**M Zahid**

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**Professional Summary:**

* Over **10 years** of IT experience with Workday HCM, Payroll, Business Analyst in supporting and testing Workday Compensation and Benefits HR Information Technology with expertise in Workday Integrations, Reporting Configuring & Testing.
* Thorough working knowledge and experience with the **Workday eco - system** including both **technical -functional** aspects of **Workday**, specializing in**integrations**and **reporting**.
* Thorough understanding of Integrations in regard to **Web Services**, **SaaS**, **RaaS**, **Workday Architecture** and **Business Process Framework**.
* Experienced in gathering requirements, designing, building, testing and delivering Workday integrations using **CCB**, **CCW, CCTPP**, **EIB’**s (Inbound, Outbound, Raas, XSLT, EIB Template configuration, SFTP, file), and **Workday Studio** (Assembly Project, Basic Inbound/Outbound, Raas, XSLT, Connector, WWS.).
* Strong document transformation skills and expertise in **SQL**, **XML, XSLT**, **HTML**, **BIRT** and other **Web Services technologies.**
* Well versed with functional knowledge of **Workday HCM modules**from configuration/setup to ongoing data maintenance.
* 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 HRM . Thorough understanding of all phases of the Software Design and Development Life Cycle (SDLC) and methodologies like Agile and Waterfall including prototype development.
* Configured various aspects of workday HCM such as Core HR , compensation , Payroll, Benefits , Performance , Time and attendance .
* Assisted in **System Integration**, **Regression**, **Performance**and **End-to-end testing**of the **Workday Applications**.
* Involved in Developing and maintaining complex reports using BIRT and Composite Reporting tool. Defined Test Strategy and Test Approach, Managed the overall test project plan, time tracking, defect management, issue resolution and risk management.
* Proficient in Workday modules like Core HCM, Benefits, Compensation , Staffing , Recruiting , Payroll, Security Groups , Absence Management, Performance, Recruiting, Talent Management and Time Tracking .
* Align with other Metrics Team Members to provide best practices in SAS HCM Delivery and ensure consistent data interpretation. Ensure Metrics Team provides timely, relevant and usable reports to end users.
* Part of implementation of Workday global rollouts across many countries including training, position evaluation, system implementation, upgrades and revision based upon cultural practice for both Finance and HR modules.
* Agile, SCRUM, Waterfall Methodologies Annual Planning & budget management Policy/procedural development SOX, GDPR.
* Worked extensively on designing **Workflow Application**, **Creating Workflow Maps**, Defining **Roles and Role Users**, and **Testing workflow**.
* Involved in implementation of workday HCM for various HR modules such as Time Tracking, Benefits, Absence Management, Payroll and Compensation.
* Experience in **Functional Requirement Analysis**, **Gap Analysis**, **Production Support**, **Training Business Users**, **Testing**, and **Documentation**.
* Good knowledge on HR processes such as **Recruiting**, **Hiring**, **employee record maintenance**, **payroll, Benefits**, **Training, Pay Planning**, **Performance Management**/ **Talent Management**, **Applicant Tracking**/ **On-boarding, Manager**/ **Employee self-service**etc.
* Worked on configuring Domain Security Policy and Business Process Security Policy.
* Proficient in building HRMS modules like Talent, Time Tracking, Benefits, Compensation and Payroll in Workday.
* Created custom **Workday reports** and modify/troubleshoot existing custom reports.
* Experienced in implementing **Custom Integration**, **Studio Integration**and **Packaged Integrations**.
* Good working knowledge on **Security group administration**, **Business process configuration** for Workday implementation.
* Experience working on Workday HCM Global rollout and implementation which includes configuring Security, Roles, Business Processes, Reports, Data migration and Upgrades.
* Experience working on **Workday implementations**/**Support**/**Maintenance projects** and training end users.
* Support development team with respect to creating custom Workday Reports for PRISM Analytics and for creating Integration Systems with EIBs.
* Expert in analyzing business requirements and transitioning them into use cases, functional specification, and activity diagrams using UML methodology in software using MS Visio.
* Well-versed in designing/development of **Interfaces** with legacy and third party systems.
* Good Knowledge on **Organizational Setup**, **configurable Security setup**, **Tenant setup**, **Custom field mapping**, and **system process designs**and **customized specific roles based**on requirements.
* Hands-on involvement with Analysis, Setup and Configuration of Workday HCM.
* Integrated Workday HCM data and created XSLT scripts for integrations to transform XML data.
* Research existing functionality for fit-gap analysis for new **HCM**requirements.
* Created Business form Layouts for Supplier payment and Ad Hoc payment notifications using BIRT in Workday Studio.
* Experienced on **Workday system Updates**.
* Excellent knowledge in Global Human Capital Management (HCM) and Global Payroll, Taleo (ATS), Recruitment Management System (RMS), Peoplefluent (Talent Management).
* Provided HRIS support to **HR**, **Finance**and **Payroll**colleagues and **end-user population**.
* Good Working Knowledge on Advanced Microsoft Excel skills, SQL, SSIS, SS Reporting services, and Tableau.
* Effective team player and excellent communication skills with insight to determine priorities, schedule work and meet critical deadlines.

