

S Pradeep

No.179, 13th Avenue, D.A.E Township,
Indira Gandhi Centre for Atomic Research,
Kalpakkam, Tamilnadu,
India – 603 102
Residence: +91-4114-288238
Mobile: +91-9841308223
E-mail: pradeep.jec@gmail.com

PROFILE AT A GLANCE

Currently working as **PeopleSoft HRMS Techno Functional Consultant** in **Polaris Software Lab Limited**, Chennai, one of India's frontline Software Company and World's first SEI-CMM-I level 5 company.

Current role involves implementation and support of business applications of the organization's **PeopleSoft Human Capital Management System (HCM)**

Enriching experience in end-to-end implementation / user training /production support of **key PeopleSoft HRMS 8.8 modules including Administer Workforce, Recruit Workforce/E-Recruit, E-Performance, Compensation**

Mainstream HR experience in Learning and Development, Resourcing and Performance Management

Total experience of 2 years with close to 6 months of experience in implementation/support of PeopleSoft HCM applications

Academic Qualification

1999-2003- Bachelor of Engineering in Computer Science from Manonmaniam Sundaranar University, Tamilnadu

Skills related to Enterprise Resource Planning:

PeopleSoft Functional 8.8 – Set-up HRMS, Administer Workforce, Recruit Workforce, E-Recruit, Administer Training, Salary Administration, Salary Planning, Variable Compensation, E-performance, Maintain Security (Tree Manager).

PeopleSoft Technical 8.44- Good Understanding of Application Designer, PeopleCode, Data Mover, PS Query, Application Engine and Component Interfaces.Knowledge of PeopleSoft PIA

Other Skills – Good Understanding of Software Testing.

Training Programs Undergone

45 Days Software Test Professional CERTIFICATION by Mercury Interactive at STC Technologies, Chennai (December 2004)

This course is targeted for both Manual testing and Automated testing and is designed to provide participants with a solid foundation for implementing quality principles and quality tools within their organization.

PROFESSIONAL EXPERIENCE IN DETAIL

A. Implementation of People Soft Human Capital Management (Feb 2005-Till Date)

Project Description

Polaris Software Lab Ltd purchased the complete suite of PeopleSoft products- HCM 8.8, in February 2003. It was decided that organisation's HRMS framework, that was in Empower™ (the in-house Employee Relationship Management portal) will be transitioned completely in to PeopleSoft HCM framework in 24 months. The direction was to implement the HCM modules in PeopleSoft that were not available in the in-house ERM and subsequently progress to implement the PeopleSoft Core HRMS to place the in-house ERM.

The implementation is jointly being done by the PeopleSoft Practice Group of Polaris Software Lab Ltd and Internal Automation department under the office of Chief Information Officer of Polaris Software Lab Ltd.

Role Encompasses

1. Understanding of business requirements and coordination with functional communities to create system requirements
2. Handle the set up and maintenance of core PeopleSoft system tables
3. Support and execute unit tests, quality assurance and user acceptance testing
4. Support of PeopleSoft application security
5. Explaining, interpreting and suggesting changes to existing policies that may strengthen usage of PeopleSoft system in the organization
6. Identify Customization Requirements (in the absence of licenses for PeopleSoft E-payroll/E-Compensation modules)
7. Prepares and delivers end-user training /creating user manuals

B. Peoplesoft e-Recruit System for Polaris Software Lab (Feb 2005 -Till Date)

Project Description

This project was done under the guidance of Chief Information Officer of Polaris Software Lab. Involved in implementation and customization of PeopleSoft e-recruit System and Global Payroll (HRMS 8.8 SP1) for Polaris Software Lab. An entire custom module built in the People soft recruitment system to facilitate the colleges to register themselves for the Campus Interview program and also to view of the summary of campus interview schedule.

Role encompasses

1. Involved in Building Component Interfaces, Application Engine for movement of legacy HR data into PeopleSoft HRMS
2. Involved in Customization of e-Recruitment Module to meet the requirements of internal Polaris process, some of the delivered aspects where customized and additional validation processes where built in.
3. Involved in the customization of SQR reports for the Offer letter, Appointment letter and other Polaris specific reports for printing globally out of Peoplesoft e-recruit system.
4. Developed Pages and workflows to enable applicants view their offer details online.
5. Worked on mass data loading of applicants to the system using component interface.
6. Delivered Applicant Home customized to give visibility of the offer details for an offered applicant.
7. Developed custom Workflow to notify the applicant regarding the offer details.

C. Implementation/Support of EMPOWER™ (Feb 2005 -Till date)

EMPOWER™ (now re-christened Adrenalinet) is advanced business-to-employee, web-based software for Human Resources & Payroll, Self-Service, Employee Work Process Automation & Analytical Reports.

Role encompassed

1. Development of design specifications -Form GUI design with validations, process flow mapping, including approval of rules/ routing and decision support data, transaction notification etc.
2. Working closely with the end-users to define requirements and specifications for system modification, fixes and upgrades.
3. Define testing strategy and prepare test plans appropriate for the change being made.
4. Work with end-users to perform and coordinate testing and resolve issues encountered through testing.
5. Responsible for writing end-user procedures, developing end-user training plans and materials to deliver training to the end-user

D. Implementation of PeopleSoft HRMS for CSX Transportation, USA (Feb 2005 – Till Date)

Project Description

Project involves analysis, upgrade, customization, and implementation of the PeopleSoft 7.5 HRMS (Human Resources, Payroll, and Base Benefits) modules for CSX Transportation.

Role encompassed

1. Generation of audit reports using SQR, Crystal Reports and NVision
2. Customization of the HR, and Payroll, which included creating new Panels, Records, and Menus based on the requirements of the organization
3. Extensively used People Code and People Tools, such as Data Designer, Application Designer, Panel Designer, and Menu Designer extensively during customization
4. Implementation of new Benefits reports using SQR. Implementation of control panels to run reports
5. Implementation of HR/Payroll Head Count Reports for Contract and Non-Contract employees.
6. Implementation of vendor output interfaces to generate monthly payments statement for all employees, such as plan enrollments, deductions, and effective dates.
7. Attaching reports to menu using Process Scheduler.

Key strengths

- ✓ Excellent communication skills both oral and written, with strong analytical and problem solving skills.
- ✓ Demonstrated training ability, strong presentation skills and ability to interface with all functions and at all levels within the organization.

Hobbies and Interests-

- ✓ Reading non-fiction, personal victory books, business books, defense affairs
- ✓ Quizzing and current affairs
- ✓ European Football

Personal Details

Date of Birth - 4 Jan 1982

Gender - Male