**Shanthan Reddy**

**Workday Consultant**

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**Professional Highlights:**

* Around 5+ years’ experience with **Development**, **Design**, **Analysis,** and unit **testing** of requirements.
* Expertise in analysis of client's HR/Payroll business needs through client working sessions and day to day support of **Workday HCM, Security, Compensation, and Reporting** issues.
* Providing support of HR processes such as employee **record maintenance, Payroll, Benefits, Security, Pay Planning, Performance Management/Talent Management, Time Tracking / Onboarding (Hire).**
* Experience in implementation of Workday HCM for various HR modules which includes **Benefits, Payroll, Recruiting, Talent Management, Change Management, Compensation, Time tracking, and Leave/Absence Management.**
* Expertise in the Workday product suite, specializing and deepening skillset within the **Talent Management** and **HCM Functional** area.
* Extensive knowledge of various **HR transactions** involved in Workday HCM **Integrations.**
* Hands-On Experience in creating and configuring **Custom reports**, **Calculated Fields**, **XpressO**, **Workday Studio**, **EIBs**, **Core Connector**, **Cloud Connector**, **Report Design**, Business form Layout, Solution Manager, Learning module, Object transporter.
* Experience in Workday Human Resource including **Workday Payroll**, **Business Analysis**, **Business Process** **Flows**, **Security**, **Reporting,** and **Integration**.
* Good understanding of Integrations including **Web Services, SaaS, Workday Architecture, Business Process Framework.**
* Proficient in Simple, **Advanced**, **composite**, and **matrix** **Reporting**, **dashboard** **development**.
* Provided continuous **HR Reporting** **& Analytic** support for: Cost Centers, **Payroll Earnings** and **Deductions**, **Compensation**, **Time** **Tracking** and 401(K) auditing.
* Responsible for full development of **Custom** **Reports** and **calculated** **fields** manipulating data for the Confidential Group.
* Experience in various technologies involved in **Integration** development (**XML, XPath, XSLT, XSD, Web Services**).
* Expertise in **Workday LMS** in **creating**, **updating,** and **configuring Learning Programs**; develop and edit numerous **lessons** & **e-learning** courses that are required by the personnel. Track **course views**, completions, feedback, and **survey the results**.
* Analytical exposure of **UML** such as **Class Diagrams**, Activity Diagrams, State Diagrams, **Sequence Diagrams**, **Data Flow Diagrams,** and **Entity Diagrams** which included processes in payroll, security, job benefits, compensation grades, and packages.
* Experience working on **Workday HCM** Global roll out and implementation which includes **configuring Security, Roles, Business Processes, Reports, Data migration,** and **Upgrades**.
* Expertise in **Data management**, Workday, and creating **Custom reports** using different combinations of **calculated fields**. Creating containers in the cloud to create, deploy, and run applications.
* Proven skills in developing the test scripts for the **System testing**, **Regression testing** using Mercury Interactive tools (QTP, Load-Runner, QC).
* Involved in **QA**/**Testing** processes like **User** **Acceptance** **Testing** (**UAT**) and **System** **Integration** **Testing** (**SIT**).
* Good experience in testing of Converted Data in **Workday** **Tenant**.
* Strong knowledge with the administration and implementation of **Workday Financial modules** like **Procurement, Accounts Payable**, **Accounts** **Receivable**, **Business Assets, Endowments and Gifts, Financial Accounting, Non-sponsored AR, Banking and Settlements.**
* **Developed and built custom reports related to Workday Financials.**
* In-depth knowledge of **Software Development Life Cycle** (SDLC) Phases such as Requirement Analysis, Design, Development, Testing, and Deployment.
* Good knowledge in using the **JIRA** tool for **bug tracking**, **issue tracking** & **project management**.
* 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.
* Worked on Automated Deployment, Jenkins for Continuous **Integration,** and continuous delivery.
* Excellent interpersonal, **communication** and **organizational** **skills**, Strong data analytical, organizational, and **problem-solving skills**.

