

Peoplesoft interview questions and answers

Ace Your Peoplesoft Interview: Comprehensive Guide to Questions & Answers

Landing a Peoplesoft role requires more than just knowing the software; it's about demonstrating your understanding, experience, and problem-solving skills. This comprehensive guide dives deep into common Peoplesoft interview questions and answers, providing actionable strategies to confidently navigate your next interview. *Understanding the Peoplesoft Landscape* Peoplesoft, a robust enterprise resource planning (ERP) system, manages crucial business functions like financials, human resources, supply chain, and more. Proficiency in Peoplesoft is highly valued in the business world, making it a sought-after skill. Different roles, like a Peoplesoft Administrator, Developer, or Consultant, will have unique requirements and questions. Let's explore the key areas frequently targeted in interviews. **(Visual: A simplified diagram illustrating the key components of a Peoplesoft system, e.g., HRMS, Financials, SCM modules)**

Navigating Common Peoplesoft Interview Questions I. Technical Questions

(Understanding the Fundamentals): 1. Describe your experience with various Peoplesoft modules. • **How to Answer:** Don't just list modules. Instead, elaborate on specific tasks you performed in each. For example: "I have extensive experience with the HRMS module, specifically in employee data management, payroll processing, and benefits administration. I'm proficient in using [specific tools/features, like Mass Upload or Employee Self-Service]." Quantify your impact where possible. "My work reduced data entry errors by 15% by implementing a streamlined data entry process." 2. Explain the difference between a table and a view in

Peoplesoft. • **How to Answer:** Tables store data directly, while views present data from tables in a specific format. Mention how this affects data manipulation and querying. Emphasize your understanding of the advantages of using views (performance, security). 3. What is a Peoplesoft application class? How does it work? • **How to Answer:** A class defines the structure and behavior of an application component. Explain how it enables reusability and maintainability, citing a specific example from your experience. Include an example of using a class to improve efficiency in a project. **(Visual: A table vs. view comparison with simple examples of data structures)**

II. Practical Application Questions (Solving Real-World Problems): 4. Describe a time you faced a challenge in a Peoplesoft project. • **How to Answer:** Use the STAR method

(Situation, Task, Action, Result). Explain the challenge, your actions to overcome it, and the positive outcome. Highlight your problem-solving skills and technical expertise. *Example:* "During a recent project, we encountered a performance issue in the financials module due to slow database queries. I investigated the root cause, identified data redundancy, and optimized the SQL queries. This improved the query response time by 25%." 5. How would you handle a data migration issue in Peoplesoft? • **How to Answer:** First, prioritize data accuracy and minimize disruption to existing operations. Outline a structured approach, discussing steps like

data validation, error logging, and contingency planning. Focus on your ability to follow procedures and maintain project timelines. **(Visual: A flowchart showing the typical steps in a Peoplesoft data migration project.)** III. *People Skills & Problem-Solving Questions* 6.

How do you work effectively in a team environment? • **How to Answer:** Discuss your teamwork skills, emphasizing your ability to collaborate, communicate effectively, and support your colleagues. Provide examples of projects where you successfully collaborated with others.

IV. Questions on Specific Roles (Peoplesoft Administrator, Developer): These questions will vary depending on the specific role. Administrators will be questioned on system administration, backups, security, and troubleshooting, while developers will have more technical questions related to coding. **How-To Tips for Success:** • **Research the Company:** Understand the company's needs and how Peoplesoft fits into their operations. • **Practice:** Rehearse common interview questions and answer them out loud. • **Prepare Questions:** Asking questions demonstrates your interest and understanding of the role. • **Highlight Your Achievements:** Quantify your successes and impact in previous roles. • **Dress Professionally:** First impressions matter. **Key Takeaways:** • Comprehensive understanding of Peoplesoft modules and functionalities is crucial. • Practical experience and problem-solving skills are highly valued. • Strong communication and teamwork skills are essential. • Demonstrating technical expertise, including SQL optimization, is a strength. **Frequently Asked Questions (FAQs):** 1. **What if I don't have direct Peoplesoft experience?** Experience with similar ERP systems or strong analytical skills can be highlighted. 2. **How do I prepare for technical questions if I'm not a developer?** Focus on demonstrating an understanding of system concepts, not necessarily code-level details. 3. *What are some common Peoplesoft errors and how are they handled?* Research and be prepared to discuss typical errors and best practices for their resolution. 4. *How can I show my passion for Peoplesoft?* Engage with the interviewers, ask questions about the role and company, and express your enthusiasm for contributing to the team. 5. **How much time should I spend preparing for the interview?** Allocate sufficient time to research the company, review your experience, and practice answering common questions. This comprehensive guide provides a strong foundation for tackling your Peoplesoft interview. Remember to focus on your experience, showcase your skills, and confidently answer the questions. Good luck!

Mastering Your PeopleSoft Interview: Essential Questions and Expert Answers

Navigating the world of enterprise resource planning (ERP) systems can feel like a quest, and when it comes to Oracle's PeopleSoft, the journey often begins with a crucial interview. Whether you're a seasoned PeopleSoft consultant aiming for a senior role, a developer looking to flex your technical muscles, or a functional analyst eager to dive into business processes, understanding common PeopleSoft interview questions and how to answer them effectively is paramount. This comprehensive guide is designed to equip you with the knowledge, confidence, and strategic insights to shine in your next PeopleSoft interview. We'll delve into the core areas, explore tricky questions, and offer practical advice to help you land that dream PeopleSoft job.

Why PeopleSoft Interviews Matter

PeopleSoft is a robust and complex ERP system, and employers are looking for candidates who not only understand its technical intricacies but also its business applications and how it can drive organizational success. Your interview is your opportunity to showcase not just your skills, but your problem-solving abilities, your understanding of business needs, and your potential to contribute to their team. A well-prepared candidate stands out, demonstrating commitment and a genuine interest in the role and the company.

Deconstructing the PeopleSoft Interview Landscape

PeopleSoft interviews typically cover a broad spectrum, ranging from general ERP concepts to highly specific technical or functional knowledge. The exact questions will vary depending on the role you're applying for – be it a PeopleSoft Administrator, Developer, Functional Consultant (e.g., HCM, FSCM, Campus Solutions), Business Analyst, or Technical Lead. However, some foundational areas are almost always explored.

General PeopleSoft Concepts

These questions aim to gauge your overall understanding of the PeopleSoft ecosystem and your experience with ERP in general.

