**Objective**

To work in the most challenging position with an organization that provides ample opportunities to learn and by enabling me to utilize my experience in multiple industries to improve business process, streamline workflow and enhance company reputation and profitability

**Professional Summary**

* Around 6.2 **years of PeopleSoft Techno-Functional experience** in Consulting, Development, Analysis, Design and Support in **HCM/HRMS**
* Got Trained on People Tools (8.81, 8.9, 9.0, 9.1 and 9.2), SQR, design and development.
* Got trained on **Workday HCM**
* Possess good knowledge on **Workday Functional concepts** like Supervisory Organizations, Staffing Models, Jobs and Position, Business Processes, Security, Benefits and Compensation
* Experienced to work on **Workday Report Writer** and creating custom integrations with third party applications using Enterprise Interface Builder (EIB).
* Experienced on creating Custom objects, Custom Reports and Calculated Fields
* Designed, Customized, Modified PeopleSoft Application in HCM
* Functional knowledge in HCM 9.1 **Global Payroll, Base Benefits, Workforce Admin, Absence Management System, and Payroll for North America**
* Writing and maintaining program code to meet system requirements, system designs and technical specifications in accordance with quality accredited standards
* Have good background in People Tools & Reporting Tools STAT migrations, TOAD, FileZilla
* Researching, consulting, analysing and evaluating system program needs
* Exposed to various stages of life cycle development and have gained extensive knowledge in Quality Management, Project Management
* Document unit test procedures and participate in software development process to perform all tests on designs and ensure compliance to all Object-Oriented Programming activities
* Have a good ability to quickly acquaint with new concepts and technology
* Worked closely with Payroll Functional Team to develop custom Payroll requirements
* Self-starter, Result-oriented Multi-Tasking ability with strong Organizational Abilities
* Have Strong analytical and problem-solving skills
* Able to work with and maintain relations with internal and external clients on all level
* Ability to work Individual, as well as in team environment, to achieve project goals
* Shared knowledge by effective documenting work.
* Effective Team Player and an individual contributor with steep learning curve.

**Professional Experience**

* Currently working as **Senior Software Developer** in **Sierra-Cedar India Pvt. Ltd**, Hyderabad from **15th Apr 2019 – Till Date**
* Worked as **Associate Consultant** in **Wipro Technologies**, Hyderabad from **13th Dec 2017 – 13th Apr 2019**
* Worked as **Associate Projects** in **Cognizant Technology Solutions India Pvt. Ltd**, Pune from **20th Jul 2016 – 03rd Nov 2017**
* Worked as **Software Engineer** in **Tech Mahindra Ltd**., Pune from **30th Aug 2013 – 24th Jun 2016**

**Educational Qualification**

* **Bachelor’s degree in Computer Science**, Andhra University
  + Full Time
  + Course – 2010 to 2013

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| **Current Project** | | |
| # 1 | **Project Name: BITS PeopleSoft HCM Upgrade (9.0 to 9.2)** |
| **Client** | Birla Institute of Technology and Science |
| **Environment** | PeopleSoft HCM 9.1 & 9.2 People Tools 8.51 & 8.56 |
| **Duration** | 15th Apr 19 – Till Date |

**Description:**

Birla Institute of Technology and Science is an engineering and science institute for higher education in India, located in four different states in India. BITS HCM upgrade project is the development project, which has Core HR/Global Payroll/ePerformance/Recruitment and other customized applications to handle day-to-day employees HR functionalities.

**Responsibilities**

* Understanding the changes, documenting the requirements and conducting Fit-Gap analysis of the Changes and doing the impact analysis on upgrade objects.
* Apply retrofits, unit test the changes and producing documents for testing like Test Plans, Test Scripts, Test Summary Reports for a successful testing based on requirements, before changes move to production
* Testing, debugging, diagnosing and correcting errors and faults in an applications programming language within established testing protocols, guidelines and quality standards to ensure programs and applications perform to specification
* Interacting with the Business clients and the Project SME’s for issues and queries in the project
* As part of application upgrade researched and recommended the repeated PeopleSoft tasks, automated some of them which adds value to the client in terms of saving human effort
* Identifying technology limitations and deficiencies in existing system and associated processes, procedures and methods
* Developed application workflow for customer created modules through Application Workflow Engine (AWE)
* Created employee and approver pages and configured application workflows to receive approvals on email once employee applies the allowance
* Conversion of crystal reports to PeopleSoft BI publisher reports as part of upgrade crystal reports are no longer supported by Oracle
* Created application engine to give bulk upload facility to enable HRs to insert data for huge data set of payrolls one-time allowances
* Created SQR to consider multiple full and final calendars processed and print associated earnings and deductions.
* Developed application engine to share the pay slip on their personal email ids through Notification Templates
* Maintaining HRMS-Payroll for BITS employees and correspondingly developing new pages to facilitate processing with use of code level customizations to upgrade PeopleSoft enterprise software

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| **Previous Project** | | |
| # 2 | **Project Name: Federal Express Corp** |
| **Client** | Federal Express |
| **Environment** | PeopleSoft HCM 9.2 People Tools 8.55 |
| **Duration** | 13th Dec 17 – 13th Apr 19 |

