**Vikram Mattepalli**

**Email: Peoplesofthcm2016@gmail.com**

Summary

* **Over 9+ years of progressive IT** experience as a PeopleSoft Techno functional consultant.
* Strong knowledge in developing and customizing **PeopleSoft HR, Time and Labor, Absence Management, Leave Accrual Processing,** Benefits, e-Benefits**,** Benefits Administration**,** Payroll Applications.
* Strong Understanding and expertise in **People Soft Internet Architecture, Fit-gap Analysis and performing Tuning/Upgrades on Vanilla versions.**
* Proven **Analytical and Technical skills** with customer focus in providing solutions adhering to robust Information Technology practices.
* Led client through the implementation and integration of **Time Link Biometric Clocks**.
* Strong Understanding and expertise in **Component Interfaces, SQR, People Code, Application Engine, People Soft Internet Architecture, Business Interlinks, Fit-gap Analysis and performing Tuning/Upgrades on Vanilla versions.**
* Expertise in implementing standard testing methodologies **Unit System, and Integration, Parallel, Performance, User, Acceptance and Regression Testing**

**Professional Skills:**

**Operating Systems:** UNIX, DOS, Windows XP, Windows NT, Windows 98.  
**Languages:** People Code, HTML, PL/SQL, SQR

* **People Tools:** 8.14/8.55 -Application Designer, Data Mover, Process Scheduler, Import Manager, Workflow, Application Engine, Application Security.
* **PS FSCM Module:** General Ledger, Accounts Payable, Accounts Receivable, e- procurement, Purchase Order, Billing, Asset management, Inventory. Projects Costing.
* **Functional Area:** HCM –Workforce Administration, Base Benefits, Benefits Administration, NA Payroll, Employee Self Service(ESS), Manager self Service(MSS), ePay, Payroll, e benefits, eDevelopment, Time and labor.
* **Development Tools:** Application Designer, People Code, Data Mover, Application Engine.
* **Reporting Tools:** SQR, PS/query, BI/XML Publisher, PS/n vision.
* **Testing Tools:** HP Quality center.
* **Databases:** Oracle , MS SQL 7.0, SQL Base and MS Access

Education:

* Masters of Science/2007

**Professional Experience:**

**Clients: State Accounting Office, State of Georgia (SAO) Sep-2016 to Present**

**Role: PeopleSoft HCM Analyst**

**Environment:**

People tools 8.54, 8.55, PeopleSoft HCM 9.1/9.2, HR, Payroll, Time and Labor, Benefits, ACA,Fluid,SQR, Application Engine, SQL, People code, Crystal Reports, Oracle 11g.

Project description. Worked on the upgrade of the existing PeopleSoft HCM system from version 9.1 to 9.2. The upgrade handled a population of 8,000 employees. In additional to the upgrade Fluid functionality as well as **ACA** were implemented on PeopleSoft HCM 9.2

* Implemented **Fluid functionality** on PeopleSoft HCM 9.2 for candidate gateway.
* Set up and configured the system to handle Administer adding a person to the workforce, Manage workforce data and Administer country-specific functionality.
* Configured a number of new features delivered in PeopleSoft HCM 9.2 with respect to **Payroll, Benefits and HR**.
* Implementing Time clock interface, tests on newly developed **pay rules**, **troubleshoots** **existing pay rule** configurations, opens tickets as needed with Global support, troubleshoots 460, 480 and 4500 time clock connectivity and configuration issues, creates best practice configuration suggestions to external customers, and implements and approves changes in a timely manner.
* Installed, configured, and test workforce Central which include expertise in Workforce Forecasting, Scheduling, & Time Capture, Workforce Timekeeper, Accruals.
* Created in depth documentation which included Business requirement documentation, Design documents, Configuration documents
* Resolved multiple **payroll** issues related to **Earnings codes, Earnings programs**, Garnishments, Deductions, as well as payroll processes like **Pay calc, Load to Time and Labor and Pay confirm.**
* Reviewed **time clock, fixed miss-punches**, and prepared payrollfor processing.
* Defined and configured **Eligibility Rules, Event Rules, Flexible Credits, Benefit Plans and Benefit Programs.**
* Configured and set up ACA and successfully generated the files to be transmitted to IRS.

