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Overall Summary

- Around 7 years of total working experience in IT industry, out of which 5 years as Workday Functional HCM consultant.
- Good knowledge in gathering business requirements, develop, test and document.
- 2.6 years of experience on Implementation and Production support of Workday HCM applications
- Well versed HCM functionality to configure and maintain business processes, supervisory organizations, Staffing models, Job Profiles, positions, compensation etc
- Proficient use of HR processes such as Recruiting, Staffing, Compensation, Benefits
- Knowledge on EIB Inbound/Outbound Integrations
- Self-motivated with the ability to work both independently and in a team environment

Professional Summary

- Proficient in Workday Modules like Core HCM, Recruiting, Compensation, Benefits and Leave of absence.
- Created test scenarios for testing all in scope many Business Processes like Hire, Job Change, Promote, Transfer, Terminate, Compensation changes, Benefits, Employee Self Service process, Manager Self-service processes, etc.
- Expert in documenting, reporting bugs**,** errors, flaws and other issues within proprietary software applications.
- Interact with Business analysts and end users to clarify requirements and use cases.
- Used Scrum Agile methodology throughout the project life cycle.
- Interaction with all work streams including functional, reports, conversion, change management and project management
- Used Jira and Microsoft Azure Devops for defect tracking for different test cycles.
- Assist clients in the design, implementation, and support of the Workday HCM/Benefits and Compensation Management modules
- Excellent understanding of SDLC, STLC and Bug Life Cycle.
- Ability to understand Functional Requirements Specification and Technical Design Specification documents.
- Proficient in Test Case Design, Test execution and Defect Management.
- Knowledge on test methodologies and understanding of different testing types including functional, regression, UAT, smoke, performance testing and browser testing.
- Experience in Agile/Scrum Project Methodology.

TECHNICAL SKILLS

Packaged Application Module Functional	:	Workday Core HCM (Core HR,Recruiting, Talent , Onboarding Compensation ,Leave and Benefits) , Success factors
Defect Management Tools	:	Jira, Azure Devops,ZETM
SDLC Methodologies		Agile (Scrum)

Current Project Details:

Company: AT&T

Project: Workday HCM

Duration: January 2020 until present

Role: WorkdayHCM Configurator and Tester

Environment: Workday

AT&T:

AT&T Inc. is an American multinational conglomerate holding company ,Delaware-registered but headquartered at Whitacre Tower in Downtown Dallas, Texas It is the world's largest telecommunications company, the largest provider of mobile phone services, and the largest provider of fixed phone services in the United States through **AT&T** Communications Since June 14, 2018, it is also the parent company of mass media conglomerate **WarnerMedia**, making it the world's largest media and entertainment company in terms of revenue.

Responsibilities: •Created and Tested of Workday Supervisory Organizations, Locations, Positions, Cost Centers, and Cost Center hierarchies, Hire, Pre-Hire and Compensation Plans.

- •Analyzed business requirements, estimated project scope and worked closely with developers to deliver high-quality software solutions using Workday.
- •Creation of Compensation Eligibility Rules, Compensation Grades, Compensation Grade Profiles and Compensation Plans
- •Business Process Definitions, Locate and Edit Business Process Definitions, Create Business Process Condition Rules, Add Notifications to a Business Process
- •Tested Business Process and notifications in core HR: Hire, Job Change, Termination, Create Positions, Requisitions, Termination, & Contract Contingent.
- •Created Testing strategy, test plans, documentation for Business Process testing and Integration testing.
- •Creation and Maintenance of Position, Job Requisition, Position Restrictions, Hiring Restrictions, Pre-Hire, Hire, Transfer, Promote, Terminate, Organization and Roles.
- •Developed test cases for all in scope Business processes (hire, job change, terminate, etc.) along with testing of security role mapping for each of the Business processes

- •Responsible for Creating the Test Strategy, Test Plan, Conducting Daily Triage Meetings.
- •Involved in creating the Applicants, Hiring applicants into supervisory Organizations.
- •Proposed Compensation for New Hire, design Business process to hire an employee.

Client: AT&T

Company: Ushannk

Duration: Jan 2019-Dec 2019

Role: Workday tester

Environment: Workday HCM

Responsibilities:
- Created and Tested of Workday Supervisory Organizations, Locations, Positions, Hire, Absences and different leave types.
- Tested Business Process and notifications in core HR: Hire, Job Change, Termination,
- Created Testing strategy, test plans, documentation for Business Process testing
- Developed test cases for all in scope Business processes (hire, job change, terminate, etc)
- Responsible for Creating the Test Strategy, Test Plan, Conducting Daily Triage Meetings.
- Responsible for reporting of bugs,defects.

Company :Speridian Technologies

Client: Harbinger Group

Project: PMGM Module

Duration: Dec 2017 to Nov 2018

Role: SF PMGM Consultant

Environment: SAP Success factors

PMGM Module, Harbinger Group

The project involves implementation of PMGM module along with calibration aligning with their appraisal procedure followed across the organization. The project is currently at Explore phase.

Responsibilities:

- Working on, XML Coding, Role Based Permissions, Library goals, 360 and Email Notifications, Goal Plan, PM Template configuration, Route Map, Rating Scale, and Goal Imports.
- Configuring 360 Multi Rater along for a set of people in top management.
- Helping the client streamline their process for Project-driven, task-driven and Practice-driven Appraisals
- Updating of Workbooks after discussions.
- Conduction of Iterations and training the HR Admins for their activity including import goals and launching PM forms.

Client : KARAM Industries Pvt.

Duration: Nov 2016-Nov 2017

The project involves implementation of PMGM module aligning with their appraisal procedure for 4 Tiers and Probation Confirmation.

Responsibilities:

- Worked on XML Coding, Role Based Permissions, Goal Execution, and Email Notifications, pre-set KRA Sheets, Goal Plans, PM Template configuration, Route Map, Rating Scale, and Goal Imports.
- Complex rating calculations incorporated in the appraisal form for all Tiers of Management.
- Helping the client streamline their process for Probation Confirmation Process.
- Updating of Workbooks at every phase.
- Created Test scripts for Iterations & UAT

EDUCATIONAL QUALIFICATION:

- Completed B.Tech in Computer Science from Vidya Vikas Institute Of Engineering
- Completed M.Tech in Computer Engineering from People's Educational Society(PESCE, Mandya)

Organizational Details

- AT&T

1/11/2024