**Udaykumar Phone: 512-277-4188**

**Workday HCM Analyst Email: ukr1255@gmail.com**

**Professional Summary:**

* An ERP Consultant with overall 7 years of professional IT experience with 3 years of extensive Workday experience and five years as PeopleSoft Analyst.
* Develop, Test, and Implement Workday HCM Core Business Processes and Compensation.
* Worked in full life cycle implementations Workday HCM using modules such as HR, Benefits, Total Compensation, Base Compensation, Position Management, Profile Management, Performance Management, Recruiting, Payroll and Manager and Employee Self Service modules.
* Extensively involved in and well versed in various PeopleSoft activities including Fit/Gap Analysis, Conversion Analysis, Requirements gathering, Functional Design, Application Configuration, Customization, Testing, User interactions, Integration with 3rd party systems and post implementation support along with implementation/upgrade.
* In depth understanding of the Software Development Life Cycle and Agile Methodology involved in the QA analysis, planning, execution and test management.
* Experience working with JIRA management tools and Confluence Pages development.
* Coordinating and tracking all projects for seamless releases using Project Management System JIRA.
* Experience in Payroll Interfaces for several clients and have designed and developed integrations in both Workday Studio and EIB (Enterprise Interface Builder).
* Good understanding of PeopleSoft tools like People Code, Application Designer, Application Engine, Application Package, Component Interface, File Layout, Process Scheduler, PS Query, SQR, BI publisher, and Integration Broker.
* Good understanding of Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework.
* Experience in HP ALM for writing test cases, execute and defect tracking.
* Experience with Performance testing using JMeter Load Runner, creating v-users, load testing, performance testing, and stress testing and strong working knowledge on PeopleSoft Test framework (PTF).
* Experience in performing Functional, Integration, Regression, System and User Acceptance testing.
* Extensively involved in testing of interfaces and conversions from Legacy systems to PeopleSoft apps.
* Experience in writing SQL queries and have exposure to different databases, includes SQL Server.
* Possess Good communication skills, keen to adapt to new technologies and effective Team Player.

**Technical Skills:**

**Workday skills**:  Workday HCM, Workday conversions, Workday Report Writer, Calculated Fields, EIB's, Core- connectors, Document Transformation and Workday Studio

