

Sayali M

Workday ERP Consultant

msayali181@gmail.com

+1 (929) 369-2061

SUMMARY:

- Around 5 years of experience as a Workday Consultant and in core HCM Functional, Workday Financial and ERP systems.
- Experienced Functional Workday consultant in support roles for Organizational structure, Positions, Employee Core data, Time profiles, Compensation (Eligibility/Grades/Packages/Allowances/One Time Payment), Business Process and Security.
- Experience in Implementation of Workday HCM implementation including Benefits, Payroll, Compensation Management, Absence and Time Off, Time Tracking and Recruiting /Talent Management, migration of PeopleSoft HRMS, Recruiting Modules.
- Experienced in configuring compensation framework, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet customer requirements.
- Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.
- Experience on working with projects like Workday Implementation, Updation and Support projects.
- Experience with software as a service - workday (SaaS)
- Experience in creating the Functional and Technical Design Mapping, Template for the Workday iloads and Solutions for data migrations.
- Worked on setting up security on reports, performing specific authentications on reports.
- Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, and Cost Center hierarchies.
- Worked in a global implementation for countries like Canada, India, Mexico, Germany and France etc. project with multiple Workday modules.
- Good knowledge on EIB Inbound/Outbound integrations, Workday Studio, Report Writer, Calculated Fields and 3rd party Systems.
- Proficient in agile scrum methodologies and experienced with SDLC using Waterfall, Agile and Software Testing Life Cycle (STLC).
- Experience with Workday Financial Management Modules and APIs .
- Ability to work cross-functionally with various stakeholders and team members.
- Experienced in WORKDAY Simple/Advanced/Matrix reports using Calculated Fields.
- Created Workday Custom alerts and notifications.
- Validating and configuring data in Workday tenant set up.
- Integral in creating Workday reports via Workday Report Writer for inbound/outbound integrations using Workday Enterprise Interface Builder (EIB).
- Well versed with requirement gathering, interacting with developers, documentation and testing various business processes.
- Experienced in reading/writing Business Requirements Document (BRD), Functional Requirements Document (FRD), Request for Proposal (RFP), Statement of Work(SOW) and Standard Operating Procedures(SOP).
- Good knowledge on various Software Development and Testing Methodologies such as Agile, Waterfall, Prototype and Spiral.
- Developed Statement of Work (SOW), Request for Proposal (RFP) documents Active involvement in Post Production Validation and Production Support
- Flexible and quick learner, who can adapt and execute in any fast paced environment.
- Worked on various enhancements related to EIB Integrations, Core Connectors, CCB, Studio Integrations and Custom Reports.
- Experience in creating standard/custom quarterly, annual and ad - hoc reports as needed by business and converting existing PeopleSoft reports to Workday Reports as part of migration.
- Expertise in SQL, XML, XSLT, and Web Services technologies.
- Experience in Human Capital Management and Financial Management and Employee Expense Management.
- Experience in creating Custom report types (Advanced, Matrix, Composite, Transposed) using different combinations of calculated fields and workday integration with Creating both Inbound and Outbound integrations in EIB's, Core connectors, Dashboards, Worklets, BIRT layouts, Custom and package integration in workday studio.
- Expertise in XML, XSLT, and XPATH Web Services technologies.
- Experience on various Workday integration tools such as EIB, Document Transformation, Workday Studio and library of Workday Cloud Connect
- Worked with different staffing models, defining Hire restrictions to Job Management, Position Management.
- Participated in meetings with the management team to perform analysis on existing functionalities, Requirements in new HCM and discussed requests on system modification.
- Excellent client interaction skills and proven experience in working independently as well as in a team

- Experience in performing GAP Analysis to check the compatibility of the existing system infrastructure with the new business requirements.
- Performed AS-IS and TO-BE business process flow for clear translation of Functional to system requirement specification. Efficient in writing Business Requirement Document (BRD), Functional Specification Document (FSD), Use Cases, User Interface Specifications (UIS), System Requirement Specification (SRS) and Report Specifications Documents (RSD).
- Good knowledge in Workday Functional HCM with responsibilities Supervisory Organizations, Staffing Models, Job and Positions, Compensation, Defining Business Processes and Security Groups, Customized Report Generation.
- Experience in developing Reports, Build Dashboards, Complex Calculated Fields, and Payroll with ADP, Talent, Absence Management, and Time Tracking.
- Experienced in configuring security to system users and integration users to run the interface and providing Field level and Business object level access to users.

