RAVI KORAPATI

PERSONAL SUMMARY

With 19 years of IT experience as a Senior Application Developer specializing in PeopleSoft, I possess deep expertise in PeopleSoft Human Capital Management (HCM) across versions 8.8 to 9.2. My expertise includes modules such as Core HR, NA Payroll, Time and Labor, Position Management, Benefits Administration, TAM (Recruiting and Candidate Gateway), Workforce Administration, Employee Self-Service (ESS), and Manager Self-Service (MSS). Additionally, I have extensive experience with PeopleSoft Financials and Supply Chain Management (SCM) modules (version 9.2), including Accounts Payable, Accounts Receivable, Procurement-to-Pay, Billing, and Project Costing. I have also contributed significantly to PeopleSoft Enterprise Learning Management, particularly in course enrollments and certifications.

Throughout my career, I have actively participated in various project phases, including implementation, upgrades, support, and maintenance of PeopleSoft applications.

I thrive in team-based environments and have exceptional communication and interpersonal skills.

CONTACT

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TECHNICAL SKILLS

- Oracle ERP Domains (9.x)
  PeopleSoft HCM
  PeopleSoft FSCM
  PeopleSoft ELM
- Application Designer-UI
- PeopleTools (8.x)
- Peoplecode
- Application Engine
- Component Interface
- SQR
- Excel to CI
- AWE
- Traditional Workflow
- File Layout
- MS-DOS
- Windows
- UNIX
- BI Publisher report
- PS Query
- Crystal Report
- Oracle Database SQL Developer
- SQL Server
- DB2 database
- Toad DB Tool
- COBOL language
- Structured Query Language
- HTML
- Java
- C
- C++
- JCL

EXPERIENCE

ERP Analysts Inc.
Peoplesoft Application Developer
03/2019 - Current
New York City Health and Hospitals- Manhattan, NY

- Collaborated with functional teams to gather requirements and create technical and testing documents for PeopleSoft enhancements.
- Automated refund payment reconciliation between EPIC and PeopleSoft FSCM Accounts Payable using an Application Engine program.
- Developed dashboards like Buyer Work Center for efficient purchasing and e-Procurement management.
- Built REST API integrations for real-time PO receipt from external applications like Blue Bin.
- Created custom Absence Management to automate leave-of-absence processing for NY H+H employees.
- Updated e-Procurement features to prevent auto-sourcing for specific requisition types and adjusted front-end pages as needed.
- Designed interfaces to share employee data (payroll, benefits, tax, and contributions) with NYCERS, Prudential, and other vendors.
- Created benefits data exchange interfaces for vendors like Cigna, Empire, and NYC OLR, ensuring secure and timely transmission.
- Built weekly FICA balance interfaces for NYC OLR to reimburse employee contributions accurately.

- Enhanced Fluid pages for mobile-friendly Employee Self-Service functionalities, including Personal Information and Remote Worker Requests.

08/2018 - 03/2019
Aetna/The Hartford Insurance - Hartford, Connecticut
- Created technical documents, Application Engine programs, pages, and SQRs based on business requirements.
- Developed inbound interfaces to load payroll data from Aetna into PeopleSoft systems.
- Configured Pay Calendar Setup and performed load balancing checks for claims.
- Developed PeopleSoft Query reports for daily payment analysis.
- Optimized SQL performance and made page modifications as required.
- Built API integrations between PeopleSoft and third-party systems.
- Provided payroll support, resolved defects, and conducted QA testing.
- Delivered training materials, supported UAT, and managed system migrations.
- Enhanced PeopleSoft reports for Treasury and downstream applications.
- Set up Oracle Identity Management (OIM) integrations to improve workflow efficiency.
- Reviewed and debugged code changes from peers.

01/2017 - 08/2018
University of Colorado - Denver, CO
- Collaborated with functional teams and attended daily meetings.
- Implemented approval workflows for position management and template-based hires.
- Developed integrations with third-party systems like Avature.
- Created the My Leave Application for leave management due to missing Time & Labor functionality.
- Optimized SQL queries for better performance.
- Integrated ERP Smart Cloud Training using REST APIs.
- Built reports and interfaces using SQR.
- Provided payroll and recruiting production support.
- Configured core HCM, benefits, payroll, and base benefits.
- Configured the Application Workflow Engine for position management and template-based hires.

08/2016 - 12/2016
BlueCross BlueShield - Detroit, MI
- Created business requirements, technical documentation, and migration plans; translated functional documents into technical specifications with process flow diagrams and pseudo code
- Collaborated with business users to gather interface requirements, document use cases, and create traceability matrices
- Developed interfaces to send employee demographic details to third-party systems (e.g., Broadspire, Absence Soft)
- Managed migrations using STAT and conducted end-to-end testing during development

03/2016 - 08/2016
County of Alameda Administrative Office - Oakland, CA
- Developed user-friendly navigation collections for employees and admins, providing access to features like timesheet entry and payroll forms.
- Enhanced validation for direct deposit and W4 submissions.
- Integrated employee data with Everbridge for communication and alerts.
- Created interfaces to send benefits data to EBC and job details to JOB APS.
- Optimized ACH payment processing to prevent duplicates.
- Standardized data entry forms using Page and Field Configurations.
- Loaded employee data to SSA for position and personal info tracking.
- Transitioned workflows to Approval Workflow Engine and created email templates.