**People Tools:** Application Designer, People Code, Application Engine, Process Scheduler

**Reporting Tools**: SQR, PS Query, nVision, BI publisher

**Testing Tools**: Quick Test Pro, Selenium, Load Runner, JIRA, Confluence, HP ALM, Qtest

**Integration Tools:** File Layout, Component Interface, Integration Broker, SOAP UI

**Web/Protocols:** HTML, HTTP, SOAP, XLS, CSS, XML.

**Databases:** Oracle 12c, 11g, 10g

**Education Qualifications:**

**Master’s** in Information Systems from UMHB, Belton TX – 2014

**Bachelor’s** in Information Technology from JNTU-HYD - 2012

**Professional Experience:**

**Verisk Analytics, Jersey City, NJ June 2020 – Till now**

**Workday Analyst**

**Project:** Implementation of Workday HCM and conversion of data from PeopleSoft to Workday

**Responsibilities:**

* Participate in all phases of the Workday implementation lifecycle including requirement gathering, analysis, design, and testing.
* Worked as a core member of Workday Update team providing feedback and documenting the process to help in future updates of the system.
* Ensures QA tests are conducted and accepted by internal stakeholders and impacted vendors
* Responsible for development and management of Test Strategies, Test Plans, Test script development and coordinate Test execution and Defect tracking through VSTS
* Directs the activities of Test execution strategies based on the project plans and work closely with Business Analysts and Business users and implement Release Based Testing (RBT)
* Good working knowledge on Inbound and Outbound EIB integration concepts and created various EIB integrations.
* Writing the E2E and the UAT Test Plans and Test Scripts
* Establish methodology and tools to track testing progress and results
* Analyzing, writing reports & communicating results to PM, Work stream Leads and Consultants.
* During E2E and UAT: Chairing defects triage meetings daily.
* Create team specific agile process flow in JIRA to move tasks from one activity to another.
* Logged and Tracked defects to closure using JIRA and follow up with Business and Developers to discuss about the issues.
* Act as the global expert in HR business processes with functional expertise specifically in Workday but also other systems supporting HR operations (e.g. Workday HCM, Workday Talent Management and Talent Acquisition, and other regional or local disparate HR systems).
* Worked along site integration team to configure and test integrations between Workday Solution and client's selected payroll and benefits provider.
* Developed test scenarios and test cases for all in scope Business processes (hire, rehire, job change, terminate, LOA etc.) along with testing of security role mapping for each of the Business processes.
* Involved in development of design documentation for in scope interfaces to and from Workday.
* Designed and tested Workday BPs for HCM including Hire, Change Job, Termination, Propose Compensation, Termination, Reorganization, International Assignment, Leave of Absence, Change of Address, etc. Based on the requirement documentation.
* Managed all the QA processes in an AGILE development environment and worked with QA Team in all the testing efforts of the Products in the Organization and reported directly to the Executive Vice President of Operations.
* Created Supervisory Organizations, Cost Centers, Cost Center Hierarchies, and location hierarchies' maintenance, and modification of Workday Business Processes and definitions.
* Created and tested inbound/outbound integration using different transactions like Hire, Terminate, LOA, Compensation Changes, one-time payment, international transfer, personal information change, bank information change, position change.
* Drafted requirements for all in scope Business processes (hire, job change, terminate, etc.), Talent & Performance, Onboarding, Compensation and Timekeeping, condition rules, modules along with PICOF, Automated integrations etc.
* Analyzed and developed Use Cases for Core HR module, Compensation, Absence Management, Benefits.
* Reviewed test plans and test documents (Test Scenarios / Test Strategy / Test Cases) to ensure all requirements are covered in scripts as part of HR.
* Created test scenarios for testing all in scope Business Processes like Hire, Job Change, Promote, Transfer, Terminate, Compensation changes, Talent and Performance, Employee Self Service process, Manager Self-service processes, etc.
* Liaise with Vendors, Payroll, other internal departments and third-party vendors and developed test plans and test scenarios for Functional, End to End, System integration, User Acceptance testing.

**Environment:** Workday HCM, Workday EIB and Core Connector, Workday Report Writer, BIRT Calculated fields, Web Services, Oxygen.

**Robert Half International, San Ramon, CA Feb 2020 – May 2020**

**Workday HCM Analyst**

**Project:** Implementation of Workday from PeopleSoft

**Responsibilities:**

* Responsible in activities for HCM-Human Capital Management Workday, Benefits Administration Outsourcing and Talent Management implementations projects.
* Meeting with Clients to understand the functional and non-functional requirements of the project and understand the scope of work, interact with Client SME's for any queries.
* Worked and Coordinated with QA team on large HR, Payroll, and HCM Workday implementations.
* Validated Business process for Hire, On boarding, Benefits, Advanced Compensation, Expense Reporting, Transfer, Terminations, Talent-Performance Management/Reviews & email notifications.
* Functional Testing on Core HCM, Hire, Employee Personal Data, Transfer, terminate workers, Performance Management, adding Development Items, Job Goals & Annual Performance Review for employees, Advance Compensation, Time and Labor.
* Responsible for loading stock exercise tax amount using off cycle payroll inputs web services for W4 tax calculations.
* Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
* Involved in preparing QA effort estimates, System Test Plan/Test Strategy based on Functional Design documents.
* Prepare Test scenarios & Test Cases for Workday HCM Modules- Core HR, Job Changes Benefits, Time and Labor, Talent - Performance Management and Advance Compensation.
* Created Test cases in Excel and uploading those test cases into JIRA for Integration testing.
* Used sequence generators, generating templates and validating inbound integration system results.
* Worked on configuring Domain Security Policy and Business Process Security Policy.
* Collected and Clarified client requirements, business needs and project objectives, via feedback sessions and client meetings, in collaboration with all stakeholders.
* Developed test cases and test scenarios to perform UAT, SAT on the newly developed integrations.
* Helped in troubleshooting integration issues and provided support in resolving defects.
* Day to day support of Workday HCM, Security, Payroll, Compensation and Reporting issues.

