**Vinay**

**Workday Consultant**

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**PROFESSIONAL SUMMARY**

* IT experience of 6+ years in software design, development and implementation of various commercial applications in Workday, PeopleSoft.
* Worked on HCM modules **like Payroll, Benefits, Compensation, Time tracking Recruiting and Absence Management.**
* Experience with **XML, XPATH**, **XSLT** and Expert in designing/development of Interfaces with legacy and third party systems.
* Maintenance and creation of Workday Supervisory Organizations, Locations, Cost Centers, Cost Center Hierarchies.
* Developed several **custom reports** using **Workday Report Writer** and **Workday Studio BIRT** and Modified Workday **Standard reports** according to client requirements.
* Developed **Simple, Advanced, Matrix and Composite** reports.
* Extensively worked on Workday data conversion and integrations.
* Worked on Financial Management like Cash Management, Budgets, Planning, Benefits and Revenue Management.
* Experienced in implementing Custom, Packaged and Studio Integrations.
* Experienced in data migration through **iLoads** and spreadsheets.
* Worked with different staffing models, defining Hire restrictions to Job Management, Position Management.
* Experience in creating **Job Profiles**, Job Families and Job Family Groups.
* Expertise in **Job**, **Role** and **User** based security for different functional areas.
* Good coordination skills with different teams to resolve Development and Quality Assurance related issues.
* Expertise in Data management, Workday Reports (**BIRT**, **Advanced**, **Matrix**, Simple, search, trending and Transpose), and creating Custom reports using different combinations of calculated fields.
* Proficient in analyzing and translating business requirements to technical requirements and architecture
* Experienced in Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies, job profiles and job family groups.
* Extensively worked on System testing, UAT, Integration testing and Regression testing throughout testing phase of the project in Workday implementation
* Excellent analytical and logical programming skills with a good understanding at the conceptual level.

**KEY AREAS OF EXPERTISE**

**Workday Implementations, Workday Integrations, Workday Reporting , Workday Business Process Configurations Workday Security, HR and Payroll Technology, Domain Expertise, PeopleSoft Implementations, Project Planning and Reporting, Business Analysis and Process Redesign, Client Management Vendor Management.**

**OTHER TECHNICAL SKILLS**

**Workday skills** : Workday HCM, PeopleSoft, Workday conversions, Workday Report Writer, ILoads, Core Connectors and Workday Studio.

**Technologies/Tools** : XML, XSD, XSLT, XPATH.

**Web Services** : XML, WSDL, XSD.

**Document Processing** : MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel.

**Databases** : Oracle SQL, MYSQL, PL/SQL.

**Education Details:**

**Bachelor of Technology** - Jawaharlal Nehru technological University-Hyderabad, India-2014

**Masters in Computer Science**: Northwestern polytechnic University-Fremont, California-2016

**Masters in Information Technology**: Campbellsville University-Louisville, Kentucky-2019

**PROFESSIONAL EXPERIENCE**

**Client:** **Pioneer Natural Resources, Irving, TX Feb 2018 – Present**

**Role: Workday Integration Consultant**

* Involved in Development, Enhancement, Upgrade, and Maintenance of HR, Benefits, and Payroll.
* Lead the Technical team supporting Integrations, Reporting, and Production Issues in Workday.
* Designed and built inbound and outbound studio integrations with RAAS reports.
* Developed several reports using Workday Report Writer like Salary Changes, Severance, and Payroll.
* Developed Payroll Integrations ADP Tax Monthly, ADP Tax Quarterly using Workday predefined templates (Core Connectors)
* Created Integration that sends periodic, quarterly, or annual tax data from Workday Payroll to the tax filing service provider.
* Created Report design (BIRT report) for workday Electronic Verification Employment letters.
* Worked on integration, patch release, hot fixes and regression testing under Kanban Agile methodology.
* Responsible for Payroll input data load EIB’s such as one-time payments Bonuses and Awards.
* Creating custom Workday reports and modified the existing custom reports
* Responsible for Payroll input data load EIB’s such as one-time payments Bonuses and Awards.
* Worked on finance like cash management, Revenue Management and Expenses.
* Created XSLT scripts for Integrations to transform XML data.
* Created Custom Security Groups and Custom Security Roles. User based Security Groups Assigning security domains to the Security Groups.
* Making new Reports in BIRT Report Designer and BIRT- E-spreadsheet Designer (Financial Reports).
* Created security groups with given references to provide access required for the various Business processes in the system.
* Work with Integration team to facilitate the various integration with third party system(like Prism, HR PAY, Jibe etc)
* Managing teams in both SCRUM and Kanban frameworks.
* Created an intersection group to prevent HR partners viewing employee details for employees in the HR department.
* Especially created Security policies for Benefits and Payroll Provided Mentorship and Design documents for Reports and Integrations.
* Extensively using excel's spreadsheet for workday conversion and matrix report.
* Worked on Domain security policy change control and security policy change control.

