**Megha Shrestha**

**Sr. Workday Consultant**

**Mobile:**

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**Summary:**

* Over 10 years of experience as a **Workday Consultant** and in core **HCM** Functional 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.**
* Extensive experience in **Enterprise Resource Planning** as **Workday Consultant**. Hands on expertise on **ERP’s** **HRMS/HRIS** module with **Workday**
* Experience in implantation and post production support of **Workday Financials** (Foundational Data Modelling, Financial Accounting, Supplier, Supplier Accounts & Contracts, Procurement, Business assets, Revenue Management, Banking & Settlement, Business Process Framework, Security Matrix)
* Post Production support of modules including **Time Tracking** and **Payroll**.
* Hands-on experience in **Data Conversion** of **HR** and **Financial** Data using EIB (and Workbooks).
* Experience working as **Security Administrator**/Security Configurator. Good understanding of Workday security framework including Business Process and Domain Security Policies.
* Experience in Workday HCM Integrations like EIB, Cloud Connect, Core Connecter, Workday Studio, Core HRMS, Payroll (PICOF/PECI) with understanding in the Business Process Flows, Case Tools, Business Analysis, and transforming them into Workday designs.
* Lead various stages of **testing** of Workday HCM and Financials.
* Hands-on experience in Workday HCM, Payroll, Financial **Reporting** (Advanced, Matrix, and Composite).
* Experience in designing, building, and troubleshooting **inbound/outbound integration** (EIB and CCB).
* Provide **HRIS support** to HR and Payroll colleagues and end-user population.
* Good Experience in Implementation, Support, and Testing of **Oracle EBS Financial** and Supply Chain Modules including General Ledger, Receivables, Payables, Order Management, Inventory, Purchasing etc. Experience in both **Procure-to-Pay** and **Order-to-Cash** process implementation.
* Extensive knowledge of various **HR transactions** involved in Workday HCM Integrations
* Working as both **Techno/Functional Workday Consultant**.
* Worked on configuring in **HCM, Benefits, Compensation, Performance** and **Talent Manager, Employee self-service/ Manager Self-service**.
* Good understanding of **Absence Management, Time Tracking, Applicant Tracking/On-boarding**.
* Expertise in Data management, **Workday Reports (BIRT, Advanced, Matrix, nBOX, Composite, Simple, search, trending and Transpose)**, & creating **Custom reports** using different combinations of calculated fields.
* Experience in implementation of Workday HCM for various HR modules which includes Benefits, Payroll, Recruiting, Talent Management, Change Management, Compensation, Time tracking and Leave/Absence Management.
* Experience in designing Workday Integration Implementation plan, conducting blueprinting sessions
* Good knowledge of EIB Inbound/Outbound integrations, Workday Studio, Report Writer and Calculated Fields.
* Expert in utilizing ETL tools including SQL Server Integration Services (SSIS), Data Transformation Services and ETL package design.
* Expertise in Microsoft Reporting Services (SSRS) with Report authoring, Report Management, Report Formatting, Report Distribution, Report Delivery and Report Security.
* Ability to work cross-functionally with various stakeholders and team members.
* Having vast experience in Workday Financial products and Proficient in PeopleSoft to Workday migrations.
* Experience in implementing **Workday Financial Management system** by using in-memory and an object data model to deliver a single system that supports transaction processing, multidimensional reporting, consolidation, planning, and compliance.
* Developed requirement documentation for all business process, Talent and Performance module, Onboarding module, Compensation Time Tracking, EIB Loads, Absence
* In-depth knowledge on EIB Inbound/Outbound integrations, Workday Core Connector, Workday Studio, Workday Report Writer and Calculated Fields.
* 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.
* Experience with administration and implementation of **Workday Finance** along with Workday Financial Management Modules and API's.
* Configured the core financial requirements and new definitions as per business requirements.
