Anusha V

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Professional Summary:

* Having 5+ years of experience in which 3+ years of experience as Workday Techno Functional Consultant and 2 years of experience as a Recruiter.
* Experience in understanding the Client Business Requirements, Organizational Hierarchy Setup, Configurable Security Setup and Tenant Setup.
* Experience in all phases of Workday like requirements gathering, analysis, design, development and testing.
* Excellent functional skills with HCM modules like Core HCM, Leave of Absence, Recruiting, setup etc.
* Experienced on Core HCM, Compensation, and Recruiting and Talent Performance, Reporting, Security, and partially Integrations.
* Configured various business process related to Leave of Absence, Condition rule as per business process.
* Good Knowledge ion Creating leave families, Leave types, and absence condition rules in absence Module.
* Expertise in Configuring business Process for various business process adding steps condition rules.
* Hands on experience in Workday security, Functional area, Security polices, Domains Etc.
* Expertise In workday Security, leave of absence, recruiting modules and Configuring the Befit 401 Plan etc.
* Hands on experience in creating staffing modules for the organization using Position Management, Job Management.
* Worked on Proxy rules creation and assigning proxy security groups to the only Authorized workers.
* Experience in various Workday Custom Reports like Search, Advanced and Matrix Reports.
* Experience in creating and updating primary organizational structures like Supervisory Organizations, Cost Centre, Location and Sub-Organizations.
* Having good experience in Building Custom Reports (Advanced & Matrix, Trending, Search, nBox, Composite) using various Calculated fields like ESI, LRV, EMI, True/False, Eval, Constant Text, Number, Date, Format Date, Arithmetic Calculation etc.
* Built several Inbound (compensation change, onetime payments, assign Pay Groups & Other IDS) and Outbound Integrations using EIB and Workday Studio.
* Hands on experience with Compensation Module like creating Compensation Grades, Compensation Eligibility Rules, Allowance Plans, Salary Plans and Onetime payment Plan.
* Expertise in building EIBs (Enterprise Interface Builder) for integration within workday for sending Data.
* Hands on experience in inbound/outbound integrations using connectors, Workday studio, BIRT tools.
* Created complex integration using studio for data syncope integration from workday to Different system.
* Experience in inbound/outbound integration using EIB, Core Connector, Report Writing, creating Workday Calculated fields, Custom report, (Matrix, Advanced).
* Experience in configuring Object Management Systems like Role Based, User Based, Segment Based, Intersection and Job Based Security Groups by assigning users, customizing the permission, and creating custom domains.
* Good Experience on Jira and Service Now ticketing tools.

**Skills:**

* ERP Applications: Workday HCM (Functional & Technical)
* Workday Skills: Workday Core HCM, Conversions, Leave of Absence, Recruiting,

Business Process, Security, Report Writer, Calculated Fields, EIB, Core Connector, DT, PICOF.

* Workday Functional: Organization, Staffing, Compensation, Benefits, Time off, Security,

Business Process, Recruitment

* Workday Technical: Custom Reporting, EIB(Inbound/Outbound), Workday Integration

Security, Calculated Fields, Core Connector, DT, PICOF

* Other Tools Service Now, Jira.

**Education Details:**

* Master of Technology (Nov 2015), Jawaharlal Nehru Technological University, India.

## **Professional Experience:**

* + Working in Blueliner Software Services Pvt Ltd, from 2019 Feb to till date
  + Worked in GR Tech Systems, Hyderabad from 2017 June to 2019 Jan

**Projects:**

**Client: General Electric Company (GE)**  **June 2020 – Present Role: Workday** **Techno Functional Consultant**

**Responsibilities:**

* Involved in Workday support for HCM modules as well as various integrations.
* Participated in Agile team meetings and weekly developer meetings to provide status updates on the tasks assigned, discuss the architecture of the integration, integration build and participate in code reviews.
* Creating New Locations, Organization hierarchy structures and Assigning roles to the workers on org level to is positions.
* Created the new outbound integrations to sending the time off corrections Information from WD to ADP system
* Creating the custom reports as per the client requirement and preparing the UTP documents.
* Using EIB loading data in workday by using different web service like Hire, Create Position, Holiday Calendar, Job profile, Assign Roles, Update organization.
* Worked on development to add additional functionalities to the existing different PICOF Integrations either in the Workday Studio code level or Configuration level.
* Worked on Workday conversion processes and tools like EIB and Workday Studio.
* Created the PICOF Outbound integration to generate the multiple files like Hire, termination, OTP, Allowance details to third party Payroll system.
* Working on Compensation Components and created Compensation Eligibility Rules based on
* Management Levels, Job Profile and Job Family.
* Creating and maintaining Workday Custom reports like Advance, Matrix and Search Reports for new hires, time off, termination reports.
* Evaluating, analyzing, designing, and maintaining Reports.
* Developed various Custom Reports for compensation, transfer, etc.
* Working on various Business Process Configurations like Hire, Change Job, and Termination.
* Created various reports using multiple calculated fields by applying sorting, filter, and sub-filter.
* Coordinate with various business partners and stake holders for gathering data and setting up meetings.
* Created custom Workday reports and dashboards based on manager’s needs.
* Configured work schedule calendars and holiday schedule calendars.

**Client: Everest Insurance -US Feb 2019 – May 2020**

**Role: Workday Consultant**

**Responsibilities:**

* Resolved Daily tickets based on priority given in Service now ticketing tool.
* Developed various Custom Reports for compensation, transfer, etc.
* Setup supervisory organization, subordinate organizations, hierarchy, job, positions, staffing models, customizing/creating business processes based on the change request from the client.
* Support to the workday HCM system and post-implementation Hyper Care.
* Created compensation grades to create a standard compensation range for a given job level or a job profile.
* Worked on functional modules in workday like creating compensation eligibility rules, allowance plans, salary plans, Onetime payment, business process hiring, termination, and security groups.
* Worked on employee self-services for attendance, leave, time off, and personal data maintenance.
* Created dashboards and charts which included complex calculated fields and analytical indicators using Workday’s Report Writer.
* Configured Various HCM related business process, such as Change personal Information proposed compensation, Change Organization Assignments, Assign pay Group, Move worker by organization.
* Design and creation of custom reports like advanced and Matrix reports and performed data validation strategy & approach.
* Providing daily status reports to onshore/offshore managers and handling projects management activities such as daily status discussion, reporting, work assignments.

### Client: GR Tech Systems, Hyderabad

### Role: HR Recruiter Jun 2017 – Jan 2019

### Responsibilities:

* Role involves to source list of possible candidates to contact about specific positions. I utilized multiple sources (ex: job boards, LinkedIn, Google searches, portfolio sites, networking events, referrals, Internal Database, etc.) to identify talent primarily for IT & Non-IT roles.
* I also built up our resume database, wrote and posted jobs to boards, screened candidates, and short listing the candidates based on their skills.
* Maintains the candidate’s data in ATS
* Negotiating and closing the candidates to fulfill the requirements.
* Recruited more than twenty candidates who got hired (ranging from entry-level to Senior Managers)

# Declaration:

I hereby declare that the information furnished above is true to the best of my knowledge.

**Anusha Veeramalla**