**Sandeep**

**Professional Summary:**

* PeopleSoft HCM Consultant with 8 years of Professional Information Technology experience including 7 years of Implementation, Conversion, Testing, Upgrade, Maintenance and Production Support of PeopleSoft HRMS Applications.
* Extensive experience in People Soft Payroll, Time and Labor, Workforce Administration, Base Benefits, Benefits Administration and Absence Management modules.
* Extensive experience in interacting with the clients for gathering up of requirements for new developments and customizations.
* Demonstrated experience and expertise in conceptual thinking of how to apply information solutions to a business challenge.
* Experience working on all the phases of software development life cycle (SDLC), including System testing and Client support.
* Worked on different benefits and payroll Interfaces like ADP, Vanguard, Hewitt interfaces. etc
* Worked on developing SQL scripts for testing and design process.
* Experience in bug life cycle, testing methodology, implementation of QA processes and procedures, test cases, test result analysis, verification, validation and reporting.
* Extensively worked with Security Administrators to implement security in various levels creating Permission Lists, Roles, User Profiles and Row level security.
* Interact closely with development teams to ensure that requirements are accurately translated into system solutions and ensure that testing approach and methods, successfully verify that changes meet functional requirements.
* Well organized with interpersonal and developmental skills, strong work ethics and willingness to work hard to achieve employer goals and targets.

Skill Profile:

ERP PeopleSoft 8.x / 9.x

Functional Modules HRMS/Payroll/Base Benefits/Benefit Administration, ESS/MSS, Time&Labor, Workforce Administration

Tools People Tools (8.4x – 8.5x)

Application Designer, Operator Security, People code, Configuration Manager, Query Manager, Process Scheduler, Security, PS Query, XML/BI Publisher

Operating System MS-Windows 2000/XP

Languages C, COBOL, HTML, SQL, SQR, PL/Sql

Databases Oracle 9i/10g, DB2, SQL Server, MS Access

Reporting Tools Crystal Reports, Service Now

QA Testing Tools Win Runner, Test Director, HP Quality Center, JIRA Tool, SQL Query Analyzer, Toad

Other Microsoft 2007 Word, Excel, Access, PowerPoint, Visio

**Education:**

B. Tech in Computer Science

**Professional Experience:**

**Client: Robert Half Technologies, San Ramon CA June 2015 – Current**

**Sr. PeopleSoft Functional Consultant**

* Created Business Requirements Documents and Functional Design Documents as part of Benefits Enhancement Project and TCAST (SFDC) Project.
* Worked on System, Integration and UAT Testing for the Enhancements to the Benefits Interfaces.
* Coordinating with users in testing all the requirements. Developing test cases/scenarios for end to end test coverage.
* As part of Affordable care Act implementation enabled ACA event handler, worked with ACA component interface to update records in ACA component by coordinating with developers.
* Working with business users to test PeopleSoft NA payroll components. Ran On-cycle and Off-cycle payroll to test Job Data, Earnings and Deductions for specific employees. Ran Weekly, Semi Monthly and Bi weekly Payrolls to validate employee pay data.
* Provided support in Year End tasks which involves updating BenAdmin Start Date, HCE (Highly Compensated Employee) Process, Setting up Pay Calendar, Ending deductions for employees, worked on the Open Enrollment files from Vendors.
* Configured all the configuration tables related to Open enrollment such as OE definitions, Schedule ids, Bas group ids and assigned Bas group ids to the employees by running SQL statements before running the BenAdmin to create OE events.
* Providing application support by trouble shooting various issues arising of event maintenance and Open Enrollment, both at the event maintenance and open enrollment coordination.
* Updated ACA eligibility field for job codes and developed a process to calculate average hours of the employees and also worked with ACA eligibility criteria for benefit programs.
* Enrolled employees using Base Benefits in HCE Savings Plan.
* Experienced in PeopleSoft’s Benefits Administration – including Benefits Administration Configurations, Event Maintenance processing, Open Enrollment processing, Benefits Employee Self-Service.
* Designed and setup Eligibility Rules and Event Rules for Life events. Maintained and monitor wage garnishment and other duties as assigned.
* Tested payroll processing of benefit deductions. Tested Open Enrollment and Event Maintenance processes.
* Created Permission Lists, Roles and User Profiles to accommodate Business Requirements and assigned Process groups to specific Permission Lists to give access for users to run processes.
* Worked on Validating/Testing the state wise Tax for employees after Year End Tax Update.
* Working with Business on requirements for reports, validating them and Creating Functional Design Document, perform requirement analysis and assisting developer with expected design.
* Good understanding of working with JIRA tool in creating defects and documenting with BSA, LEAD BSA, UAT, USER and Production Verification Notes.

