**Professional Summary:**

5+ years of experience in IT industry and out of which 4+ years of experience in workday with key expertise in Workday Integrations, Reporting, Implementations and support, Business Process Configurations, Security, HR, Recruiting, Benefits, Compensation, Payroll Technology.

* **Strong experience in Designing both inbound/outbound integrations in various segments of Workday systems like Workday Studio, EIB, Core Connector, Cloud Connector (CCB), CCW, PICOF, PECI, Data Conversions, Data management,  iLoads, XML, XSLT and SOAP, REST web services,** generated and developed Custom Reports for integrations as needed by business.
* **Expert in creating custom Workday Reports (Advanced, Matrix, Simple, search, trending and Transpose), and using report writer tool and different combinations of calculated fields**.
* Expert with **workday report writer, Business Intelligence and Reporting Tool (BIRT), Prism Analytics and Dashboards.**
* Expert in reporting on **Implementation and Integration of Workday HCM for various HR modules which includes Benefits, Payroll, Recruiting, Onboarding, Talent Management, Change Management, Compensation, Time tracking and Leave/Absence Management.**
* Experience in **developing Workday real time data Integration of inbound and outbound interfaces to and from third party systems like ServiceNow, Salesforce.**
* **Proficient in Simple, Advanced, composite and matrix Reporting, dashboard development and Workday Academics**.
* Strong experience in developing integrations using **SOAP API, REST API, RaaS, WSDL, XML, XSD and XSLT transformations.**
* Hands-On expert in **Configuring Custom reports, calculated fields, Workday Studio, EIBs, Core Connector, Cloud Connector (CCB), Report Design, Business form Layout, Solution Manager.**
* Worked on Components of configurable securities: **Security** groups, Domains and Sub Domains, Domain Security Policies, Business Process and Business Process Policies.
* In depth knowledge in Software Development life cycle experience such as planning, developing, integration, implementing, Reporting, Deployment and maintaining HR systems.
* 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.

**Technical skills:**

* **Workday skills**: Workday HCM, Business processes, Advanced Compensation, Payroll, Benefits, Security, Leave, Time and Absence, Finance, Recruiting, Talent Management, Workday Report Writer, PRISM, PRISM reporting, Studio, EIB, BIRT, Calculated Fields, Document Transformation, Core Connector, Cloud Connector.
* **Web technologies**: XML, HTML, XSLT, XPATH, XSD, SQL.
* **Web services**: SOAP, REST.

**Projects:**

**Role: Workday Consultant October 2020- April 2021**

**Location: Sutter Health, Sacramento, California**

* Designed and Developed multiple integrations of type PICOF, PECI, Core Connector, EIB and Studio integrations for both Inbound and Outbound.
* Worked with workday report writer, workday report designer or Business Intelligence and Reporting Tool (BIRT) and created custom reports to be used in integrations with third party applications using Workday Cloud Connect, and Enterprise Interface Builder (EIB).
* Developed a BIRT layouts for Supplier invoices.
* Developed 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.
* Worked on REST integration and SOAP based Inbound/Outbound Webservices, right from consuming, testing along with integrating with ServiceNow.
* Acted as the Go-to in troubleshooting integration issues and provided support in resolving defects.
* Worked extensively on setting up scheduling of Reports and understanding the required permissions for Report sharing and support the various Reporting functions with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects with respect to Workday functionality and client business requirements for new implementation initiatives.
* Worked extensively on building BIRT custom Report for Benefits statements for Workers, Merit and Talent Statements for Workers & Managers.
* Created **BIRT** layouts for **paycheck** and **expense check** for 55000 employees with 24 Affiliates both **LIVE** and direct deposit (**VOID**) using WD Studio.
* Created BIRT **LOA Letter** using WD Studio.
* Developed multiple custom reports like Advanced, matrix, BIRT, standard, based on the Business Requirement Document. (Payroll, Benefits, Compensation, Recruiting, Leave)
* Had multiple meetings with the business implementation partner to discuss the requirements.
* Developed custom reports based on the PRISM analytics.
* Created custom dashboards in WD using **PRISM** and was part of implementing the **HR Workforce dashboard** for Sutter.
* Built various types of charts and tables using PRISM functionality for better data analysis.
* Created various Calculated Fields and maintained them for the existing and future reports to pull the data as per the changes in the Business requirement.
* Did **data mapping** of workday business objects to database objects and maintained it for the business use.