**TECHNICAL SKILLS**

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| **Workday skills** | Workday HCM, Core Connector, Custom Reports, Calculated Fields, EIB (Enterprise Integration Builder), Workday Studio, Reports, Calculated Fields, iLoad s, Workday studio, Web Services, and Security Groups. |
| **Development Tools** | Workday Studio, My Eclipse, Java, and JIRA. |
| **Document Processing** | XML, XSLT, WEB Services (SOAP/REST) |
| **Web Development** | HTML, HTML5, CSS3, and Java Script. |
| **Scripting** | Python and Shell Script |
| **Databases** | PL/SQL, MS Access MYSQL |
| **Operating Systems** | Microsoft Windows XP, LINUX, and Microsoft Windows Server 2012. |
| **Software** | Microsoft Project, Visio, Microsoft Visual studio, and Management Studio |
| **Processes/Technologies** | Rational Unified Process (RUP), Storyboards, Scenarios ,SDLC, Waterfall technique, Use Cases Workflow, UML, Object Oriented analysis, and Agile Methodologies |
| **SQL Server** | SQL Server Integration Services (SSIS), SQL Server Analysis Services (SSAS), SQL Server Reporting Services (SSRS), SAS, Crystal Reports 10, Business Objects, WEBI, Tableau, and MS Excel |

**PROFESSIONAL EXPERIENCE**

**First Republic Bank, CA (Feb 2019 – Present)**

**Sr. Workday Consultant**

**Responsibilities:**

* Implementation of Core Confidential, Onboarding, Recruiting, Talent, Advanced Compensation, Benefits and Career Development modules of Workday.
* Worked on SOX compliance and GDPR projects to ensure compliance and privacy of various domains and business process security policies.
* Responsible for maintaining and supporting HRIS and the integration of HRIS into HR related processes.
* 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.
* Defined payrolls to process payroll set ups and defining different payment methods for organization and employee personal payment methods.
* Created set up of Payroll for salaried and waged employees.
* Serve as the point of contact for all workday recruitment related issues. Provide weekly recruitment team training on current and new feature functionality.
* Worked as senior Developer on the implementation of Business Assets, Customer Accounts and Revenue Management, Banking and Cash Management functional areas within workday Financials
* Coordinated with vendors and made sure they receive the Integrations output files via SFTP.
* 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.
* Generate different kinds of reports - Simple, Advanced, Matrix and Composite reports to meet client requirements within the workday.
* Working on Core Connectors for Worker and Payroll (PICOF).
* Hands on experience implementing configurations on Recruiting, Payroll and HCM modules (Hire, Change Job, Propose Comp and Onboarding).
* Work with Integration team to facilitate the various integration with third part system(like Prism, HR PAY, etc).
* Serve as compensation consultant for Workday Advanced Comp Implementation, ensuring the solution is designed holistically across modules.
* Create calculated fields, used filters, sub filters and sort for Custom Reports to ensure required report delivery.
* Worked with the HRIS Team on setting up the entire framework of Time tracking including- Creating Time Entry Codes, Groups, Time Entry Templates and the Business Process for Entering Time, Setting up Period schedules, Worker eligibility rules.
* Prepared GDPR policy reports ensuring that current business requirements are up to date.
* Involved in defining the Goals, performance and profile setups and unit testing.
* Troubleshoot integrations and reporting issues to identify and fix root causes.
* Hands on experience in configuring and updating workday business processes for different functional areas.
* Created custom reports on Advance compensation that includes merit plan, target bonus, compensation grades, grade profiles.
* In analyzing business requirements and transitioning them into **use cases, functional specification, and activity diagrams**using **UML methodology**in software using **MS Visio**
* Design and manage company-wide time tracking process, which includes creating custom reports to audit missed punches, training local and remote Time Keepers, configuring time calculations and settings.
* Responsible for Creating the Test Strategy , Test Plan, Conducting Daily Triage Meetings, Providing Test Metrics, Escalating and following up on Issue Resolution.
* Provided client developer teams with detailed reports on quality metrics, identified bugs/flaws and recommended fixes.
* Created a payroll audit dashboard tool using Prism Analytics which enables payroll consultants to quickly determine if a client's payroll mapping correctly maps to workday and ties to 3rd party payroll data mappings.
* Build custom Security for Fusion HCM which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles and Duty Roles.
* Implementation of Business Assets, Customer Accounts and Revenue Management, Banking and Cash Management functional areas within Workday Financials.
* Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
* Worked on Compensation for the Reward focal plans for Manager, Manager plus one and HRBP.
* Worked with consulting partners on the Conversion tasks, Integration tasks, Security tasks, and Reporting tasks.
* Implementation of system enhancements and conversions which included developing detailed documentation for training and testing
* Workday Compensation Workday Payroll Workday Talent Workday Benefits Workday HCM Workday Recruitment
* Conducted 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.