**Description:**

FedEx Corporation is an American multinational courier delivery services company headquartered in Memphis, Tennessee. FedEx Corp is the development project, which has HR/NA payroll delivered/customized applications to handle day-to-day employees HR functionalities and handling project enhancements

**Responsibilities**

* Designed, developed and implemented various interface programs starting from extracting data from Oracle Applications, designing the Flat File Layout by conducting Field Mapping, Fit/Gap Analysis by understanding both the systems
* Gather the requirements from business users and convert BRD to technical design document
* Plan the deliverables as per the timelines and assign the work to offshore team, review the completed tasks and share the status with business users for user acceptance testing
* Created Various SQRs and Application Engine based Interfaces (Inbound & Outbound) to send data from PeopleSoft to external systems
* Writing, updating and maintaining computer programs for assigned projects, end user documentation and operational procedures
* Created redirect URL from Employee Self-service Direct Deposit application to XX Bank application for employee Pay Card self-enrollment, used AES 256 encryption algorithm for data encryption
* Worked on Tax updates and Support yearend activities
* Prepared templates and worked on Mass loads of Balance tables and EE level tables using Application Engine & Component Interface
* Providing advice, guidance and expertise in developing proposals and strategies for software design activities such as financial evaluation and costings for recommending software purchases and upgrades
* Understanding the changes, documenting the requirements and conducting Fit-Gap analysis of the Changes and Impact analysis on tax patches
* Provided HCM production support and technical analysis to improve processes and enhance the customer experience thereby increasing end user productivity by automating the repeated PeopleSoft tasks
* Making presentations to customer or client’s audience or professional peers
* Use PeopleSoft and third-party development tools and languages as necessary to efficiently support and troubleshoot systems
* Researching, consulting, analyzing and evaluating system program needs
* Created program to identify the retro pay changes and generate report to payroll users for the review and load the retros to current payroll
* Creation of PS Query with associated security through Query Security
* Used Process Scheduler API for processing status
* Document unit test procedures and participate in software development process to perform all tests on designs and ensure compliance to all Object-Oriented Programming activities

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| **Previous Project** | | |
| # 3 | **Project Name: PeopleSoft HCM Support** |
| **Client** | Credit Suisse Group AG |
| **Environment** | PeopleSoft HCM 9.1, People Tools 8.53 |
| **Duration** | 20th Jul 16 – 03rd Nov 17 |

**Description:**

Credit Suisse Group AG is a Swiss multinational investment bank and financial services company founded and based in Switzerland, where its HR operations are based across the globe – HR, Global Payroll and Payroll Interface – Production support – To handle technical issues in PeopleSoft deliverables related to HR and Payroll Interface of Credit-Suisse’s staff and Partner orbits.

**Responsibilities:**

* Involved in project as a PeopleSoft Analyst for a HCM production support system modules–Core HR/NA Payroll/Benefits/Pension Payroll/Core Compensation and other third party applications
* Played key role in root cause analysis of issues identified in production and worked with the business and Technical teams in getting possible solutions
* Handling user requests in PeopleSoft for data corrections and configuration changes.
* Identifying alternatives to solve business problems and handling change management business processes
* Provide on-call support to resolve the technical issues on the development
* Act as a bridge between various teams viz. PeopleSoft Application, DBA, o/s System Administrators in providing best practices etc. to mitigate the risk and health of the PeopleSoft application environment.
* Monitor and Co-ordinate with batch team – related to jobs run through nightly batch in HR/Payroll
* Part of L3 technical support team for payroll grievances by use of complex joins for Data retrieval, data manipulation and management
* Identifying technology limitations and deficiencies in existing system and associated processes, procedures and methods, thereby increasing end user productivity by automating the repeated PeopleSoft tasks
* Designed and developed a bolt on process to submit New Idea linked with Manager Self-Service. Including approval/denial workflow routing and real-time email notifications using AWE (Approval Workflow Engine).
* Involved in documentation of technical specifications, developing test cases and technical design
* providing advice, guidance and expertise in developing proposals and strategies for software design activities such as financial evaluation and costing for recommending software purchases and upgrades
* Developed Unix shell scripts to automate the repeated tasks and enable real-time notifications to user group for immediate action, such a database memory usage crossing the threshold limit and process running long than actual time
* Attending status calls with client partners and keep them updated on the status and discuss on the further course of action
* Attended multiple trainings on Peoplesoft applications as well as Oracle business intelligence tools to understand the usage of new tools and develop applications accordingly for superior user experience

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| **Previous Project** | | |
| # 4 | **Project Name: Peoplesoft Global Payroll Upgrade (9.0 to 9.2)** |
| **Client** | Internal Project |
| **Environment** | PeopleSoft HCM 9.2, People Tools 8.54 |
| **Duration** | 01st Apr 15 – 24th Jun 16 |

**Description:**

Part of CIO Team for Tech Mahindra, as it takes care day-to-day employees HR functionalities. The project contains the module of entire HR - Global Payroll and Absence Management System with driven through PeopleSoft functionalists like Employee Self-service, Manger Self-service and another Organizational customization.