* Experienced in understanding client **business requirements**, **Organizational Hierarchy** setup, configuring **ISU/ISSG**, **Tenant** setup, **Custom field mapping**.
* Experience with **Workday data conversion** from PeopleSoft to Workday and Workday integrations.
* Create standard/custom **quarterly, annual and ad-hoc reports** as needed by business and converting existing PeopleSoft reports to workday Reports as part of migration.
* Worked extensively on **Payroll Interfaces** and have designed and developed integrations in both **Workday Studio and EIB** and configured **PICOF** to implement integration with payroll.
* Good experience in **Workday Security**, creating **Integrations security groups**, **custom security groups**, Integration systems user and also designed and configured other Workday HCM and Security configuration objects involving Management Hierarchies, Regions, Locations, edited Domain and Business Process Security Policies, Tenant setup.
* Good exposure to Workday Configurable security.
* Create Functional and Technical Design documents for new Interfaces. Worked on Design and development of integrations with **Compensation, Benefits and Payroll** systems
* Experienced in configuring business processes and providing ongoing production support for various clients, including **requirements gathering, process analysis, system configuration, development of system tests, procedures,** and **documentation**.
* Involved in QA/Testing processes like **User Acceptance Testing (UAT)** and **System Integration Testing (SIT)**. Experience with JIRA, Bugzilla, Clear Quest.
* Integrated between **Workday**and **oracle**.
* Experienced in working with the various phases of an Implementation lifecycle and knowledge of implementation methodology.
* Experienced in building both **Inbound and Outbound EIB's** with the use of custom transformations and different delivery methods.
* Responsible for creating & maintaining **Benefit Eligibility Rules, Eligibility Groups, Passive Events,** maintaining **Domain Security Policies, Managing group Permissions** etc.
* Experience in analyzing and preparing Project Deliverables such as **Business Requirement Document (BRD)**, **Functional Requirement Document (FRD)**, **Requirement traceability Matrix** and proposed changes for process improvement.
* Experience in data conversion, data mapping, functional design, configuration and testing of use cases in all Workday modules.
* Good understanding of Integrations including **Web Services**, **SaaS, Workday Architecture, Business Process Framework**.
* Involved in **Full cycle implementation** of **Workday** Modules **HCM**, **Finance**, **Payrolls**, and **Benefits**.
* Experience in **Workday Integrations** with Creating both **Inbound** and **Outbound integrations** in **EIB's**,**Workday Studio**, **Benefit Connectors**, **HCM Connectors**, **Custom Reports** ,**Absence Management**, **Document Transformation Connectors** and **Business form Layout**.
* Experienced in **Edit Tenant setup** related configuration for **HCM**, **System** **Security**, **Worklets, Business Processes** and **Notifications and reporting and Analytics**.
* Good understanding of **Integrations** including **Web Services**, **SaaS**, **Workday Architecture**, **Business Process Framework** .
* Extensively experienced in performing **Manual and Automation Testing** using **Selenium Webdriver** and Protractor using JavaScript
* Experience with administration and implementation of **Workday Finance** and worked with **Workday Financial Management Modules** and **API's**.
* Actively participated in requirement gathering with HR business.
* Worked on XSLT's and used them in document transformation and studio integrations.
* Hands on experience in Inbound/ Outbound integrations **Using Core Connector, Workday Studio,** working with EIB's, report writer, calculated fields and custom reports.
* Workday Reporting: Monitor Business Processes (i.e. hiring), Time Clock Monitoring / Audits, Position Management, Compensation, Time Tracking, Workforce Planning and Labor Analysis.
* Worked on **HPQC**, **ITSM**, **Solutions manager**, **Service Now**, **share point** and other tools to collect and track the defects during Integration and pre-production testing.
* Good working experience using **Agile/Scrum** methodologies.
* Experience in complete **Software Development Life Cycle (SDLC)** Phases such as Requirement analysis, Design, Development, Testing and Deployment.