- Microsoft Office Suite
- ISO/ISPF
- Endeavor
- QMF/SPUFI
- Remedy
- CA7
- ESP Scheduling
- Service Now

CERTIFICATION
- Workday Certified

SIERRA-CEDAR INDIA PVT. LTD
Team Lead,
06/2015 - 12/2015
Wyoming Department of Transport (WYDOT)

- Created analysis reports, technical documents, test cases, and migration plans; collaborated with clients on business processes
- Enhanced SQR processes for voucher payments to WOLFS in XML and developed/modified XML/BI Publisher reports for FSCM and HCM
- Managed retrofits, conversions, and payroll interfaces during upgrades, including custom Application Engine processes and comparisons
- Customized HCM Dashboard, Time Sheet Entry pages, and timesheet reports, and modified Time & Labor rules for overtime
- Implemented Application Workflow Engine for e-Procurement approvals and converted Crystal Reports to BI Publisher
- Prepared unit tests, migration documents, and managed migrations using STAT during test phases

05/2013 - 05/2015
Honeywell International Inc.

- Created analysis, technical, test case, and migration documents, translating functional requirements into technical specs.
- Developed payroll processes for APAC using Application Engine and SAP integration.
- Created SQRs, error reports, and outbound interfaces for payroll and tax details.
- Enhanced Workforce Sync and workflow configurations for self-service transactions.
- Managed object migrations using STAT and provided technical guidance.
- Conducted unit testing, defect resolution, and retrofitted reports as needed.

09/2011 - 04/2013
CSX Corporation

- Created analysis, technical docs, and migration materials.
- Developed file transfer processes and outbound interfaces for benefits data.
- Designed custom pages for legal notices and reports.
- Resolved issues with benefits, Absence Management, and Time & Labor.
- Provided user training and support.
- Used STAT for migrations and unit testing.

DXC Technologies (Formerly CSC India Pvt. Ltd) - Chennai, India
Senior Software Engineer,
12/2009 - 08/2011
Pfizer

- Created analysis, technical, test case, and migration documents, translating functional requirements into technical specifications with process flows and pseudo code
- Redesigned employee self-service modules supported post-go-live activities and resolved change controls post-implementation
- Worked on-site at the client location, leading the project team and contributing to key project phases
- Studied Pfizer's PeopleSoft HRMS applications, prepared knowledge acquisition documents, and analyzed and resolved production issues

Tata Consultancy Services India Pvt. Ltd. - Chennai, India
Asst. System Engineer,
05/2009 - 12/2009
JCPenney

- Created analysis, technical, test case, and migration documents, translating functional requirements into technical specifications with process flows and pseudo code
- Supported enhancements, customizations, and new implementations, resolving issues in PeopleSoft 8.8 Self Service, Recruiting, TAM, and Performance modules
- Participated in client knowledge transition sessions, provided shadow support, and handled batch and online incident management through Remedy
- Monitored nightly batches on Mainframes, provided payroll tax and benefits exposure, and shared knowledge with team members on project activities
- Prepared process documents during knowledge acquisition and transition periods

03/2006 - 04/2009
The Home Depot
- Created analysis, technical, test case, and migration documents, translating functional requirements into technical specifications with process flows and pseudo code
- Developed and implemented enhancements, bug fixes, and change requests, including SQR conversions to load data from Tesseract to PeopleSoft 8.8
- Provided batch support for reports, conversion jobs, and performance management reviews, and developed new Application Engine programs for P25 implementation
- Monitored nightly batch jobs, including performance management and annual review processes, and developed SQRs for data cleanup in PeopleSoft
- Conducted health checks for system integrations with Kronos and Tesseract, and shared knowledge with team members on daily project activities

HCL Technologies India Pvt Ltd. - Noida, India
Associate Consultant,
01/2005 - 01/2006
National Thermal Power Corporation
- Successfully implemented PeopleSoft 8.8 HRMS at NTPC Limited, overseeing data migration, security configuration, and user training
- Provided ongoing support for the existing system, addressing report-related issues and resolving bugs
- Collaborated with the client to map legacy data to PeopleSoft and created input file templates for data loading
- Developed programs for legacy data migration, designed and customized application pages, and added new functionalities
- Provided online production support, prepared manuals for end users and process owners, and conducted on-site user training

EDUCATION

Master of Computer Applications, 11/2000
Madras University - Chennai

Bachelor of Computer Science, 04/1997
Nagarjuna University - Guntur