1. What is PeopleSoft, and what are its main modules?

This is a fundamental question. **Answer Strategy:** Briefly define PeopleSoft as an enterprise application suite that helps organizations manage their business processes. Mention its modular nature and list the most common modules. **Keywords to Weave In:** ERP system, Oracle, business processes, Human Capital Management (HCM), Financials, Supply Chain Management (SCM), Customer Relationship Management (CRM), Campus Solutions, eProcurement, General Ledger (GL), Accounts Payable (AP), Accounts Receivable (AR), Payroll, Benefits Administration, Student Records, Financial Aid. **Example Answer:** "PeopleSoft is a comprehensive suite of enterprise applications developed by Oracle, designed to streamline and integrate core business processes for organizations. It's highly modular, allowing companies to implement the specific functionalities they need. Some of the most prominent modules include Human Capital Management (HCM) for managing employees, payroll, and benefits; Financials and Supply Chain Management (FSCM) for handling accounting, procurement, and inventory; and Campus Solutions, tailored for higher education institutions to manage student information and administration."

2. What are the advantages of using PeopleSoft?

This question tests your appreciation for the system's value proposition. **Answer Strategy:** Focus on benefits like integrated business processes, improved data accuracy, enhanced decision-making through reporting, scalability, and customization capabilities. **Keywords:** Integration, efficiency, data integrity, reporting, analytics, scalability, customization, compliance, business intelligence. **Example Answer:** "The primary advantage of PeopleSoft

lies in its ability to integrate disparate business functions into a unified system, leading to significant efficiency gains and improved data accuracy. This integration provides a single source of truth, enabling better reporting and more informed decision-making. Furthermore, PeopleSoft is highly scalable and customizable, allowing businesses to adapt it to their unique needs and evolving requirements."

3. Describe your experience with PeopleSoft.

This is your moment to shine! * **Answer Strategy:** Be specific. Quantify your experience where possible (e.g., "I've worked on PeopleSoft implementations for 5 years," or "I've been involved in the maintenance and support of PeopleSoft HCM for a large enterprise with over 10,000 employees"). Tailor your answer to the role. * **Keywords:** Implementation, configuration, customization, upgrades, maintenance, support, training, specific modules, business processes, end-users, project lifecycle. * **Example Answer:** "I have over six years of hands-on experience with PeopleSoft, primarily focusing on the HCM suite, specifically modules like Core HR, Payroll, and Benefits Administration. I've been involved in multiple full lifecycle implementations, from initial design and configuration to testing, go-live, and post-implementation support. I'm adept at gathering requirements, translating them into system configurations, and working with technical teams for customizations."

Technical Foundations (for Developers and Technical Roles)

If you're applying for a technical role, expect deep dives into PeopleSoft's technical architecture and development tools.

4. What are PeopleTools, and what is its significance?

PeopleTools is the underlying technology that powers PeopleSoft applications. * **Answer Strategy:** Define PeopleTools as the framework and set of tools used to build, customize, and maintain PeopleSoft applications. Highlight its role in enabling customization without altering core code. * **Keywords:** PeopleTools, Application Designer, PeopleCode, Component Processor, Application Engine, SQR, BI Publisher, Integration Broker, security, metadata, configuration, development environment. * **Example Answer:** "PeopleTools is the proprietary technology stack that underpins all PeopleSoft applications. It's essentially the development and administration environment. Key components include Application Designer for designing pages, components, and records; PeopleCode for custom logic; Application Engine for batch processing; and tools like SQR and BI Publisher for reporting. Its significance lies in enabling extensive customization and configuration without modifying the core application code, facilitating easier upgrades and maintenance."

5. Explain PeopleCode and its common uses.

This is a cornerstone of PeopleSoft development. * **Answer Strategy:** Describe PeopleCode as PeopleSoft's proprietary, object-oriented scripting language. Provide examples of its use in event-driven programming. * **Keywords:** PeopleCode, scripting language, object-oriented, event-driven, business logic, data validation, row inserted, save post change, component buffer,

SQL objects, debugging. * **Example Answer:** "PeopleCode is the proprietary scripting language used within PeopleSoft applications to implement custom business logic and automate processes. It's an event-driven language, meaning code is executed in response to specific user actions or system events within a component, such as 'RowInit,' 'RowSaved,' 'FieldChange,' or 'SavePreChange.' Common uses include validating data before it's saved, triggering calculations, controlling field visibility, and interacting with other PeopleSoft objects or external systems."

6. What is Application Designer?

This is where developers build and modify PeopleSoft objects. * **Answer Strategy:** Describe Application Designer as the primary integrated development environment (IDE) for PeopleSoft. List key object types you can work with. * **Keywords:** Application Designer, IDE, development environment, pages, components, records, fields, menus, Application Engine, PeopleCode editor, debugging tools, object repository. * **Example Answer:** "Application Designer is the core development tool within PeopleSoft, serving as the integrated development environment (IDE). It's where developers create, modify, and maintain all PeopleSoft application objects. This includes designing user interfaces (pages), defining the structure and behavior of screens (components), creating and managing data structures (records and fields), and building menus. It also provides access to the PeopleCode editor, SQL editor, and debugging utilities."

7. Discuss your experience with SQR and BI Publisher.**

These are crucial for reporting. * **Answer Strategy:** Explain the purpose of SQR (Structured Query Reporter) for batch reporting and BI Publisher for more modern, pixel-perfect reporting. Mention your experience in developing or modifying reports. * **Keywords:** SQR, Structured Query Reporter, batch processing, reporting, SQL, formatting, BI Publisher, EnterpriseOne reporting, XML, XSLT, templates, pixel-perfect reports, data sources. * **Example Answer:** "I have extensive experience with both SQR and BI Publisher for reporting needs. SQR has been a workhorse for many years, and I'm proficient in developing and debugging SQR programs for complex batch reports, often involving intricate SQL queries and specific formatting requirements. For more modern, visually rich reports, I've utilized BI Publisher, designing templates using XSL-FO and integrating them with PeopleSoft data sources to generate pixel-perfect outputs for various business needs."

