**Suresh M Reddy**

 **Senior Workday Consultant**

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Summary:

* Over all 11+ years of total IT experience with a strong background in designing, deployment and maintaining complex environments.
* 6 years of experience in Workday HCM, Core and Advanced Compensation, Core HR, Payroll, Recruiting, Absence, Benefits, Advanced Reporting, Business Process Configuration, Reporting, Integrations and Security.
* Implemented full lifecycle and provided AMS support to existing workday projects.
* Thorough knowledge of HR processes on recruiting, hiring, termination, employee record maintenance, payroll, compensations and benefits.
* Experience in creating and updating primary organization structure like Supervisory Organization, creating Compensation Eligibility Rules, Allowance Plans, Grades, Salary Plans and Hourly Plans.
* Experience in Workday HCM Integrations like **EIB**, **Cloud Connect**, **Core Connecter**, **Workday Studio, Core HRMS**, **Payroll** (**PICOF/PECI**) with understanding in the Business Process Flows, Case Tools, Business Analysis, and transforming them into Workday designs.
* Hands on Experience in Creating **Workday Calculated Fields**, experienced in writing complex **XSLT** and thorough understanding of **XML**, **XPATH** and **REST** based APIs in Workday.
* Experienced in analyzing and preparing Project Deliverables such as **Business Requirement Document** (BRD) and **Functional Requirement Document** (FRD), **Technical design documents** (TDD).
* Participated in User Acceptance Testing (UAT), Unit Testing, Regression Testing and System Integration Testing (SIT).
* Experience Working with cross-functional teams in configuring setup and designing integrations to comply with each other.
* Worked with internal and external business partners to lead new Workday development or enhancement projects, while serving as a business analyst to gather and translate necessary technical requirements for developers.
* Knowledge on iLoad experience, including the creation of an automated, dynamically generated "cleaning" and migration program for client data.
* Converted and extracted data from legacy system to workday.
* Good knowledge of Software Development Life Cycle and involved in all phases of a workday project.
* Involved in design specification, development, performance tuning, testing, documentation, Go-live and maintenance.
* Experience working with most of the third-party tools/interfaces which connect to Workday and SAP Applications.
* Key roles played as a subject matter expert based on and limited to my skill set.
* Experience in ITIL support process standards, best practices, execution and delivery.
* Effective team player with good coordination and communication skills.

**Technical Profile:**

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| Workday Skills | Workday HCM, Recruiting, Payroll, Compensation, Benefits, Business Process Configuration, Time Tracking, Security, Workday Integrations. |
| Development Tools | Payroll connectors – PICOF, Workday Studio, REST, SOAP webservices, Core Connectors, EIB, Document Transform. |
| Reporting Tools | Workday Report writer, Calculated Fields, Report Designer (BIRT) |
| Web Integrations | SOAP, WSDL, XML, XSLT. |
| Ticketing System | ServiceNow, JIRA. |

**Project Experience:**

**Mosaic Company May 2017 – Till Date**

**Tampa, Florida**

**Workday Techno Functional Consultant**

Responsibilities:

* Observe the standards and procedures established by the project office and Track business needs during development phases in Business Life cycle.
* Data configuration in **Workday using Core Connectors**.
* Proficient in **Workday report writer** tool and Enterprise Interface Builder (**EIB**), **Workday Studio**.
* Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
* Configuring EIB (Inbound & Outbound), Core Connector, CCB using Tenant and also developing Studio integrations (Outbound & Inbound) to integrate with third party systems.
* Configuring payroll interface to send pay data to external payroll vendors like ADP, Aon-Hewitt.
* Used delivered ETV/XTT functions from a Custom XSLT file to transform the content into a CSV file format.
* Designed and built both inbound and outbound EIB integrations in various segments of Workday system and worked with Core Connector, Cloud Connector, Report Designer, Workday Studio, XML, XSLT, SOAP, and REST web services
* Implemented Workflow for Core HR, Compensation, and Position and Profile management functionality.
* Assigning Organization Roles, Assigning User based Security Groups.
* Worked on several calculated fields of type Lookup related value, extract single instance, extract multi instance, true or false condition, Arithmetic Calculations, format date, Evaluate expressions, Text constant, date constant, Lookup organization, lookup top organization.
* Set up the recruiting work flow which involves steps like assessment, background check, employment agreement, interview offer, ready to hire, reference check, review and screening.
* Managing and created candidates, candidate pools, questionnaire and referrals.
* Configured External and Internal Career Sites.
* Managed Recruiting Compliance (Personal Info, National / Government IDs, Veteran and Disability Statuses) and used reports for compliance.
* Employee Integration System, Launching an EIB based Integration through Business Process, Launch an EIB Integration through a Business Process, Custom XSLT.
* Creating Unique Filenames from EIB-Out Integrations, Configure EIB to Email PGP Encrypted Files, Workday Public Web Services.
* Knowledge in data conversion from legacy system and creation of **iLoad files** (HCM, Payroll, Time Tracking & Finance).
* Worked on the Payroll Interface implementation by creating the PICOF/PECI integration to pull the Payroll related data and transformed using the Workday Studio.
* Worked on Compensation Components and created compensation eligibility rules based on management levels, job profile, job family
* Involved in implementation of Workday HCM for various HR modules such as **Benefits, Advanced Compensation, Recruiting**.
* Configuration of Workday Absence and Leave, Timeoff and Time Tracking.
* Worked on creating Salary plans, Hourly plans and Allowance plans.
* Developed integrations using **web service SOAP, WSDL, XML, XSLT** on the Workday cloud platform such as **Payroll integration, ADP inbound/outbound, Taleo inbound/outbound.**
* Partially involved in creating benefit plans, benefit groups, benefit eligibility rules as per the client requirement and add them into enrolment plans and manage the enrolment rules.
* Worked on creating Compensation Packages to group together the compensation guidelines and compensation plans that could be assigned to an employee all at once.
* Worked on Compensation Eligibility rules to set the required criteria so that there is automatic association of a group of employees with the selected compensation elements.
* Worked with the project team to configure and test integrations between the ERP solutions and benefit providers, payroll systems and other **3rd party/custom solutions.**
* Managed job description and workflow of employee data for compensation module including job families, pay ranges, bonus scales, grading and supervisor setup.
* Responsible for gathering and documenting customer requirements, designing, tracking, reporting and analyzing key organizational and operational reports.
* Generate different kinds of reports - **Simple, Advanced and Matrix reports** to meet client requirements within the workday tenant.
* Create **calculated fields** for Custom Reports to ensure required report delivery.
* Document Workday Business Processes (BP's) for Core HCM and Compensation modules.
* Conduct Training sessions with Junior workday/HR team and provide required documentation.

**Environment:** Workday HCM, EIB, ADP, Jira, MS Office suite, Workday Report Writer, Tenant, Workday Business Process, Service now, ADP, Kronos.

**Catalina USA Nov 2015 – Apr 2017**

**St. Petersburg, Florida**

**Workday HCM Consultant**

Responsibilities:

* Involved in the meetings with business process owners, SME (subject matter experts), and Security Audit team for requirements gathering and verification stage
* Observe the standards and procedures established by the project office and Track business needs during development phases in Business Life cycle.
* Help team in functional configuration and technical integration of the Workday application
* Participate in Workday Communities to remain connected with Workday and customers
* Worked on Workday HCM Time Management. Absence Management, Time Tracking. Testing Scenarios like SIT and UAT.
* Developed Several Complex Integrations using Core Connector and EIB.
* Created Compensation Grades to create a standard compensation range for a given job level or a job profile.
* Generated Compensation Grade profiles to divide the grades into functional tasks, geographic regions and the required sub-categories for the business.
* Worked on creating Compensation Packages to group together the compensation guidelines and compensation plans that could be assigned to an employee all at once.
* Worked on Compensation Eligibility rules to set the required criteria so that there is automatic association of a group of employees with the selected compensation elements.
* Worked with Simple and Advanced Reports to define columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.
* Developed business process steps, such as Action, Approval, Approval Chain and Checklist and integrated each process with security groups
* Involved in managing the Job Application, Offer, background check, Hire, Terminations, change jobs, promotions, transfers, staffing movements, employee changes in position, inbound process and outbound process, termination process, to do tasks, event management, task reassignment, manage delegation settings, editing the tenant setups business process and notifications through Workday
* Setup Various Business Processes in different functional areas and Granted Business process security policy access for initiating, Viewing, Cancelling, Rescinding the business processes.
* Created custom dashboards, Scorecards, Metrics, work lets, announcements for HR and Payroll Executives, Admins and SMEs.
* Involved in setting up and configuring the complete Compensation and Profile management modules.
* Standardized and streamlined the job structure and job descriptions using the Job Attributes and Profile Management functionality.
* Using EIB configuration, transformed the format of workday report into required file format using XSLT or build in transformation. (CSV, EXCEL).
* Worked on calculated fields for advance report writing and integrations.
* Performed various personnel actions, specifically, hiring employees, performing organizational reassignment, change in pay
* Implementation of system enhancements and conversions which included developing detailed documentation for training and testing.
* Analyzed change and update requests, Coordinated the execution of tests and integration within the module.
* Document Workday Business Processes (BP's) for Core HCM and Compensation modules.
* Draft job aids and FAQs for system integration and workflow for Performance Management and Compensation module.
* Managed job description and workflow of employee data for compensation module including job families, pay ranges, bonus scales, grading and supervisor setup.
* Day to day support of Workday HCM, Security, Payroll and reporting issues.
* Experienced implementing systems using the SDLC methodology and maintaining the document on the release management activity to help on the audit report.
* Provide Training/Mentor junior team members and provide required documentation.
* Conduct training for HR team on new functionality changes from new Workday release.