**Environment:** PeopleSoft HCM 9.1, Oracle11g, Windows, MS Office and Service Now

**Client: HHMI, chevy chase,MD Jan 2014 – May 2015**

**Sr. PeopleSoft Functional Consultant**

**Responsibilities:**

**OE 2015 and Upgrade (8.8 to 9.2):**

* Involved in Open enrollment project right from requirement gathering till go live on parallel with upgrade project.
* Analyzed Open enrollment procedures for last few years and prepared a document that needs to be followed during this year Open enrollment.
* Worked with the Business users to gather requirements and translated them into Use Cases and Business Requirement Documents (BRD). Developed simple and complex use cases using Requisite Pro and MS Visio.
* Configured all the configuration tables related to Open enrollment such as OE definitions, Schedule ids, Bas group ids and assigned Bas group ids to the employees by running SQL statements before running the BenAdmin to create OE events.
* Involved in setting up the EOI configuration rules for life plans to meet business requirements.
* Understood the current issues with the system and the business processes, identified areas of improvements and provided recommendations and best practice evaluations.
* Implemented DOMA benefits to cover employees of same sex spouse as part of 2016 enrollment
* Gathered the requirements for the new interfaces written for the new vendors and written the functional specification document based on the vendor’s requirement.
* Worked with business in gathering requirements for new plan setups and configured the new plan types and updated the benefit programs with the new plan types defined.
* As part of Affordable care Act implementation enabled ACA event handler, worked with ACA component interface to update records in ACA component by coordinating with developers, updated ACA eligibility field for job codes, and developed a process to calculate average hours of the employees and also worked with ACA eligibility criteria for benefit programs.
* Involved in setting up different flat rates and salary based rates for different plans for the payroll to calculate the deductions.
* Implemented text changes that need to be displayed in the self-service based on different events and benefit programs.
* Scheduled and maintained Open enrollment in production environment and fixed any issues that have risen during the Open enrollment.
* Prepared queries based on the requirements for Open enrollment.
* Performed OE functional and user acceptance testing for client and fixed the issues and documented the same
* Scheduled OE events in testing environments and fixed the issues related to event preparation and also tested if the customizations for OE got carried forward from 8.8 properly.
* Used Component interface to load new event rules and rates that have changed effective first of following year
* Worked with offshore and on site development team get the development work done as per the scheduled time lines.