8. Explain PeopleSoft Integration Broker.**

For system-to-system communication. * **Answer Strategy:** Describe Integration Broker as PeopleSoft's middleware for enabling communication and data exchange between PeopleSoft and other applications (both PeopleSoft and non-PeopleSoft). Mention key concepts. * **Keywords:** Integration Broker, middleware, web services, SOAP, REST, messages, queues, handlers, transformations, asynchronous, synchronous, EAI, EPM. * **Example Answer:** "Integration Broker is PeopleSoft's robust middleware solution that facilitates the exchange of data and business processes between PeopleSoft applications and external systems, or even between different PeopleSoft instances. It supports various integration methods, including web services (SOAP and REST), flat files, and message queues. Key components include messages,

handlers, and transformations. It's crucial for building real-time or batch integrations, enabling data synchronization and automated workflows across different platforms."

Functional Areas (for Functional Consultants)

These questions focus on your understanding of business processes within specific PeopleSoft modules.

9. Describe your experience with PeopleSoft HCM modules (e.g., Payroll, Benefits).**

Tailor this to your specific expertise. * **Answer Strategy:** Detail your work within specific HCM modules. Discuss your responsibilities, common configurations, and how you've solved business challenges. * **Keywords:** Core HR, Payroll, Benefits Administration, Time and Labor, Performance Management, Recruiting, Onboarding, compensation, deductions, paychecks, eligibility rules, enrollment, absence management, job data, organizational structure. * **Example Answer:** "My primary expertise lies within PeopleSoft HCM, particularly in Payroll and Benefits Administration. I've been responsible for configuring payroll processing for complex organizations, including setting up earnings codes, deductions, taxes, and garnishments. For benefits, I've managed eligibility rules, enrollment processes, and integrations with third-party carriers. I'm adept at ensuring compliance with labor laws and internal company policies through system configuration."

10. How would you troubleshoot an issue with a PeopleSoft component?**

This is a critical problem-solving question. * **Answer Strategy:** Outline a systematic approach. Start with gathering information, then moving to debugging tools and logs. * **Keywords:** Troubleshooting, debugging, component, page, record, PeopleCode, error messages, trace files, application server logs, process scheduler logs, SQL trace, user session, root cause analysis. * **Example Answer:** "My approach to troubleshooting a PeopleSoft component issue involves a systematic process. First, I'd gather as much information as possible from the user reporting the issue – what they were doing, any error messages they saw, and the specific data involved. Then, I'd try to replicate the issue in a test environment. I'd utilize PeopleSoft's debugging tools, such as setting breakpoints in PeopleCode, enabling tracing (e.g., SQL trace, PeopleCode trace, Audit Tracing), and examining application server and process scheduler logs for relevant error messages. I'd also check the component buffer to understand the data flow and identify where the logic might be failing."

11. How do you approach gathering business requirements?**

Essential for any consulting role. * **Answer Strategy:** Emphasize collaboration, active listening, and documentation. * **Keywords:** Business requirements, functional specifications, user interviews, workshops, documentation, process mapping, use cases, stakeholder analysis, gap analysis, user acceptance testing (UAT). * **Example Answer:** "Gathering business requirements is a collaborative process. I typically begin by identifying key stakeholders and subject matter experts. I then conduct detailed interviews and facilitate workshops to understand their current processes, pain points, and desired outcomes. I focus on active

listening and asking probing questions to uncover implicit needs. All gathered information is meticulously documented in functional specifications, often complemented by process flows and use cases, to ensure clarity and alignment before proceeding with system design and configuration."

Behavioral and Situational Questions

These questions assess your soft skills and how you handle common workplace scenarios.

12. Describe a challenging PeopleSoft project you worked on and how you overcame the obstacles.**

* **Answer Strategy:** Use the STAR method (Situation, Task, Action, Result). Focus on challenges related to scope creep, technical difficulties, or stakeholder disagreements. *
Keywords: Project management, teamwork, communication, problem-solving, conflict resolution, scope creep, tight deadlines, technical challenges, stakeholder management, user adoption. * **Example Answer:** "In a recent project, we faced significant scope creep midway through a critical PeopleSoft HCM upgrade (Situation). The initial plan had to be revised as new requirements emerged from the business that were outside the original scope (Task). I took the initiative to organize a series of meetings with the key stakeholders to re-evaluate the new requests, prioritize them based on business impact and feasibility, and communicate the potential impact on the timeline and budget (Action). By fostering open communication and proposing phased implementations for some of the new features, we were able to manage the scope effectively, deliver the core upgrade on time, and establish a clear roadmap for the subsequent phases, resulting in successful user adoption (Result)."

13. How do you stay updated with the latest PeopleSoft releases and features?**

Demonstrates your commitment to continuous learning. * **Answer Strategy:** Mention official Oracle resources, community forums, training, and industry publications. * **Keywords:** Oracle Support, My Oracle Support (MOS), PeopleSoft Release Notes, Oracle OpenWorld, user groups, online communities, webinars, training courses, industry blogs. * **Example Answer:** "I'm committed to staying current with PeopleSoft advancements. I regularly monitor My Oracle Support (MOS) for new patch releases, updates, and critical security advisories. I also actively participate in online PeopleSoft communities and forums, which are invaluable for insights and shared experiences. I attend relevant webinars and often review Oracle's documentation and release notes when new versions or functionalities are announced. I believe continuous learning is key in a dynamic technology landscape like PeopleSoft."

14. How do you handle conflicting priorities from different stakeholders?**

A common challenge in any enterprise environment. * **Answer Strategy:** Emphasize communication, prioritization, and seeking clarification. * **Keywords:** Prioritization, stakeholder management, communication, negotiation, conflict resolution, project management, business impact, resource allocation, escalation. * **Example Answer:** "When faced with conflicting priorities, my first step is always clear and open communication. I'll reach

out to all involved stakeholders to understand their needs and the urgency of their requests. I then assess the business impact and strategic alignment of each priority, often referring to project plans and objectives. If a clear resolution isn't immediately apparent, I'll propose a prioritized list, justifying my recommendations, and if necessary, involve my manager or project lead to help make the final decision. My goal is to ensure that critical business needs are met efficiently and transparently."

Advanced PeopleSoft Interview Questions (Depending on Role)

For senior or specialized roles, expect more nuanced and complex questions.

For Administrators

15. How do you approach PeopleSoft security management?**

* **Keywords:** Roles, permissions, user profiles, access control lists (ACLs), data security, row-level security, object security, audit trails, least privilege principle.

For Developers

16. Explain the difference between FieldDefault, FieldEdit, and SavePreChange PeopleCode events.**

* **Keywords:** PeopleCode events, FieldDefault, FieldEdit, SavePreChange, row processing, data validation, user interaction.

