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## **PROFESSIONAL SUMMARY**

- 7 years of IT experience including 6 Years as Workday Consultant in Workday HCM.
- Experience includes Analysis, Design, Development, Implementation, Testing, Debugging, support and maintenance of Workday Applications.
- Experience creating simple and complex Inbound/Outbound integrations using different Workday Integration tools.
- Developed inbound integrations using EIB, Web Services SOAP, WSDL, XML and XSLT Document Transformation for several integrations from Workday to downstream internal and vendor systems and provided necessary security for related functional area to launch the EIB.
- Created, Updated and Maintained Integrations, including Core Connectors, Core Connectors using DT, EIB's using Custom Report Transformation, EIB's using XSLT Transformation and Workday Studio.
- Good experience in Workday Security, creating Integrations security groups, custom security groups, Integration systems user.
- In depth knowledge of the Human Resources business processes which comprises the life cycle of an employee from recruiting, training, identifying and developing talent, employee maintenance, payroll, and benefits.
- Knowledge of System, UAT, Integration, and Regression testing throughout the life of Workday implementation.
- Expertise in Requirement gathering, Documentation, Writing Use Cases, Workday- Functional specification, Business Case analysis, Quality Assurance and Testing including Cloud Connects, Core Connectors, EIBs and Studio.
- Deep understanding in Analytical exposure of UML such as Class Diagrams, Activity Diagrams, State Diagrams, Sequence Diagrams, Data Flow Diagram and Entity Diagram.
- Designed and configured other Workday HCM & Security configuration objects including Management Hierarchies, Regions, Locations, edited Domain and Business Process Security Policies, Tenant setup and created reports to meet customer requirements.
- Expertise in advanced reports wherein I had to use different business objects and related business objects in developing awaiting steps in performance business processes.
- Knowledge of Software Development Life Cycle (SDLC) Phases such as Requirement analysis, Design, Development, Testing and Deployment with working knowledge in methodologies like Agile, Waterfall across the span of various projects, participated actively in their implementation using MS VISIO and MS Project, and Excel as Reporting Tool.

## **WORK EXPERIENCE**

**Adobe Systems, San Jose, CA | October 2017 to Present**

### **Sr. Workday HCM Consultant**

- Worked on design and development of EIB, Workday Studio, Core-Connectors, Data Transformation and Report Builder.
- Experienced in working with Workday systems integration, worked on building custom integrations using Workday Studio, Cloud Connector and Document Transformation.
- Manually completed the HCM workbook and worked with payroll and benefits resources to complete the Payroll, Benefits and Absence workbooks.
- Involved in the configuration of work flows, data load in Orange HCM (HRIS software) for Personnel Management, Recruitment and other modules.Fbirt
- Involved in Developing and maintaining complex reports using BIRT and Composite Reporting tool.

- Created the test scenarios for HCM Workday Business Processes like Request compensation change, Job change - Transfers, Promote, Termination, etc.
- Involved in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules.
- Worked as a responsible consultant for the post go live administration of the PeopleSoft HRIS and other related HR systems.
- Design and Develop BIRT Report as per client's requirement to Design and development of Matrix report to Develop Inbound Enterprise Interface Builder (EIB)
- Designed changes to legacy applications and interfaces within ODOT to support the integration, into the ODOT environment, of the DAS HRIS Workday system.
- Created segment-based security groups and assigned security groups to the applicants and Policies for Business Processes like Advanced Compensation and Benefits.
- Assist customers in all aspects of the data conversion process and help prepare HCM system data for conversion to Workday
- Worked on Compensation components like Hourly, Weekly, Monthly Salary, Allowances, Bonus, commission, merit plans, Compensation Packages, Compensation Eligibility rules, Compensation grade profile for multiple countries employees.
- Involved in full cycle implementation of project with responsibilities including Core HCM, Workday Benefits, Configuration & Prototype Testing, Payroll, Time Tracking, Enhancements and Absence, Performance Management, Advanced Compensation and Recruiting.
- Worked on setting up the entire framework of Time tracking including- Creating Time Entry Codes, Groups, Time Entry Templates and the Business Process for Entering Time, Setting up Period schedules, Worker eligibility rules.
- Working extensively on Payroll Interfaces and have designed and developed integrations in both Workday Studio and EIB. Working Data Conversion and Testing Process Meetings for both HCM and Payroll.
- Created Custom report for Benefits, Payroll and made it as RaaS and scheduled it as using EIB and worked on simple, advanced reports and BIRT reports.
- Efforts to prepare the iload files during data conversion process and configure Workday HCM and Time Tracking modules, create/run reports, design job aides, and develop training documentation for Workday end users.
- Built reports using calculated fields, workday's report writer and BIRT tool and helped clients resolve reporting issues requiring in depth expertise in the Workday solution.
- Developed detail Test strategy, plans and scripts to test specific HCM, Advance Compensation business process in HCM and Integrations.
- Configured workday modules like Benefits, Compensation and different types of Simple, Advanced Custom Reports and Matrix Reports in Workday.
- Supported various HR modules such as Core HR, Benefits, Payroll, Compensation, Absence Management, Time Tracking, Talent Management, Recruiting, and Finance.
- Evolved end to end work flow testing of all in-scope Business processes and gathered business requirement on Time and Labor & Absence Management.
- Created advanced custom reports, Matrix reports, Worklets, Dashboards in Compensation, Benefits, Payroll, Time Tracking and Absence Management.
- Supported the 2 Workday updates by testing critical integrations, leveraging new functionality, and worked with end-users to map out the requirements for new integrations.
- Developed several custom reports using Workday Report Writer and Workday Studio BIRT and Modified Workday Standard reports according to client requirements.

