business users for collecting business requirements and prepared **functional and technical specification documents**.

**Environments: PeopleSoft HRMS 9.0/9.2, People Tools 8.50/8.54, Application designer, People Code, Application Engine, PS-Query, SQR, Oracle 11g,Windows XP, Windows NT.**

**Client:Genworth Financial, Richmond, VA Jan 2014-Aug 2015**

**Project: Implementation of PeopleSoft HCM 9.1**

**Role: Techno-functional Consultant**

**Responsibilities:**

* Involved in implementation of **PeopleSoft** HCM 9.1 and People Tools 8.51. Involved in the **design**, **development** and **testing** of all **HR, Payroll,Time and Labor**, **Benefits Administration, Manager Self Service and Employee Self Service**.
* Analyzed the **requirements** and created **functional** and **technical design** documents.
* Involved in **data analysis and data conversion** during the implementation
* Involved in creating new **Component Interfaces** to load additional pay data of employees from **Excel Sheet to PS payroll tables**.
* Developed and customized various payroll bank inbound/outbound processes such as **positive pay file**, **check reconciliation** file, **direct deposit ACH** file.
* Developed custom **AWE** process to implement custom position request form approval process in HR, worked on the setup of transaction registry, approval process setup, user list and wrote code instantiating/Lunch AWE.
* Worked on the T&L customization of **overtime** request form pages and developed new pages for **missed clock** form and **absence** request form for employee self-service and approval pages for manager.
* Worked on the building T&L custom complex **rules** such as validating multiple punches/schedules, calculate various TARDY's, Overtime TRC's based on the Workgroups/Union codes.
* Developed, modified various inbound **Messages** that are coming from 3rd party system thru BizTalk using **component interfaces** to process like Job, Payroll, Benefits, Employee Tax data, Time and labor.
* Used Job, personal data, employee tax data , time and labor **component interfaces** to insert the employee related data into PeopleSoft using **Integration Broker** custom messages
* Implemented **Integration broker** between HR system and Payroll system
* Written **Data mover** scripts for Migration of Data across different databases for the custom and Delivered Tables to fix the Data conversion Issues.
* **Troubleshoot** and resolve PeopleSoft HR, Payroll **production issues** and develop custom program code and system objects to serve client needs.
* Customized **ESS** and **MSS** transactions (viz., Name Change, Date of Birth Change, Location Change, Termination etc...).
* Designed and developed custom reports using **application package** in **XMLP.**
* **Fine tuned** the long running batch process by efficiently tuning the complex SQL’s and bringing down the running time
* Developed new interfaces using **SQR Reporting** and **Application Engine** in the areas of Benefits, Payroll and HR.
* Developed an **Application Engine** program using File Layouts to load New Hire interface file into PeopleSoft tables.
* Actively involved in the **testing** and **issue resolution** of **system integration testing and UAT.**

**Environment: PeopleSoft HCM 9.1, People Tools 8.52, Oracle 11g, Windows XP, PeopleSoft Internet Architecture (PIA).**

**Client: Nassau County, Mineola, NY May 2013- Dec 2013**

**Project:Production Support/Enhancements of PeopleSoft HCM 9.1 Applications.**

**Role:Technical Consultant**

**Responsibilities:**

* Extensively worked on PeopleSoft HRMS System **Development**, **Customization,Migration** and **Support** of **HR, Benefits, Benefits Administration and Payroll modules.**
* Developed an automated process to calculate and load adjusted salary used to determine life and disability benefits for commissioned employees using **Application Engine** and **Component Interface.**
* In **NA Payroll** performed impact analysis to convert pay groups from Location based to Frequency based and designed mapping tables for Frequency based.
* Converted Legacy data from **ADP** into PeopleSoft Payroll for NA. Performed data mapping and created test scenarios for the same.
* Extensively involved in **data conversions** and generated the flat files from tables then used Import Manager, SQR, and SQL Plus to insert the data into PeopleSoft.
* Developed**Component Interface program in App Engine**, which reads data from csv file using **File Layout** and thru **component interface**, loads the data into the component, which is used for the **data conversion**.
* Created **SQR processes** to send Email notifications to Time Keepers and Time Reporters to remind them to approve the time.
* Developed **SQR reports** that displays leave accrual information by leave plan and employee. It includes information such as plan year eligibility hours, carryover hours earned year-to-date, hours taken year-to-date, and remaining leave balances.
* Fixed Issues related to **Manager Self-Service (MSS**) for Job Opening Approvals, Absence Approvals.
* Resolved the issue where Benefits **Open Enrollment** page in Self Service was showing the costs as annualized instead of per pay period. Changed the **Self Service Configuration** on each Benefit Program.
* Designed & Developed Custom **PeopleSoft XMLP Reports** which will be generated when a new contract is created or if any changes to the existing contract.
* Worked in developing a process to load the timesheet information to **payroll**, benefit days accrual and employee balances.
* Responsible for writing **People Code** for the Operations Manager Approval process using MSS.
* Worked on fixing issues related to **Benefits**, referral emails &**workflow**.
* Involved in identifying process improvements and redesigning **business processes** to accommodate new interfaces and altering the scheduling of **batch processes** to incorporate added preprocesses.
* Supported **end-to-end testing** of enhancements and bug fixes along with the Business Users.

