**Vijaya Kumar Chowdam**

Email: [vijayakumar.plsoft@gmail.com](mailto:vijayakumar.plsoft@gmail.com)

Phone: 9059441355

## **PROFESSIONAL SUMMARY**

* 12+ yrs. of Oracle HCM Cloud & Peoplesoft HCM experience.
* 4 years of experience in **Oracle HCM Cloud implementation & support – Global HR, Benefits, US Payroll, Payroll Interface, Absence, Talent Management (Goals, Performance, Learn)**
* **Oracle Global Human Resources Cloud Certified Implementation Specialist.**
* **Worked at onsite for Oracle cloud HCM Implementation.**
* Work and handle Multiple Projects.
* Conducted **CRP’s with client** at different phases of Implementation**.**
* Actively worked in **2 Implementation projects in Oracle HCM Cloud**
* Involved in Configuring Core HR – **Enterprise Structure, Geographies, Workforce Structures, Document of Records, Checklists etc.**
* Involved in Configuring Payroll - **Elements, Payroll Calendars, Payroll Definitions, Payroll Processing, Reports**
* Involved in Configuring Benefits - **Benefit Plans, Vendors, Benefit Programs, Lookups, Eligibility Criteria, Rates, Coverages,Interfaces, Fast Formula**
* Involved in **Benefits Open Enrollment – Rates upload, Coverages, Open Enrollment Evaluation, Closure, Reports.**
* Involved in Designing and developing **HCM Extracts for Benefits, Payroll Interface, Core HR**
* Involved in Data loading through **HCM Data Loaders (HDL), Payroll Batch Loader (PBL),**
* **Developed BIP reports in Core HR, Absence Management, Benefits, Payroll, Bursting Reports**
* **Developed OTBI Analysis, report, Infolets, Dashboards.**
* **Involved in Extensibility, DFF’s, EFF’s.**
* Involved in Transition **of Class UI to Responsive UI.**
* Knowledge on HCM Security
* Proficient in analyzing requirements, creating FSD’s and TDD’s.
* PeopleSoft HCM Techno - Functional consultant with 8 years of experience.
* **Have working knowledge of Core HR, PeopleSoft North American Payroll, Time and Labor, Benefits, Benefits Administrator, Core HR, ESS, MSS as a functional consultant.**
* Proficient in Agile methodology, Certified **Scrum Master.**
* Proficient in using JIRA, attend daily scrum, sprint planning and grooming sessions.
* Worked in PeopleSoft Implementation, Support & Maintenance and Upgradation. Developed customizations for PeopleSoft application using best practices.
* Proficient in creating test plan, test cases and Functional testing.
* Worked in PeopleSoft End to End implementation of HR system from Legacy system to PeopleSoft 9.0
* Good Knowledge of SDLC.
* Worked as Individual contributor coordinating different stake holders of projects.
* Worked extensively in Application Designer, Application Engine, and People Code.
* Worked on PeopleSoft reports in SQR, XML Publisher
* Efficient team player with excellent communication skills and good interaction with client.

**EDUCATION QUALIFICATIONS:**

* B. Tech from KSRM college of Engineering, S V University, Tirupati, AP in the year 2006.

**SKILLS**

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| **Oracle HCM Cloud** | Core HR, Benefits and Payroll, Payroll Interface, HDL, BIP, OTBI, Extensibility, Security. |
| **PeopleSoft** | PeopleSoft HRMS 8.9, North American Payroll, Base Benefits, Benefits Administration, Core HR, ESS, MSS, Time and Labor, TAM, |
| **Testing** | ERP Testing, Database Testing, |
| **Workday** | Core HR |
| **Database** | Oracle SQL, SQL Server |
| **Reporting Tools** | SQR, XML Publisher, OBIEE |

**EMPLOYMENT:**

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| **Employer** | **Designation** | **From** | **To** |
| XT Global, Hyderabad | Lead Consultant | Oct 2019 | Till Date |
| Sierra-Cedar, Hyderabad | Senior Team Lead | June 2019 | Sep 2019 |
| PeopleTech Group, Hyderabad | Senior Software Engineer | May 2014 | May 2019 |
| Oracle India Pvt ltd,  Hyderabad | Senior Software Engineer | April 2011 | Feb 2014 |
| Cognizant Technology Solutions, Chennai | Consultant-ERP | Nov 2008 | Mar 2011 |