**Environment:** Workday HCM (Compensation, Locations, Talent Management, Payroll), XML/XSLT, & XTT, Workday Report Writer/Designer, Workday Studio, EIB and Cloud Connectors, Web services, Calculated fields, MS Project, MS Visio, Excel & PowerPoint.

**American Express, NY (July 2017 – Jan 2019)**

**Workday Consultant**

**Responsibilities:**

* Translate customer requirements into formal requirements and design documents, establish specific solutions, and leading the efforts including programming and testing that culminate in client acceptance of the results.
* Worked with consulting partners on the Conversion tasks, Integration tasks, Security tasks, and Reporting tasks.
* Involved in implementation and support of Workday HCM for various HR modules such as Benefits, Payroll, Compensation, Absence Management, Talent Management, Performance Management, Recruiting, and Finance.
* Involved in the configuration of work flows, data load in Orange HCM (HRIS software) for Personnel Management, Recruitment and other modules.
* Reporting and data analysis on Prism with SAP Business Objects design and applications tools. Provided an extensive support to User community with diverse HR and system related reports.
* Primary duties include developing Integrations using EIB, Core Connectors and Studio integrations to integrate with third party systems and to create Custom Reports for various functional areas.
* Configured several Compensation eligibility rules and used those eligibility rules and updated them in various compensation grade profiles, allowance plans, merit plans, and period salary plans.
* Designed training and testing strategies for the solution implementation.
* Understand Workday’s Implementation Methodology and use it on all engagements
* Responsible for loading Newly Merged Employee Data, GL data , Compensation Data , and Commissions Data etc Workday using different EIB’s , and Web services .
* Developed different custom reports including matrix reports , advanced reports , composite reports on all modules, which includes Compensation, Benefits, Core HR, Finance and Payroll.
* Assist in development of new reports for ongoing customer needs and conversion of SAP , PeopleSoft reports to workday reports during conversion.
* Helped in implementation of Workday Core HCM, Benefits, Payroll and Compensation.
* Created new integration to pull the new hires information using Core Connector Worker and Document Transformation that uses connector integrations XML Output as its data source input.
* Designed and developed integrations. Created test cases and assisted customer in testing.
* Developed reports with Workday Report Writer and created custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Worked with Workday Studio to fix integration related issues.
* Support also includes extensions and change implementations as per the business needs and legislative changes which includes set up activities.
* Worked on Simple and advanced Integrations with Workday Studio.
* Worked on PICOF+ Studio integrations with Payroll provider ADP.
* Created various test cases for Payroll and Non Payroll Integrations which involved different Staffing Events and data changes for the employee records.
* Worked on developing security groups - assign user based security groups, domain security and business process security.
* Worked on web services like request compensation change, termination, rescind business process, create positions, compensation plans, EIB and change job.
* Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams. Created and engaged in validating and customizing BP’s for Integrations.
* Developed integrations using web service SOAP, WSDL, XML, XSLT on the Workday cloud platform such as Payroll integration, ADP inbound/outbound and Taleo integration. Worked to fix integration related issues.
* Helped in testing of Workday Compensation including Packages, Salary & Hourly Plans, Bonus and merit plans. Proposed for New Hire, Edit Government Ids, Edit workday Account.
* Configured Workday benefits including groups, plans, coverage types, event types, and eligibility rules.
* Configured absence management including vacation, parental leave and other LOA types.
* Experienced in creating advanced reports and using those reports as RAAS (report as a service) REST calls to extract data from workday to studio and use it as per the integration requirements.
* Created Report design (BIRT report) for workday Electronic Verification Employment letters.
* Created and used calculated fields in reporting, business processes, integrations and other areas within Workday.
* Created reports in various functional areas such as New Hires, Talent Management Systems, Absence Management, Benefits, Compensation, Payroll, Finance and Recruiting.
* Worked on custom report writing Advanced report, Filters, Sub filters, Columns, Prompts and scheduling reports .
* Designed and configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans to accommodate JPA.
* Worked on interfaces, conversions and customization . Involved in the conversion of master data and transaction data.
* Supported the organization in Maintaining and modifying existing workday integrations by building custom EIB's to enable processing of large-volume transactions and CCB integrations as needed.

