**Kashish Gohil Kronos Consultant**

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**-- Summary--**

* More than 7+ years of total IT experience with 5+ years of experience working as a Kronos Techno-Functional Consultant with expertise in upgrading and maintaining almost all the modules of Kronos WFC like timekeeper, accruals, leave and attendance,scheduler and activities. Very vast knowledge on Kronos WFC version 5-8. Also worked on workforce integration manager (WIM).
* Experience including implementation of Kronos Workforce Central (WFC), Kronos Workforce Management (WFM) Timekeeper, Scheduler, Accruals, HR, Payroll, pay codes and Pay Rules.
* Experience Connect/Workforce Integration Manager, Workforce Scheduling, Data Collection Manager/Workforce Device Manager, Kronos terminals.
* Responsibilities include support, analysis, change management, and implementation across the core WFC, Time & attendance, absence management, device manager, data collection manager, SDM, and WIM modules in both the WFC 6.3 to 8.0 environments.
* Expertise with Time Card Management, Employee Accrual Maintenance, Security Access and Process profiles for Managers and Integration of Kronos with Oracle HR system.
* Familiar with DBMS and able to handle SQL to manage and retrieve data from the database.
* Hands on experience in Python and Bash scripting.
* Experience in Workforce Integration Manager (WIM) Interface configuration for updating Kronos and extracting data. Excellent knowledge of Kronos Timekeeping, Kronos Scheduling and Kronos Accrual module.
* Advanced Kronos experience with configuration of pay policies, schedules / schedule groups, system configuration, and accruals. Hands on experience working in Kronos My Time, Workforce Ready ,Kronos My Scheduling (Kronos Schedules or Schedule optimization) and Kronos Navigator. Experience with DBMS concepts creating and modifying live and materialized views.
* Extensive knowledge of Kronos WFC Architecture and Technology support including SQL Server database support and also hands on experience in configuration of Kronos 4500 and InTouch clocks.
* Vast experience in Kronos Configuration and Support of all modules (WFSO - Workforce Scheduling and Forecasting, now known as WFS-Workforce Scheduling), Leave & Attendance (work rules, pay rules, holiday configuration, display/access profiles) and Time Keeping.
* Manage a team of 6 BA’s and Consultants for data using WIM and Kronos Connect in different interfaces platform (ADP, Peoplesoft).
* Provided daily/project support for HR/Payroll Department with a PeopleSoft/Mainframe environment including Kronos. Create Interfaces using Connect application to communicate between HR/Payroll applications.
* Perform data entry that supports the review, audit and approval of the vouchering process. Respond and reconcile all vendor inquiries and statements.
* Managed a team of people in creating Kronos Connect interfaces using XML and API to Import employees.
* Configuration and implementation of Kronos WFC designed to enhance client’s functionality and end user productivity.
* I have good experience in integrating the Workforce dimensions with the inbound and outbound platforms with the help of Dell boomi.
* Directly support all platform and infrastructure components related to Workforce Dimensions engineering group utilizing Right Scale cloud management and Google cloud management.
* Hands-on experience implementing and configuring various Time & Attendance Installations utilizing applications, which include: KRONOS Workforce Central v6.0, v6.1, v 7.0, v8.0 Stromberg, ADP ETime, Kronos Mobile & RealTime Software products. Also experience working on Kronos mobile application.
* Configuration and testing of Pay codes, pay code Profiles, pay rules, Work rules, Combination Rules, Pay code Distribution, Labor Levels, Labor Level Entries, Labor Level Sets, Wage Profiles, Hyperfind, Query Manager, Navigator, GDAP's, Accrual and Accrual profiles.

