

## MAHESWARAN VENKITESAN

Peoplesoft HCM Solution Designer with 12+ years of experience.

*Assistant Consultant  
M/s. Tata Consultancy Services.*

*Since April 2018.*

**Maheswaran Venkitesan** is a Peoplesoft HCM Solution Designer with 12+ years of overall experience with both technical and functional expertise in Peoplesoft. He has experience in dealing with multiple projects and also worked in clients across the globe in all areas of SDLC from Requirement gathering, business process mapping, design till Production Warranty support.

### Professional Summary

- Peoplesoft HCM Solution Designer cross trained in Data Science with over 12 years of overall experience.
- Have expertise of working in all levels of SDLC from Requirement gathering, business process mapping till Post – Implementation Support.
- Have expertise in all technical objects and functional expertise in the modules of Global Payroll, Absence Management, Time and Labour, Core HR, etc..
- Have worked in various types of Peoplesoft projects like –
  - Custom Module Implementation
  - Global Payroll, Absence and Time & Labour implementation for over 15 countries across 4 continents.
  - Peoplesoft HCM Application Upgrade
  - Implementation of ADP payroll interface with Peoplesoft for over 30 countries.
  - Maintenance / patch application
  - E2E solutioning of custom or bolt-on modules
  - Integration with 3rd party applications, including Workday, Oracle Fusion, Taleo, etc.
  - Application support and maintenance
  - Report generation / MIS system maintenance, etc...
- Have travelled Onsite to provide Go-live and Post-Implementation Support for Global Payroll Implementation, and was instrumental in the successful roll-out.
- Completed Oracle - Peopletools 8 Certified Advanced Developer Certified Expert.
- Completed Oracle - Peopletools 8 Certified Application Development Expert.
- Have worked independently on implementation of Time & Labour for over 13 countries across the globe.
- Strong interpersonal, written, and verbal communicator who can deliver effective presentations, consult on technology projects and maintain collaborative relationships with clients.
- Have received several appreciations and awards from the Employer and Client for excellence in project delivery and hard work.

## Areas of Expertise

- *ERP – Peoplesoft Finance / HCM (v8.8 / v 9.1). Sub modules – Core HR, Benefits, Global Payroll, Absence Management, Time & Labour.*
- *Data Science – R, Python, Machine Learning, Big Data, Arena, Statistics, Regression Analysis.*
- *PeopleSoft Tools: PeopleTools (8.5x) - Application Designer, Application Engine, XML Publisher, Component Interface and PeopleCode.*
- *Reporting Tools – SQR, PS Query, and XML Publisher.*
- *Database Languages – Oracle, SQL.*
- *Software Estimation Techniques –Function Point Count Analysis.*

## Experience Summary

M/s. Tata Consultancy Services.

April 2018 Till Date.

*Currently working as Solution Designer for Peoplesoft HCM System.*

### PROJECT 1 – (APRIL 2018 – NOVEMBER 2018)

<b>Project</b>	Peoplesoft HCM Upgrade from v8.8 to v9.2
<b>Client</b>	Banking and Finance Client based out of Caribbean islands
<b>Role</b>	Peoplesoft HCM Upgrade Lead Consultant & Global Payroll SME
<b>Major Tasks / Responsibilities</b>	<ol style="list-style-type: none"><li>Led the Upgrade project from Offshore.</li><li>Implemented ESS and MSS modules from scratch in v9.2</li><li>Upgrade Global Payroll from v8.8 to v9.2. (Global Payroll for Caribbean is not an Oracle supported module and is a bolt-on)</li><li>Configure new Global Payroll and Absence Elements as a part of the upgrade rollout for all the Caribbean islands</li><li>Implement several new features as a part of the upgrade to v9.2</li><li>Implemented several process improvements, including implementing new automated pay slips, business process finetuning, conversion of Crystal to BI Publisher reports</li><li>Prepare Technical and Functional design of all implementations</li></ol>

## PROJECT 2 – (DECEMBER 2018 – NOVEMBER 2019)

<b>Project</b>	Peoplesoft Finance Maintenance & Support
<b>Client</b>	Banking and Finance Client based out of UK
<b>Role</b>	Peoplesoft Solution designer for integration with 3 <sup>rd</sup> party Interfaces
<b>Major Tasks / Responsibilities</b>	<ul style="list-style-type: none"> <li>a. Individually implemented Three 3<sup>rd</sup> party vendor integrations with PeopleSoft.</li> <li>b. Implemented several business process improvements, including streamlining batch jobs, job integrations by direct interaction with vendors and client stakeholders</li> <li>c. Resolved several long pending issues and implemented business process improvements</li> <li>d. Designed, built and implemented several E2E Peoplesoft to Workday interfaces.</li> <li>e. Liaise with all business stakeholders from requirement gathering all the way upto post implementation support</li> <li>f. Created several bulk upload processes with minimal lead time</li> </ul>

## PROJECT 3 – (NOVEMBER 2019 TILL DATE)

<b>Project</b>	Peoplesoft HCM Application Development
<b>Client</b>	Entertainment & Media Pioneer based out of Australia
<b>Role</b>	Peoplesoft Solution designer in-charge of implementing E2E solutions.
<b>Major Tasks / Responsibilities</b>	<ul style="list-style-type: none"> <li>a. Design, review and implement Solutions after discussing with all stakeholders at all stages of SDLC</li> <li>b. Independently implemented E2E complex 3<sup>rd</sup> party integrations with PeopleSoft, which involved both inbound (for Global Payroll) and outbound (Employee data) interfaces.</li> <li>c. Custom Redundancy module Implementation and Enhancement - The solution was fully configurable via page configuration with minimal tech team involvement</li> <li>d. Enhancement of custom Time and Labour, ESS and MSS modules.</li> <li>e. Implemented E2E Interface with other systems like Peoplesoft Finance, Workday and other 3<sup>rd</sup> party vendors.</li> <li>f. Configured several new payroll and absence elements as a part of COVID related working structure and related labor regulation changes.</li> <li>g. Created several bulk upload processes with minimal lead time</li> <li>h. Prepare Technical and Functional design of all implementations</li> </ul>