**Upgrade (8.8 to 9.2) and Retiree Conversion**

* Lead the Requirement gathering, Fit/Gap Analysis, and best practice evaluation/recommendation for the upgrade of Core HR, Benefits and benefits administration modules.
* Analyzed and documented the customizations from 8.8 and retrofitted the same to 9.2.
* Prepared the benefits Administration fit gap analysis documentation and conducted fit gap sessions with the client’s benefits team
* Prepared functional requirements document to serve as a baseline for detailed technical design for data conversion.
* Reviewed technical design document with developer.
* Involved in system Integration, Parallel and User acceptance testing and resolved issues.
* Worked with Business in setting up the coverage Formulas for life plans.
* Implemented Life events as part of upgrade and made them available through self-service.
* Applied Individual fix (Patch) provided by Oracle by coordinating with developers and tested the new fix to resolve the issue with life events.
* Designed a SQR program for D26 to drop the dependent child once they reach 26 years
* Used quality center to create, execute test cases and for tracking the defects that have been logged as part of different testing cycles.
* Ran snapshot process to validate the conversions from 8.8 to 9.2 and ran queries to validate the same to make sure that the employees are not terminated from the benefits.
* Involved in the cut over tasks and validations during the go live for Benefits and Benadmin modules.
* Conducted meetings with Business to gather the requirements for converting the Retiree population.
* Analyzed the Retiree data to come up with a business strategy to convert the retiree Population
* Created new benefit plans, Benefit programs, Benefit Rates, Eligibility rules and event rules and converted Retiree population in to the new benefit programs.
* Set up the new companies, Action /Reasons, Event classes, benefit programs for the newly converted Retiree population and enrolled them in the respective benefit programs by running the snap event.
* Responsible for identifying the test conditions, writing the test scripts based on the System
* Requirements and executing them as part of the functional testing.
* Designed new customized ACH Withdrawal process for Retiree Population and the ACH vendor interfaces.
* Co-ordinate with vendors on the new benefit plan codes for the retiree population.
* Assisted the business users in User acceptance testing for the Retiree conversion
* Wrote on demand queries to validate the converted data and developed some PS queries to validate the data before and after the migration.

**Environment:** PeopleSoft HCM 8.8/ 9.2, Oracle11g, and Windows, MS Office

**Client: AON Hewitt, Hoffman IL Feb 2012 - Dec 2013**

**Sr. PeopleSoft Functional Consultant**

**Responsibilities:**

* Gathered requirements from users and administrators for Open enrollment window for 2 different groups and set up the configurations as per the requirement.
* Responsible for fixing production issues and migration of the fixes to production environment and monitoring them after the go live.
* Setup the brand new benefit programs and benefit plans for the retiree employees based on the eligible year.
* Gathered the requirements for the new interfaces written for the new vendors and written the functional specification document based on the vendor’s requirement.
* Worked with business in gathering requirements for new plan setups and configured the new plan types and updated the benefit programs with the new plan types defined.
* Analyzed the existing interfaces and customized them as per the new requirement.
* Worked with offshore and on site development team get the development work done as per the scheduled time lines.
* Designed a SQR program to populate the eligibility configuration fields with different values based on the service and average hours worked that was set to run every week.
* Involved in setting up the EOI configuration rules for the newly converted ING employees so that the rules will work as the existing employees.
* Set up the new companies, Action /Reasons, eligibility rules, Event classes, benefit programs for the newly converted ING associates and enrolled then in the respective benefit programs by running the snap event.
* Worked with Unions and configured different benefit programs for each union.
* Customized the benefits self-service panels according to the client’s requirement to show different custom text for different benefit programs for Open enrollment.
* Involved in setting up different flat rates and salary based rates for different plans for the payroll to calculate the deductions.
* Setup different Schedule Id’s and ran the Open Enrollment and Event Maintenance process based on Location.
* Worked with the payroll team on setting up the Pay Calendar Tables, Deduction tables and Pay group Tables for the year of 2013.
* Prepared and presented business cases addressing various gap issues for project management approval.
* Responsible for identifying the test conditions, writing the test scripts based on the system requirements and executing them as part of the Functional testing.
* Assisted the business users in User acceptance testing for the ING conversion and Open enrollment projects.
* Wrote on demand queries to validate the converted data and developed some PS queries to validate the data before and after the migration.
* Responsible for running the PTO, Sick & Vacation accruals & takes processes, Holiday and service bonus benefits processes, 401K benefit eligibility and enrollment processes.
* Created test strategies and plan for System testing and User Acceptance Testing.
* Provided Functional expertise to resolve risks and bottlenecks related to the system functionality of HR, Benefits and Payroll processes.
* Researched and solved multiple issues regarding Tax data for employees working in multiple states.