**Environments: Workday Studio, Report Writer,Kanban, XML, Web Services, XSLT, Cloud Connector, Workday Finance (Cash Management, Customer Accounts)**

**Client:** **DXC Technologies, Nashville, TN, Aug 2016 – Jan 2018**

**Role: Workday Techno Functional Consultant**

● Developed Custom Reports, Advanced Reports and Calculated fields

● Designed and built both inbound and outbound EIB integrations in various segments of the Workday system.

● Participate in the design of major features from initial requirements through customer acceptance.

● Created calculated fields for Custom Reports to ensure required report delivery

* Created different BIRT Layouts such as Customer invoice Layouts and employee letter
* Worked on integration, patch release, hot fixes and regression testing under Kanban Agile methodology.

● Performs Workday day to day support tasks for Payroll and Benefits, maintain data integrity.

● Creating Eligibility waiting period for the Merits and Bonus

● Created continuous HR Reporting & Analytic support for: Cost Centers, Payroll Earnings and Deductions

● Review, Analyze and evaluate business systems and user requirements.

● Fixed all kinds of issues of existing Integrations

● Analyzed client's HR/Payroll business needs through client working sessions

● Worked with client to help convert legacy data into Workday

● Configured security roles and assignment roles

● Generate different kinds of custom reports - Simple, Advanced and Matrix reports to meet client requirements.

* Testing Workday new version release changes and implementing

● Created custom Workday reports and modified the existing custom reports.

● Interact with the Business team and end users to clarify requirements and use cases.

● Designed and developed a set of integrations to integrate Workday HR with the Recruiting system.

**Environments: Workday HCM (Talent Management, Benefits, Time Tracking and Payroll), Web Services, Cloud Connector, EIB, Report Writer.**

**Client:** **Ameriprise Financials, Minneapolis, MN May 2015 – July 2016**

**Role: Workday Functional Consultant**

● Created Mass compensation changes and also modified allowance plans and benefits.

● Created the report writer reports, worked with standard and Custom Reports, using the security in the reports.

● Analyze production issues and develop remediation improvement plans

● Assigning user based security groups to the applicants

● Hire into Position management and Job Management

● Configured security, process flows and notifications for Business Process within Workday Tenant

● Provide support to L1 team to improve their support efficiency and to meet incident

● Investigate batch failures end user issues

● Day to day support of Workday HCM, security, compensation and reporting issues.

● Actively participating in DR Test activities online and batch test

● Provided reporting support to the finance departments Business Expense system via reporting tools

● Configured major group structures such as job codes and supervisory organizations

● Worked with client to help convert legacy data into Workday

● Configured security roles and assignment roles

**Environments: Workday HCM (Compensation, Locations, Talent Management, Benefits, Payroll), XML/XSLT, ETV & XTT, Workday Report Writer/Designer, Workday Studio, EIB and Cloud Connectors, Web services**

**Client: Decode Solutions, Hyderabad, India April-2014 – March 2015**

**Role: PeopleSoft Consultant**

* Retrofitting of SQR during tax Updates.
* Extensively worked on enhancing Inbound and Outbound SQR's.
* Working with HIPAA Interface App engine Programs.
* Created and executed various new Application Engine programs, People Code, Component Interfaces, SQR programs and SQL scripts.
* Modified people code in e-benefits to reflect the same functionality in base benefits related to benefit elections during open enrollment.
* Continuously monitor Benefits Administration processes for inconsistencies or undesirable results.
* Worked on implementing workflow to route the employee information to the HR manager when the employee is transferred from one agency to another agency
* Developed a new functionality and two new SQCs to route the information of the employees to different files grouped by their reporting manager and to send email to their respective mail accounts.
* Modified XML Reports to generate letters as a part of recruiting.
* Worked on connected queries as per business requirements.
* Used the enterprise portal to change the look and feel of the portal according to the existing company intranet web pages

**Client: Thomson Reuters, Hyderabad, India June 2013– March 2014**

**Role: PeopleSoft Consultant (Intern)**

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* Creating the report writer reports, worked with standard and Custom Reports, using the security in the reports.
* Analyze production issues and develop remediation improvement plans
* Assigning user based security groups to the applicants
* Hire into Position management and Job Management
* Configured security, process flows and notifications for Business Process within Workday Tenant
* Provide support to L1 team to improve their support efficiency and to meet incident
* Investigate batch failures end user issues
* Actively participating in DR Test activities online and batch test
* Configured major group structures such as job codes and supervisory organizations
* Worked with client to help convert legacy data into Workday
* Configured security roles and assignment roles