**Environment:** EIB, Workday Studio, Web services, Workday Report Writing, custom reports, calculated fields, Transformation using XSLT, Compensation, Windows, MS PowerPoint, MS Excel.

**Mosaic Company Jan 2012 – Oct 2015**

**Riverview, Florida**

**SAP/Workday Integration Consultant**

Workday Responsibilities:

* Configured integrations using cloud connect for third party payroll (PICOF).
* Developed integrations using EIB, core connector and studio with necessary transformations needed.
* Created benefit reports for employee enrollment for business to test the enrollment.
* Designed and built outbound studio integrations with RaaS reports.
* Used SOAP webservices to load data in to Workday using studio.
* Developed Applicant Inbound Integration using Workday Studio from iCIMS.
* Experienced to work with Workday Report Writer and creating custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Created new integration to pull the new hires information using Core Connector Worker and Document Transformation which uses connector integrations XML Output as its data source input.
* Used sequence generator for file names.
* Involved in creating the Applicants, Hiring applicants into supervisory Organizations.
* Configure Workday Compensation business packages in which it includes all allowances based on employee's profile & benefits.
* Integration of Absence Management to Time and Labor to enable the processing of time information and to provide customer training on the Workday absence and time tracking modules to ensure successful post-deployment efforts.
* Assigning Organization Roles, Assigning User based Security Groups.
* Provide Training/Mentor junior team members and provide required documentation.
* Conduct training for HR team on new functionality changes from new Workday release.
* Lead meetings with business process owners, SME (subject matter experts), and Security Audit team for requirements gathering and verification stage.
* Maintain the Web services API by using XML & XSLT Editors.
* Used service now for tracking issues, development tasks.
* Provided KT session to team members on integrations design and build.

**Environment:** Workday HCM, EIB, ADP, Jira, MS Office suite, Workday Report Writer, Workday Business Process, Service now, ADP, Kronos.

SAP Consultant Responsibilities:

* Upgrade SAP ECC 6.0 EHP 3 to SAP ECC 6.0 EHP 6.
* Managing break-fix, continuous development and large implementations in parallel with upgrade and managing downtime.
* Upgrade project preparation phase had been carried out simultaneously with big bang approach starting with Sandbox/Prototyping systems, Blue print & Realization phase from DEV, QA & UAT with the strategy of parallel landscape.
* Expertise in Database Management system (Oracle, SQL) - Regular Maintenance/troubleshoot activities, backups/restoration, table space administration, managing data dictionary objects, log archiving & checking log file for troubleshooting.
* Configure and troubleshoot TMS (Transport Management System) and handling transport requests.
* Install and Upgrade BOBJ 4.2, BODS 4.2 Support patches and also SAP relevant KBA.
* Setup alerts/probes for BOBJ email notifications.
* Create users and maintain folder security on BOBJ system.
* Administration and Monitoring of BOBJ servers using Central Management Console (CMC).
* Responsible for Migrating BOBJ reports and universes using promotion management.
* Administration and monitoring of BODS system using DS administration Console and CMC.
* Extensively working on the Business Objects Data Source (BODS) report by running the SQL queries on the database by reviewing the report requirement documentation.
* Validating the BODS reporting objects in the reporter against the design specification document.
* Validating the data files from source to make sure correct data has been captured to be loaded to target tables.
* Manage/Create BODS repositories and upgrade the repositories after BODS patching.
* Configuring output devices and managing spool db consistencies in Temse administration and capable of analyzing and solving printer error.
* Configuring and monitoring the operation modes.
* Install and Configure SAP router for OSS and SAP access.
* Analyzing Dumps, Failed Jobs and System errors.
* Daily system monitoring and performing Health checks as preventive steps to keep the system up and running.
* Configure SLT table settings and transformation rules for real-time replication into HANA system.
* HANA SPS updates, administration and Backup configuration.
* All security related tasks -User Administration, role creation, Assigning Authorizations, implementing roles, Setting Profile parameters.