For Functional Consultants

17. How would you configure a new absence type in PeopleSoft Time and Labor?**

* **Keywords:** Absence Management, absence types, absence take, absence rule, eligibility, approval process, configuration, business logic.

Preparing for Your PeopleSoft Interview: Key Strategies

Beyond just knowing the answers, your preparation should be holistic.

1. Know Your Resume Inside Out

Your resume is your story. Be ready to elaborate on every point, providing specific examples and quantifiable achievements.

2. Research the Company and the Role

Understand their business, their industry, and how PeopleSoft is used within their organization. This allows you to tailor your answers and demonstrate genuine interest.

3. Practice, Practice, Practice

Rehearse your answers, especially for common behavioral questions. Consider mock interviews with friends or colleagues.

4. Prepare Your Own Questions

Asking insightful questions shows engagement and initiative. Inquire about the team structure, current projects, challenges, and opportunities for growth.

5. Understand the Job Description Deeply

Identify the key skills and responsibilities listed. Prepare examples that directly align with these requirements.

Conclusion

Landing a PeopleSoft role is an achievable goal with the right preparation. By understanding the common interview questions, preparing thoughtful and specific answers, and demonstrating your passion for the platform, you'll significantly increase your chances of success. Remember to be confident, articulate, and genuine. Your expertise, combined with a proactive approach to learning and problem-solving, will make you a standout candidate. Good luck with your PeopleSoft interview journey!

Mastering PeopleSoft Interview Questions: A Comprehensive Guide

PeopleSoft remains one of the most respected enterprise resource planning (ERP) systems in the global business landscape, powering mission-critical operations across industries such as healthcare, education, government, and manufacturing. For professionals preparing for interviews centered around PeopleSoft, understanding the core interview questions and insights into the platform's architecture, functionality, and strategic value is essential. This guide offers a detailed exploration of key themes, helping candidates demonstrate not only technical knowledge but also real-world application expertise.

Understanding the PeopleSoft Ecosystem and Architecture

At the heart of PeopleSoft lies a robust, client-server application framework designed to support complex business processes. Unlike newer cloud-native platforms, PeopleSoft combines decades of enterprise-grade development with a modular yet integrated structure that enables

seamless data flow across finance, human resources, supply chain, and customer service modules. Interviewers often probe candidates' understanding of this architecture—how data is centralized, how process workflows are orchestrated, and how customization and scalability are achieved without compromising system stability. A strong grasp of the underlying ADF (Application Development Framework) and Apex language also signals readiness to contribute meaningfully in a PeopleSoft environment.

Candidates should be prepared to discuss how PeopleSoft's unified database model ensures data consistency across departments, reducing silos and improving reporting accuracy. Emphasis on its multi-tenancy support—especially relevant for SaaS deployments—demonstrates awareness of modern deployment trends. The ability to explain how integration with third-party systems like SAP or custom-built applications is managed further strengthens one's technical narrative during interviews.

Key Application Areas and Business Use Cases

PeopleSoft's versatility makes it a go-to solution for organizations seeking to streamline core business functions. Finance teams rely on its general ledger, accounts payable/receivable, and financial consolidation capabilities to maintain compliance and generate timely reports. In human resources, its talent management and workforce planning modules support recruitment, performance management, and employee engagement at scale. Educational institutions and government agencies leverage its performance management and case management tools to deliver services efficiently and transparently.

In interviews, candidates benefit from grounding their responses in real-world scenarios. For example, discussing how PeopleSoft's automated workflows reduce manual processing errors in payroll or how its analytics dashboards enable data-driven decision-making in procurement adds depth and relevance. Emphasizing industry-specific adaptations—such as HIPAA compliance for healthcare clients or audit readiness in public sector projects—highlights practical expertise and situational awareness.

Core Benefits and Value Proposition

One of PeopleSoft's most enduring strengths lies in its ability to deliver deep functional customization without sacrificing system integrity. Unlike off-the-shelf solutions with rigid configurations, PeopleSoft allows organizations to tailor processes to unique business rules while maintaining a stable foundation. This balance between flexibility and control is particularly valuable in regulated industries where compliance and audit trails are non-negotiable.

Another major advantage is PeopleSoft's long-term support and continuous innovation. Despite being a legacy system, ongoing enhancements in user experience, mobile accessibility, and cloud integration keep it competitive. The platform's strong community and extensive partner ecosystem further enable tailored implementations and ongoing optimization. Candidates who articulate these benefits—especially in relation to total cost of ownership, system uptime, and user satisfaction—demonstrate a strategic mindset aligned with enterprise success.

Preparing for the Future: Trends and Opportunities

As organizations evolve toward hybrid cloud models and AI-driven automation, PeopleSoft continues to adapt. Recent updates emphasize embedded analytics, predictive reporting, and enhanced AI features that support proactive decision-making. The platform's integration with Salesforce and Oracle Cloud reflects a broader shift toward interconnected ecosystems, enabling seamless data exchange and unified customer experiences.

For professionals preparing for PeopleSoft interviews, staying ahead means not only mastering current capabilities but also anticipating how the platform will evolve. Understanding the roadmap—such as improved mobile workflows, real-time financial insights, and deeper machine learning applications—positions candidates as forward-thinking contributors. Equally important is familiarity with best practices in change management, user adoption, and data governance, as these factors determine long-term system success.

Final Thoughts

Preparing for PeopleSoft interviews goes beyond memorizing technical jargon—it requires a holistic understanding of how the platform enables business transformation. By focusing on architecture, application domains, strategic benefits, and future readiness, candidates can showcase a comprehensive skill set that resonates with hiring managers. Ultimately, demonstrating both depth of knowledge and real-world impact will distinguish those ready to thrive in PeopleSoft environments and drive organizational excellence.

Mastering PeopleSoft Interviews: A Comprehensive Guide to Questions and Answers

In the dynamic world of enterprise resource planning (ERP) systems, Oracle's PeopleSoft remains a cornerstone for many large organizations. For professionals seeking to enter or advance their careers within this robust platform, acing a PeopleSoft interview is paramount. This comprehensive guide delves into common PeopleSoft interview questions and provides insightful, analytical answers designed to impress hiring managers and demonstrate your expertise. We'll cover a broad spectrum of topics, from foundational concepts to advanced technical and functional areas, ensuring you're well-prepared for any challenge.

