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| **AVDHESH RATHORE**  **Mobile** : +91-9765711224  **Email**:rathore.avdhesh@gmail.com  *B 301 Latitude Society, Wakad, Pune* |  |

***Profile Highlight:***

* **Total Experience: 10+ years(ERP and Cloud Technologies)**
* Total IT Experience of **10+ years** having experience in PeopleSoft and Implementing Workday HCM, Business Analyst, Support and Testing with 4**+ yrs in HCM** Implementing and Service Delivery.
* Industry Experience includes HCM, Enterprise Learning Management, RMG Module,

Campus Solution, Global Payroll, Compensation, Base Benefit, Workday integration Consultant, Workday Testing and Releases.

* Have good understanding of Functional and technical aspects of modules in PeopleSoft, Core Hr, Resource Management (RMG) module, HR Technical **and Techno Functional.**
* Proficient in People Tools - Application Designer, Application Engine, Component Interface, Security Administrator, Integration Broker.
* Involved in Fit/Gap analysis of the FIN processes in the PeopleSoft Version 8.51 and identified the customizations that needed to be carried forward.
* Involved in Unit Testing and Systems Integration Testing during up gradation of People soft system from 8.48 to 8.52.
* Developed and modified People Code to implement specific business rules and validations to enable the system to perform the business process. .
* Involved in documentation of technical specifications, developing test cases and technical design.

***Technology & Tools:***

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| ERP Package | PeopleSoft HR 8.48/8.52/8.53, PeopleSoft FSCM 8.48/8.52, Workday 31/32 |
| People Tools | Tools V8.48/8.52/8.53/9.0/9.1 |
| Development Tools | Application Designer, People code, Application Engine, Component Interface |
| Reporting Tools | Service Now, Jira |
| Data Base | Oracle 9i, 11G |
| Languages | C++, SQL, Unix |
| OS | Windows 7, Windows 8 |

***Work Experience:***

* Currently working in Inventum Technologies as **Sr. Workday Business Analyst**

*(July 2019 – Till Date)*

***Project*** *– Workday HCM*

***Modules handling*** *–* Core HR, Recruitment, Payroll, Compensation

* View Security for securable items
* Domain Security Policies for Functional Area - Here we need to provide functional area also.
* CR\_Scheduled Future Process With Delivered to, added receipient in the report
* Performed Workday functional and technical support in Workday HCM.
* Implementing workday integrations to connect with third party vendors.
* Creating the job profiles for HR and TA team to associate them with job requisition and map with salaries.
* Closely working with HRBA in resolving HCM, payroll and compensation related issues.
* Closely working with HRBA in recruiting the candidates in different job requisitions with restructured job profiles.
* Configured a report: CR\_Source of Hires Matrix, C3 Experience roster and Signons and Attempted Signons - TruSource Matrix
* Configured the Business Process to identify the issues.
* Assisted HR and TA team in Payroll and Time Tracking Issues.
* Involved in Migration activities from one data center to another.
* Worked in creating questionnaire in recruitment module.
* Managed Regression Testing of Workday version 33/34.
* Involved in configuring security of Custom Reports.
* Involved in the Migrations of project from one tenant to another.
* Performed Smoke Testing after the release in production.
* Developed Test scenarios for integrations, business processes and Custom Reports.
* Create Calculated Fields, used filters and sub filters and sort for Custom Reports to ensure required report delivery and correctness of data.
* Troubleshoot integrations and reporting issues to identify and fix root causes.
* Responsible for UAT support, Test Plan, Conducting Daily Meetings, Escalating and following upon issue Resolution.
* Deployed integration and solutions from Sandbox to Production Tenant.
* Testing of Custom Reports.
* Co-ordinate with Business Stack holders and Vendors and make sure they receive the integrations output files via SFTP.
* Worked in Alight Solutions as **Sr. Workday Analyst**

*(June 2018 – April 2019)*

***Project*** *– Workday HCM*

***Modules handling*** *–* Core HR, Benefit, Payroll

* Experienced in gathering requirements, designing, building, Testing and delivering and implementing Workday integrations using CCB, CCW, EIB’s (Inbound, Outbound, XSLT, EIB Template configuration, SFTP, file), problem and release management.
* Providing integration support for multiple clients.
* Providing BAU support for multiple clients.
* Perform Workday functional and technical support.
* Managed Implementation and Regression Testing of 32 clients of Workday version 31/32.
* Configured Security Groups and Integration Security User and security in workday.
* Involved in configuring security of Custom Reports.
* Involved in managing change request and handling the releases.
* Configured the Business Process to identify the issues.
* Involved in the Migrations of project from one tenant to other tenant.
* Performed Smoke Testing after the release in production.
* Performed validations of integrations.
* Developed Test scenarios for integrations, business processes and Custom Reports.
* Create Calculated Fields, used filters and sub filters and sort for Custom Reports to ensure required report delivery and correctness of data.
* Troubleshoot integrations and reporting issues to identify and fix root causes.
* Responsible for UAT support, Test Plan, Conducting Daily Meetings, Escalating and following upon issue Resolution.
* Deployed integration and solutions from Sandbox to Production Tenant.
* Testing of Custom Reports.
* Co-ordinate with Vendors and make sure they receives the integrations output files via SFTP.
* Worked in Cognizant as **Workday Techno- Functional Consultant.**