**Technical Skills:**

* **Software Products:** Workday, Peoplesoft, ADP, Kronos, JIRA, Oracle, AWS.
* **Workday Technical:** Workday Integrations - Core Connector, EIB Inbound and Outbound, Workday Studio, Workday Custom Reports, BIRT Design, XSLT Document Transformations, Calculated Fields, Business Object, and Security.
* **Workday Functional:**

Workday HCM - HR, Payroll, Recruiting, Staffing, Compensation, Benefits, Time Tracking, Absence Management.

Workday Financial - Budgets, Cash Management, Customer Accounts, Supplier Accounts, Expenses, Inventory, Procurement, Projects.

* **Tools**: SQL, PL/SQL, Microsoft Visio, Crystal Info, Citrix, and Visual Basic 6.0, SOAP, XpressO, Oxygen XML, XSLT.
* **Operating Systems:** Windows NT 4.0, Windows 2000 Server, Unix (Solaris), Windows XP/07/10/vista, and Linux 7.1.
* **Web Programming Tools:** ASP, HTML, DHTML, VBScript, JavaScript, IDE/ Editors Visual Studio 2008, Eclipse, Net Beans, C, C++.

**Work Experience:**

**Workday Consultant**

**Early Warning Services LLC, Scottsdale, AZ December 2018 to Present**

**Responsibilities:**

* Played a key role in the implementation of **Workday HCM** like Core **HR**, **Time** **Tracking**, **Absence** **Management**, **Compensation,** and **Payroll** Modules related to User access to the Workday system.
* Serve as a subject matter expert for **HCM**, **Benefits**, **Talent**, **Performance**, and **Security**.
* Perform system enhancements, system maintenance, system testing, system upgrades.
* Build and maintain system configurations and integrations with third-party systems.
* Provide hands-on troubleshooting support to employees in completing transactions.
* Created test scenarios for testing all in scope many **Business** **Processes** like **Hire**, **Job** **Change**, **Promote**, **Transfer**, **Terminate**, **Compensation** **changes**, Employee Self Service process, Manager Self-service processes, etc.
* Configure Workday **Compensation** **Packages** including **salary**, **bonus**, allowance, **commission**, and merit plans for multiple countries including merit and bonus plan processing.
* Proposed Compensation for **New** **Hire,** Involved in Editing Government Ids and **Workday** **Account**.
* Create, Update, and Configure Learning Programs through **Workday LMS.** Develop and edit lessons & e-learning courses that can be required by the personnel or on-demand. Managed, scheduled, and coordinated onsite/offsite training for site personnel.
* Experience in working as a report writer by creating numerous **Custom** **Workday** **Time** **Tracking** & **Payroll** **reports** and **modified** the existing **custom** **reports**.
* Built and managed integration using **Calculated Fields**, **EIB**, **Document** **Transformation**, **Workday** **Core** **Connector**, **XML**, **XSLT,** and Web Services technologies.
* Created **Advanced Custom** and **Matrix reports** for Upper Management **Dashboards**.
* Gathering user requirements for key **operational** **reports** for the **HR** **Director** of Human Resources.
* Design and build **Inbound/ Outbound integrations** using **EIB**, **Core** **Connector**, **Studio**, Web Services, **SOAP**, **XML**, and **XSLT** Document Transformation for several integrations from Workday to external vendor systems with **Raas reports**.
* Created complex reports using the Firm’s HR systems and Designed the Workday HCM data conversion process.
* Managing **Data** **conversions**, HR and Compensation related **Custom** **Reports**, and **Security** **Management**, **Business** **Process** **configuration** and, configuring the application according to customer requirements and developing system Integration.
* Interact with Business analysts and end-users to clarify requirements and use cases.
* Part of the team to Design and implement customer requirements into our **Workday Financial** Solutions (**General** **Ledger**, **Accounts Payable**, **Purchasing**, **Accounts** **Receivables**, and **Assets**).
* Worked as a **Techno**-**Functional** consultant in the implementation of Different Financial Modules.
* Strong knowledge on the implementation of **Business Assets, Customer Accounts, Procurement, Planning, Inventory, Revenue Management, Banking, and Cash Management** functional areas within Workday **Financials**.
* Worked on the Signoff of testing for **Business Assets, Customer Accounts, Revenue, Banking, and Settlement Functional Areas.**
* Created **functional** **Specs** for Reporting**in Business assets, Procure to Pay, Accounts payable and Gifts, and endowments.**
* **Workday** **Testing** which includes System, **Integration** and End to End **Testing**, Parallel Acceptance Testing, Access Testing, **UAT**.
* Use technology and analytics to continuously improve upon the talent journey experience, including process, method, and tool effectiveness.
* Maximize resources to provide customized approaches to talent needs through in-person, blended, and virtual environments.
* Provide coaching and feedback to individuals to ensure the ongoing effectiveness of talent activities, ongoing development, and key performance outcomes.
* Additional areas of focus include building operations, project management, lease & portfolio, space & occupancy, compliance and management, performance metrics, and other premise related reports.
* Support the Business Change Lead designing and agreeing to future **workflows**, specifically the **business** **reports** but also challenging and minimize the use of reports to drive workflows.
* Drive continuous improvement of Workday HCM.
* Create and execute performance tests to ensure that expected application performance levels are achieved.
* Contributes and at times, leads clients and technical staff to investigate, analyze, and resolve technical problems related to system functions, programming, and procedures.
* Serve as a resource for Tier 3 end-user support. Participate in testing for semi-annual Workday updates.
* Support the design, testing, and maintenance of the Workday HCM system globally.
* Create Custom reports using the **Workday Report Writer tool**, **XpressO,** and BIRT for Merit Statement, Paycheck Statement.