**--Professional Experience--**

**Sr. Kronos Implementation Consultant**

**Harsco| Columbia, SC (Remote) March 2020 – Current**

**Responsibilities:**

* I have developed Person\_Import and Payroll\_Export interfaces from scratch according to the business alignment (Inbound/Outbound).
* Mainly participated in activity implementation with necessary inbound and outbound interfaces.
* Developed Navigator configurations including Workspace and Widget creations according to on-demand purpose.
* Took part in AMS (Application Management Support) for the existing Accrual and Attendance Module.
* Hands on experience on Kronos Application, Service Pack and patch installation.
* Work parallel with HR team to create and support schedule management like rotating shifts and aligning it with schedule groups.
* Created many Hyperfind queries and genies for Supervisors.
* Created few custom reports (SSRS) using MS SQL queries.
* Having hands on experience with Setup Data Manager to move the configurations from environment to environment.
* Having rich experience with Payrule building blocks configuration and enhancements.
* Implemented GTOR for ESS purpose.
* Troubleshoot Kronos clocks models including 4500 and in-touch terminals.
* Supported in adding biometrics for all employees in clocks.
* In addition, with configuration, also performed server maintenance.
* Actively participated in debugging of WFC and Interface logs.
* Completed display profiles including all necessary building blocks related to Kronos Genies. Maintained Kronos WFC 6.0, troubleshooting connection issues, stopping and starting of services, applying service packs for WFC and Connect.
* Experience in managing Complex leave and benefit accruals using Kronos Workforce Tele Staff using configurations provided by unit bargain agreement and rules.
* Managed multiple upgrades for PeopleSoft and Kronos including testing, documentation and training.
* Configure new functionality within Kronos to support changing business needs such as pay rules, customer reporting, attendance rules, and automated alerts. Internal-Workforce Central Configuration, Internal-WF Accrual Core Concepts and Configuration. Monitor Kronos Transaction Assistant for Import Errors and Apply Kronos Service Packs to Application Servers and Database. Responsible for Testing Functional and Regression testing of Kronos Mobile application
* Monitor Remedy system for any Kronos issues and Remedy Ticket system, Prioritize and document tickets in timely manner.
* Working on ongoing Implementation of Kronos 8 across multiple regions for Union and Non-Union hourly employees.
* Responsible for User Acceptance, Training and Support for Kronos Workforce 8 advanced Scheduler with Optimization and ERP. Played key role in allowing the Kronos project to finish on schedule and exceeding all expectation.

**Sr. Kronos Consultant**

**XPO Logistics Supply Chain| High Point, NC April 2018 – March 2020**

**Responsibilities:**

* As a Kronos Consultant, I worked on implementing all building blocks of the Workforce Time & Attendance module as well configure the web server and app servers for the Kronos environment.
* Lead Kronos up gradation project, Kronos 7.0 to Kronos 8.1 cloud solution created business case/project plan, created documentation for existing processes/reports/interfaces.
* Responsible for Implementation, Up gradation, Configuration and Customization of WFC, WIM (Workforce Integration Manager) and the whole Kronos Module.
* Responsible for the Kronos WFC v8 system assessment for the Kronos Dimension Global Implementation.
* Configured Leave of absence, reasons, eligibility, documents, and Leave rules from HR practices, making recommendations for Kronos Timekeeping system best practices.
* Responsible for all functional and technical support of Kronos software including current live products (Kronos Workforce Timekeeper and HR/Payroll).
* Performed upgrade to KRONOS WFC solution and added our consumer division also upgrade to KRONOS WFC V8.1.13 to include attendance and leave modules.
* Implement Kronos Workforce Ready to maintain all employee data in a single database, with a single user interface to pull reports and launch workflows across the organization.
* Configured interface with multiple data sources Oracle and workforce Dimensions to integrate with Dell Boomi.
* Worked on the Workforce dimensions timekeeper and the time and attendance module which has the advance functions of timekeeping and I have worked on integrating Dell Boomi with the workforce dimension.
* Developed process, procedures and training materials for the Kronos Cloud Hosted Operations team, this information was shared out to other Organizations and was housed at a central repository.
* Managed changes to the schedule to ensure all employees are registered and ready to use a time clock.
* Implemented Global Time of Request (GTOR) for InTouch / 4500 time clocks.
* Implementation of JDA / Vortex Mobile Notification.
* Troubleshoot and solve all problems in software and configuration in WFC suite specializing in Workforce Scheduler (WFS) in addition to Workforce Time Keeper.
* Involved in the production support activities for Kronos application in Time & attendance, Absence management and Accruals modules.
* Configure, maintain and troubleshoot Labor scheduling and pay rules functionality in timekeeper.
* Configured Leave of absence, reasons, eligibility, documents, and Leave rules from HR practices, making recommendations for Kronos Timekeeping system best practices.
* Maintain the flow of data between WDM and Workforce Central with Dell Boomi Integration Tool (iPaaS).
* Provided Subject Matter Expertise and Kronos Work Force Central (WFC) Application Support for Basic and Advanced Scheduler, Timekeeping, Payroll, Human Resources, Analytics, Attendance.
* Drives sales by strategic placement of goods through JDA Allocation Systems and forecasts warehouse quantities based on sales history and demand.
* Configuration and Deployment of Kronos 4500 Biometric & InTouch 9000 clocks.
* Performed software upgrades to KRONOS multiple time clocks and maintained KRONOS pay rules, codes, work rules, wage profiles, Labor levels, schedules and shifts as required by HR/PR.
* Analyze results using statistical data from SAP, Retail Enterprise, and JDA to provide ongoing reports.
* Configured moderate to complex Kronos Pay rules, Work rules, Access profiles, Self Service, Widgets, Delegation, Hyper- finds, and basic Accruals in current Kronos application.
* Creates and maintains Workforce Integration Manager (WIM) interfaces for transfer of employee data.
* Conducted "train the trainer" workshops for division payroll staff one Kronos Time & Attendance System.
* Insured the successful transfer of data between Kronos timekeeper and in-house payroll system.
* Researched, wrote, and edited test procedures used for upgrades; Modules include HR/Payroll, Timekeeper, Leave, Attendance, DCM, Connect, Scheduler, and Analytics.
* Propose and implement a balancing process to confirm pay code/hours totals between Kronos and pay files created for process to reduce/eliminate errors in employee paycheck.
* Vouchering Product Receipts with speed and accuracy to ensure timely vendor payments.
* Performed software upgrades to Kronos multiple time clocks and maintained Kronos pay rules, codes, work rules, wage profiles, Labor levels, schedules and shifts as required by HR.
* Maintained time & attendance system, including pay codes, pay rule, work rules, and accruals.

