# Mohammed Riyaz – Workday Integration Developer

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* Over 9 years of professional IT experience in Analysis, software design, development, testing and implementation of Workday and PeopleSoft.
* Developed inbound and Outbound integrations in Workday using various Workday Integration tools in Workday such as Workday Studio, EIB (Enterprise Interface Builder), Core Connectors/Document Transformation, Cloud Connectors and Payroll Connectors.
* Proficient in Modules like Core HR, Compensation, Benefits, Security, Recruiting, Talent, Time & Absence Management
* Proficient in Development of Advanced, Matrix, Composite Custom Reports and Workday Calculated Fields in Core HR, Benefits, Payroll, Expenses, Procurement and Finance Implemented Workday Core HCM, Financials, Expenses, Inventory and Accounting.
* Build custom Inbound Integrations to update employee contact information like phone, email & address
* Expertise in creating Outbound Integrations using EIB's, Core Connector, PICOF, PECI & transforming data using Document Transformation (DT)
* Experience in creating the Business Process (BP) for the integration to apply DT's and to configure the Document Delivery
* Experience working with XML, XPATH, XSLT, SOAP, REST URL & MVEL Language
* Hands on experience in creating complex integrations using Workday Studio
* Experience in creating REST & SOAP studio Integrations with good usage of Workday studio Architecture, Business Process Framework
* Experience in creating the Integration Security User's (ISU's) and Integration System Security Group's (ISSG's)
* Extensively worked on System Testing, UAT, Integration Testing and Regression Testing throughout testing phase of the project in Workday Implementation
* Expertise in preparing Test Strategy, Test Plan, Test Summary Reports, Test Cases and Test Scripts for Automated and Manual testing based on the Business Requirement Document (BRD)
* Experienced in Workday Data Migration through to WD from SAP HR legacy System, PeopleSoft
* Worked with different Staffing Models, defining Hire Restrictions to Job Management, Position Management and Headcount Management
* Experience in creating Job Profiles, Job Families and Job Family Groups
* Expertise in Domain, Role and User based Security for different functional areas
* Designed business flow diagrams and processes, which included processes in Staffing, job benefits, compensation grades and packages
* Experience in creating Supervisory Organizations and configuring them in the Organization Hierarchy.
* Experience in working on Payroll interface between Workday to ADP and Workday to Pro Business along with the Workday to Kronos for Time Tracking of Hourly Employees in the company
* Experience in Customizing Business Process (BP's) & other Condition rules within BPs
* Research existing functionality for Fit-Gap analysis for new HCM requirements
* Expertise in preparing Test Strategy, Test Plan, Test Summary Reports, Test Cases and Test Scripts for Automated and manual testing based on the User Requirement Document and System Requirement documents
* Good experience in System, Integration, Performance, Sanity, Security, Load, Database, UAT, Usability and Regression Testing
* Excellent client interaction skills and proven experience in working in a team as a team player and working with cross teams within the organization
* Experience in understanding the issue raised by end user, simulating it in development environment and providing the optimal solution with stipulated timelines
* Expertise in Workday and PeopleSoft HR, North American Payroll, Benefits Administration and Base Benefits.
* Experienced in implementing Custom Integration, Packaged Integration and Studio Integration.
* Provided Project Management Support, Team Building, Cloud Systems Architecture, Mentoring, Systems Analysis.
* Defines Test Strategy and Test Approach. Manages the overall test project plan, time tracking, defect management, issue resolution, and risk management.
* Extensively involved in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules

##### EDUCATION/TRAINING/CERTIFICATION

Bachelor of Technology – Computer Science

##### TECHNICAL ENVIRONMENT

ERP: Workday, PeopleSoft

Reporting Tools: Workday Report Writer, WD Studio Report Designer, SQR, Crystal Reports, Cognos 9