**Environment**: Workday Report Writing, XpressO, custom reports, calculated fields, Custom Objects, EIB, Workday Studio, Core Connecter, XSLT, XML, LMS, UAT, Document Transformation, compensation, Recruiting, Benefits, Payroll.

**Workday Developer**

**Chevron, Houston, TX October 2017 to November 2018**

**Responsibilities:**

* Experience in **web** **services** like **Recruiting**, **Staffing**, **Payroll**, **Absence** Management, **Compensation**, **Time** **Tracking**, **Termination**.
* Worked on solutions for the implemented **HR** **functions** of compensation management.
* Worked on **Data** **conversions**, **HR**, **Compensation** related **Custom** **Reports**, **Business** **Process** **configuration,** and **Security** **Management**,
* In addition to developing **integrations** exposure to **functional** and technical support for **HCM**, **Payroll**, **Absence Management,** and **Time** **Tracking**.
* Collected and Clarified client requirements, business needs, and project objectives, via sessions with vendors and client meetings.
* Hands-on experience in **Standard** **Reports**, **Calculated** **Fields**, and **Custom** **reports** Created and maintained custom and ad-hoc reports as well as, run scheduled reports needed by end-users and Create custom **Workday** **reports** and modify/troubleshoot existing custom reports using Calculated Fields.
* Responsible for building **Turnover** **Reports**, configuring Beginning & Ending, **Hires, Terms Headcounts.**
* Developed **Inbound** and **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 a related functional area to launch the EIB.
* Developed **Core** **connector** and **Document** **Transformation** **integrations** to get changes file of **CSV** format from **XML** Output.
* Worked on Job Profiles, Compensation Components, Setup Compensation Eligibility Rules, Compensation Grades & Grade Profiles, and Compensation package in Workday system.
* Developed simple and secure **integrations** using **Workday** **Enterprise** **Interface** **Builder** (**EIB**) and worked with **Workday** **Studio** and **Cloud** **connectors** to fix integration related issues.
* Implemented Workday Techno Functional and **Data Migration** using **EIB**, **Core** **Connectors,** and Workday **Studio** in addition to creating Simple and **Advanced** **reports**.
* Developed several **integration** and **functional** **reports** to report out mass data from the workday.
* Worked with implementation partners to configure Payroll and Time Tracking application.
* Creating new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
* Worked with the sales team, to deliver professional and concise demonstrations of Payroll, Human Resources, Applicant Tracking, and Time and Attendance software.
* Configured functionality for new areas within the Workday HCM System and providing real-time planning and analysis visibility to all levels of management.
* Built **Advance**, **Composite** and **Matrix** **reports** in the areas of: **Core** **HR**; **Payroll**; **Compensation**; **Benefits**.
* Used **EIB (Enterprise Interface Builder)** for integrating the location of employees, Performance ratings, assigning organizations, and updating payroll Ids.
* Analyzed the functionality of Time & Labor pages, components, records, and menus. Tested the functionality of Time & Labor workflow related to payroll.
* Involved in User Acceptance Test (**UAT**) of BI reports and **Integration** Testing.
* Worked on designing Workflow Application, Creating Workflow Maps, Defining Roles and Role Users, and Testing workflow.
* Configuration of Workday's business process configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
* Developed numerous learner-centered and e-learning courses via **Workday LMS.**
* Trained the staff and educators in software applications, web-based applications, navigating learning management systems, and computer care.
* Developed and implemented job-specific and **learning** **curriculums** based on the results of needs analysis and executive goals. Managed learning curriculum content for several onsite organizations via **Workday** **Learning** **Module**.
* Saved the company over $30,000 per year in training costs by helping in development of the content in house.
* Tested custom page in Order Management for an order log to log order received from sales but not booked for some or the other reasons.
* Developed test cases and executed test cases for creating different Vouchers, Posting of Vouchers, Posting of Payments in Workday Financials.
* Work efforts supervised included requirements definition, process design, configuration, testing, training, deployment, and production support.
* Worked on configuring **Domain** **Security** **Policy** and **Business Process** **Security** Policy.
* Developed test cases and test scenarios to perform UAT, SAT on the newly developed integrations.