**Responsibilities:**

* Identifying payroll process to elaborate GAP analysis.
* Performing impact analysis to identify changes to the existing business processes and procedures, recommend the business with the right approach out of the options arrived at
* Applying the retrofits with respective to application upgrade
* Executions of payroll process and analyze the results to determine if those were correct in accordance with payroll manager
* Developed user interfaces for employees to view their Part B, Part A forms in one common interface
* Document unit test procedures and participate in software development process to perform all tests on designs and ensure compliance to all Object-Oriented Programming activities
* Interacting with the Business clients and the Project SME’s for issues and queries in the project.
* Global Payroll – Pay calculations, Employees Online declarations, all monthly and yearly reports (like Pay slip, Tax sheet, Form 3A, form 16, Form 12BA, form 5, Form 10 and PF remittance reports)
* Report generation through SQR, XML/BI Publisher
* Worked closely with Payroll Functional Team to develop custom Payroll requirements
* Handled PeopleSoft delivered Tax patches along with the code Retro fits
* Handled Tickets related to PeopleSoft deliverable bug fixes on code and enhancements in HR & Global payroll
* Writing and maintaining program code to meet system requirements, system designs and technical specifications in accordance with quality accredited standards
* Worked individually, as well as in team environment, to achieve project goals
* Single Sign-on Authentication for confidential documents
* Developed extra layer for authentication for employees when viewing their confidential documents related to payroll through People code, LDAP authentication
* Customized SQR reports based on common setup of image URL for printing the logo.
* Responsible to design, develop and provide the deliverable in stipulated time
* Developed application workflow for mail approvals of allowances through Application Workflow Engine (AWE)
* Created employee and approver pages and configured application workflows to receive approvals on email once employee applies the allowance
* Diagnose technological constraints & amp; drawbacks to rectify them using application programming languages assuring client satisfaction

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| **Previous Project** | | |
| # 5 | **Project Name: Peoplesoft Global Payroll (9.0)** |
| **Client** | Internal Project |
| **Environment** | PeopleSoft HCM 9.0, People Tools 8.51 |
| **Duration** | 30th Aug 13 – 31st Mar 15 |

**Description:**

Part of CIO Team for Tech Mahindra, as it takes care day-to-day employees HR functionalities. The project contains the module of entire HR - Global Payroll and Absence Management System with driven through PeopleSoft functionalists like Employee Self-service, Manger Self-service and other Organizational customization.

**Responsibilities:**

* Trained on People Tools (8.81, 8.9, 9.0, 9.1 and 9.2), SQR, design and development
* AMS (Absence Management System) – Employees and Managerial workflow dashboards, Reports and Setups.
* Global Payroll – Pay calculations, Employees Online declarations, all monthly and yearly reports (like Pay slip, Tax sheet, Form 3A, Form 16, Form 12BA and PF remittance reports)
* Customized processes and reports for various functionalities
* Global Payroll – Business portals for employee data corrections, all types of audit reports (like Earning and deduction reports, SOVR and PI reports, Overrides etc.)
* Testing, debugging and correcting errors and faults in an application programming language within established protocols, guidelines and quality standards to ensure programs and applications perform to specification
* Data Migration for tax investments to make available the investments on a flexible delivered page to employees
* Developed application engine to carry forward investments which were verified to next financial year through use of PL/SQL
* Researching, consulting, analyzing and evaluating system program needs
* Also, at the same time deleted all investments which were not verified for present financial year for year-end tax calculation
* Developed SQR report for displaying all earnings and deductions mismatches in a consolidated CSV report to have sync in earnings and accumulators
* Worked closely with Quality Engineering, Product management, and Technical Operations to develop, test, and deploy highly useful, high quality software
* Writing, updating and maintaining technical program, end user documentation and operational procedures
* SQR to consider multiple full and final calendars processed and print associated earnings and deductions.
* Developed application engine to share the payslip on their personal email ids through Notification Templates.
* Developed flexible interfaces for Mexico employees to enter their bank details, account numbers into the system through generic configurations
* Created application engine instantiating MCF Class to enable Form16 to be mailed as attachment to employee personal email ids in case terminated
* Gathered requirement about the country identity types, rules and their significance
* Developed pages for employee, administrator and SQR reports for reporting.
* Created application engine to give bulk upload facility to enable HRs to insert data for huge data set

**Awards and Achievements**

1. Received Prestigious Certification from Oracle PeopleSoft as People Tools Developer Certified Expert and PeopleSoft HCM Certified Expert
2. Received Bravo Award and appreciation mails from the BU Head on successful delivery of the objects in time – Tech Mahindra
3. Received Pat on The Back Award and appreciation mails from the BU Head on prompt response in resolving production issues – Tech Mahindra
4. Received Best Merger Team Award from the CU Head on successful integration of client data from legacy system to Peoplesoft – Tech Mahindra
5. Received Employee of the Quarter Award from the SDM on proposing value adds and prompt response and work around to business users – Cognizant
6. Received Best Competency Innovator Award from the SDM on implanting critical data secure algorithms in Peoplesoft – Wipro