TECHNICAL SKILLS:

ERP System: Workday HCM (Compensation, Benefits, Recruitment, Absence Management & Talent Management)

SDLC Methodologies: Waterfall, Scrum Agile methodology

Business Modeling Tools: MS Visio, MS Project, MS Excel, MS Word, MS PowerPoint

DBMS: Oracle 11g and Oracle 12C

Tools: HP QC ALM, IBM Rational Quality Manager, Rational Doors, IBM Jazz

PROFESSIONAL EXPERIENCE:

Senior Workday Analyst

Bloomberg, New York,

June 2019- Present

Responsibilities:

- Design and build integrations and worked closely with testing and production teams to solve issue with integrations.
- Created Custom reports like Simple, Advanced Reports as per the client requirements and shared with the security groups.
- Created Reports against the Worker business object and worked on Headcount, Turnover and Compensation Reports.
- Worked on Calculated Fields to create Report level and Global Cal Fields.
- Moved Custom reports within different implementation tenants and also from sandbox to production.
- Worked on Workday delivered Configurable Integrations like vendor specific connectors. Worked on Core connectors by using Generic templates.
- Good experience with Core Connector worker to work on employee demographics and build Benefit integrations and Account provisioning integrations.
- Involved in sending data to IAM teams to give access to new hires and remove access from closing accounts for workers on downstream services.
- Performed data conversion from PeopleSoft HCM (Payroll, Base Benefits, Benefits Administration and Time) to Workday HCM modules
- Involved in developing of Benefit integrations like medical care and medical plans using Cloud connector.
- Involved in building COBRA, FSA, Wellness integrations by using EIB-Outbound.
- Created complex Inbound/Outbound integrations using workday studio, core/cloud connectors, using EIB's, document transformation process.
- Designed Built and Executed Data Conversion from PeopleSoft to Workday HCM for different Countries.
- Created External payroll organization and assigned roles and created pay groups for third-party payroll.
- Worked on setting up of PECE connector and configured attributes and maps and merging integration outputs. And worked on Payroll change detection.
- Designed regression testing scenarios for the integrations during upgrades.
- Leveraged robust workday web service API framework to load data inputs into workday via EIB Inbound Integration development.
- Worked on Agile methodology as a Software development life cycle for collaborating with the Cross-functional teams and end user.

- Involved in unit test on Integrations, UAT support and end user training.

Uber ,San Francisco, CA

February 2018- August 2018

Workday Analyst

Responsibilities:

- Experience in requirement gathering, Functional/Technical design document.
- Helped all business users achieve maximum utilization of the PeopleSoft system capabilities to achieve process improvements, identifying and communicating opportunities for automation.
- 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".
- Developed a number of inbound EIBs to load new hires, Compensation, Change Job, Change Benefits, Payroll Input data to the tenant.
- Create, test and document new Benefit plans, Rates, Benefit groups, Eligibility, and Event rules configuration as new plans are introduced during Open Enrollment.
- Served as Functional Analyst by analyzing PeopleSoft system functionality and partnered with the HR and Payroll teams to review system functionality to ensure accuracy.
- Good experience of EIB Inbound/Outbound Integrations, Report Writer, and Calculated Fields.
- Configured PICOFS 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.
- Built Integrations in Workday financial data module which includes data relative to Accounts, Accounting, Business Plans, designed and implemented GL Daily Reconciliation Process
- Developed many custom reports for the Financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, endowments and Gifts, Financial Accounting, Non-sponsored AR and Banking and Settlements.
- Experience Integration with store force to update employees Time clocks.
- Setup Compensation Eligibility Rules based on compensation grades and job profiles.
- Workday implementation experience from requirement gathering to post deployment product support for payroll GL, procurement, expenses and Business assets.
- Several crosswalks or mapping tables were developed for use in translating data from PeopleSoft values to ORACLE values where needed. This allowed for flexibility for data conversion changes reducing the need for code changes.
- Worked on complete cycle of Compensation (**Compensation Criteria, Plans & Grades**), Configuring Security to the employees in an organization. Experienced to work with Workday Report Writer, Business Intelligence Reporting Tool (BIRT), and creating custom integrations with third party applications using Workday Cloud Connect, and Enterprise Interface Builder (EIB).
- Developed many custom reports for the Financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, endowments and Gifts, Financial Accounting, Non-sponsored AR and Banking and Settlements.
- Worked on the Signoff of testing for Business Assets, Customer Accounts and Revenue and Banking and Settlement Functional Areas.
- Prepare and record journal entries related to Accounts payable, Accounts receivable, Payroll, Cash, Assets, and Accruals.
- Experienced on Workday 28 new feature Multiple Funding sources (MFS) and developed many reports on MFS.
- Worked and detail knowledge on Workday HCM data conversion process.

Tech Mahindra/Deloitte Consulting - New York

March 2017- February 2018

Workday Analyst

Responsibilities:

- Worked with HR Partners, Managers and Compensation Team for their Security, Compensation, data changes and Reporting needs on daily basis.
- Build, Test, Share and schedule reports with HR Management and other stakeholders as per their requirements.