**Skills:**

* ERP Packages: Workday
* Languages: EIB, Document Transformation, CCB, Core Connector/Cloud Connectors, Workday Studio, XML, XSLT, XPath, Report Writer/Designer, Web Services SOAP & REST, DT, loads, People Tools.
* Modules: Workday Core HR, Advanced Compensation, Benefits, Time Tracking, Payroll and Security, PeopleSoft HR, Benefits, Manager Self-Service, Employee Self-Service modules
* Cloud Technologies: Core Connector, EIB, Report Writer, Workday Studio
* Ticketing / Issue Tracking: Service Now, Jira, HP QTP
* Operating Systems: Windows NT 4.0, Windows 2000 Server, Unix (Solaris), Windows XP/07/10/vista and Linux 7.1
* Databases: MySql, Oracle, MS SQL, Postgres
* Workday Financial: Blackline Financial Software
* Reporting: Workday Reporting Tool, BIRT
* Document Processing: MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel

**WORK EXPERIENCE**:

**Motorola- Chicago, IL**(July 2020 – Present)

**Sr. Workday Consultant**

**Responsibilities:**

* Worked as Subject Matter Expert on all Workday Modules.
* Experience in requirement gathering, Functional/Technical design document.
* Became the lead Subject Matter Expert within the Financials functional area of Workday.
* Learn & understand clients business requirements & work with the Lead Functional architect to Design, build, Configure & test the Absence Management.
* 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.
* Worked on Simple & Advance Studio integrations & applied XSLT transformations
* Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Monthly review and preparation of financial reports with analysis and summary documentation with analysis and evaluations of the Company's operating results.
* Developed financial Reports including Income statement, Balance Sheets, Trial Balances, Business Assets, Expenses, Procurement related reports.
* Developed Custom Workday Reports, Advanced, Matrix, BIRT and Composite for HCM (HR/HRIS) and Financials.
* Assist/Provide Support to ongoing Workday Financials (Financial Accounting, Customers (AR), FDM, Procurement, Supplier (AP), Expense, and Banking and Settlement) implementation.
* Responsible for validation of Financials configuration and security matrix.
* Assist in various phases of Financial Testing
* Post Production Financial Business Process configuration and testing.
* Prepare Job Aids for overall procure-to-pay process.
* Financial Reports including Advanced, Matrix, and Composite.
* Worked with Core Connectors, EIB Conversions and knowledge in Workday Studio and BI Reporting Tool (BIRT).
* Participate in local and regional Workday module review session, requirement gathering session, facilitate requirements meetings, development walk through, and user acceptance testing sessions with the client
* Played a crucial role in the quality assurance on projects.
* Worked as senior Developer on the implementation of Business Assets, Customer Accounts and Revenue Management, Banking and Cash Management functional areas within workday Financials.
* Workday implementation experience from requirement gathering to post deployment product support for payroll GL, procurement, expenses and Business assets.
* Maintain and day to day support of Workday HCM Business processes e.g. Compensation, Hiring, Performance, Security and talent management.
* Provides support for Workday HCM and Workday Recruiting Modules. Knowledge of recruiting and talent principles for a global company
* 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 new Workday Feature Cost center security and introduced a way to apply the Cost center security to many Distributed reports and integrations within the Yale Financial Management.
* Responsible for company owned integrations which send non secure data to consuming applications within the company via DIME (ETL Application)
* Leveraged robust Workday Web Service API framework to load payroll inputs into Workday via Workday Studio development
* Configure rule values to avoid positions to be over-occupied by defining planned working times for organizational units, positions, and work centers. Created Custom PCR’s in both payroll & Time to meet the organization need.
* Worked on RESTful APIs for sailpoint integration.
* Attendance/absence type, time quotas, and create Attendance, Absences, Substitutions, Overtime and availability as per the organization’s requirements.
* Responsible for the setting up and administration of all Benefit Programs and Financial Management in Workday.
* Worked on support tickets in the following modules - Compensation, Time Tracking, Absence Management, Benefits, Core HCM and Security.
* Updating various employee changes through EIB outbound/Inbound
* Conducted UAT, documented and reported user feedbacks to management team, and developed training materials for different end users and assisted in users training for the new system.
* Worked on various Ticketing systems like JIRA, Gemini, Service Now for opening tickets and for documenting the development progress, testing results, approvals in the tickets.
* Configuration of Workday’s business process framework configured conditional rules to guide workflow
* Implemented Workday performance management including goal setting, midyear, and year-end processes.
* Responsible for opening Workday Support Case for Workday Bugs and opening Workday brainstorm idea and questions on Workday community.
* Designed and built both inbound and outbound EIB, Core connector and Studio Integrations in various segments of Workday system.
* Built Integrations in Workday financial data module which includes data relative to Accounts, Accounting, Business Plans, financial Reporting, and Tax and designed and implemented GL Daily Reconciliation Process, Consolidations, Allocations and Elimination Rules.
* Delivered a single system by using in-memory and an object data model that supports transaction processing, multidimensional reporting, consolidation, planning, and compliance—all using a consistent user experience accessible from desktop or mobile devices.
* Conducted UAT/Parallel testing and lead testing for bi-annual payroll software configuration changes for Workday HRIS/Payroll module and Time and Attendance systems system upgrades and revisions.
* Work on Workday conversion processes and tools like EIB, Workday Studio etc.
* Designed, built and executed data Conversion from PeopleSoft to Workday HCM.
* Designed and Configured Workday Time & Labor rules obtained from PeopleSoft to generate required data for Payroll Plans.
* 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 Integration.
* Worked with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.
* Developed a number of inbound EIBs to load new hires, Compensation, Change Job, Change Benefits, Payroll Input data to the tenant.
* Configured Staffing Movements, An employee changes in position, inbound process and outbound process and Termination Process, initiate termination process, review termination process, to do tasks
* Event Management, Finding the event, Task Reassignment and Requesting the reassignment, manage delegation settings, Editing the tenant setups- Business Process and Notifications
* Create, test and document new Benefit plans, Rates, Benefit groups, Eligibility, and Event rules configuration as new plans are introduced during Open Enrollment. Configured Job profiles and security roles
* Good experience of EIB Inbound/Outbound Integrations, Report Writer, and Calculated Fields.
* Configured PICOF's to integrate with payroll vendors.
* Create the data mapping to ensure a seamless conversion of Payroll, HR & Benefits data and validate integrity of data with the client.
* 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.
* Created Compensation Grades to create a standard compensation range for a given job level.
* 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.
* Hands on Workday systems integration experience building custom integrations using Workday Studio, Cloud Connect and Document Transformation.

