**EXECUTIVE SUMMARY:**

# Pavan Patsamatla is a Workday Consultant working on wide range of assignments covering System analysis, Application development and Enhancements to improve efficiency of services and applications with a demonstrated experience of 15 years in IT in implementation of HCM/Finance/CRM applications using Cloud solution and ERP technologies. A strategic leader and a results-driven implementation professional with a demonstrated ability to architect solutions and successfully lead technical initiatives. Provided Technical Leadership in a variety of projects which include Implementation and Production support in Workday and PeopleSoft.

**EXPERTISE SUMMARY:**

* Overall 15 years of professional IT experience with around 3 years of extensive Workday   experience and 12 years as PeopleSoft consultant.
* Experience in all phases of the Workday implementation lifecycle namely – Requirement gathering, Analysis, Design, Development, Testing and Deployment.
* Proficient in Workday with hands-on experience in large-scale, global, full-life cycle, domestic and international implementations.
* Functional and Technical experience in Business Analysis, Business Process Flows, Reporting and Integration Possesses strong analytical and problem-solving skills coupled with outstanding communication, presentation and negotiation abilities.
* Expert in analyzing business requirements and transitioning them into use cases, functional specification, and activity diagrams using MS Visio.
* Experienced in Edit Tenant setup related configuration for HCM, System, Security, Worklets, Business Processes and Notifications and reporting and Analytics.
* Experience working with EIB, RAAS Reports and Workday Calculated Fields.
* Experience in configuring Business Processes in HCM and Financials applications and very well versed with Business process Security Policy/Workday Security.
* Experience in Software Development Life Cycle (SDLC) Phases such as Requirement analysis, Design, Development, Testing and Deployment with working knowledge in software development methodologies like Rational Unified Process (RUP), Agile and Waterfall across the span of various projects.
* Very versed with Workday Reporting, BIRT Reporting, HR Data Analytic, Dashboards.
* Played Released Management lead to manage workday HCM and Financials Bi – Annual Releases.
* Encryption Technology experience using either SFTP or FTPs experience, SOAP UI experience.
* Proficiency with web service technologies (XML, WSDL, REST, SOAP, HTTP, SSL, PGP, SAML, etc.)
* Good communication, Interpersonal skills with strong analytical ability, positive work attitude and self-motivated to work independently and as well as in a team.

Skills Summary:

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| --- | --- |
| Cloud Technologies | Workday,Taleo: |
| Functional Areas | HCM: Core HR, Recruiting and Time tracking.  **Finance**: General Ledger, Supplier Accounts, Procurement, Expenses, and Banking Settlement. |
| Workday Config Tools | Business Process Configurations, Account Posting Rules, Custom Validations, Calculated Fields, Custom Objects. |
| Setups | Any Org type Setups, Spend and Revenue category,Corp Credit Card setups, Security |
| Web Technologies | SOAP, XML, XSD, Web Services (WSDL & SOAP), XSLT |
| ERP | PeopleSoft HRMS/CRM/Finance/ELM 8.X/9.X, Core HR, Benefits, MSS, ESS and Payroll for North America. |