**Client: State of Delaware, Dover, DE Sep-2015 – Sep-2016**

**Role: PeopleSoft Time and Labor/Absence Management Consultant**

Environment:

People Tools v8.46 Sp1, HRMS version 9.2, Time & Labor, Manager Self Service, Employee Self Service, Payroll, SQR, Application Engine, SQL, People code, Crystal Reports, Oracle 8i, Windows NT

Project Description:

Implemented PeopleSoft Time and Labor 9.2 for employees at the State of Delaware. The implementation included implementing PeopleSoft HCM for a population of around 11,000 employees. Actively involved in defining the Test strategy and developing a road map for testing

Responsibilities:

* Did initial analysis on System requirements and evaluated the existing Time entry system to come up with impact analysis, necessary customizations which would be required once the move to People soft Time and Labor would be accomplished.
* Developed Test Plans, test scripts and documented test scenarios using a number the PeopleSoft Test Framework (PTF), HP ALM(Quality Center).
* Performed and analyzed SIT, Regression and Performance Testing using HP Load runner
* Developed an **email notification application**, which would enable supervisors to approve employee hours once the employee hours are ready for approval.
* Developed page customization on the **Time entry screen**, which would restrict **Self Service employees** from accessing specific **Time Reporting Codes**.
* Developed, Customized as well debugged a number of **Time and Labor Rules** some of which included **Holiday, Weekly Threshold, and Specific TRCs**.
* Debugged production issues related to the **GL interface** and **Payroll** not processing accurately.
* Set up input and output data TCD systems did some configurations in integration broker and TCD (Time Collection Device) servers. Error handing and resolutions.
* Set up **Compensatory Time plans**, resolved issues related to employees using Comp Time.
* Debugged issues related to **Pay checks, Prior Period adjustments, Pay Calc, Pay Confirm.**
* Created new **TRCs, Earnings Codes, Value Lists, TRC programs, Rule Programs, Workgroups, and Holiday Schedules.**
* Did **end user training**, which included **Rule Development, Rule Migration** best practices, **Self Service** for **Time and Labor** employees.

**Client: Salt Lake County, UT. Aug 2014– May2015**

**Role: PeopleSoft Time and Labor/Absence Management Techno Functional Consultant**

Environment:

People Tools v8.46 Sp1, HCM 9.2, Time & Labor, Benefits, Payroll Query Manager, SQL, nVision, Crystal Reports, Oracle 8i, and Windows NT

Project Description:

Worked on a county wide implementation of People soft Time and Labor version 9.2. This implementation would be undertaking all state agencies, which are around 10,000 employees.

Responsibilities:

1. Set up Core Time and Labor set ups, which included **Workgroups, Rule programs, and Value lists**. **Defined Holiday** **Schedules**, **Schedule calendars**, **TRC Programs** and **Time periods**, which would be used in the Rules.
2. Worked on requirement gathering, **Fit Gap Analysis**, creating **Functional Design Documents** for a number of **complex Custom Rules**, which take care of Holiday, Holiday premium, Call Back and Comp Time pay for state employees.
3. **Created Test scenarios, End User training procedures** during the project cycle implementation
4. Set up **Time Period Calendars, Manager Time Calendar view options, Compensatory Time Plans**
5. Defined **Exceptions, PeopleSoft Application Engine sections, Validation criteria, Override reason codes.**
6. Set up **Calculation Elements, Eligibility rules, Accumulators, Schedules, Absences, Absence approvals and Delegations in Absence Management.**
7. Set up Triggers, Retroactive processing in **PeopleSoft Absence Management.**
8. Worked on mapping the **Time Reporting Codes to Earning Codes** created **Leave Plans, Benefit Plans as well Benefit Programs**.
9. Worked onCreating and Updating **Static and Dynamic Groups.**
10. Enrolled **Time Reporters** into the System.Defined **Badge Details, Group membership.**
11. Involved in settingup **Row Security Permission Lists** foremployees enrolled in Time and Labor.
12. Worked on Defining **TCD Setup Data, Data Elements to send to a TCD in the PeopleSoft Time and Labor system.** Involved in the System Integration and parallel testing of Time Tracking system Interfaces to PeopleSoft like Smart Track systems and Vice versa.
13. Created **Test Scripts** which were used for System as well as Parallel Test cycles.
14. Created a **Master Documents** identifying all the customizations that have been done to the People soft system.

* Wrote a number ofSQR Reports**,** which included delivered data as well custom records.
* Did extensive troubleshooting as well as tuning on the **Time Admin process.**

