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| **JACOB ROY**  :+918129028664   * :Jacobroy\_81@hotmail.com     : www.linkedin.com/in/jacob-roy-52692b14b   |  |  | | --- | --- | |  |  |   Core Competencies   |  | | --- | | * IT Project Management | | * Change Management | | * Human Capital Management | | * Employee Self Service (ESS) | | * Functional, Integration & Regression Testing | | * Quality Assurance | | * Payroll Management | | * Customer & Consumer Analysis (Data) | | * Team Management |   Soft Skills    Logical  Analytical  Team Leader  Achiever  Collaborator  Motivator  Communicator  Technical Skills    UNIX  C++  C  J2EE  JSP  PL/SQL  SQL  Component Interface  Application Engine  SQR  Java  Peoplecode | Profile Summary   * Result-oriented professional with **over 13 years of experience in PeopleSoft HCM across modules** CORE HR, Payroll, Compensation, Benefits, and Recruiting * Previously worked with key clients like **Blue Cross Blue Shield, MERCK, Prudential, Alcoa, Thomson-Reuters and Duke Energy** * Proven Project and People management skills in managing Support, Implementation & Testing * Skilled in preparing functional specifications & business blueprint document, conducting GAP Analysis and also addressing the gaps, also have PMP training * Proficient in designing business solutions; exposure in successfully executing consulting responsibilities for many organizations * engagements for large clients using an established onsite-offshore model * Expert in **Application Engine**, **PeopleCode**, **Component Interface**, **Integration Broker**, **Application Packages** (Object Oriented Programming), **Data Mover**, **SQR**, Process Scheduler and PS Query. * Hands-on experience in **PeopleSoft HRMS 8.8, 8.9, 9.0** and 9.1, **People Tools like 8.4 x,8.5x SQL, SQR, PL/SQL** and **TAM/Candidate Gateway, Payroll, Benefits, T&L** * An enterprising leader with skills in leading personnel towards accomplishment of common goals * **Also successfully completed J2EE certification from Infosys Global Training Centre**   Work Experience  **Solution Architect Softtek,Bangalore Feb 2020 till date**  **Manager Jan’18-till Oct 19 with REGUS**  **Key Result Areas**   * Requirement Gathering, and implemented new applications and reports for Recruitment Module, Employee Referral portal, Vendor Management Portal, Candidate Pipeline and Candidate Engagement Portal, Background Verification Portal, Kiosk Module for Walk-in & Mobile app based video interviews * Lead a Global team of 10 members who are responsible for the design, implementation and maintenance of HRMS Application across various modules * Partner with key stake holders to develop and integrate HRMS solutions to drive strategic objectives across Global teams   **Jan’13-Dec 17 Blue Cross Blue Shield,LA as Business Analyst**  **Key Result Areas**   * Worked as PeopleSoft Business Analyst with Prime Time Technologies Ltd. * Implemented TAM/Candidate Gateway in PeopleSoft V9.1 * Administered post go-live support and enhancement for TAM/Candidate Gateway * Engaged in end user training of recruitment application * Provide support to the team to resolve any queries raised by business users in Workday. * Conducting client status meeting, monthly and quarterly review meeting with offshore team * Provide support to the team to resolve any queries raised by business users in regards to use of functionalities of Peoplesoft application * Managing the detailed project plan on a regular basis, including tracking of project tasks and status and updating/modifying the plan as necessary * Coordinate with technical team for successful delivery of new integrations and supporting existing integrations.   **Jun’10-Dec’12 with HCL Ltd., New Jersey (Merck Pharmaceuticals Ltd.)as Consultant**  **Key Result Areas**   * Analyzed business requirements and interacted with clients through meetings and also suggested technical solutions for the support system * Implemented NA Payroll/Time & Labor for Merck-Schering-Plough mergers and acquisition * Designed solutions for retro pay period adjustment as part of company conversion formatting error Legal Entity Integration project and coordinated with the BRD team * Plan the future by leading the development of HR technology strategies, objectives and roadmap, which support HR’s business goals. Evaluate and elevate quality, efficiency, performance and scalability of HR systems, processes and teams globally. * Supporting and contributing to team and corporate deliverables/goals. Providing administrative and end user training * Estimate the time and effort for effective planning and forecasting work for effective utilization of the team * Perform Fit-Gap Analysis to come up with requirement matrix based on new features/changes in PeopleSoft 9.1 features. * Single Point of Contact for all Payroll/Benefits issues during following phases of the project:   + Unit Testing   + Functional Testing   + Integration Testing   + User Acceptance Testing * Single Point of Contact for Functional/Technical/Data Conversion issue   Previous Experience  **Jul’07-May’10 with Hexaware Technologies Ltd as Software Engineer**  **Sep ’06-Jun’07 with Prime Time Technologies as Peoplesoft Consultant**  **May’05-Aug’06 with Infosys Technologies Ltd as SoftwareEngineer**  Major Projects  **Organization:** Prime Time Technologies Ltd  **Client**: Blue Cross Blue Shield Louisiana, Baton Rouge  **Period**: Jan’13-Dec’17  **Description:** Implemented TAM/Candidate Gateway in PeopleSoft V9.1, post go-live support and implemented enhancement for TAM/Candidate Gateway in end user training of recruitment application  **Organization:** HCL Technologies Ltd.  **Client**: Merck Pharmaceuticals Ltd., New Jersey  **Period**: Jun’10-Dec’12  **Description:** Analyzed business requirements and interacted with clients through meetings and implemented NA Payroll/Time & Labor for Merck-Schering-Plough mergers & acquisition and also designed solutions for retro-pay period adjustment.  **Organization:** Hexaware Technologies  **Client**: Prudential  **Period**: Oct’09-May’10  **Description:** Acted as techno-functional consultant in coordinating with Technical and Business Team and outlined current system and future system requirements  **Organization:** Hexaware Technologies  **Client**: Alcoa  **Period**: Jun’08-Sep’09  **Technologies Used:** PeopleSoft HRMS v8.8 (Payroll, Core HR, Base Benefits, Benefits Administration, Time & Labor) MS Excel, Oracle10g and UNIX  **Description:** Interacted with business, developers and project managers and determined design considerations based on PeopleSoft best practices and future project considerations |
| Business Analytics Skills   |  |  | | --- | --- | | **Data Analytics** | **Business Strategy** | | **Customer Analytics** | **Market Research & Analytics** | | **MS Office (Word, Excel & PowerPoint)** | **Internet Applications** | | Knowledge Purview   * SDLC Planning & Management - Solution Design Phase for the clients’ requirements * PeopleSoft HCM like E-Recruit, PeopleSoft NA Payroll, Time & Labor, Benefits and so on * PeopleSoft Technologies like Application Designer, People Code, and Component Interface & Application Engine Programs and functional knowledge in NA Payroll, TAM/Candida Gateway, Benefits and T&L * GAP analysis, preparing requirement document for approval on various PeopleSoft projects * Testing of SQRs and PeopleSoft Applications   Academic Details   * B.E. in Computer Science from Madras University in 2004 * IELTS 7.5 * R 9 * W 7 * L 7.5 * S 6.5 |
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