**Environment:** Workday payrolls, Financials, Blackline Financial Software , compensation, benefits, Absence management, EIB, Workday Studio, XSLT, Web services, Workday Report Writer, BIRT, JIRA, Oxygen XML.

**Walt Disney- Los Angeles, CA** (April 2019– June 2020)

**Sr. Workday HCM Consultant**

**Responsibilities:**

* Worked on Workday HCM data conversion process.
* Designed, developed and implemented Workday Studio integrations and EIBs to feed Oracle Data Warehouse with Workday data to facilitate Global Confidential application with Qlik front-end. Gathered requirements, designed, developed and documented over 20 integrations using Workday reports, EIBs and Workday Studio.
* Converted EIBs to studio integration to overcome Workday EIB limitations
* Updated effective dated custom objects using Workday Studio inbound integration.
* Worked on various modules such as Core HR, Benefits, Time and Absence, Payroll, Recruiting, Talent and Compensation.
* Optimized report and integration to improve the performance.
* Developed incremental integration using Workday studio without Workday delivered change detection.
* Created ISSG, ISU with all necessary domains, tested and migrated the objects using Object Migrator.
* Developed integration using Worker, Location and Compensation Workday connector, Workday to ADP Globaview connector using PICOF
* 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 new Workday Feature Cost center security and introduced a way to apply the Cost center security to many Distributed reports and integrations within the Yale Financial Management.
* Worked on Financials modules like General Ledger, Accounts Receivable,  Fixed Assets, Procurement Suppliers Invoices, and Accounts Payable
* Financials EBS implementations, responsible for all development work including integration, reporting, data migration, testing and rollout
* Built Integrations in Workday Financials data module which includes data relative to Accounts, Accounting, Business Plans, Financial Reporting
* Used SSIS and extract transform loading (ETL) tool of SQL Server to populate data from various data sources, creating packages for different data loading operations for application.
* Worked extensively on Payroll Interfaces and have designed and developed integrations in both EIB (inbound/ outbound) REST API’s and Core Connector, managing business processes, working with EIB, Report Writer, Creating Calculated Fields and Custom Reports, and experience with XML, XPATH and XSLT.
* Setup ETL procedure using linked server for Oracle database.
* Involved in the Workday integration to ADP EV5 for US
* Built Core HR related integrations to send employee, position and cost centers data.
* Developed inbound integration to bring in results to workday after payroll run is complete.
* Proficient in transforming the data by using XSLT.
* Developed the Custom reports using workday report writer tool and deploying it into workday tenant.
* Created calculated fields based on the requirement from the client and used in custom reports.
* Worked with stakeholders to update and present status and brainstorm solutions
* Participated in Data Profiling, Data validation, SIT testing and End-to-End testing
* Coordinated projects with Oracle DBA and QLIK team
* Worked with implementation partners & Production support on tenant refresh communications.
* Understand and document Workday business processes, workflows and their relationships to current and future states of processes and solutions.
* Involved in the meeting with business process owners, SMEs and Security Audit team for requirements gathering.
* Worked with Workday security lead to define roles for Integration Administrator. Optimizing security roles for Developers and testers
* Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups. Managed security set-ups for users and roles.
* Analyzed organization’s HR/Payroll business needs through working sessions and Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Independently owned the process of preparing detailed BRDs and FRDs.
* Created comprehensive Use Cases based on Business & Functional Requirements to include all scenarios.
* Involved in Design and configuration of Initiate Merit and Bonus Business Processes by configuring complex approval workflow and validation condition rules.
* Designed and configured Workday HCM & Security configuration objects like Organizations, subordinate organization, Management Hierarchies, Position, Security groups, Functional area, Domain and Business Process Security Policies and Tenant setup.
* Creating Job Profiles, Job Families and Job Family Groups, Compensation grades and profiles for North America and global countries in foreign currencies.
* Developed and provided detailed metrics, reporting and analytics to senior management.
* Built industry standard reports like Advanced Reports, Matrix Reports, Calculated Fields, Conditions and Eligibility Rules that applies to the parameters of the report.
* Worked on created several Ad-hoc custom advanced reports as a part of data validation and testing.
* Liaise with HR, Payroll, other internal departments and third-party vendors and developed test plans and test scenarios for Functional, End to End, System integration, User Acceptance and Parallel Acceptance testing
* Helped team in functional configuration and technical integration of the Workday application.