**Environment**: Workday EIB, Core Connector Developer, Workday Integration Server, Workday Studio, Web Services, Workday Report Writer, XpressO, XML, XSLT, XPath, UAT, SOAP UI, Oxygen.

**PeopleSoft/ Workday HRIS Consultant**

**Exemplar eSolutions, Hyderabad, India January 2015 - July 2017**

**Responsibilities:**

* Assists with the definition, implementation, and maintenance of the **PeopleSoft development** and production architecture and environments.
* Update the company's **data management** **system,** **security** **policies** as new Best Practices emerge and are adopted by the computer network.
* Knowledge of database design best practices, performance tuning, and **data normalization** rules.
* Develop and test code to adhere to the **design documents**.
* Managed **PeopleSoft** **database** for all new **hires**, **terminations**, **promotions**, and **updates**.
* Point of contact for business partners on issues and inquires related to PeopleSoft support.
* Conducted **new hire orientations**, behavioral-based interviews, and **extended offers** to candidates.
* Actively participate and take personal ownership in a career through self-assessments, mid-year, and annual reviews, goal setting, and performance management.
* Initiating and executing Improvements to Process.
* Weekly/Bi-weekly meetings with staff to distribute information, schedule work, discuss issues.
* General management including **budget requests**, **hiring**, **coaching**, **performance** **management**, **terminations**, etc.
* Ensure PeopleSoft Development staff are **cross-trained** and continuously improving.
* Lead overall functional requirements and gap analysis of new project requests which also includes the creation of functional specifications for new development work.
* Responsible for the successful completion of **project** **goals** and milestones.
* Complete configuration and functional set-ups in PeopleSoft Campus Solutions modules.
* Worked on the data extract for **Workday HCM** modules and led the team on providing the data extract from PeopleSoft training data for load into their new training module Cornerstone scheduled to go live simultaneously with the new Workday system.
* Led the data extract project from **PeopleSoft to Workday**. This involved extracting data out of PeopleSoft initially to help configure all the required hierarchy organizational data required in Workday before extracting the employee transactional data.
* Assisted with the generation of **Workday Advanced Custom Reports** and **Integrations EIB Enterprise Integration Builder.** EIB is a tool used in Workday to handle inbound files to Workday or outbound files from Workday to vendors or Web Services.
* Since Workday is a heavily object-oriented strong understanding of calculated fields is a requirement for **advance** **report** **writing** and integrations.
* Additionally, the use of writing **XSLT** to transform data from the advanced reports is common. Generated several XSLT to generate flat files for vendors.

**Education:**

**Master’s Degree in Computer Science (North Dakota State University, ND, USA)**

**Bachelor’s Degree in Computer Science (VIT University, Vellore, TN, India)**