Prakarsh Tripathi

Workday Certified Consultant

A solution-oriented **Workday certified consultant** with 4 years of experience in Implementation, Support and Quality Assurance domains of Workday, serving a leading client in Life sciences and Healthcare industry. Skilled in Workday configuration with a proven record of bringing Innovation and Excellence in project delivery.

✉ tripathiprakarsh111@gmail.com   📱 +91-9952510110   📍 Bengaluru, India   in linkedin.com/in/prakarsh-tripathi-2021abb0

TECHNICAL SKILLS

Systems/Applications	**Workday HCM & Integrations**, SAP HCM (basics)
Workday Functional Areas	Payroll, Benefits, Time & Attendance, Equity & Compensation
Workday HCM	Organization & Compensation Setup, Staffing Models, Business Process Config., Hiring
Workday Integrations	Advance Custom Reports, EIB, Core Connector, XML, Xpath, XSLT Transformation
Methodologies	Agile and Waterfall
Project Types	Workday Implementation, Workday Support, Workday Testing (Functional & Automation)
Tools	JIRA XRAY, HP ALM, PyCharm, MS Office
Additional Skills	Requirement Analysis, User Story Creation, Effort Estimations, Status Reports & Dashboards

WORKDAY SKILLS

- Setting up Supervisory Organizations, Companies, related Cost Centers, and hierarchies in the tenant. Creating a compensation package with compensation grade and Grade profiles.
- Creation of Job Profiles based on the requirements, creation of security group, updating the appropriate business process security policy and activating pending security changes.
- Updating Business Process steps as per requirements, hiring of employees in the created supervisory orgs based on Staffing models.
- Building advanced custom reports with calculated fields, applying sorting/filtering/prompts to the reports. Using custom report as the source of data for an integration system.
- Creating an outbound EIB with a custom report transformation. Setting up integration event file delivery and retrieval.
- Configuring a Connector integration system with change detection. Creating an outbound EIB with an XSLT transformation.
- Configuring a document transformation integration system with ETV and XTT. Using XPath to access XML elements and attributes. Using templates and common XSLT elements to transform XML. Document Delivery and Retrieval to SFTP location.
- Identifying the appropriate integration tool to meet customer requirements.

CERTIFICATIONS

- **Workday – Core Integration Certification**   Issue date: 13/06/2022
  - Workday – HCM Essential Concepts Consulting Core (Trainer Led)
  - Workday – Integration Essential Concepts Consulting Core (Trainer Led)
  - Workday – Custom Integrations Consulting Core (Trainer Led)
- ISTQB (Foundation Level)   Issue date: 29/02/2020
- Scrum Foundation Professional Certification CertiProf   Issue date: 01/10/2020

PROFESSIONAL EXPERIENCE

Deloitte Consulting US-India
Consultant
Life Sciences and Healthcare Industry

08/2018 - Present   *Bangalore, India*

Achievements

- Led a global team of 4 Analysts to support implementation and support of Workday Integrations as part of a global payroll/time & attendance transformation.
- Assisted in Integration cloning, maintenance/upgradation of integration services, monitoring of scheduled integration runs, data identification, setup and validation. Supported defect fix and retest (through automation) as a part of test validation team.
- Received client appreciation on multiple occasions and awards from the firm for maintaining excellence in client relationship.

- Organization Spin-off: For a leading healthcare MNC, Supported the 'Spin off' or Legal Entity separation phase which required cloning of existing **integrations between Workday, Payroll, Benefits, Equity, T&A, Banks and other Payroll outbound systems**, post separation in two entities. Worked as a Regional Data Coordinator to support 10+ countries in EMEA and North America region.
- Payroll Implementation: For a leading healthcare MNC, Assisted in the Implementation of a new Payroll system across all markets (60+ countries). This involved quick ramp up on functional areas of the new system and understanding the complex landscape for each country. Analyzed key functional areas in workday and created relevant data in the tenant, to be captured in the integrations. This ensured smooth transition to new payroll system and no unexpected impacts to downstream systems.
- Workday Implementation: For a leading healthcare MNC, Supported the introduction of Workday as an HR tool in the most complex region of United States and Puerto Rico. Specifically, focused on creation of new core connector integrations based on existing templates (like Core Connector Worker and Payroll Effective Change Interface), to ensure seamless transition from legacy HR system to workday.

Roles and Responsibilities-

- Attending Design sessions with business and stakeholders and providing insights on key areas of HCM, highlighting best practices.
- Providing KT to the new joiners ensuring smooth onboarding and compliance with the project timelines
- Analyzing the user stories from Build and Testing perspective and estimating the effort required per story.
- Providing business with a set of end-to-end HCM scenarios covering Business process like Hire, Rehire, Termination, Change Job etc.
- Facilitating working sessions with project stakeholders to prioritize scenarios and identify Workday test data based on business criticality
- Setting up of data in workday, cloning integrations (EIBs and Core Connectors), setting up scheduled integration runs to capture delta of changes.
- Creating XSLT files with ETV and XTT transformations as per requirements. Validation of PECI/PICOF files and other integration outputs.
- Ensuring end-to-end connectivity between workday and third-party vendors by delivering integration files through SFTP location.
- Developing a reporting dashboard in JIRA and an automated dashboard in MS Excel to track real-time progress

EDUCATION

B.Tech, Electronics and Communication Engineering
Vellore Institute of Technology, Vellore (Tamil Nadu)
04/2014 - 04/2018

HSC & SSLC (12th & 10th Standard)
S.P.S.E.C. Kanpur (Uttar Pradesh)
05/2009 - 04/2013

ACHIEVEMENTS

- Received "Outstanding Award" - Highest Level of Award provided by Deloitte based on Performance in Client Delivery (06/2021)

EXTRA CURRICULAR

- Volunteer - Impact Day by Deloitte USI
  As a volunteer for a non-profit organization working towards education of underprivileged children, facilitated distribution of stationery and study material, and provided sessions on elementary math and English

- Volunteer Youth Red Cross Society, VIT Vellore
  Served as a volunteer for the Blood donation camps organized by the society. Also volunteered for the poster presentation on Substance Abuse.

LANGUAGES

- English   (*Full Professional Proficiency*)
- Hindi   (*Native or Bilingual Proficiency*)