## **General Electric, Boston, MA | Sept 2015 to July 2017**

### **Workday Consultant**

- Designed and configured Workday Business Processes for HCM including Hire, Change Job, Propose Compensation, Termination and Recruiting Business processes including Job Application in Dynamic Label.
- Successfully designed, built, tested and launched the following business processes: job application, hire, job change, goals, performance reviews, calibration, merit, and talent review.
- Developed many composite reports, BIRT layout reports, Custom Dash Boards and Trend reports and worked on Data Conversion and mapping using EIB and iLoad for Assets,
- Developed Payroll Integrations ADP Tax Monthly, ADP Tax Quarterly using Workday Studio and Created Inbound Workday Studio to populate the Employee Certificates data into Workday.

- Developed several custom reports using Workday Report Writer and Workday Studio BIRT and Modified Workday Standard reports according to client requirements.
- Designed and implemented requirements in the Workday HCM Compensation solution.
- Evaluated cloud HRIS software currently available on the market to replace old legacy HR system and presented to Senior Management recommendation for HRIS software.
- Designed and configured Workday BPs for HCM including Hire, Change Job, Termination, Propose Compensation, Termination etc.
- Worked reporting for Headcount, Compensation, Talent Management, Recruiting, Benefits, Payrolls, Business reports etc.
- Configured custom reports into worklets and developed dashboards for time tracking and involved in scheduling and monitoring reporting executions.
- Performed data conversion from PeopleSoft HCM (HR, Payroll, Benefits Administration and Time Tracking) to Workday HCM modules.
- Created complex worker eligibility rules Time Off, Leave Plans and Time Tracking.
- Experienced in creating reports such as simple, advanced, composite, matrix reports and BIRT and Expertise in creating calculated fields.
- Configured Security domains and security groups that secure access to integration templates and integration systems web service operations, report data sources, report fields, and custom reports are secured to various security domains.
- Created Custom report for Benefits, Payroll and made it as RaaS and scheduled it as using EIB.
- Workday HCM and FIN implementation with Substantial Functional and Technical expertise in modules like Core HCM, Payroll, Finance, Procurement, Recruiting, Compensation, Benefits, Time tracking and Absence management.

## **National Geographic, Washington, DC | Feb 2013 to Sept 2015**

### **Sr. Workday Consultant**

- Built inbound/ outbound integrations Using Core Connector, Workday Studio, managing business processes, working with EIB, Report Writer, Creating Workday Calculated Fields and Custom Reports.
- Developed Complex Workday Studio for Hire Right for Background Checking.
- Hands on Workday systems integration experience building custom integrations using Workday Studio, Cloud Connect and Document Transformation.
- Served as data management expert in data migrations from PeopleSoft HCM to Workday and delivered data mapping and transformation documents.
- Identified business process improvements to avoid potential defects and ensured the Workday HCM system is configured and leveraged to support HR/Payroll business processes.
- Configured eligibility rules for HRMS modules like benefits, recruiting and compensation and fixed problems for these HRMS modules.
- Maintained HRIS / HRIM system via data audits and analysis. Managed the Workday functional team activities and Workday integrations technical team activities.
- Lead HRIS team in reporting, ensuring effective and timely headcount and other reports as required and worked with different country Payroll/HR leads to understand their current Payroll set up.
- Designed and built Inbound EIBs using various templates like ABBR, Change Benefits, Compensation change etc. and loaded the data into workday.
- Worked on functional configuration of Compensation Module for rewards focal plan implementation and configured compensation business process for exempt and nonexempt workers.
- Configured Time Tracking in Workday to record "Worked hours" for employees that were eligible and developed Time calculations to capture the time entries based on location and Job families.
- Defined Test Strategy and Test Approach. Managed the overall test project plan, time tracking, defect management, issue resolution, and risk management.
- Modified Merit and Pay statement performance review report using workday report designer (BIRT) for client requirements.
- Developed several custom reports using Workday Report Writer and Workday Studio BIRT and Modified Workday Standard reports according to client requirements.
- Worked with advance compensation like bonus, stock, and merit plans and created a compensation matrix based on the time portion rules.
- Configured different workday modules like Benefits, Compensation and different types of Simple, Advanced Custom Reports and Matrix Reports in Workday.

- Worked on Absence Management integrations each inbound and outbound to prudent, expertise in handling leave of absence.

## **Hewlett Packard Enterprise, Hyderabad, Telangana | Nov 2011 to Dec 2012**

### **Business Analyst**

- Provided Business support to groups within the Organization such as HR, Infrastructure, Sales Training etc.
- Analyzed data gathered from the current system & develop solutions or alternative methods to improve its efficiency.
- Involved in data cleaning activities: Removing and archiving redundant courses, filling in missing information etc.
- Created Business Requirement Documents and Vendor comparison checklists and Gap Analysis documents.
- Provided LMS technical support to new hire sales training associates.
- Configured Secure document deliveries to various Vendors FTP Servers and with that performed fit-gap analysis for HR Setup, Configurations and Data Mapping.
- Gathered functional requirements through user workshops, gap analysis, and participation in process improvement teams.
- Analyzed and validated complex system requirements, existing business processes, and information systems.
- Actively participated in developing test plans and test procedure templates and guidelines to be used by the project team with detailed screen layouts with regards to various types of corporate actions.
- Used SQL for querying and analysis purposes on various source tables and conditions applied and wrote SQL joins, sub queries.
- Developed and submitted flawless Business Requirement Documents because of successfully leading Joint Application Design/Application sessions with different stakeholders.