**Environment:** Workday, Workday EIB, Workday studio Web Services, XML, XSLT, XPath, SOAP UI, Oxygen XML.

**Vanguard, Malvern, PA Aug 2018 – Jan 2020**

**Workday Analyst**

**Project:** Implementation of Workday HCM and conversion of data from PeopleSoft to Workday

**Responsibilities:**

* Participate in all phases of the Workday implementation lifecycle including requirement gathering, analysis, design, and testing.
* Developed test scenarios and test cases for all in scope Business processes (hire, rehire, job change, terminate, LOA etc.) along with testing of security role mapping for each of the Business processes.
* Created simple and advance reports as per client need.
* Involved in development of design documentation for in scope interfaces to and from Workday.
* Involved in EIB loads for MEE1, MEE2, MEE3 tenants and involved in data conversion and analysis.
* Tested Workday BPs for HCM including Hire, Change Job, Termination, Propose Compensation, Termination, Reorganization, International Assignment, Leave of Absence, Change of Address, etc. Based on the requirement documentation.
* Tested Workday Hiring/New Hire business process.
* Created Supervisory Organizations, Cost Centers, Cost Center Hierarchies, and location hierarchies' maintenance, and modification of Workday Business Processes and definitions.
* Tested inbound/outbound integration using different transactions like Hire, Terminate, LOA, Compensation Changes, one-time payment, international transfer, personal information change, bank information change, position change.
* Analyzed and developed Use Cases for Core HR module, Compensation, Absence Management, Benefits.
* Reviewed test plans and test documents (Test Scenarios / Test Strategy / Test Cases) to ensure all requirements are covered in scripts as part of HR.
* Created test scenarios for testing all in scope Business Processes like Hire, Job Change, Promote, Transfer, Terminate, Compensation changes, Talent and Performance, Employee Self Service process, Manager Self-service processes, etc.
* Extensively used test management tool like JIRA to develop test cases, test scripts, executing the scripts and tracking the defects, Logging the defects and reporting the defect bug.
* Work as a core member of Workday Update team providing feedback and documenting the process to help in future updates of the system.
* Responsible for development and management of Test Strategies, Test Plans, Test script development and coordinate Test execution and Defect tracking through JIRA.
* Good working knowledge on Inbound and Outbound EIB integration concepts and created various EIB integrations.
* Writing the E2E and the UAT Test Plans and Test Scripts.
* Worked on different modules of JIRA such as Requirements, Test Plan, Test Lab, Defects and Dashboard module.
* Introduce and guide testers and provide written guidelines
* Establish methodology and tools to track testing progress and results
* Analyzing, writing reports & communicating results to PM, Work stream Leads and Consultants.
* During E2E and UAT: Chairing defects triage meetings daily.
* Worked along site integration team to configure and test integrations between Workday Solution and client's selected payroll and benefits provider.
* Liaise with Vendors, Payroll, other internal departments and third-party vendors and developed test plans and test scenarios for Functional, End to End, System integration, User Acceptance and Parallel Acceptance testing

**Environment**: Workday HCM, Workday EIB and Core Connector, Workday Report Writer, BIRT Calculated fields, Web Services.