**Education:** Bachelor of Technology JNTU University, India

**Professional Experience:**

**TIAA**

***Workday Finance Analyst/Security Admin***

***June 2018 – Current***

* Experience in implementation and production of Workday Financials (Foundational Data Modelling, Financial Accounting, Supplier, Supplier Accounts & Contracts, Procurement, Business assets, Banking & Settlement, Business Process Framework, Security Matrix)
* Workday implementation experience from requirement gathering to post deployment product support for procurement, expenses and Business assets.
* Developed many custom reports for the financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, Financial Accounting and Banking and Settlements.
* Worked with the Clients and their teams in end to end testing, preparing testing cases for client specifications. Worked in preparing many Specs for the different financial modules.
* Worked on the Signoff of testing for Business Assets, Customer Accounts and Revenue and Banking and Settlement Functional Areas.
* Created Supervisory Organizations, Cost Centers, Cost Center Hierarchies, Job Profiles, Job Families and location hierarchies' maintenance, and modification of Workday Business Processes and definitions.
* Experience in analyzing, configuring, testing and implementing the functional and technical aspects of workday.
* Experience in Configuring procurement and Expense credit card and configuring the credit card integrations.
* Configured Supplier Punch-out integration with Staples, OfficeMax and CDW.
* Worked on building Advance, Matrix reports and Management Dashboards.
* Worked as Support analyst dealing with defect tickets and providing high quality solutions based defined SLA’s.
* Designed, configured and automate business processes to enhance the current application systems for Confidential including Hire, Change Job, Termination, Propose Compensation etc.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including merit and bonus plan processing.
* Conducted discovery session to gathering and documenting customer requirements, designing, tracking, reporting and analyzing key organizational and operational reports.
* Workday implementation experience from requirement gathering to post deployment product support for payroll GL, procurement, expenses and Business assets.
* Worked on creating Workday Reporting writing for the compensation project like Budget Allocation, Bonus Allocation, Stock Allocation, Red Flag reports and complete compensation planning list reports.
* Setup on Boarding Business Process and setup different tasks as part of the Requirement and changed the business process Benefit election/Manage Payment Election/Review Documents.
* Assist team in implementation of Workday. Work with consulting partners on the conversion tasks, Integration tasks, security tasks, and reporting tasks.
* Worked on Business Process, Compensation and Custom Reports in Workday and generate simple report-based Outbound Integrations.
* Introduction to Workday Studio and Report Writer. Worked on simple integration with Workday Studio.
* Ample experience in creating security groups.
* Experience in assigning roles and maintaining security groups.
* Worked multiple areas of security functions like role base constrained and unconstrained security.
* Created service centers representative and assigning representative to user-based security groups.
* Experience in maintaining user-based security groups.
* Worked on designing workflow of security assessment to determine the severity of the access.
* Experience in assigning role based and user based security groups.
* Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* I validated data at the individual employee level that security group assignments are true and accurate the security roles.
* Review and approve security requests and maintain workday security configuration documentation.
* Perform workday security updates and perform security impact analysis due for change requests collaborate with internal project teams and external partner resources.

**PeopleSoft SME (FIN/HCM**) - Office Of State Comptroller **March 2015 to June 2018**

* To understand the existing NYSLRS business processes across the varied functional areas and map those on PeopleSoft HRMS landscape.
* As a SME participated in Analyzing of the Functional Specifications, Preparation of Technical Specifications, Design and Development.
* Worked on Integration Broker setup like Nodes, Gateways and Messaging Servers for different PeopleSoft Applications
* Implemented PeopleSoft delivered search configuration functionality to the custom components.
* Configure CRM system like Business Projects, Case Types, Quick Codes, AAF (Active analytical Frame Work), Question Groups, Link definitions, Templates, Template packages.
* Created Work Center pages for different PeopleSoft Applications (HRMS, CRM).
* Participated in Unit testing of all Developments and supported System integration testing, User acceptance testing.

**PeopleSoft- Functional Lead - HSBC**  **Nov 2010 to Feb 2015**

* Configured the Business attributes for the Content Security, setup new fields in business data attributes for more security.
* Created Navigation collections for HR Pages to the employees and Managers.
* Configured Life events (Location change, DOB change, marital status change…) for an employee based on the country and related documents attached to the life events.
* Configured Business events (Promotion, demotion, pay rate change…) for the manager based on the country and related documents attached to the business events.
* Responsible for the analysis, design of Interface programs, documentation, testing of outbound interface and custom objects created as part of upgrade.

**Senior Techno Functional Consultant - HSBC**  **May 2008 to Oct 2010**

* Pre and Post production support of HR modules like Global Payroll, Absence Management, Benefits and ESS/MSS
* End to end Implementation of e-pay slip for UK.
* Configured Absence Self-service Screens to Portal environment.
* Integration CRM applications t Portal, created pagelet and charts for CRM cases.
* Implemented Delegation and Block out Functionality for absence management.
* Worked with the business users for gathering the requirements.
* Prepared the end user training documentation for new functionalities.
* Implemented Succession planning for the key positions.

**Techno Functional Consultant - Mphasis** **Oct 2006 to May 2008**

* Configure the Absence management system.
* Prepared the technical design documentation and the unit test plans.
* Created end user training documentation.
* Worked on workflow configuration for absence notifications.
* Configured Absence takes and absence entitlements.
* Implemented People soft ELM 9.0 Enterprise Learning Management.
* Reviewed Technical design documents, Test Case Plans.
* People soft Integration Broker SETUP
* Install & Apply Patches, Bundles, Maintenance Package, and Tax Updates.

**PeopleSoft Consultant – Birlasoft Aug 2005 to Sep 2006**

* Worked on purging and archiving process.
* Developed number of inbound and outbound interfaces with third party software using Application Engine programs, Application Messaging, Component Interfaces and SQR’s.
* Prepared unit test plans and carried out the unit testing and documented the results.
* Worked on Payroll Tax-Upgrades.
* Maintaining Security Administration, creation of users, defining roles and security rights for the users.
* Working with the Defects Stream for generating test scripts, test plans, bug tracking/conducting code reviews and fixing the issues with the output results analysis on the UAT testing and analyzing the different test cases in different environment.