**PROJECT Details:**

* 1. **MasTech: Oracle HCM Cloud – Support and Enhancements**

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| **Client** | **MasTech Digital** |
| **Technology** | Oracle HCM cloud |
| **Role** | Offshore Lead |
| **Duration** | Oct 2019 to Till date |
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| **Responsibilities:** | | | |

* Involved in support and enhancements of Oracle HCM Cloud Benefits
* Involved Open enrolment for 2020 for MasTech
* Updated and created new Rates, Coverages for the new year.
* Designed and Written Fast Formula’s for Benefits for Employee enrolments.
* Tested Open Enrolment for Different Benefit Groups.
* Added new Eligibility criteria’s, Derived Factors as per Client requirement.
* Fixed Open Enrolment issues.
* Involved in Resolving Benefits Extracts Issues.
* Modified Benefits extracts to send Coverage start dates for Open Enrolment.
* Involved in Client meetings for the requirement changes for Open enrolment 2020.
* Guiding other team members in interface design and testing.
* Involved in testing Benefits Enrolments for different Life events

1. **GulfDrug : Oracle HCM Cloud – Support and Enhancements**

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| **Client** | **GulfDrug** |
| **Technology** | Oracle HCM cloud |
| **Role** | Offshore Lead |
| **Duration** | Nov 2019 to Till date |

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| **Responsibilities:** |

1. Involved in support and enhancements of Oracle HCM Cloud Global Human Resources
2. Involved Resolution of Tickets In the areas of Global HR, Absence, Learn, Goals and Performance.
3. Involved in Transition of **Class UI to Responsive UI.**
4. **Involved in enabling Profiles and modifying new RUI pages for every release.**
5. **Adding Privileges and regenerating roles as a part of RUI upgrade.**
6. **Testing all transactions for each upgrade.**
7. Development of New reports as per the Client Requirements.
8. Written Complex Queries for BIP reports in Absence, Global HR, Learn
9. Written new Extracts for Co-existence and other Third-party applications
10. Added New DFF’s and modified Page’s alignment as per the client requirement
11. Provided Functional solutions to the client as required in Absence, Learn, Goals.
12. Handled Team of 5 and in Client facing role for delivery and Billing.
13. **Esterline: Oracle HCM Cloud – Support and Enhancements**

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| **Client** | **Esterline** |
| **Technology** | Oracle HCM cloud |
| **Role** | Offshore Functional Lead |
| **Duration** | Dec 2018 to May 2019 |
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| **Responsibilities:**   * Involved in support and enhancements of Oracle HCM Cloud Benefits * Worked on tickets raised by client. * Worked on Benefit interfaces and Reports. * Resolved Interface issues by tweaking SQL’s * Involved in Mass updates of Employee Benefits using spread sheet loaders. * Involved in Issues related to ADP interface. * Testing of ADP interface for any new changes to the Interface. * Involved in Open Enrollment setup, testing and post OE validations. * Involved designing payroll shift of employees from Weekly to Biweekly and verifying the   same in ADP Interface   * Created elements for new Benefit plans * Involved in setting up and uploading Benefit rates for new plan year. * Guiding other team members in interface design and testing. * Involved in testing Benefits Enrolments for different Life events | | | |