**Vistra Energy, Irving, TX Jan 2017 – Jul 2018**

**Workday HCM Analyst**

**Project:** Implementation of Workday HCM form PeopleSoft

**Responsibilities:**

* Worked in all phases of the Workday implementation and support after go live namely - Requirement gathering, Analysis, Design, Development, Testing, deploying and scheduling.
* Involved in workday team in developing and implementing quality-assurance and quality-control methodologies for Confidential to ensure compliance with QA standards and customer specifications.
* Supported various HR modules such as Core HR, Benefits, Payroll, Compensation, Absence Management, Time Tracking, Talent Management, Recruiting, and Finance.
* Analyzed business requirements, conducted gap analysis, estimated project scope and worked closely with fellow onshore and developers to deliver high-quality software solutions using Workday.
* Good understanding and created inbound/ outbound integrations Using Core Connector, Workday Studio, EIB, managed business processes, Report Writing, Creating Workday Calculated Fields, Custom Reports and converted legacy data into Workday.
* Generated different kinds of reports - Simple, Advanced, Matrix and Composite reports to meet client requirements within the workday.
* Created and tested calculated fields, used filters, sub filters and sort for Custom Reports to ensure required report delivery.
* Hands on experience in configuring and updating workday business processes for different functional areas.
* Responsible for Creating the Test Strategy, Test Plan, Conducting Daily Triage Meetings, Providing Test Metrics, Escalating and following up on Issue Resolution.
* Participated in status meetings to report issues. Communicated with developers through all phases of testing to prioritize bug resolution using JIRA.
* Maintained bug lists for critical issues using JIRA.
* Involved in formal and informal product design reviews throughout the software development life cycle to provide input on functional requirements, product designs, schedules and potential issues.
* Troubleshoot integrations and reporting issues to identify and fix root causes.
* Deployed integrations and solutions from Sandbox to Production.
* Worked with Workday Change Management in creating change management documentations like Implementation plan, Test plan, Test Evidence, Backout Plan to present to change board.
* Created roadmaps and timing of upgrades and maintenance for confidential development environment.
* Developed and stepped through test scripts to evaluate new releases of Workday, and determine impact to Confidential.
* Created detailed system specifications, field mapping, and system process designs and document the detailed functional design.
* Experienced with Workday Security, creating Integration's security groups, custom security groups, and Integration systems user.
* Developed Test Scenarios and Test scripts for Integrations, Business processes and custom reports.
* Created different BIRT Layouts such as Customer invoice Layouts and employee letter.

**Environment:** Workday, Workday EIB, Core Connector, XML, XSLT, XPath, Web Service, RaaS, SOAP, WSDL, Report Designer.

**State of New York, Albany, NY Aug 2105 – Dec 2016**

**PeopleSoft HCM QA Analyst**

**Project:** PeopleSoft Implementation of HCM modules& Production Support of v9.1

**Responsibilities:**

* Worked as a QA analyst in Time and Labor, Payroll, ePerformance, TAM modules.
* Involved in testing of HR Self Service Tool which enables users to generate transactions to be inserted / deleted into/from Job, Bonus, Payroll and Employment.
* Performed testing of two nightly processes, which include Application Engine and Component Interface to insert HR Self Service transaction data into job component performing all job component validations.
* Added URL links to external websites on Self Service benefits pages based on Plan type.
* Performed testing of custom notification process to notify each responsible rating manager when a performance needs to be created.
* Verify tables like Pay Earnings, Pay Deductions, Pay Taxes, Pay Garn which will be created by paycalc.
* Involved and worked as QA tester in Payroll process to verify pay sheets, paycalc and pay confirm activities on by weekly basis.
* Involved and performed QA testing on create pay calendar, playgroup, Earn Code, Deductions, Garnishments and Taxes.
* Involved in QA process improvement activities - process flow, problem resolution and bug tracking in JIRA.
* Used HP Quality Center & JIRA for requirements management, planning, scheduling, running tests defect tracking and managing the defects.
* Was involved in testing the Employee’s Timesheets (Daily and Weekly Timesheets) to validate the Balance adjustments and different types of work requests.
* Logged test results in the HP ALM and created defects for the tests which failed.
* Involved in testing the PeopleSoft HR applications as based on user requirements and processed the requested interfaces between external systems with other PeopleSoft applications.
* Assist the project team with the development of training and communication materials.
* Involved in Production Support and Work Request Change Activities for PeopleSoft 9.1 HR, Payroll, Benefits, Benefits Administration, eBenefits, eRecruit and Time and Labor.
* Coordinated with the client T&L business analysts and prepare SIT, UAT test plan in the Time & Attendance business process.
* Ran the whole cycle of payroll from PaySheet creation of Pay confirms for QAT, SIT, UAT test cycles.
* Worked with functional analysts and collected data requirements for conversion and interface programs.
* Tested the conversion programs which load data from the legacy systems to PeopleSoft benefit tables HEALTH\_BENEFIT, LIFE\_ADD\_BEN, SAVINGS\_PLAN, LEAVE\_PLAN and LEAVE\_ACCRUAL tables.
* Tested the PERSONAL\_DATA application message which integrates to the financials using PeopleSoft integration broker for any changes in personal data.

