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| **PRASHANTH NAWAPET** |

**PROFESSIONAL SUMMARY:**

* More than **7 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**) and working information of FIN modules **AP**, **AR**, **GL** and **T&E**
* 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, MS SQL Server, DB2** |
| **Operating Systems** | **MS-DOS, Windows 98/2000/XP/NT, Unix, Mac OS X.** |

**PROFESSIONAL EXPERIENCE:**

**Client: Gilead Sciences, Foster City, CA Nov 2014-Present**

**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, 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**, **NAPayroll**.
* 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: Hanesbrands Inc, Winston Salem, NC Jan 2014-Nov 2014**

**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: Techno-functional 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: PeopleSoft Developer**

**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., India July 2009- Oct 2011**

**Project: PeopleSoft Upgrade from HRMS 8.3 to HCM 9.1**

**Role: PeopleSoft Developer**

**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 **v9.0**.
* As a part of **Upgrade** to **v9.0**, 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.**

**Client: Evoke Technologies, Hyderabad, India August 2008-July 2009**

**Project: Implementation of PeopleSoft HRMS 8.8**

**Role: PeopleSoft Developer**

**Responsibilities:**

* Involved in analysis, customization and implementation of **HR/Benefits/Payroll** modules using PeopleSoft 8.8 and Oracle 9i.
* Involved in the data mappings, and data conversion of Legacy system data (.CSV file) to PeopleSoft HRMS tables using **App Engine programs** and **SQRs**.
* Involved in the design, development and testing of all HR, Payroll, Benefits.
* Used **Application Engine**, **People Code** and **SQR** extensively to create processes, outbound files and reports.
* Work involved development of interfaces with **Component Interfaces** to read inbound files and manipulating the PeopleSoft tables.
* Created an **Application Engine Program** to load data into Job table by using Job Data Component Interface.
* Performed data conversions, report writing, report customizations, page customizations and People Code programming. Developed conversions programs to load Payroll and Benefit tables in PeopleSoft using **SQR** and **Import manager**.
* Responsible for collecting, documenting the requirements, provide time, resource estimates for any new change request.
* Involved in setting up the **Security**, which contains creation of **permission lists**, **Roles**, **assigning Roles to the User Profiles.**
* Involved in the trouble shooting and fixing bugs.

**Environment: PeopleSoft HRMS 8.8, People Tools 8.45, SQR,Application Designer, PS Query, Oracle 9i, SQL Server 2003, Windows NT/2000**

**EDUCATION:**

* Bachelor’s Degree in Computer Science