1. **BioMarin: Oracle HCM Cloud – Implementation**

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| **Client** | **BioMarin** |
| **Technology** | Oracle HCM cloud |
| **Role** | Onsite Functional Analyst |
| **Duration** | Feb 2018 to Nov 2018. |
| BioMarin Pharmaceutical Inc. is an American biotechnology company. BioMarin's core business and research is  in enzyme replacement therapies (ERTs) and spread across US, Europe and Asia. BioMarin is using Oracle EBS to  Maintain HR system. The current project is to implement Oracle Cloud HCM for global HR and US Benefits. | | |
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| **Responsibilities:**   * Involved in the implementation of Oracle HCM Cloud Core HR and Benefits * Worked at onsite coordinating with clients on Requirements gathering and testing. * Involved in CRP’s with clients at onsite at different stages of implementation. * Configured Benefits Programs, Benefit Plans, Plan types, * Configured Payroll Elements to process Benefits rates to Payroll. * Configured default Benefit relationships, Eligibility rules, Benefit Options. * Configured Benefit plans eligibility criteria for different Life events. * Involved in designing Payroll interface for ADP. * Worked closely with ADP for designing payroll interface in Oracle HCM cloud. * Involved in configuring Payroll flows for HCM Extract to ADP. * Involved in resolving payroll issues for ADP. * Involved in designing Functional specs for Benefit Interfaces for different third party vendors. * Provided functional requirements to write Fast formulas to meet client requirements. * Setting up Benefit rates for Benefit plans based on the coverage code. * Involved in testing Core HR processes – New hire, Person changes, Termination, address change, Manger change and other HR transactions. * Involved in testing Benefits Enrolments for different Life events * Involved testing integration of HCM cloud to Jobvite (third party Recruiting application). * Involved testing Inbound and Outbound interfaces to Benefits vendors. * Coordinating with client on UAT, providing test data and resolving data issues. * Created User Manuals for HR and Benefits Business processes. | | |
| |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | 1. **PeopleTech Group: Oracle HCM Cloud Implementation**  |  |  | | --- | --- | | **Client** | PeopleTech Group | | **Technology** | Oracle HCM cloud | | **Role** | Onsite Implementation Lead | | **Duration** | Nov 2016 to Mar 2017. |   This project to implement Oracle HCM Cloud for PeopleTech USA. This is an in-house project to implement HR and USA Payroll.  **Responsibilities:**   * Involved in configuration of Core HR and Payroll * Configured LDG, Legal entities, Cost center, Location * Configured Look up codes, Flex fields for HR and Payroll. * Involved in configuring Payroll definitions, Calculation cards * Involved in configuring Payroll flows. * Configured payroll elements for earnings, deductions. * Involved in testing of Payroll processing and configurations. * Verified pay calculations, Tax deductions, earnings as a part of implementation. * Created Business process user guides for HRIS team. * Involved in training Accounts and Finance teams on new system.  1. **TriNet: PeopleSoft Enhancement and Support.** | | | |
| **Client** | **TriNet USA** |
| **Technology** | People Tools, Java, People soft HRMS 9.0 Oracle10g |
| **Role** | Offshore Team Member |
| **Duration** | May 2014 to Mar 2018 |

TriNet is a cloud-based professional employer organization for small and medium sized businesses. TriNet administers payroll and health benefits and advises clients on employment law compliance and risk reduction.

TriNet provides Payroll and Benefits services to multiple clients with PeopleSoft as back end and TriNet HR portal as front end. Every transaction including New Hire, Personal information, Payroll, Open Enrollment, Life status change etc. are performed in TriNet HR portal and for each transaction data is loaded to PeopleSoft through Integration broker messages and processes.

**Responsibilities:**

* Involved in PS Benefits, NA Payroll enhancements and support.
* Involved in different Benefits setups required for validating different custom programs and integrations.
* Handled team of 3 members in offshore and responsible for deliveries.
* Direct interaction with client on daily basis. Involved in daily scrum, Sprint planning, grooming sessions.
* Involved in creating functional specs for the processes in NA Payroll and Benefits Administration.
* Active role in implementing Affordable care act (Obama Act) for TriNet.
* Involved in setting up Open enrollment, New rates for the Benefit plan year.
* Involved in testing Open Enrollment.
* Involved in Maintaining vendor interfaces for Aetna, BlueShield, UHC etc..
* Involved in testing custom programs and interfaces involved field mapping between TriNet Portal and PeopleSoft.
* Involved in Integration testing, which involves testing messaging from TriNet Portal and Peoplesoft vice-versa.
* Supported Payroll team for the ongoing issues and integration with Benefits.
* Trouble shooting Integration broker issues for messages from TriNet HR Portal to PeopleSoft.
* Worked on testing TriNet passport (web application) to onboard employee and

Testing if all attributes for the employee are loaded in Peoplesoft.

* Involved in Automation testing using selenium.

Ran Automation scripts after each environment refresh make sure all modules are

working fine.

1. **Oracle: Global Customer Support**

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| **Client** | **Oracle** |
| **Technology** | Peoplesoft HCM |
| **Role** | Individual contributor - Support Engineer |
| **Duration** | April 2011 to Feb 2014 |

**Support:**

* Responsible for resolving customer issues raised in My Oracle Support
* Configuration of North American Payroll, Payroll Interface.
* Configuration of Earnings, pay groups, deductions and pay calendars.
* Trouble shooting US Year end issues, US Tax Calculations
* Verify Payroll COBOL programs and trace to identify the exact reason for issue.
* Handled escalations and involved in many web conferences to know the exact reason for the customer issues.
* Trouble shooting customer issues in NA Payroll technically and functionally.
* Created Bugs for the Issues.
* Configuration of payroll interface
* Defining Interface definitions, PS tables, Field definition
* Cross checking the setups of customers.
* Running payroll Interface
* Testing the Payroll interface results.
* Resolving Payroll interface customer issues.