Navigating the PeopleSoft job market requires more than just technical proficiency; it demands a strategic approach to showcasing your understanding and problem-solving abilities. This article aims to equip you with the knowledge to articulate your experience effectively, understand the underlying principles of PeopleSoft, and confidently address a wide range of queries. Whether you're a functional consultant, a technical developer, an administrator, or a business analyst, this guide will be an invaluable resource.

Search engines recognize the importance of detailed, informative content. By naturally integrating LSI (Latent Semantic Indexing) keywords like "PeopleSoft HRMS," "PeopleSoft FSCM," "PeopleSoft development," "PeopleSoft security," "PeopleSoft architecture," and

"PeopleSoft troubleshooting," this article enhances its visibility and reach for individuals actively seeking information on PeopleSoft interviews.

I. Understanding the PeopleSoft Ecosystem: Foundational Questions

Before diving into specific modules or technical aspects, interviewers often assess your general understanding of the PeopleSoft platform. These foundational questions gauge your familiarity with the system's core components and its place in the business landscape.

A. What is PeopleSoft, and why is it used?

Answer Analysis: This is your opportunity to demonstrate a high-level understanding. Emphasize its role as an integrated suite of business applications designed to streamline operations, improve data accuracy, and enhance decision-making across various departments.

Sample Answer: "PeopleSoft is a comprehensive suite of enterprise resource planning (ERP) software developed by Oracle. It provides modular applications for human resources (HR), finance, customer relationship management (CRM), supply chain management (SCM), and more. Organizations utilize PeopleSoft to integrate their core business processes, automate tasks, improve data visibility, and ultimately gain a competitive advantage by making more informed, data-driven decisions. Its modular design allows companies to implement the functionalities they need, offering flexibility and scalability."

B. What are the main modules within PeopleSoft?

Answer Analysis: Showcase your knowledge of the primary application families. Mentioning key modules demonstrates breadth of understanding.

Sample Answer: "The PeopleSoft ecosystem is broadly categorized into several key application families. The most prominent are PeopleSoft Human Capital Management (HCM), which includes modules like Payroll, Benefits Administration, Core HR, and Talent Management; PeopleSoft Financials & Supply Chain Management (FSCM), encompassing General Ledger, Accounts Payable, Accounts Receivable, Purchasing, and Inventory; and PeopleSoft Campus Solutions, designed for higher education institutions. Other important areas include CRM and EPM (Enterprise Performance Management)."

C. Explain the difference between PeopleSoft HCM and PeopleSoft FSCM.

Answer Analysis: This question tests your ability to differentiate between major product lines. Focus on the core purpose and functional areas of each.

Sample Answer: "PeopleSoft HCM primarily focuses on managing an organization's workforce. It handles everything from employee data, payroll processing, benefits enrollment, time and labor, to talent acquisition and performance management. Conversely, PeopleSoft FSCM deals

with an organization's financial and operational processes. This includes managing finances, procurement, order management, inventory, and supplier relationships. While they are distinct, they are designed to integrate seamlessly, providing a holistic view of both the workforce and the business's financial health."

D. What are some of the benefits of using PeopleSoft?

Answer Analysis: Highlight the value proposition of PeopleSoft. Think about efficiency, cost savings, compliance, and strategic advantages.

Sample Answer: "The benefits of PeopleSoft are numerous. It offers increased operational efficiency through process automation and integration. It provides enhanced data accuracy and consistency, leading to better reporting and analysis for improved decision-making. PeopleSoft also helps organizations maintain regulatory compliance, particularly in HR and finance. Furthermore, its modular architecture allows for phased implementations and scalability, adapting to an organization's evolving needs. Finally, it can contribute to significant cost savings by optimizing resource allocation and reducing manual errors."

II. PeopleSoft Technical Interview Questions

For technical roles, interviewers will delve deep into your understanding of PeopleSoft's underlying technology, development tools, and troubleshooting capabilities. Demonstrating proficiency in these areas is crucial.

A. What are PeopleTools? Explain its significance.

Answer Analysis: PeopleTools is the proprietary development platform for PeopleSoft applications. Explain its role as the foundation for customization, development, and administration.

Sample Answer: "PeopleTools is the underlying technology stack that enables the development, customization, and administration of PeopleSoft applications. It's the framework upon which all PeopleSoft applications are built. Key components of PeopleTools include the Application Designer, PeopleCode, Application Engine, Component Interface, Integration Broker, and the PeopleSoft Query tool. Its significance lies in providing a consistent and robust environment for developers to build and modify applications, allowing for customization without altering the core application code, which simplifies future upgrades."

B. Explain the role of PeopleCode. When would you use it?

Answer Analysis: PeopleCode is PeopleSoft's proprietary, event-driven programming language. Focus on its event-driven nature and typical use cases.

Sample Answer: "PeopleCode is an object-oriented, event-driven programming language used within PeopleTools to customize and extend PeopleSoft application functionality. It allows developers to write code that executes in response to specific events, such as when a page is loaded, a field value changes, a button is clicked, or a save operation occurs. You would use

PeopleCode for a variety of purposes, including implementing complex business logic, validating data, performing calculations, manipulating page controls, calling external programs, and integrating with other systems."

C. What is Application Designer? What are its key components?

Answer Analysis: Application Designer is the primary IDE for PeopleSoft development. List its main components and their functions.

Sample Answer: "Application Designer is the integrated development environment (IDE) within PeopleTools used for creating and modifying PeopleSoft application objects. Its key components include:

1. **Record Definitions:** Define the structure of database tables.
2. **Page Definitions:** Design the user interface for data entry and display.
3. **Component Definitions:** Group pages together to form a complete business transaction.
4. **Menu Definitions:** Organize components into navigation structures.
5. **Tree Definitions:** Create hierarchical structures for reporting and security.
6. **Function Definitions:** Define reusable PeopleCode functions.
7. **Application Packages:** Organize PeopleCode into classes and methods for better structure and reusability.

It's the central tool for any PeopleSoft developer."

D. Differentiate between Component Interface (CI) and Application Programming Interface (API).

Answer Analysis: This question tests your understanding of integration points. CI is PeopleSoft-specific for programmatic access, while API is a broader concept.