Integration Tools: Workday EIB, Workday Studio IDE, XML, XSLT, Web Services

Languages: Java, MVEL, People Code, PL/SQL, C, COBOL, VB, HTML

Database: Oracle 10/9.x/8.x/7.x, MS SQL Server 2000 and, MS Access

**Chapman University, Orange, CA 03/2019-Present**

**Sr. Workday Integration Developer**

**Responsibilities:**

* Involved in implementation of Workday HCM for various HR modules such as Time Tracking, Benefits, Absence Management, Payroll and Compensation.
* Created EIB’s (Enterprise Interface Builder) involving custom XSLT transformation as per requirements.
* Created several custom reports for Payroll, Benefits, Core HR and Finance module.
* Created User-Based security groups and assigned users.
* Developed Several EIB inbound and outbound integrations.
* Experience with building Cloud Connect for Benefits for BCBS and other for third party vendors Creating Business Processes, Custom Reports, and Calculated Fields as per client specifications.
* Worked payroll connector using PICOF/PECI templates.
* Configuring secure document deliveries to various vendors ftp/sftp servers.
* Scheduling Integration to generate output at particular intervals.
* Developed SOAP Web Services Concur Expense Management using EIB and Workday Report Writer.
* Created Custom report for Benefits and made it as RaaS and scheduled it using EIB.
* Built Studio inbound Integration for creating Ad Hoc Bank transactions.
* Provided Web service end points to vendor to create supplier contract and supplier contract amendment in workday.
* Worked on BIRT reports for background check requirements, Sign-In sheets and Supplier Invoice.
* Created Studio outbound Integration which will send supplier and user file changes to the vendor using HTTPS Protocol.
* Incorporated outbound integration in Business process to capture worker and supplier changes.
* Worked on configuring Business process for Amazon punchout project.

**Technical Environment:** Workday Studio, EIB, Workday Report Writer, XSLT, XML, Web Services, Report Writer,BIRT.

**University of Maryland, University Park, MD. 09/2017-02/2019**

**Sr. Workday Integration Consultant**

**Responsibilities:**

* Involved in full life cycle including requirement gathering, analysis, design, development, testing, implementation, and maintenance.
* Closely worked with business users to understand and analyze new requirements and offering insight valuable workarounds for the existing production and new functionality insights of the existing application.
* Designed and Developed Inbound/Outbound Integrations using EIB, Core Connectors and Studio integrations in HR and Finance Modules.
* Developed many reports for headcount, staffing data and business transaction related Reports.
* Created advanced, simple, matrix, composite and BIRT reports for Merit Statement, Pay Check Statement.
* Involved in full life cycle including requirement gathering, analysis, design, development, testing, implementation, and maintenance.
* Closely worked with business users to understand and analyze new requirements and offering insight valuable workarounds for the existing production and new functionality insights of the existing application.
* Designed and Developed Inbound/Outbound Integrations using EIB, Core Connectors and Studio integrations in HR and Finance Modules.
* Developed Advanced, Matrix, Composite and BIRT Reports in Workday Financials.
* Work on Workday conversion processes and tools like EIB, Workday Studio etc.
* Responsible for running the annual Open Enrollment Process in Workday and generate reports needed prior and after "go-live".
* Create, test and document new Benefit plans, Rates, Benefit groups, Eligibility, and Event rules configuration as new plans are introduced during Open Enrollment.
* Good experience of EIB Inbound/Outbound Integrations, Report Writer, and Calculated Fields.
* Configured PICOF's to integrate with payroll vendors.
* Create test scenarios to be used by the benefits team to test Open Enrollment prior to "go-live".
* Create the data mapping to ensure a seamless conversion of Payroll, HR & Benefits data and validate integrity of data with the client.
* Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Worked and detail knowledge on Workday HCM data conversion process.
* Scheduling all the integrations and custom reports based on the client requirements.
* Created EIB inbound integration for the mass upload of data into workday tenant.
* Worked on creating Salary plans, Hourly plans and Allowance plans.
* Created Compensation Grades to create a standard compensation range for a given job level or a job profile.
* Worked on creating Compensation Packages to group together the compensation guidelines and compensation plans that could be assigned to an employee all at once.
* Managed job description and workflow of employee data for compensation module including job families, pay ranges, bonus scales, grading and supervisor setup.
* Configured Job profiles and security roles
* Experience in configuring Talent reviews and Assess potential modules which enable the management to assess Employee performance depending on the competencies.
* Hands on Workday systems integration experience building custom integrations using Workday Studio, Cloud Connect and Document Transformation.
* Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Worked and detail knowledge on Workday HCM data conversion process.
* Designed and developed end to end integrations with Liberty Mutual, Prudential and United Health Care. Assisted with the vendors in developing test cases that are used to validate the data.
* Developed XSLT document transformation to deliver the data in CSV or Pipe delimited formats.
* Developed custom reports to help business identify the business process status of talent review and benefit elections.
* Worked with workday prism to bring data from outside the workday to enable extended report.
* Created dataset using workday prism to bring the data from external source.
* Developed data validation scenarios to test all the present integration systems to validate the data and the performance of integrations.