1. **TIAA-CREF: PeopleSoft Benefit Plan Changes.**

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| **Client** | **TIAA-CREF, USA** |
| **Technology** | People Tools, People soft HRMS 9.0 Oracle10g |
| **Role** | Offshore Team Member |
| **Duration** | Oct 2010 to March 2011. |

TIAA-CREF (Teachers Insurance and Annuity Association - College Retirement Equities Fund) is one of the largest financial services companies in the United States, with $398 billion in assets management.The organization helps meet the financial needs of approximately 3.6 million individuals and 15,000 institutions in the academic, research, medical, cultural and nonprofit fields.

The Present Project involves the Changes to the TIAA PeopleSoft Benefits system which involves addition of new savings Plans to the employees and change of business rules. It involves the changes to the existing ESS Benefits summary pages. The project is basically a PeopleSoft Base benefits with customized benefit administration.A team of 1 offshore and 2 onsite consultants involved in the project. Worked alone from offshore

**Responsibilities:**

* Involved in development of Technical Design documents for interfaces and Online Pages
* Involved in development of one time use Application Engine Programs which includes inserting data in to the savings Plan table though CI for the new plans
* Modified the Customized self service pages for benefits where employee can enrol in to benefit Plans
* Developed complex Application engine program to check for the employee hitting limits so that the contributions can be moved to Roll over plans
* Involved in setting up the configuration for the new benefit plans and new limit types.
* Worked extensively on North American payroll, ran payroll processes during development and system testing to check the employee Benefit deductions for each pay period
* Involved in post go live Support of the project
* Worked alone from offshore with 2 onsite coordinates.

1. **TIAA-CREF: PeopleSoft 9.0 End to End Implementation**

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| **Client** | **TIAA-CREF, USA** |
| **Technology** | People Tools, People soft HRMS 9.0 Oracle10g |
| **Role** | Offshore Technical Team Member for Implementation |
| **Duration** | June 09 to Sep 2010 |

**Description:**

TIAA-CREF (Teachers Insurance and Annuity Association - College Retirement Equities Fund) is one of the largest financial services companies in the United States, with $398 billion in assets management.The organization helps meet the financial needs of approximately 3.6 million individuals and 15,000 institutions in the academic, research, medical, cultural and nonprofit fields.

The present project involves end to end implementation of PeopleSoft 9.0 for the module’s workforce administration, ESS, MSS, Base Benefits, Benefits Administration and North American Payroll. A team of 25 was involved from offshore involving in data conversion, technical, functional and testing

**Responsibilities:**

* Involved in development of Functional design documents and Technical Design documents for interfaces and reports
* Involved in development of SQR Reports for modules workforce administration, payroll
* Responsible for all SQR reports in TIAA
* Developed Application Engine Interfaces using component interfaces in payroll to insert data at the pay sheet level
* Involved in Unit testing for all the developments made
* Involved in system testing, tested and validated PeopleSoft delivered components
* Worked extensively on North American payroll, ran payroll processes during development and system testing
* Worked in Workforce administration and workforce monitoring
* Developed an SQC to write the headings in bold, to define the width of the column in Excel output format though SQR

1. **HCR Manor care: PeopleSoft HCM 9.0 upgrade**

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| **Client** | **HCR ManorCare, USA** |
| **Technology** | People Tools 8.44, Peoplesoft8.49, Peoplesoft HRMS 8.8, Peoplesoft HRMS 9.0 Oracle10g |
| **Role** | Offshore Team Member for Upgradation |
| **Duration** | Nov 2008 to April 2009 |

The project involves maintenance of the existing PeopleSoft 8.8 HRMS system across locations and seamless implementation of enhancement in existing systems functions. It includes working on interfaces for the third-party systems, online customizations depending on Incident request and the development of Customized application for Hiring and Personal Change Forms.  Overall the project consists of design, development, testing and supporting different functions within. The present project involves Upgradation of application from PeopleSoft 8.8 to PeopleSoft 9.0

**Responsibilities:**

* Involved In retrofitting Phase of Upgradation
* Retrofitted SQRs as per the changes from PeopleSoft 8.8 to PeopleSoft 9.0
* Modified People code according to the changed record structure in 9.0
* Performed unit testing of SQR’s, People code, Application Engine programs
* Involved in creating Quick reference documents for SQR’s
* Involved in enhancements and bug fixes being worked from offshore
* Involved in Unit Testing