Sample Answer: "A Component Interface (CI) is a PeopleSoft-specific object that provides programmatic access to the business logic and data managed by a PeopleSoft component. It acts as a bridge between the PeopleSoft application and external systems or other PeopleSoft processes, allowing them to create, retrieve, update, and delete data within PeopleSoft. It encapsulates the business rules and validations defined in the component. An Application Programming Interface (API), on the other hand, is a more general term for a set of rules and specifications that allow different software applications to communicate with each other. While a CI is a type of API within the PeopleSoft context, PeopleSoft also supports other API technologies like RESTful APIs and SOAP-based web services for broader integration purposes. In essence, CI is a PeopleSoft-native mechanism for programmatic interaction with its components."

E. Explain the purpose of Integration Broker.

Answer Analysis: Integration Broker is PeopleSoft's middleware for facilitating communication between PeopleSoft and other systems.

Sample Answer: "Integration Broker is PeopleSoft's robust messaging middleware. Its primary purpose is to facilitate data exchange and process integration between PeopleSoft applications and other internal or external systems. It supports various messaging patterns like synchronous and asynchronous communication, and protocols such as HTTP, FTP, and file-based transfers. Key components include messages, handlers, nodes, and queues. It allows for building complex integration solutions, enabling real-time data synchronization and business process orchestration."

F. What are SQR, COBOL, and PL/SQL in the context of PeopleSoft?

Answer Analysis: Demonstrate your familiarity with legacy and database-specific languages used in PeopleSoft development and reporting.

Sample Answer: "**SQR (Structured Query Report):** This is a powerful report writing language used extensively in PeopleSoft for generating complex reports and data extracts. It combines SQL with procedural logic and formatting capabilities, making it ideal for batch processing and operational reporting. **COBOL:** While less common in new development, COBOL is still used in certain critical PeopleSoft modules, particularly in older versions of Payroll and Financials, due to its efficiency in handling large volumes of transactional data. **PL/SQL (Procedural Language/SQL):** This is Oracle's procedural extension to SQL. In PeopleSoft environments running on an Oracle database, PL/SQL is frequently used for writing stored procedures, functions, and triggers that execute directly on the database server. This is often done for performance optimization or to implement complex database-level business logic."

G. How do you troubleshoot a PeopleCode error?

Answer Analysis: This is a critical skill. Outline a systematic approach.

Sample Answer: "Troubleshooting PeopleCode errors involves a systematic approach. First, I would examine the error message itself, which often provides a line number and a description of the issue. Then, I'd use the PeopleSoft debugger to step through the code execution, inspect variable values, and identify where the error is occurring. Checking the Trace functionality can also provide valuable insights into program flow and variable states. I'd also review the application logs and potentially use SQL to examine the database for unexpected data that might be triggering the error. Finally, I'd consider looking at related documentation, knowledge bases, or consulting with colleagues if the issue is complex."

H. What is a PeopleSoft Tree, and when would you use it?

Answer Analysis: Trees are hierarchical structures used for reporting and security. Explain their purpose and applications.

Sample Answer: "A PeopleSoft Tree is a hierarchical data structure that organizes data into a parent-child relationship. It's used extensively for reporting and security purposes. For example, in Financials, trees can represent organizational hierarchies for departmental reporting or chart of accounts structures. In HR, they can represent reporting structures or employee groupings."

Trees allow for the aggregation of data at different levels, making reporting more flexible and efficient. They are also used in security to grant or restrict access based on an individual's position within the hierarchy."

III. PeopleSoft Functional Interview Questions

Functional consultants need to demonstrate a deep understanding of specific PeopleSoft modules, business processes, and how PeopleSoft supports them. The questions will vary based on the module expertise required.

A. (For HCM) Explain the core components of the PeopleSoft HR module.

Answer Analysis: Focus on the foundational elements that manage employee data and HR processes.

Sample Answer: "The core HR module in PeopleSoft HCM is the foundation for all employee-related data. It includes components like:

1. **Personal Data:** Stores demographic and contact information for employees and other individuals.
2. **Employment Data:** Manages job-related information such as job codes, departments, locations, and compensation.
3. **Organizational Structure:** Defines the company's hierarchy, including departments, divisions, and effective dates.
4. **Job Data:** Tracks an employee's job history, including promotions, transfers, and salary changes.
5. **Security:** Manages user access and permissions to HR data.

This module provides the single source of truth for employee information, which is then leveraged by other HCM modules."

B. (For FSCM) Describe the procure-to-pay process in PeopleSoft.

Answer Analysis: Outline the key stages of the procurement lifecycle as managed by PeopleSoft FSCM.

Sample Answer: "The procure-to-pay process in PeopleSoft FSCM encompasses the entire lifecycle of acquiring goods and services. It typically starts with:

1. **Requisitioning:** Employees create requisitions for items they need.
2. **Purchasing:** Approved requisitions are converted into purchase orders (POs) sent to vendors.
3. **Receiving:** Goods are received against the PO, and the system records the receipt.
4. **Voucher Processing:** Invoices from vendors are entered and matched against POs and receipts.

5. **Payment Processing:** Approved vouchers are paid through various payment methods.

This integrated process ensures control, accuracy, and efficiency in procurement operations."

C. How do you handle a business requirement that requires customization in PeopleSoft?

Answer Analysis: Demonstrate your understanding of the change management process and the PeopleSoft development lifecycle.

Sample Answer: "When a business requirement necessitates customization, I follow a structured approach. First, I engage with the business stakeholders to thoroughly understand the requirement and its impact on existing processes. Then, I assess if the requirement can be met through standard PeopleSoft configuration. If customization is unavoidable, I design a solution that adheres to PeopleSoft best practices, leveraging PeopleTools as much as possible. This involves creating new objects or modifying existing ones using Application Designer, writing PeopleCode, and thorough unit testing. I also consider the implications for future upgrades and ensure the customization is well-documented. Finally, I work with functional teams and end-users for user acceptance testing (UAT) before deploying the solution."

D. Explain the concept of effective dating in PeopleSoft.

Answer Analysis: Effective dating is a core PeopleSoft concept that allows for historical data tracking. Explain its importance and how it works.

Sample Answer: "Effective dating is a fundamental principle in PeopleSoft that allows for the management of historical, current, and future data. Most PeopleSoft tables include 'EFFDT' (effective date) and 'EFFSEQ' (effective sequence) fields. This means that for a given record, there can be multiple rows representing changes over time. When you enter new data or make a change, you assign an effective date. The system can then retrieve the correct version of the data based on the current date or a specified effective date. This is crucial for accurate historical reporting, tracking changes, and managing the transition of data through different business periods, especially in modules like HR and Finance."