**Kronos Consultant**

**Lowe’s Companies, Mooresville, NC Jan 2017 - Jan 2018**

**Responsibilities:**

* Implemented and configured Kronos scheduler, accruals and attendance modules and advanced scheduler for employees of particular sites to reduce unnecessary costs of manual processing.
* Worked on full cycle implementation of Kronos v 6.3 and created and modified configuration setup including but not limited to access profile, pay rules, scheduler and advanced scheduler.
* Developed configuration items in Time & Attendance like Labor Level entries, Pay rules, Display Profiles, Access profiles, Accruals, Comments, Employee group and LL transfer sets when a new plant is launched.
* Customizing payrules and created new tailored Workrules to fit each transfer scenario in production Support & Maintenance.
* I also have worked on the Workforce dimensions timekeeper and the time and attendance module which has the advance functions of timekeeping and I have worked on integrating the workforce dimension with Google platform.
* Configuring accruals setup from Holiday setup to Accrual Plans in a Multi org Environment and Upgrading Custom reports and WIM interfaces to Kronos 6.3
* Successfully deployed Workforce Central (WFC) from an installed base of employees in WFC 6.2 to WFC 6.3
* Responsible for full cycle implementation of Kronos v6.3 and created and modified configuration setup including but not limited to access profile, Payrules, Workrules, FAP, GDAP and scheduler
* Involved in implementation of Kronos Workforce Center Timekeeper, Scheduler, Connect/Workforce Integration Manager, Data Collection Manager/Workforce Device Manager, Kronos terminals.
* Working on Attendance History Import, Attendance Point Balance for time clock, PTO update based on Perfect Attendance; redistribute Shutdown Pay and Time to Vacation Pay and Time.
* Maintain and track license keys, 4500 and InTouch terminals and tablets in Workforce Device manager
* Worked on environment configurations necessary to successfully develop, deploy and maintain Kronos interfaces integrating HRMS (PeopleSoft), and Clocks like Kronos 4500.
* Provided audit for the client system for better stability and uptime of the system with enabling various logs of WFC. InTouch Bioclocks Analysis and Configuration on over 20 locations.
* Worked on implementation of all the building blocks of Workforce Timekeeper and time Attendance module as well to configure the web server and app servers for the Kronos environment.
* Maintained and Supported Kronos Workforce Central Suite of scheduling, timekeeping, payroll and HR system.
* Created and maintained Workforce Integration Manager (WIM) interfaces for transfer of employee data between Kronos and HRMS. Audits interface results to ensure a clean and accurate production environment.
* Worked on designing Process Accrual Dates report in WIM which processes the accrual plan changes for Employees.
* Created Pay rules, Pay codes/Distributions, Combined Pay code, Wage Profiles, Labor levels.
* Researched, wrote, and edited test procedures used for upgrades; Modules include HR/Payroll, timekeeper, leave, attendance, WDM, WIM, scheduler, and analytics.
* Indulged in implementation of Kronos Workforce Central time management software on multiple platforms including SQL.
* Involved in the development of oracle Queries in Oracle HRMS module for Hyperion Reporting.
* Conduct Kronos testing on new configurations, upgrades, and processes and Maintained, updated and backup database daily by Microsoft SQL Server.
* Performed SQL queries, updated, tracked and resolved technical challenges and Designed SQL queries to mine data, create reports and identified trends in data.
* Involved in UML (class diagrams, object diagrams, GAP Analysis, use case diagrams, state diagrams, sequence diagrams, activity diagrams, and collaboration diagrams) as a data analysis methodology for application functionality designs.
* Gathered requirements, business process analysis, system configuration (WFC, WFA, Leave, Process Manager, Pay Rules, Clocks, Attendance, Profiles, events, Security etc.) and production support.
* Gathered the Clients AS-IS timekeeping (Kronos) and payroll (Benefits) functionality, analyzed to map with SAP Best Practice and designed TO-BE document.