*(August 2016 – June2018)*

***Project*** *– 3M USA*

***Modules handling*** *–* Core HR, Benefits, Global Payroll, Compensation and integration from Workday.

* Responsible for supporting the L2/L3 PeopleSoft applications like Benefits, Payroll Interface, Core HR, and Compensation which **imports data from Workday**.
* Tested the data imported by workday business users via inbound EIB to ensure if it is correctly loaded in PeopleSoft.
* Analyzed the Incidents raised by workday business on day to day basis and debug the issues and provide accurate resolution within the time line.
* Handling weekly calls with Workday Business.
* Analyzed and tested the solution of error out transactions from workday within the time line.
* Created data scripts.
* Performed Database updates.
* Monitor the Production Jobs in and handling job failures and abends.
* Worked in Cognizant as **IT Business Analyst.**

*(December 2014 – July 2016)*

***Project*** *– HRIT Singapore*

***Modules handling*** *–* Core HR, Benefits, Global Payroll, Compensation

* Worked as PeopleSoft HCM lead in the project.
* Travelled Singapore for 6 months to gather the project requirement for current project.
* Worked as Onsite coordinator in client location for 6 months.
* Worked in Knowledge Transition phase and off boarded the project to offshore.
* Supported the PeopleSoft applications like Benefits, Global payroll, Core HR, Compensation, CRM.
* Analyzed the Incidents raised by business and debug the issue and provide accurate resolution within the time line.
* Created special feed for payroll processing.
* Resolved technical requests raised by Client. Also worked on major incidents and breakages including high priority incidents.
* Monitor the Production Jobs in Control M and provide immediate resolution for the production job failures.
* Involved in the Unit Testing and Peer review with development team.
* Hardening the interfaces between PeopleSoft and SAP systems.
* Handled Global payroll interface issues and data fixes in ADP system for APAC payroll (Singapore, Australia, and Hong Kong).
* Handling Benefits issues and data fixes in ADP payroll system for APAC payroll (Singapore, Australia, and Hong Kong).
* Handling Benefits and compensation weekly calls with business.
* Performing immediate migrations and releases, Change requests and database updates for production system.
* Review and testing the RFC’s before go alive.
* Participated DR activities and executions plans.
* Worked in Defense Implementation Project with Cap Gemini as **Techno-Functional** **Consultant.**

*(October 2013 – November 2014)*

***Project*** *– Belgium Army*

***Modules handling*** *–* Enterprise Learning Management and Campus Solutions

* Testing of Functional and Technical Specification documentations.
* Setting and Configuring Integration Broker
* To map learner id in ELM with Empl Id in HR with integration process.
* Creating Data Mover Scripts.
* HR-ELM Integration full sync and incremental sync
* HR-CS Integration full sync and incremental sync
* Implementation Training Surveys in Campus Solution
* Development of Functional and Technical Specification documentations.
* Creating Data Mover Scripts.
* Worked on Finance Conversion and Implementation Project with Cap Gemini as **Technical** **Consultant.**

*(January 2013 – October 2013)*

***Project*** *– Adecco Belgium Support and UK Implementation*

***Modules handling*** *–* GL, AP, AR

* GL, AP and AR data analysis.
* Implementation of analytical third-party accounts (customers and vendors).
* Data correction scripts.
* Design and writing of unit testing scenarios.
* Data Analysis.
* Security and system configuration.
* Design and build queries and reports.
* Experienced as **Technical Associate** for Tech Mahindra – CIO Department.

*(May 2010 – January 2013)*

***Project*** *- CIO-EBS-RMG - Implement (EBS Implementation - CIO IDU)*

***Modules handled*** *–Resource Management (RMG)*

* Worked on implementation of PeopleSoft HR 8.48 and 8.52.
* Involved in Design, Development, Testing, and Enhancement of PeopleSoft HR- RMG.
* Created Auto Allocation Process using Component Interface by which unassigned resources will be automatically allocated to the department buffer projects.
* Created various SQR reports for analyzing department wise Service Orders and related fields.
* Created new page to raise the multiple service orders having unique request id.
* Developed Open Requirement Page for Buffer and CWB employees to see the present requirements in the various projects through dynamic role.
* Mentor junior resources.

***Education:***

* **Bachelors of Engineering in Information Technology (B.E.) from Acropolis Institute of Technology and Research, Indore, *RGPV University.***

***Training Attended:***

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| **Name Of the Company** | **Duration** | **Key Learning** |
| Innovative India, Indore | 6 Months | Linux, Apache, MySql  PHP Technology |
| EMC Data Storage Systems(India) Private Limited | 15th July to 25th August 2008 | Information Storage and Management(ISM) |
| Tech Mahindra Ltd. | 15 Days on project internal Training | Architecture of PeopleSoft |

***Academic***:

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| **Degree/Course** | **Institution/University** | **Percentage %** |
| PGDM | Welingkar Institute of Technology & Management | 60% |
| B.E. | Acropolis Institute of Technology and Research, Indore | 72.19 % |
| HSC | Daisy Dales H.S. School | 73.4 % |
| SSC | Mar Thoma H.S. School | 69.4 % |
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***Achievements:***

* Awarded appreciation certificate from organization as well as from Client side for good work in 2016 year.
* Rewarded with Cookies award in Annual appraisal 2012.
* Won 2nd prize in the college level skit competition.
* Certified EMC Proven Professional.

***Personal Information:***

Date of Birth **:** 26-04-1988

Languages Known **:** English

Nationality **:** Indian

Passport No **:** H2160721, **S5121809 (new)**

Mobile Number **:** +919765711224

Interests **:** Swimming, Listening to Music.