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

**ADP- Pune** (Sept 2015– Jan 2019)

**Workday Techno-Functional Consultant**

**Responsibilities:**

* Worked on Workday HCM with Substantial functional and Technical expertise in Core HCM, Payroll, Recruiting, Compensation, Benefits, Time tracking and Absence management.
* Implemented, supported and integrated Workday HCM technology solutions into business environments. Delivered Knowledge transfer on developed reports.
* Developed several payroll, Budget, Journals and Journal Lines based reports. Developed Advanced, Matrix, Composite and BIRT Reports in Workday.
* Understanding and knowledge with retrieving data using Web services APIs. Used SOAP UI for testing service oriented architecture. Develops, maintains, manipulates and analyzes databases for department, extracting data from other systems as necessary and developed metrics to track performance plans.
* Worked on creating inbound/ outbound Integrations Using Core Connector, Workday Studio, EIB, managed business processes, Report Writing, Creating Workday Calculated Fields, Custom Reports
* Migrated PeopleSoft Payroll data into Workday and had written and configured new Pay codes.
* Worked on creating Salary plans, Hourly plans and Allowance plans.
* Helped organization to implement Workday Core HCM, Payroll, Benefits, and Compensation.
* Implemented Integrations to External Systems using workday Integration tools like Core Connector, Cloud Connectors for Benefits and Payroll, EIB and WD Studio.
* Integrated enterprise-wide data with HCM, financial, and payroll systems for a single system of record using ETL Informatica Intelligent Cloud Services and tools.
* Provided subject matter expertise on key business process decisions related to Payroll processing (i.e., deductions, calculations, compliance, garnishments, taxes, etc.)
* Working experience in the support of a large and diverse multi-state payroll operation, with a strong understanding of HR & payroll-related issues.
* Experienced supporting company specific needs for sick/ leave plans, union pay, benefit and attendance plan rules, overtime calculations, earnings calculations, employee deduction calculations, interfaces and general ledger transactions.
* Work with payroll team to process mass loads (EIBs) into system when large amounts of data are not able to be entered timely or efficiently by keying.
* Assist the Payroll Manager in the preparation of semi-monthly and quarterly payroll reconciliations (i.e. deferred compensation, stock, employee tax setup (lived in/worked in), location changes, etc.)
* Worked with HRIS System Integration to monitor payroll Integrations, troubleshoot and perform vigorous root cause analysis for complex interface errors in Workday and 3rd party payroll-related vendors so that problem resolution can be reached before any impacts to payroll or business processes are experienced.
* Used Reports-as-a-Service (RaaS) and exposed as both SOAP and REST-based web services.
* Developed and executed test strategy and test plan for a complex US Workday HCM implementation; the testing will include System Testing, End to End Testing (including 50+ Integrations), Payroll Comparison.
* Leaded and facilitated the testing activities related to the Workday HCM system implementation
* Created Supervisory Organizations, Cost Centers, Cost Centre Hierarchies, and location hierarchies’ maintenance, and modification of Workday Business Processes and definitions.
* Involved in the User Acceptance testing UAT to check the reliability for end users.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including merit and bonus plan processing.
* Configured Workday benefits including groups, plans, coverage types, event types, and eligibility rules.
* Design Workday HCM data conversion process. Support Payroll when HR data integrity creates challenges with Payroll run.
* Worked with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.