**Client: U.S Census Bureau, Suitland, MD Jan2013 to May2014  
Role: PeopleSoft Techno/Functional Consultant  
Environment: PeopleSoft HCM 9.2, People tools 8.54,** UNIX, Oracle 12 c  
 The U.S. Census Bureau (Department of Commerce) serves as the leading source of quality about the nation's people and economy.  Census Bureau conducts the U.S. Census every ten years, which allocates the seats of the U.S. House of Representatives to the states based on their population. In addition to the decennial census, the Census Bureau continually conducts other censuses and surveys including the American Community Survey, the U.S. Economic Census, and the Population Survey.  
**Project 1:** Implement Base Benefits and Affordable Care Act as per OPM guidelines. Converted OPM guidelines to Business requirements for implementing Affordable Care Act.  
Worked on setting up the Benefit rules, rates and plans for Medical, FSA, Long Term Care Setup the ACA Eligibility rules for Benefits Enrollment and Termination. Involved in testing the Interfaces to FEHB, OPM, RITS and GL.   
**Project 2:** Upgrade of Decennial Applicant, Personnel and Payroll system (DAPPS) PeopleSoft 9.0 to PeopleSoft 9.2.Performed End-to-End testing of Time and Labor and Payroll as part of PeopleSoft 9.2 upgrade. Ran payroll to test the tax updates and year end processing. Configured and tested the Treasury Interface and General Ledger to implement PAM as recommended by PeopleSoft. Tested the Equifax interface (formerly TALX).Involved in writing test cases and executed them in HP ALM. Requirement analysis of Census Test 2015/2016.

**Client: Capital One Bank, Richmond, Aug2011 – Oct2012.**

**Role:** PeopleSoft Techno/Functional Consultant   
**Environment: PeopleSoft HCM 9.1, People tools 8.51,** UNIX, Oracle 10g  
**Responsibilities:**  
 Capital One is a diversified bank that offers a broad array of financial products and services to consumers, small businesses and commercial Clients**.** Headquartered in Richmond, Virginia, Capital One® offers a broad array of financial products and services to consumers, small businesses and commercial clients in the U.S., Canada and UK. The Project was to move Payroll and Time & labor processes into PeopleSoft 9.1 from the current interface with ADP/Pro Business. The project was also to implement a new organizational structure and implement multiple pay policy changes.

* Conduct Fit/gap analysis of Capital One’s Time Entry System. Analyze and implement conversion of Time Entry process from ADP eTime application to PeopleSoft Time and Labor.
* Interacted with Business Users, vendors, QA, Operations Support, to understand the Business processes and provide solutions.
* Configured the entire Time and Labor module from Installation setups to work groups, task groups, schedules, and Time Reporting templates.
* Created State regulatory rules such as over time, holiday, leave rules and also custom rules.
* Was involved in setting up Approval Workflow Engine (AWE) for Time and Labor and Proxy setups.
* Worked on providing solution for customizations based on Business requirements.
* Reported any functional gaps in existing applications and suggested business process improvements.
* Evaluated the current system and provided strategic design in implementing PeopleSoft modules.
* Involved in conversion of employee data from ADP to PeopleSoft.
* Created various interfaces for third party vendors such as Aetna and also for internal vendors
* Involved in Test plan preparation, create test cases. Was involved in system, integration, regression testing and UAT.

**Magna Infotech.pvt.Ltd, Bengaluru, India. Dec 2008-Apr 2011**

**Role:** PeopleSoft Techno functional Consultant

**Environment**:

People Tools 8.51, HRMS version 9.1, Lotus Notes, Time and Labor, Payroll, Application Engine, Application Messaging, Workflow, People code, STAT.

**Project: Implementation of FSCM 9.1 T&L**

**Responsibilities:**

* Did FIT/GAP analysis against Lotus Notes to PeopleSoft Time & Labor and identified the Fits and Gaps.
* Functionally proficient in **Implementation**, **Customization**, **Maintenance**, **Interfacing**, **Reporting, Data Conversion, Integration Broker** between Project Costing and T&L modules, Upgrade, Maintenance, 1099 Processing Production Support and Testing.
* Involved in setting up of Time and Labor module. Responsible in mapping & maintaining of Lotus Notes earnings code to PeopleSoft T&L and NA Earnings code.
* Produced Scripted-Demo document and presented to business users.
* Involved in designing and creating Workgroups. Developed workgroups by categorizing employees according to their state.
* Created Workgroups, Rule programs, Value lists. Defined Schedules, shift and Time periods. Build Calendar.
* Involved in Configuration of Tasks and created Task Template, Task Profile and Task Groups, work group, TRC programs. Created Earnings codes and mapped them to TRC’s.
* Generating a list of setup tasks for your organization based on the features of implementing..
* Designed and Developed interface for transfer earnings codes and hours from the time keeping modules, Kronos and Blue cube, to PeopleSoft for Corporate Employees and Distribution Center Employees, and store employees.
* Assisted with time and labor processes for **time clock** employees to prepare for HR rollout
* Helped users in understanding the Time & Labor rules and how Time is calculated in PeopleSoft.
* Set up **Integration Broker** services (such as gateways, nodes, services and service Operations etc.) for automatic updates between HR and FIN applications
* Developed outbound interface SQRs for Benefits module to extract benefit/insurance information from PeopleSoft tables and send to respective vendors.
* Worked on Custom TPAR, PAR modules and wrote several complex SQL’s.