**American Express Sep 2011 – Dec 2011**

**Salt Lake City, Utah**

**SAP Basis Lead Consultant**

Responsibilities:

* Installation and configuration of SAP PI 7.1.
* SXMS\_QREG to manage queues (register, de-register queues).
* SMQ1 and SMQ2 Queue Administration.
* Day-to-day Administration and monitoring of SAP System landscape for system logs, verification ABAP Short Dumps, database growth, process overview, updates, lock entries, alerts and archives.
* Monitored Batch jobs and Spool Administration and Client Administration.
* Involved in Integration Builder (Integration Repository (IR), Integration Directory (ID), Integration Server and Runtime Workbench (RWB) in SAP PI 7.1.
* Responsible for PI SLD Configuration, Technical System, Business System for SAP system.
* Expertise in monitoring system activities across entire system landscape in error handling, debugging and trouble-shooting in both ABAP Stack and Java Stack (runtime work bench: component monitoring, message monitoring, end-to-end monitoring) in RWB.
* Updating latest ESR content from service repository.
* Updating SLD model and CIM content with latest version.
* Configure RZ70 in source system for automatic data transfer to SLD.
* Project coordination, Client interaction, Interface design, Development, Validation, Troubleshooting.
* Provide on-call support on a rotational basis and as needed.
* Deployed and upgraded the Java Support Packs, Stacks and patches of WAS Java through JSPM.
* Configured Satellite system/created auto-RFC from Solman7.0 in t-code SMSY.

**PepsiCo Inc. Feb 2009 – Aug 2011 Plano, TX**

**SAP HCM Basis Consultant**

HCM Implementation:

* Install and configure SAP application (ECC 6.0 and BW 7.0) using SAPINST tool.
* Applied Enhancement Pack 4 (EHP4) for ECC 6.0.
* Maintain IBM Tivoli Storage Manager based DR setup on AIX.
* Maintain DB2 HADR based remote failover setup.
* Installed Languages using the transaction SMLT
* Installation of BSI Tax Factory 8.0 standalone server.
* Applying TUBS (Tax Update Bulletins) for BSI Tax Factory 8.0.
* Installed PGP software, Generated Key pairs used for encrypting and decrypting the files and imported all Required PGP Keys.
* Perform Support Packs application activities such as SPAM/SAINT updates, applying support packs, SPAU and SPDD resolutions, add-on/plug-ins (SAINT) installation etc.
* Installed GRC 5.3 VIRSA (HR and NonHR with latest patch levels).
* Completed successful Client copies (Remote and Local), kernel upgrades of R/3, BW systems and carried out post-upgrade tasks.
* Performed OSS notes application both manually and using Note Assistant (SNOTE).
* Performed Outage Minimized System Refresh (OMR) during Cutover Activities.
* Support all phases of testing, such as system testing, Performance testing, UAT, HA/DR mocks.
* Support during technical cutovers and code promotion.
* Day-to-day Administration and monitoring of SAP System landscape for system logs, verification ABAP Short Dumps, database growth, process overview, updates, lock entries, alerts and archives.
* Monitored Batch jobs and Spool Administration and Client Administration.
* Setup SAP Connect using transaction SCOT to receive alerts on email ids.
* Setup Transport Management System (TMS).
* Spool administration: Defined output devices for local, remote and front end printing, defined logical spool servers, managed spools and output requests (SPAD, SP01).
* Manage Partner Profiles, RFC Connections, IDocs and Logical Systems.
* Setup and Configured CCMS Alert Monitors using transaction RZ20 and RZ21.
* Message monitoring in XI, Integration engine & Process engine monitoring, administration.
* SAPDB administration using dbmcli and DBMGUI.
* BW workbench administration (RSA1).
* Performance and tuning of BW landscapes in terms of R/3 buffers, Data loads, Info Cubes.
* Trouble shooting Data loads errors in BI systems coming from various Source Systems.
* Configure R/3 source systems.
* System memory and performance monitoring/tuning using CCMS (including alerts).
* Tune R/3 and DB2 database profile parameters for optimal performance of the system.
* Checked for SQL commands reducing system performance using SQL trace.
* Provide on-call support on a rotational basis and as needed.
* Deployed and upgraded the Java Support Packs, Stacks and patches of WAS Java through JSPM/SDM.
* Performing Online Administration of J2EE Engine through VA (Visual Administrator Tool) and changing the parameters through Config Tool (SAP Configuration Tool).
* Using Visual Administrator tools for Java based logging and tracing Administration
* Tuned VM parameters in the Java Configuration Tool according to the platform specific for better performance of the system.
* Created Portal content and maintained connectivity between Portals and SAP systems and implemented SSO.
* Experience in E2E trace Analysis using Wily Introscope.
* Installed SMD agent on backend system for E2E trace.

**Education:**

* Bachelor of Technology in Mechanical Engineering JNT University, India.
* Master of Science in Mechanical Engineering Bradley University, Peoria, IL, USA.

**References:** Available upon request.