E. How do you ensure data integrity and accuracy in PeopleSoft?

Answer Analysis: This highlights your attention to detail and understanding of data governance.

Sample Answer: "Ensuring data integrity and accuracy is paramount. I achieve this through several methods:

1. **Rigorous Validation:** Implementing robust validation rules in PeopleCode and at the database level to prevent incorrect data entry.
2. **Effective Dating:** Utilizing effective dating to manage data history and ensure that the correct version of data is always used.

3. **Data Audits:** Regularly performing data audits and reconciliations to identify and correct discrepancies.
4. **User Training:** Providing comprehensive training to end-users on data entry best practices and the importance of data accuracy.
5. **Security Controls:** Implementing appropriate security roles and permissions to restrict unauthorized data modification.
6. **Testing:** Thoroughly testing any customizations or configuration changes that might impact data.

"

IV. PeopleSoft Security Interview Questions

Security is a critical concern for any enterprise system. Interviewers want to know you understand PeopleSoft's robust security framework.

A. What are the key components of PeopleSoft Security?

Answer Analysis: Explain the layered approach to PeopleSoft security.

Sample Answer: "PeopleSoft security is built on a layered model that includes:

1. **User IDs:** Unique identifiers for each system user.
2. **Roles:** Collections of permissions that can be assigned to user IDs. Roles define what users can do and see.
3. **Permissions Lists:** Define the specific authorizations granted, such as access to pages, components, or reports.
4. **User Categories:** For certain features like security for privacy, data is segregated by user categories.
5. **Row-Level Security (RLS):** This restricts access to specific rows of data based on criteria like operator ID, department, or setID.
6. **SetID Security:** Controls access to shared data defined by SetIDs.

This multi-faceted approach ensures that users have access only to the data and functionalities they need to perform their jobs."

B. Explain the concept of Row-Level Security (RLS).

Answer Analysis: This is a core PeopleSoft security feature. Explain its purpose and how it's implemented.

Sample Answer: "Row-Level Security (RLS) is a crucial security mechanism in PeopleSoft that restricts user access to specific rows or records within a database table. It's typically implemented using operator ID, department ID, or other fields to define data segregation. For example, a manager might only be able to view employee data for their direct reports, or a regional sales representative might only see sales data for their assigned region. PeopleSoft uses security views and PeopleCode to enforce RLS, ensuring that users can only access and manipulate data that falls within their authorized scope."

C. What is a SetID? How is it used in security?

Answer Analysis: SetIDs are fundamental to multi-organization setups and shared data. Explain their role in data partitioning and security.

Sample Answer: "A SetID is a mechanism used in PeopleSoft to partition data that can be shared across multiple legal entities or business units. It allows organizations to maintain common data (like country codes, currency types, or employee groups) in one place and then assign it to different business units or operating units. In terms of security, SetIDs are often used in conjunction with Row-Level Security. A user might be granted access to specific SetIDs, which then implicitly grants them access to all data associated with those SetIDs, regardless of the operating unit they are working in. This is particularly useful in global or multi-subsidiary organizations."

D. How would you grant a user access to a specific PeopleSoft page?

Answer Analysis: Outline the practical steps involved in assigning page access.

Sample Answer: "To grant a user access to a specific PeopleSoft page, I would typically follow these steps:

1. **Identify the Component and Page:** Determine the exact component and page the user needs access to.
2. **Create or Identify a Role:** Either create a new Role or use an existing one that aligns with the user's responsibilities.
3. **Assign Permissions List to the Role:** Navigate to PeopleTools > Security > Permissions & Roles > Permissions Lists. I would then either create a new Permissions List or modify an existing one. Within the Permissions List, I would navigate to the 'Components' tab and grant the necessary access (Display, Update/Display, etc.) to the identified component and its associated pages.
4. **Assign the Role to the User:** Navigate to PeopleTools > Security > User Profiles > User ID. I would then add the Role to the user's profile.
5. **Cache Invalidation:** After making security changes, it's often necessary to clear the security cache for the changes to take effect.

It's crucial to follow the principle of least privilege, granting only the necessary access."

V. PeopleSoft Architecture and Administration Questions

These questions assess your understanding of how PeopleSoft is structured, deployed, and managed.

A. Describe the typical PeopleSoft architecture.

Answer Analysis: Provide a clear, layered description of the PeopleSoft environment.

Sample Answer: "The typical PeopleSoft architecture is a three-tier architecture:

1. **Client Tier:** This is the user's web browser, where users interact with the PeopleSoft application.
2. **Application Server Tier:** This tier hosts the PeopleSoft Application Server, which processes user requests, runs PeopleCode, and communicates with the database. It also includes the Web Server, which handles HTTP requests and serves web content.
3. **Database Server Tier:** This tier houses the PeopleSoft database (e.g., Oracle, SQL Server, DB2) where all application data is stored.

This architecture separates the presentation layer from the business logic and data, providing scalability, performance, and security."

B. What is a `SetID` in the context of multi-organization setups?

Answer Analysis: (Reiterated for emphasis in architecture context) This is crucial for understanding how PeopleSoft handles shared data across different entities.

Sample Answer: "As mentioned earlier, a SetID is a key component for managing shared data in multi-organization PeopleSoft environments. It allows a single set of reference data (e.g., country codes, payment terms, chart of accounts structure) to be defined once and then reused across multiple business units or legal entities. This promotes consistency, reduces data redundancy, and simplifies maintenance. Each record in tables using SetIDs will have a `SETID` field, which dictates which organization's data it belongs to or can be shared with."

C. How do you manage PeopleSoft upgrades?

Answer Analysis: This question tests your experience with the upgrade process, including tools and considerations.

Sample Answer: "Managing PeopleSoft upgrades typically involves a phased approach using Oracle's Application Maintenance Strategy (AMS) and various PeopleTools. The process generally includes:

1. **Planning:** Defining the scope, timeline, and resources.
2. **Environment Preparation:** Setting up development, testing, and production environments.
3. **Data Conversion:** Using SQL scripts and data conversion tools to migrate data.
4. **Code Conversion:** Leveraging PeopleSoft's Data Migration Workbench (DMW) or Copy Project utilities to migrate customizations.
5. **Application and Tools Patches:** Applying necessary patches and updates.
6. **Testing:** Extensive unit testing, integration testing, and user acceptance testing (UAT).
7. **Cutover:** Performing the final go-live activities.
8. **Post-Upgrade Support:** Monitoring and resolving any post-upgrade issues.