- Responsible for new configuration such as creating new Supervisory Organizations, Locations, Regions and include them into their respective hierarchies as well as any changes in business process condition rules, notifications and routing and maintenance of Role based and user-based security groups as per requirements.
- Load several EIBs such as Request Compensation Change, Close Job Requisition, Create Position, Edit Workday Account, One Time Payment, Create Supervisory Organization, Mass Enroll.
- Test and validate business processes like Hire, Contract Contingent Worker, Terminate, Change Job, Request Comp Change, Job Application, Job Requisition, and Create Position
- Train business users so they can effectively perform their tasks
- Create multiple Custom Organizations to fulfill the needs of the Business
- Create Roles based and User based security groups and maintain existing Security Groups as per requirements
- Lead Webex training sessions to train different teams on Workday features and functionalities.
- Resolve issues related to Data Changes, Security and Business Processes, Job Requisitions, Offer Letters, Transfers, Promotions and Location Changes
- Assist HR population (in Field, DC and Corporate Office) with issues on Hire, Transfer, Promotion, Compensation Changes, Title/Location Changes, Personal Data, Time Off and Leave Request, Terminations and Return from Leave BPs
- Responsible for fulfillment of all company-wide Workday Security access requests.
- Utilized multiple Standard Reports (Workday delivered) and built several Advanced, Matrix, Composite and Trending Reports.
- Experience in Workday Calculated Fields
- Responsible for developing QRGs and Workday Training materials for different HR Teams.
- Build and schedule multiple Audit and Compliance Reports as per different business segment requirements, built multiple Staffing, Recruiting and Talent related reports
- Configure custom Dashboards and maintained Workday delivered Dashboards
- Worked on Learning, Recruiting and Absence modules and subsequent Business Processes
- Worked on Onboarding, Correct Time Off and Leave requests
- Developed test scenarios for testing all in scope Business Processes like Hire, Job Change, Promote, Transfer, Terminate, Compensation changes, Job Application, Employee Self Service process, Manager Self-service processes
- Participate in end to end design reviews, prototype reviews and user acceptance testing
- Worked with the Implementation Team to configure and test Job Application, Offer and Convert Contingent Worker to Employee Business Processes
- Validate ESS/MSS tasks and prepared QRGs for different Business Units
- Resolve issues and discrepancies related to reporting structure especially around HR Partner and Manager Roles
- Configure Job Profiles, Compensation Grades and Grade Profiles, Compensation Plans, Compensation Eligibility Rules, and tie them together in Compensation Package
- Worked on configuring and testing Business Process condition rules, advance routing, step conditions, step delays, help text and custom notification

Business Analyst

Tech Mahindra, India

Jan 2015 – Feb 2017

Responsibilities:

Responsibilities:

- Developed Workday Inbound Studio Integration to Create/Update/Inactivate Custom Orgs in Workday based on the comparison results between a Workday Custom Report and a full file from another HR system.
- Created standardized data definitions and developed data dictionary for the migration/integration effort.
- Worked as a key member of Mallinckrodt Spin-Off team/ Full Life Cycle Workday HCM and Payroll Implementation
- Worked on post-implementation support and enhancements.
- Participated in the design and optimization of all global HR processes. Ensured the Workday HCM system is configured and leveraged to support HR/Payroll business processes.
- Analyzed complex sets of data to identify quality issues and proactively initiated steps for improvement.
- Managed the HRIS development and support process to prioritize and execute requests for changes and/or enhancements to HRIS

- Worked alongside the integration team to configure and test integrations between the Workday solution and the client's selected payroll and benefits providers. Testing during Workday latest version release process and any ad-hoc testing.
- Worked as Reporting Specialist to create customreports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
- Assisted the integration consulting team in helping to configure and test integrations between Workday and third party/custom solutions.
- Worked as a core member of Workday Update team and providing feedback and documenting the process to help in future updates of the system.
- Participate in Workday HR and Absence Management implementation.
- Served as data management expert in data migrations from PeopleSoft HCM to Workday and delivered data mapping and transformation documents.
- Handling support tickets and configuration for Core HR, Benefits, Compensation, and Absence Management.
- Worked closely with the HR global team to deploy and support regional HRIS, ensure alignment and standardization for processes, prepare test cases and conduct UAT.
- Hands on Workday systems integration experience building custom integrations using Workday Studio, Cloud Connect and Document Transformation.
- Created customreports & multiple calculated fields. Good exposure to Workday Configurable security.
- Setup Compensation Eligibility Rules based on compensation grades and job profiles.
- Worked and detail knowledge on Workday HCM data conversion process.

EDUCATION

Master of Science in Information Systems May 2020 Pace University, Seidenberg School of Computer Science and Information Systems New York, NY