**Role: Workday HRIS Analyst March 2019- Aug 2020**

**Location: Abbott Labs- Chicago, IL**

* Processed new hire/rehire, terminations, and data changes of the employees.
* Worked together with HR, Compensation, Benefits, Payroll and Department Managers to resolve data integrity issues.
* Created different staffing models like Position Management and defining hiring restrictions to Job Management.
* Worked on multiple tickets related to production issues in HCM, Benefits, Performance, Talent, Recruiting, Compensation, etc.
* Created new Bonus, Merit, and Stock plans based on the previous performance of the employee.
* Compared and configured compensation matrices and grids. Mapped and managed employees included in the compensation review process using eligibility rules, waiting periods, time proration rules, and other level participants.
* Enter new hires into workday HRIS, processed employee changes, one-time payments etc.
* Provide executives weekly, monthly, quarterly reports (staffing, headcount, various other metrics)
* Coordinate and manage the candidate cycle, from interviewing to offer to on-boarding to orientation coordination along with managing job postings/job boards.
* Onboarding new hires and contingent workers (paperwork, notices, order gift baskets, background checks etc.)
* Supported to build Benefits Inbound Studio Integration and Created Outbound Integrations (EIB/Custom Reports/Calculated Fields/XSLT) to Vendors (HCM, Payroll, GL).
* Lead support efforts for all employee business processes under HR, Benefits, and Payroll.
* Manage system security, audits, reporting, and overall administration in support of 11, 000 U.S. employees.
* Managed helpdesk queues assigned tickets to team and made sure tickets were resolved on a timely basis.
* Created Leave Types and configured Consolidated Leaves.
* Created calculated fields in reports like (extract single instance, evaluate expression, extract multi- instance, format text, lookup related value).
* Experience on all SDLC process that is used for all major workday applications.
* Involved in transformation of XML into XSLT for presenting data.
* Responsible for creating and maintaining PGP and SSH keys and configuring them in tenant as required.
* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of Customer.
* Understanding PeopleSoft reports, conditions and using these conditions to create reports in workday.
* Developed complex PRISM reporting for Staff Development using PRISM analytics and XSLT transformations.
* Created PRISM reports to merge Time blocks and Time off data from PeopleSoft and Workday & to create dashboards in workday with Job History from PeopleSoft and Workday.
* Used various PRISM functions to develop complex reports.
* Created Custom domain security on PRISM Datasets. Built reports in PRISM on I- 9 retentions where data comes from multiple sources.

 **Role: Workday Techno- Functional consultant**

 **Location: Enterprise- St. Louis, MO Jan 2018- Feb 2019**

* Configured core HR module, including basic setup, Personal Data, Job Data, Position Management, and Compensation, with additional focus on Profile Management
* Created inbound/Outbound integrations through Enterprise Interface Builder (EIB) using XSLT's, XSLT Mappings and XML Mappings.
* Worked on Compensation grade, Compensation Grade Profile, Compensation Steps, Compensation Eligibility Rules.
* Worked on frequent transactions such as hiring process, promotion, demotion, and termination.
* Worked with creation of work lets, developing a custom Work let.
* Proficiency in setting up Business process in different functional areas by adding Action, approval, To Do, Report, Review Document steps, added Custom Notifications and setup Condition rules on steps.
* Worked on compensation grades and grade profiles along with pay ranges.
* Knowledge to Design business flow diagrams and processes, which included processes in Staffing, job benefits, compensation grades and packages.
* Experience includes areas of Analysis, Design, Development, Implementation, Testing, Debugging, support, and maintenance of workday Applications.
* Experienced in creating simple and complex Inbound/Outbound integrations using different workday Integration tools.
* In depth knowledge of the Human Resources business processes which comprises the life cycle of an employee from recruiting, training, identifying, and developing talent, employee maintenance, payroll, and benefits.
* Developed inbound integrations using EIB, XML and XSLT Documents.
* Worked with Custom reports, Calculated fields, EIBs, Core Connector, Cloud Connector (CCB), BIRT, Report Design, Business form Layout, data conversions, Solutions and iLoad’s.
* Using EIB configuration, transform the format of a workday report into required file format using XSLT or build in transformation. (CSV, EXCEL).
* Configured Workday integrations with Benefit providers, Payroll systems and other 3rd party custom solutions.
* Hands-On Experience in Configuring Custom reports, calculated fields, workday Studio, EIBs, Core Connector, Cloud Connector (CCB), Report Design.
* Developed studio integration to hire information to Sales Force via Sales Force APA.

**Role: Workday functional consultant January 2016- November 2017**

**Client: Equifax, Atlanta, GA**

* Created and maintained workday **Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies, Job catalog, job profiles and job family groups.**
* Worked on creating **Salary plans, Hourly plans, and Allowance plans**
* Involved in working on Core Connectors and Cloud Connect according to the requirements specified by the client.
* Worked on object management systems like **role- based security, user- based security, job- based security groups.**
* Efficient in setting up Business process in different functional areas.
* Worked on **Compensation grade, Compensation Grade Profile, Compensation Steps, Compensation Eligibility Rules**.
* Worked on frequent transactions such as hiring process, promotion, demotion, and termination.
* Worked on compensation grades and grade profiles along with pay ranges
* Knowledge to Design business flow diagrams and processes, which included processes in Staffing, job benefits, compensation grades and packages.
* Created **advanced reports** by using calculated fields, sorting, filtering report fields, providing advanced filter options.
* Good knowledge on workday report writer, **EIB,** document transformation, **XSLT.**
* Developed several custom reports using Workday Report Writer and Workday Studio BIRT and Modified Workday Standard reports according to client requirements.

**Role: Business Analyst September 2014 - December 2015**

**Location: Vivriti Capital, Chennai, IND**

* Having wide IT Exposure including Analytics and Insights, Reporting, IT Service Management, IT Operations Management.
* Supported **Project Management Office (PMO)** during the project for updating/adding new task on MS Project for weekly status and created all **PMO** document for product support & closure of the project.
* Involved in req. gathering workshop with stakeholders & analyzing end user requirements
* Collaborated with the team and end users to prepare and land training/maintenance communications.
* Worked end to end from ideation to implementation on the re-design of the landing page for Plans and Services.
* Composed, professional and a well-balanced individual with strong understanding of business and business requirements.
* Hands on work experience in all aspects of Business Analysis and Project Management, including Initiating, Planning, Executing, Monitoring and Controlling as well as Closing domains.
* Prepare use cases, user stories and interact with technical team to make them understand the requirement.
* Using **MS-Visio** for flow-charting, process model and generates wireframes & prototype for the **GUI.**
* Reviewed the project deadlines, schedule changes along with keeping tab on effort spent on the entire team and simultaneously communicated the same to the business community.
* Actively involved in making sure that the business needs are met based on requirements from each system to process claims in a cost-efficient manner.

**Education:**

**Master’s** in **Information Science** at **University of North Texas.**