**Environment:** Workday HCM, Payroll, Benefits, Recruiting, Advanced Compensation, Talent Management, CCB’s, EIB’s, Workday Studio, Core connectors, Calculated Fields, Complex reports, Dashboards.

**Cadence, IL (Aug 2015- July 2017)**

**Workday Consultant**

**Responsibilities:**

* Design, Build, Test and Deploy integrations and Reports in Workday. Worked on Post-implementation support and enhancements.
* As Workday Techno-Functional, have done Data Migration using EIB, Core Connectors and Workday Studio in addition to creating Simple and Advanced reports.
* Worked on simple integration with workday Studio. Knowledge of Domain, Role and User based security.
* Created Business form Layouts for the reports built in compensation using BIRT in Workday Studio. Created data mappings for integrations and reports based on current requirements for ATS and Workday.
* Designed training and testing strategies for the solution implementation.
* Managing Data conversions, HR and Compensation related Custom Reports , Security Management, Business Process configuration and configuring the application according to customer requirements and developing system Integrations .
* Develop impact and preliminary analyses in SDLC, and participate actively in their implementation. VISIO and MS Project, Excel as Reporting Tool.
* Good knowledge on Functional configurations like Supervisory Organizations , Re Organization Events , Positions , Cost Centers , Locations of BOFA.
* Creating the integration Business Process, Create EIB's, Generate Spreadsheet Template, Launching/ scheduling the integration Templates.
* Developed Inbound and outbound integrations using EIB, Web Services, SOAP, WSDL, XML, and XSLT Document Transformation for several integrations from Workday to downstream internal and vendor systems and provided necessary security for related functional area to launch the EIB.
* Developed a number of EIB integrations to load new hires, Compensation, Change Job, Change Benefits, Payroll Input data to the tenant. Mass EIB loads of employee information into Production.
* Developed Core connector and Document Transformation integrations to get changes file of CSV format from XML Output.
* Worked on the enhancement on the sub modules US, Canada ( Payroll, Time Management, Benefits ).
* Created new integrations to pull new hire information using core connector worker and delivered using document transformation, which uses core connector XML outputs as its data source input.
* Hands on experience in Standard Reports , Calculated fields and Custom reports .
* Created and maintained custom and ad-hoc reports as well as, run scheduled reports needed by end-users and Create custom Workday reports and modify/troubleshoot existing custom reports using Calculated Fields .
* Created Headcount report by using composite reporting and sub matrix reporting and created few reports for HR , Finance and Payroll .
* Worked with Workday Studio to fix integration related issues, and with the help of BIRT reporting created, modified various custom business form layouts.
* Worked with partners to help convert legacy data into Workday through creation of Solution tasks files.
* Built an integration to report taxes to ADP for periodic, monthly and quarterly tax filing.
* Updated the checklists and notifications in the On-boarding (Hire) business process to guarantee a great experience for the new hires.
* Configured business process for Hire, Create Requisition, Propose compensation, Assign Organizations and created web service in the integrations to replicate the BP automatically.
* Worked on system testing (Compensation changes, profile changes, Terminate Employee, Hire Employee, Hire Contractor, Transfer Employee, and Promoting Employee).
* Expertise in creating custom interfaces and custom Reports from scratch and successfully performing unit and integration testing of the same.
* Develop, maintain & troubleshoot data integrations with other systems including third party systems. Managed system security worked and updated on user roles.
* Developed test cases and test scenarios to perform UAT , SAT on the newly developed integrations.
* Worked as a core member of Workday Update team and providing feedback and documenting the process to help in future updates of the system.
* Analyzed complex sets of data to identify quality issues and proactively initiated steps for improvement.