**Kronos Business Analyst**

**HDFC bank, Mumbai, India Aug 2012 – Dec 2015**

**Responsibilities:**

* Involved in gathering, analyzing and documenting business requirements.
* Developed and pruned the artifact repository and templates to conform the RUP standards.
* Conducted Gap analysis to derive requirements for existing systems enhancements.
* Conducted JAD sessions with extensive involvement from business, development, testing teams, architects, SME’s (Subject Matter Experts) of various business units.
* Extracted the Business Requirement Document (BRD) during various sessions with business leads and entered all requirements in Requisite Pro, tracing/converting them all the way into detail Functional Design Document and Technical specifications.
* Involved in Requirement Analysis, use case development, UML modeling using Rational Rose, Crystal Reports, and MS Visio.
* Involved in assisting project manager in planning, scheduling, and controlling projects based on schedules and requirements outlined by the business.
* Assisted QAs in creating test plans and Test Cases & involved with testing team to guarantee application meets the business requirements.
* Conducted project related presentations, training for users and provided reports to the higher management.
* Recognized for excellent ability to multitask on projects consisting of diverse set of people, platforms and parallel timelines via exceptional communication, organizational and interpersonal skills.

**--Technical Skills--**

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| **Kronos** | Kronos V4.x, 5.x, 6.x, 7.x, 8.x Workforce Timekeeper, Accruals, Activities, Leave, Attendance, Advanced Scheduler, HR, Payroll, Paycode, Payrule, HRIS, Workrule, Enrollment, Benefits, Forecaster and Kronos workforce central, Labor Levels, Labor Accounts, Holiday setup, Overtime, Access Profiles, Display, Profiles. |
| **Kronos Version Navigator** | Workforce Timekeeper, Leave, Activities, Mobile and Tablets, Advanced Reports, Advanced Scheduler, Process Designer, Integrated Manager. |
| **Tools Knowledge** | Workbrain , ADP Etime , PayRoll , RDL , SAP (Flex, Ad Hoc, SE16N), WORKDAY ,JD Edwards, Lawson ,Taleo, Clocks, HP Mercury Quick ,Test Pro (QTP 8.x/9.x/10.x), Rational Quality Management (RQM 2.x), Rational Robot 2001, RPD, Rational ReqPro, JdEdward ,Win Runner 6.x/7.x, Rational Clear Case, Clear Quest and Bugzilla. |
| **ERP Suite** | Oracle E-Business Suite, AP, PO, AR, AOL, I expense, I procurement, HRMS, Payroll. |
| **Languages** | Java, C, C++, JAVA Script, .NET, SQL and Python. |
| **Testing Tools and Processes/Technologies** | Atlassian Jira, ANT, Waterfall, UML, Agile/Agile Scrum. |
| **Database** | Oracle, MS SQLServer, UDB DB2, MySQL, MS Access, PCF, Azure(SAAS, PAAS). |
| **Operating Systems** | UNIX, Linux, Windows, Mac OS. |

**--Education--**

**MS in CS at New England College in 2016**