A critical aspect is to ensure that all customizations are identified, analyzed, and converted

correctly to avoid conflicts with the new code."

D. What are Application Clusters in PeopleSoft?

Answer Analysis: This relates to the Application Server configuration and performance tuning.

Sample Answer: "Application Clusters in PeopleSoft refer to a group of Application Server domains that are configured to work together as a single logical unit. They are used to improve performance, availability, and load balancing. By distributing user requests across multiple domains within a cluster, the system can handle a higher volume of concurrent users and ensure that if one domain fails, others can continue to process requests. This is a key aspect of scaling and optimizing the PeopleSoft application server infrastructure."

VI. Behavioral and Situational Questions

Beyond technical and functional knowledge, interviewers want to assess your soft skills, problem-solving approach, and how you handle workplace scenarios.

A. Describe a challenging PeopleSoft project you worked on and how you overcame the challenges.

Answer Analysis: Use the STAR method (Situation, Task, Action, Result) to structure your answer. Be specific about the challenge and your proactive approach.

Sample Answer: "**Situation:** In a recent PeopleSoft HCM implementation, we encountered significant resistance from the HR department regarding the new self-service portal, primarily due to concerns about data privacy and complexity. **Task:** My task was to bridge this gap, ensure user adoption, and address their specific concerns. **Action:** I organized a series of interactive workshops where we demonstrated the system's security features and walked through common tasks step-by-step. I actively solicited feedback, documented their concerns, and worked with the development team to make minor adjustments to the user interface based on their suggestions. I also created user-friendly guides and FAQs. **Result:** Through this collaborative approach, we not only addressed their fears but also empowered them to use the system effectively. User adoption rates significantly improved post-launch, and we received positive feedback on the improved efficiency."

B. How do you stay updated with the latest PeopleSoft technologies and features?

Answer Analysis: Show your commitment to continuous learning.

Sample Answer: "I actively stay updated through several channels. I regularly follow Oracle's PeopleSoft blogs and release notes to understand new features and functionalities. I also participate in online forums and user groups, such as the PeopleSoft User Group (PSUG) meetings, to learn from peers and industry experts. Furthermore, I dedicate time to hands-on exploration of new features in test environments and often pursue relevant certifications or

online training courses when new major releases are announced."

C. How do you handle a situation where a business requirement conflicts with PeopleSoft best practices?

Answer Analysis: Demonstrate your ability to balance business needs with system integrity.

Sample Answer: "When a business requirement seems to conflict with PeopleSoft best practices, my first step is to thoroughly understand the 'why' behind the requirement. I would then engage in a detailed discussion with the business stakeholders to explain the potential implications of deviating from best practices, such as increased maintenance effort, difficulties with future upgrades, or potential performance issues. I would propose alternative solutions that meet their business needs while adhering to PeopleSoft standards, perhaps through creative configuration or by leveraging existing functionalities in a different way. If customization is truly the only viable path, I would clearly document the risks and ensure the solution is built with maintainability in mind, minimizing its impact on the core system."

Conclusion

Preparing for a PeopleSoft interview requires a multifaceted approach, encompassing technical prowess, functional understanding, security awareness, and strong soft skills. By thoroughly understanding these common interview questions and their underlying principles, you can significantly increase your chances of success. Remember to tailor your answers to your specific experience and the requirements of the role you're applying for. Confidence, clarity, and a genuine passion for the PeopleSoft platform will undoubtedly leave a lasting positive impression.

This comprehensive guide should serve as a solid foundation for your PeopleSoft interview preparation. Practice articulating your responses clearly and concisely, and be ready to elaborate on your experiences with specific examples. Good luck!

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What remains is familiarity. The comfort of knowing that insight is close, waiting quietly, ready

to be explored again whenever curiosity decides to return.

Questions & Answers About peoplesoft interview questions and answers

No	Question	Answer
1	What are the key modules in PeopleSoft, and which ones are you most experienced with?	PeopleSoft has numerous modules like Financials, HRMS, Campus Solutions, and Supply Chain Management. My expertise lies primarily in Financials (GL, AP, AR, AM) and HRMS (Core HR, Payroll, Benefits Administration), where I've worked on configuration, customization, and troubleshooting.
2	Can you explain the difference between Application Designer and PeopleCode?	Application Designer is the graphical tool used to design and modify PeopleSoft objects like pages, records, and menus. PeopleCode is the proprietary scripting language used to add business logic and customize the application's behavior within these objects.
3	What is your approach to troubleshooting a PeopleSoft issue reported by a user?	I start by gathering detailed information from the user, replicating the issue, and then analyzing the system logs, traces, and related PeopleCode. Debugging using PeopleCode debugger and reviewing application documentation are crucial steps.
4	Describe a complex PeopleSoft customization you've implemented and the challenges you faced.	I once developed a custom approval workflow for expense reports that integrated with an external API for vendor validation. The main challenge was ensuring data consistency between PeopleSoft and the external system, which I addressed through robust error handling and transactional integrity.
5	How do you stay updated with the latest PeopleSoft versions and features?	I regularly follow Oracle's PeopleSoft documentation, attend webinars and online forums, and subscribe to industry publications. I also actively participate in testing new releases and applying updates in development environments.
6	What is the purpose of a Component Buffer in PeopleSoft, and how is it used?	The Component Buffer is a memory area that holds data for a specific page or component. PeopleCode interacts with the Component Buffer to retrieve, manipulate, and save data, enabling dynamic page behavior and data validation.
7	Explain the concept of 'Security Permissions' in PeopleSoft.	Security Permissions in PeopleSoft control user access to data and functionalities. This involves roles, permission lists, and user profiles, which are configured to grant or restrict access to specific pages, menus, and data fields.

8	What are your thoughts on using Fluid UI in PeopleSoft, and have you worked with it?	Fluid UI offers a modern, responsive user experience across devices. I have experience in both developing and configuring Fluid pages, understanding its design principles and how to leverage its capabilities for improved user adoption.
9	Describe your experience with PeopleSoft integrations, such as using Integration Broker.	I have experience building and maintaining integrations using PeopleSoft Integration Broker, setting up messages, queues, and handlers to facilitate data exchange with other internal and external systems, often using web services or file-based transfers.

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