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

**Broward College, FL (March 2013 to July 2015)**

**Workday Consultant**

**Responsibilities:**

* Responsible for gathering and documenting customer requirements, designing, tracking, reporting and analyzing.
* Assist in testing of new releases from pre-production to post production.
* Configured various aspects of workday HCM such as Core HR , compensation , Payroll, Benefits , Performance , Time and attendance .
* Worked on the creation of benefit plans, job profiles, and job families.
* Provides functional expertise for system issues and resolution with functional end users
* Day to day support of Workday HCM, Integrations and reporting issues.
* Primary duties include developing Integrations using EIB, Core Connectors and Studio integrations to integrate with third party systems and to create Custom Reports for various functional areas
* Create and run EIB to perform mass data loads such as loading One time payments in Compensation.
* Created/Scheduled and maintained Complex Integrations to/from Workday to different third party vendors that includes different Benefit Providers (Insurance, Health care, Other services) and Financial Systems .
* Had knowledge on hire, terminate, data changes etc of employees.
* Designed and built inbound and outbound studio integration with RaaS reports. Used sequence generators, generating templates and validating inbound integration system results.
* Maintained Studio Integrations within the organization, Responsible for break fixing, debugging of the integration.
* Experience leading project teams in all phases of the Workday implementation lifecycle
* Integrated Workday HCM data and created XSLT scripts for integrations to transform XML data.
* Excellent Knowledge in functional areas in Workday, good experience in navigations and core concepts.
* Worked on Business Process , Compensation and Custom Reports in Workday and generate simple report-based Outbound Integration .
* Creating the report writer reports, worked with standard and Custom Reports, using the security in the reports.
* Configurations of core compensation like Compensation Eligibility Rules, Grades/Grade Profile, Compensation Plans and Compensation Packages.
* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
* Led activities for retiring old legacy systems supporting compensation/payroll.
* Created Simple and Advance reports on Time, Attendance, performance, Compensation, Payroll and Benefits.
* Thorough understanding of calculated fields and efficiently using calculated fields in custom reports to enhance report performance.
* Implemented Workday performance management including goal setting, midyear, and year end processes.
* Worked extensively on Payroll Interfaces and have designed and developed integrations in EIB.

**Environment:** Workday Studio, Workday Document transformation, Workday Calculated Fields, Workday Services.

**AMN Healthcare, CA (Aug 2010 to Feb 2013)**

**Business Analyst**

**Responsibilities:**

* Involved in application requirements gathering and design, Process and Analysis meetings for new Workday Implementation project.
* Worked directly with customers to research , troubleshoot , and lead resolution for integration issues in a timely manner.
* Worked with team in functional configuration of the Workday application.
* Developed, updated and maintained quality testing standards and procedures.
* Facilitated and/or participated in structured walk-through and peer reviews.
* Developed SOAP web services, concur expense management using EIB and Workday Report Writer.
* Participate in Workday Report build activity for estimated reports for Time Warner and related divisions including Staffing, Events, Compensation, and Payroll reports.
* Worked on customizing Business Process (BP’s) and other Condition rule within BPs.
* Experience with Organization Management , Self-Service , and Compensation .
* Using Workday Studio to bring in daily worker data changes to Workday.
* Developed assemblies for transactions such as Hire, Terminate, LOA, Data changes, Edit Position etc.
* EIB’s - outbound and inbound with custom transformation using XML, XSLT, XPath.
* Hands-on involvement with Analysis, Setup and Configuration of Workday HCM.
* Workday Studio (Inbound) - Worked on a global inbound integration using nine different transactions like Hire, Terminate, LOA, and Compensation Changes etc. Developed to bring in daily worker data changes to Workday using workday studio.
* Worked on Compensation Components and created compensation eligibility rules based on management levels, job profile, and job family. Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Involved in the regular Tax updates to the system during the upgrade. Created an exhaustive upgrade document for the client.
* Partially involved in creating benefit plans , benefit groups , benefit eligibility rules as per the client requirement and add them into enrolment plans and manage the enrolment rules.
* Working on the Design, Build and Testing/ Go Live support in Core HCM and the entire Compensation framework of Compensation Management in Workday including creating Compensation Elements, Compensation packages.

**Environment:** Workday Custom reports, Workday Core Connect, Workday Studio, Workday Document transformation, Workday Calculated Fields, Workday Services.