**Environment**: PeopleSoft 9.1(HR, Benefits, T&L, e-Performance, TAM and Payroll), People Tools, App Designer, SQR, Windows, UNIX and Oracle 10g

**Quest Diagnostics. Lyndhurst, NJ Dec 2014 – July 2015**

**PeopleSoft QA**

**Project:** Upgrade of PeopleSoft Applications v8.9 to 9.1 and Production Support of PeopleSoft HRMS v9.1

**Responsibilities:**

* Created test plans for Employee Self Service modules and Manager Self-service Modules.
* Participate in the testing process through test review and analysis, and certification of software designs plans, and coordinate work team.
* Performed testing of automated processes to provide access to PeopleSoft Time & Labor system for various employees like Elapsed Time Reporters, Punch Time Reporters and Supervisors.
* Involved in setting up Time and Labor module. Extensively worked on set-up of Time periods, Shifts, Reason Codes, Task Profile Templates, Task Entity Codes, Task Groups and Work Groups.
* Tested T&L business process for Time entry, approval, and view/ manage time processes.
* Performed impact analysis of various Tax updates and fixes.
* Integration of Absence Management to Time and Labor to enable the processing of time information and to generate payable time data that is subsequently loaded into Payroll.
* Tested new FMLA absence application engine process to calculate the FMLA hours available for each employee and helps in the approval of FMLA leave processing in absence management system.
* Configure Absence Management module for various leave accrual, consumption, payout and carryover logic.
* Creation of test cases, unit test plans and tests data to test the programs that were changed as per user requirements. Also, System testing of the programs with actual production data.
* Tested an Outbound Interface from Payroll to PC Payroll Workstation program (PCPW) to send leave balance data (PTO, Choice Holiday, Additional Sick, & Bank) for each employee.
* Tested Inbound Pay transaction to Paysheets Interfaces in Payroll Module which will create payments and update taxable balances. These interfaces will only handle earnings and paysheets will be created for on-cycle payrolls only.
* Tested Interfaces to load Timesheets from legacy systems into PeopleSoft.
* Assist the project team with executing the system test scripts and client with User Acceptance Testing.
* Attended frequent weekly Report/Interface Meetings with the Key Users/Report Recipients, participated in figuring out the solutions to issues.
* Tested employee and Manager Self-Service applications and PeopleCode customizations and to apply new functionalities for Benefits and Self-Service modules.
* Tested various SQR and application engine interfaces in the areas of Payroll, Benefits, Time & Labor and HR.
* Tested custom check print process to sort checks based on location, shift and schedules.
* Created/used SQL queries to access data from different tables for backend testing.

**Environment:** PeopleSoft 9.1(AM, HR, T&L, Benefits, ESS and MSS), People Tools (8.50), App Designer, SQR, Windows, UNIX and Oracle 10g.

**Design Tech Systems, Hyderabad, India Jan 2012 – July 2013**

**PeopleSoft Tester**

**Project:** Implementation of PeopleSoft HCM 9.0 and production support of Base Benefits and Payroll Modules

**Responsibilities:**

* Involved in testing of PeopleSoft applications for Base Benefits and Payroll modules.
* Documented all new/Modified changes in requirements and maintained up-to-date specifications.
* Created defects and follow up the status of these defects & tested the scripts which are related to these defects and closed these defects in Quality Center.
* Understanding the requirements and designing the test cases as per the test approach mentioned in the test plan.
* Developing automation scripts using Quick Test Professional for regression testing.
* Executing the scripts and analyzing the results.
* Expertized in creating test plans, cases and scripts based on system specifications and expertise in regression system integration functional and performance testing.
* Involving in database testing by writing the queries for data validations.

**Environment**: PeopleSoft HCM, Quality Center, QTP, Windows, Oracle 10g, SQL and UNIX.