**Environment:** PeopleSoft HCM 8.9/9.1, SQR, Oracle 10g, People Tools 8.49/8.52.

**Client: NYC Transit, NYC, NY Dec 2010 – Jan 2012**

**PeopleSoft Functional Consultant**

**Responsibilities:**

* Worked with the Business users to gather requirements for paper EAN(Employee Action Notice),Life, Annuities, GUL, and Disability) and translated them into Use Cases and Business Requirement Documents(BRD)
* Worked with business users to design the approval process required to automate EAN (Employee Action Notice).
* Worked on business requirements to automate specific transactions after EAN is approved. Transactions include change in employee Salary, Status, Data Change, Leave/Return from leave and Termination.
* Worked on Life (Term Life) and Annuities (Deferred Annuities and Immediate Annuities) requirement gathering.
* Participated in the technical design, test planning and execution, and UAT coordination.
* Developed simple and complex use cases using Requisite Pro and MS Visio.
* When required, provided advanced functional/technical support on projects/processes involving field of expertise.
* Traced Use Case requirements to Implementation references and defects in order to maintain high quality standards.
* Coordinated application development sessions with clients and Business partners.
* Worked with the users and peers in planning, designing, implementing, and supporting new or existing applications.
* Experienced in designing customized interactive dashboards in OBIEE using drill down, guided navigation, prompts, filters, and variables.
* Coordinated with the offshore and onshore Application development groups.
* Assisted in the understanding of Multiple Reporting Projects (BI tools)
* Worked closely with technical architects, developers, and users to ensure that developed functionality satisfied requirements.
* Managed project scope and change requirements throughout the entire project lifecycle with hands-on involvement in project management, business analysis, and quality assurance and scope management.
* Worked on PeopleSoft Workflow for ESS module. Worked on escalation of authorization in Workflow.
* Tracked Defects and Enhancements using Test Director. Provided metric reports to all members of the teams on the number of open defects and enhancements.
* When required, provided support to QA in testing the core functionalities of the project.

**Environment:** HCM 9.1, IBM DB2, and Windows, MS Office, OBIEE

**Client: Ajilon Finance, Edison NJ Mar 2010 - Nov 2010**

**PeopleSoft Functional Consultant**

* Design, Develop, Debug and tested various applications that are involved in the Payroll implementation process.
* Involved in preparing FIT/GAP documents for 8.8 payroll implementation.
* Involved in organizing the Payroll Process using Pay groups, Pay Calendars, Balance IDs and Pay Run Ids.
* Set up additional payroll related tables for defining bank and form ids and setup bank source table.
* Used Application Engine, PeopleCode and SQR extensively to create processes, outbound files and reports. Developed outbound files like Employee, Benefits etc using SQR.
* Participate in Agile Process/SCRUM Meetings.
* Participated working on payroll process such as creating pay sheets, pay calculation, pay confirmation and creation of paychecks for the employees on off cycle and on cycle basis.
* Involved in design, development, enhancement and maintenance of PeopleSoft HR, Base Benefits and Payroll.
* Setup core North American payroll processing tables.
* Tested Payroll panels after completion of data conversion.
* Created several queries for End Users using PeopleSoft Query tool.

**Environment:** People Soft HRMS 8.8, PeopleCode, SQL, Oracle 11g, Windows

**Bristol Technology Software Solutions, India Jan 2008 – Feb 2010**

**Senior Software Engineer**

**Responsibilities:**

* Extensively involved in coding of the Business Rules through PL/SQL using the Functions, Cursors, Triggers, Stored Procedure, and Packages in the server side.
* Extensively involved in designing the project and coordinating a highly professional team.
* Participated actively in the technical and functional discussions.
* Interacted with the user group on a regular basis to discuss requirements and updates.
* Designed ER diagrams and normalization of database.
* Developed scripts to create tables, views, procedures and functions and executed them using SQL\*Plus. Wrote triggers to handle user-generated events.
* Migrated the data from external files into Database tables using SQL \*Loader.
* Extensively involved in performance and tuning of all SQL and PL/SQL code.
* Used Built-in Packages provided by oracle for debugging.
* Reviewing / Testing Procedures & Functions developed by the team members.
* Developed UNIX shell scripts to schedule the jobs.
* Used Developer 2000 to generate reports of statements for users.
* Demonstrated strong technical and analytical skills and the ability to learn quickly.
* Worked both independently and in a team environment.

**Environment:**Developer 2000, SQL, PL/SQL, Oracle 10g, UNIX, Windows