M/s. Cognizant Technology Solutions. (August 2012 – March 2018)

<b>Client</b>	Banking and Finance Client involved in Payment Processing - Peoplesoft HCM
<b>Duration</b>	September 2012 - March 2018
<b>Peoplesoft HCM Version</b>	Peoplesoft HCM 9.1 with Peopletools 8.55 / Oracle 11i
<b>Role</b>	SENIOR PEOPLESFT HCM TECHNO-FUNCTIONAL CONSULTANT
<b>Major Tasks / Responsibilities</b>	<ol style="list-style-type: none"> <li>Liaise with all stakeholders from across the globe for all developments.</li> <li>Peoplesoft Upgrade from v8.9 to v9.1. Created several new processes, BI Publisher reports, etc.</li> <li>Implementation of ADP payroll interface for 34 countries across 4 continents. The solution framework was fully configurable and reusable, with minimal changes required for the next implementation.</li> <li>Custom Severance module implementation for North America from scratch. This includes implementation of termination, notifications, severance benefits calculation, Statutory reports to Labour Departments, Benefits Module integration, etc.</li> <li>Fusion - Peoplesoft Interface, for supporting Performance Management module in Oracle Fusion.</li> <li>Taleo - Peoplesoft Interface process for supporting Taleo Hiring module.</li> <li>Implementation of Global Payroll, Absence Management and Time &amp; Labour for 13 countries, including Australia, New Zealand, Serbia, UK, India, Germany, Greece, Argentina, China, Singapore, Malaysia and Hong Kong. This includes Payroll Vendor integration and complex implementation of India Payroll and Greece Time &amp; Labour, which were considered most complex with several elements</li> <li>Enhancement / support for Core HR, Benefits, NA Payroll, Global Payroll, Absence Management &amp; Time and Labour.</li> <li>Implementation of various Maintenance packs and patches.</li> <li>Provide out of the box solutions and process improvements.</li> <li>Global Payroll on-cycle and off-cycle payroll configuration</li> </ol>
<b>Rewards and Recognition</b>	<ul style="list-style-type: none"> <li>Was awarded as the “Cognizant - Gem of the Quarter” for Q2 - 2013.</li> <li>Was awarded as the “Cognizant - Associate of the Quarter” for Q2 - 2014.</li> <li>Was awarded the “Cognizant - Star of the Month” for September - 2015.</li> <li>Was awarded the “Cognizant - Associate of the Quarter” for Q1 - 2016.</li> </ul>

M/s. TECH MAHINDRA Ltd.

(May 2010 – July 2012)

**PROJECT –**

<b>Project Title</b>	Nissan Motor Corp - North America
<b>Duration</b>	September 2010 - July 2012
<b>Location</b>	Chennai, India
<b>Peoplesoft HCM Version</b>	Peoplesoft HCM v8.8, v9.1 with Peopletools 8.52 / Oracle 10g
<b>Role</b>	PEOPLESOFT HCM TECHNICAL CONSULTANT
<b>Major Projects</b>	a. Peoplesoft HCM Upgrade from 8.8 to 9.1 b. Enhancement and Support for Core HR, Benefit and NA Payroll. c. Function Point Analysis for all deliverables.

M/s. HDFC BANK Ltd.

(August 2008 – May 2010)

**PROJECT –**

<b>PROJECT</b>	BUSINESS RULE ENGINE
<b>DURATION</b>	August 2008 - May 2010.
<b>ROLE</b>	ASSISTANT MANAGER, BUSINESS SOLUTIONS GROUP.
<b>ENVIRONMENT</b>	Oracle 9i, TOAD, Java.
<b>RESPONSIBILITIES</b>	<ul style="list-style-type: none"><li>BRE Phase I : Credit Risk scoring using SAS BI tools.</li><li>BRE Phase II : Data Mining for Retail Assets S&amp;M.</li></ul>

BRE is one of the most critical projects used by the Retail Assets team of HDFC Bank. It is a 24x7 running application and serves as the heart of the decision-making process for all retail assets and credit risk products. The product was developed by Polaris Software Labs and was developed using JSP, Java, Servlets and XML. The backend database used is Oracle 9i. The Phase I of the project involved input requests containing the customer data flowing into the system, basis which the system decides the sequence of activities to be followed support decision making using SAS BI model. The Phase - II of the project involves mining of customer data from the central data warehouse to create a customer database for relevant decision making and for targeted sale and marketing activities.

MAHESWARAN VENKITESAN was involved in the entire project development life cycle including analysis, design, testing, implementation, post implementation support and also in error resolution. Was also involved in the implementation of business logic and the decision-making process to support retail assets decision making.

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## EDUCATION AND TRAINING -

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- *Have completed a course in "Advanced Program in Data Sciences" from INDIAN INSTITUTE OF MANAGEMENT, KOLKATA.*
- *Completed Corporate - Post Graduate Program in Business Administration from Symbiosis Center for Distant Learning September 2015.*
- *Completed Bachelor of Technology in Information Technology in FIRST CLASS WITH DISTINCTION in 2008 from Anna University, Chennai - 600025.*