**Environment:** EIB, Workday Studio, Workday Integrations, Studio , UAT,  EIB, ILoads, XSLT, Web services, Workday Report Writer, Custom Reports, BIRT, ETL Informatica, Calculated fields, compensation.

**Shell- Bangalore** (October 2013to August 2015)

**Workday Analyst**

**Responsibilities:**

* Responsible for leading Business System Analysis and QA activities for HCM-Human Capital Management Workday, Benefits Administration Outsourcing and Talent Management implementations projects.
* Worked with Technical Lead & Project Manager on large HR, Payroll, & HCM Workday implementations.
* Involved with implementation of Workday Core HCM, Benefits, Payroll and Compensation.
* Involved developing integration design documentation and functional specifications for integrations including Taleo, PeopleFluent, Payroll and other 3rd party integrations in Workday
* Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Observe the standards and procedures established by the project office and Track business needs during development phases in Business Life cycle.
* Worked in Agile/Scrum environment.
* Help team in maintain functional configuration workbooks of the Workday application.
* Worked and detail knowledge on Workday HCM data conversion process.
* Worked on Compensation Components and created compensation eligibility rules based on management levels, job profile, and job family.
* Worked on creating Salary plans, Hourly plans and Allowance plans.
* 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.
* Responsible for performing Gap Analysis (investigation) of HCM Workday functionality and provide recommendations for implementation and enhancement
* Analyzed and Developed Use Case Scenarios for HR, Payroll, time and compensation management and benefits
* Created QA documentation including test plans and test cases.
* Monitor and follow up with appropriate teams in resolving and logging new issues in JIRA ticketing system.
* Executed test scripts and test plans.
* Developed test procedures, test scenarios, and test cases;
* Documented and communicated the results.
* Extensively involved in testing of Workday HR Personal Administration, Time Management and Payroll.
* Performed different type of testing including Functional testing, Regression and Accessibility/Security testing using HP QTP.
* Conducted Workday Merit Roll up testing in a tenant which helped to launch annual merit roll up in production environment
* Worked on supervisory misalignment research for 38 supervisory organizations. This involved looking up each teammates and their respective managers’ work history to find the date on which the misalignment occurred and the reason for the same.
* Defined business terms for HR directory, created an advanced report in Workday & created an alert based on it.
* Edited Business Process for job change to remove check list for transfer & also tested the task functioning.
* Edited Business Process for termination to remove check list for termination and also tested the task.
* Implemented the task in the production environment after there were successfully tested in the sandbox.
* Worked on the project related to pay group and pay rate misalignment.
* Managed UAT/User Acceptance Testing process for HR business partners.
* Responsible for regular status report sharing the progress on test execution and defect management and chaired meetings showing progress and future testing efforts.
* Organized defect review meetings to explain and prioritize the issues to business and development teams and work with the development team to resolve issues using SharePoint.
* Solved helpdesk cases and provided answers/ solutions for the implemented HR functions of personnel administration, organization management, compensation management, benefits and manager self-service.

**Environment:** Workday 21/20, Workday Studio, XML, Web Services, XSLT, Report Writer, BIRT, Jira, Time Tracking, Financials Management, Absence Management, Payroll Integration

**Tixdo, Pune** (June 2011 – September 2013)

**ERP Consultant**

**Responsibilities:**

* Worked on **Workday HCM/Financial Management**with Substantial functional and Technical expertise in Financials solutions and HR Business Processes.
* Worked in all phases of the **Workday implementation**and **support**after go live namely - Requirement gathering, Analysis, Design, Development, Testing, deploying and scheduling.
* Developed and implemented quality-assurance and quality-control methodologies for Confidential to ensure compliance with QA standards and customer specifications.
* Supported various HR modules such as **Core HR, Benefits, Payroll, Compensation, Absence Management, Time Tracking, Talent Management, Recruiting, and Finance.**
* Designed and implemented customer requirements into our Financials solutions (general ledger, Projects, Suppliers, Banking, Cash Management, payables, purchasing, receivables, Procurement and assets).
* 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.
* 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.
* Worked on **complex XSLT, XML, XPATH**and **REST**based **APIs**in Workday.
* Generate different kinds of reports - **Simple, Advanced, Matrix and Composite**reports to meet client requirements within the workday.
* Create calculated fields, used filters, sub filters and sort for **Custom Reports**to ensure required report delivery.
* 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.
* 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.
* 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.

**Education Details:**

* Bachelor’s degree from Sichuan University, China- 2011