**Technical Environment:** Workday Studio, EIB, Workday Report Writer, XSLT, XML, Web Services, Report Writer.

**InterAction, Washington, DC. – 06/2015 – 08/2017**

**Workday Integration Developer**

**Responsibilities:**

* Developed Advanced, Matrix, Composite Custom reports.
* Worked on data validation and helped in creating custom reports for Simple, Advanced reports, Matrix Reports, Composite reports, etc.
* Identified client business processes and found gaps: wrote functional specifications to provide customized solutions to fulfill customer requirements, implementation and configuration of the Workday system.
* Created Studio Integration for Benefits for EyeMed Vision Enrollment outbound from Workday to the Benefits Provider.
* Created Custom G/L Integration from Workday using Journal Lines data source to send the Post payroll result to Lawson Financial system.
* Build Active Directory Integration with Courion and Granted access to 2 Public Web-Services to update the Username and Primary work e-mail address in Workday.
* Developed several Payroll, Tax, Accounting reports like Payroll Pre-Complete G/L Journal entry Audit, FICA Tax and Expense Audit, Worker US Tax elections etc.
* Created XSLT scripts for Integrations to transform XML data.
* Created Several Custom Reports and Calculated Fields for Core HR, Payroll and Benefits.
* Created Custom Security Groups and Custom security Roles.
* Created several custom reports and exposed as web services for several vendor files.
* Provided Mentorship and Design documents for Reports and Integrations.
* Understanding the process flow and defining the scope, analyzing the dependencies and creating the functional design. Developed and maintained documentation.
* Responsible for development, support, maintenance and implementation of a complex project module.
* Hands on Experience in configuration of workday modules like Staffing, Benefits, Compensation and different types of Simple, Advanced Custom Reports and Matrix Reports in Workday.
* Involved in testing and ongoing support of business reports.
* Work directly with clients to implement, support and integrate Workday HCM technology solutions into their business environments. Deliver Knowledge transfer on developed reports to client directly.
* Designed and built cross application conversion and parallel validation processes.
* Written Use Cases and produced Activity diagrams, Developed requirement specifications and Documentations for Business Process Management.
* Generated custom Workday reports and modified the existing custom reports.
* Managing Data conversions, HR and Compensation related Custom Reports, and Security Management, Business Process configuration and, configuring the application according to customer requirements and developing system Integration.
* Work with business team to review report requirements. Maintain/Assign security role assignments.
* Managed integration between Workday, A&M systems and third party systems.
* Interact with Business analysts and end users to clarify requirements and use case
* Designed and implemented various integration including Payroll, Benefits and Internal EIB's / Cloud Connectors Outbound Integration.
* Built and managed integration using Calculated Fields, EIB, Document Transformation, Workday Connector, XML, XSLT and Web Services technologies.
* Developed outbound integration using EIB, Web Services SOAP, WSDL, XML and XSLT Document Transformation for several integration from Workday to downstream internal and vendor systems and provided necessary security for related functional area to launch the EIB.
* Extensive use new integration to pull the new hires information using Core Connector Worker and Document Transformation which uses connector integration XML Output as its data source input.

**Environment:** Workday, Workday Studio, XML, Web Services, XSLT 2.0, Report Writer, Oxygen.

**Barings, Charlotte, NC 11/2014 – 05/2015**

**Workday Integration Consultant**

**Responsibilities:**

* Involved in Development, Enhancement, Upgrade, Maintenance of HR, Benefits, Payroll.
* Developed Advanced, Matrix, Composite Custom reports.
* Lead the Technical team supporting Integrations, Reporting, Production Issues in Workday.
* Designed and built inbound and outbound studio integrations with RaaS reports.
* Developed Payroll Integrations ADP PCPW for U.S., ADP Pay@Work for Canada using Workday Studio.
* Configured Cloud connectors for Benefits Integrations for Superior Vision, Delta Dental and COBRA Enrollment for ADP.
* Developed Interface for Benefits provider Desjardin using Integration Template for Docugent Transformation.
* Created Custom G/L Integration from Workday using Journal Lines data source to send the Post payroll result to Lawson Financial system.
* Build Active Directory Integration with Courion and Granted access to 2 Public Web-Services to update the Username and Primary work e-mail address in Workday.
* Developed several Payroll, Tax, Accounting reports like Payroll Pre-Complete G/L Journal entry Audit, FICA Tax and Expense Audit, Worker US Tax elections etc.
* Created XSLT scripts for Integrations to transform XML data.
* Created Several Custom Reports and calc fields for Core HR, Payroll and Benefits.
* Created Custom Security Groups and Custom security Roles.
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**Environment:** Workday, Workday Studio, XML, Web Services, XSLT 2.0, Report Writer, Oxygen.

**Navy Federal Credit Union, Vienna, VA May 2012 – October 2014   
PeopleSoft Administrator**

**Booz Allen Hamilton, Herndon, VA September 2010 – April 2012**

**PeopleSoft HCM Techno Functional Consultant**