**Environment : PeopleSoft 9.1,People tools 8.50, XML Publisher, App Engine, Application Designer, SQL, Share point, SQR, MS Office.**

**Client: United Nations, NY City, NY Nov 2011- April 2013**

**Project: PeopleSoft Upgrade fromHRMS 8.8 to HCM 9.1**

**Role: Technical Consultant**

**Responsibilities:**

* Developed **technical specification documentation** for the new changes brought out in 9.1 in particular reference to 'Person' model.
* Did the **analysis of existing customizations**, conversion, interfaces, and report programs and identified the changes that needed to be made and documented the impact from the technical perspective.
* Conducted **fit/gap sessions** and prepared detailed design documentation, on how to Perform Data conversions.
* Developed many Application Engines to develop Outbound & Inbound **interfaces** to import & export the data from the other modules like Importing **Average Hours** from Time & Labor module and writing them to **PSHUP tables** as a part of payroll processing. Similarly providing HR related info as feed to Time & Labor module.
* Responsible for modifying the existing customizations, and migrating them into PS 9.1.
* Developed **Component Interfaces for payroll and benefits** and Used **Application Engine for batch processing**.
* Worked on **field mapping of legacy data with the corresponding PeopleSoft benefits** and **payroll data**.
* Customized SQRs for **Payroll Summary, Garnishment, Earnings, Time work & absenteereports**.
* **Modified Payroll Check Print report and Direct Deposit Advice Print Report programs** as per client’s requirement.
* Updated PeopleSoft Database with External data Using **ExceltoCI** Utility.
* Setup Application Messaging between **HRMS** and **EPM** database environments by configuring **Integration Gateway servlets**, **creating message nodes**, **message channels** and **Publish/Subscribe messages**.
* **Applied regular Tax updates and customizations.**
* Developed run control pages, components and process definition to Schedule and monitor **SQR programs** and **Processes**.
* Involved in creating **permission lists**, **users**, **roles** and **assigned roles to users** (Maintain Security).

**Environment: PeopleSoft HCM 8.8/9.1,People Tools 8.50/8.53, SQR, Oracle 9i, Web logic.**

**Client: The Hackett Group (India) Ltd., IndiaJuly 2009- Oct 2011**

**Project:PeopleSoftUpgrade from HRMS 8.3 to HCM 9.1**

**Role: Technical Consultant**

**Responsibilities:**

* As a technical developer, worked on **Upgrade**, **maintenance, customization, production and OnCall support** for various **PeopleSoft HRMS**/**HCM** applications.
* As a **Production Support**, resolved many production tickets including addition of new change enhancements to the existing functionality based on the business requirements
* Involved in the **development**, **Upgrade** and **customization** of Application Engines, **SQRs**, Components, pages, record definitions and menus using PeopleTools.
* Implemented new functionalities to the existing **HR**, **Benefits**, **Payroll** and **Self Service** applications as part of **Change Enhancement** Requests and **upgraded** them in **v9.1**.
* As a part of **Upgrade** to **v9.1**, retrofitted and **fine-tuned** several Application Engines and **SQRs** to increase the process time related to **HR**, **Benefits** and **Payroll** applications.
* Developed custom **SQR** reports for **HR, Payroll** and **Benefits**.
* Used Process Scheduler to run scheduled processes at a specific time and/or run recursively at a specific interval and used Process Monitor to view status of the process.
* Used Upgrade Assistant to monitor upgrade status and phases.
* Involved in various **Audit & SOX compliance** reports for monthly and quarterly audits.
* Customized the Payroll module according the requirements.
* Involved in analysis and customization of the **ePay** module according to the organization’s needs. Assisted in documenting the training material for end-users.
* Developed several SQR reports in **Payroll module** like Earnings summary, Overtime, YTD Overtime.
* Providing Production Support for the modules implemented.
* Created new Records, Panels and attached them to menu’s and assigned the menus to operator classes through security administrator.
* Extensively involved in Unit testing, SIT, UAT and Production deployment activities.

**Environment: PeopleSoft v 8.3/9.1,People Code, SQR, People Tools 8.48/8.50,SQL Server2000, ORACLE, Windows NT 4.0.**

**EDUCATION:**

* Bachelor’s Degree in Computer Science