**Lead Workday Consultant**

 **
Summary**

• Overall 13+ years of IT experience in software design, analysis, development and implementation Human Resource Information Services and 6+ years of experience in Workday HCM and Custom Reports.
• Experienced in developing Custom Reports, Advanced Reports, Composite Reports, Matrix Reports and Calculated fields and Creating Dashboards and setting up the worklets in workday.
• Worked with business process framework, well verged with multiple configuration options in staffing, compensation, Recruiting, Benefit events, time off/leave events, Talent Management Events.
• Designed and Developed BIRT Report as per client's requirement to create Company logo's for Business form layout and Merit statements.
• Skilled in both technical and functional design, coding, unit testing, and user acceptance testing to support multiple deliverables.
• Experience on various Workday integration tools such as EIB, Document Transformation, Workday Studio and library of Workday Cloud Connect.
• Hands-on with configuring EIB, building Custom Report using Calculated Fields.
• Extensively involved in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules.
• Experience with the various technologies involved in Simple object access protocol (SOAP) development (XML, XPath, XSLT, Web Services).
• Experience in End Users on Job Requisition System, Benefits and Payroll and Configured Payroll integrations using PICOF and PECI with workday studio.
• Research existing functionality for fit-gap analysis for new HCM requirements.
• Modify customized Hire, Change Job, Request Compensation Change business processes to include executive management 'send back' notifications.
• Mapping PT employee data to WD Templates. Creating custom inbound EIBs to load part-time employee information into Workday Tenant. Processes include Employee Hire/Terminate.
• Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies.
• Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.
• Expertise in advanced reports wherein I had to use different business objects and related business objects in developing awaiting steps in performance business processes.
• Create standard/custom quarterly, annual and ad-hoc reports as needed by business and converting existing PeopleSoft reports to Workday Reports as part of migration.
• Project Management experience such as planning, developing, implementing and maintaining HR systems.
• Diagnosed functional issues, report bugs, and take ownership of issue resolution.
• Worked with different staffing models, defining Hire restrictions to Job Management, Position Management and Headcount Management.
• Experience in creating Job Profiles, Job Families and Job Family Groups.
• Proficient use of HR processes such as Recruiting, Hiring, Payroll, Benefits, Employee Record maintenance, Training, Pay Planning, Performance Management/Talent Management, Applicant Tracking, On-boarding, Manager & Employee self-services.

**Experience**

**Workday HCM Functional Analyst**

**Amazon -Seattle, WA January 2018 to Present**

**Responsibilities:**
• Create, maintain and direct the tasks on the project plan for the implementation of Workday Human Capital Management.
• Maintain and support all the HR Business processes e.g. Recruiting, Compensation, Hiring, Performance and talent management implemented in Workday.
• Gather detailed business requirements and automate business processes to enhance the current application systems, including reporting. Assist in development of new reports for ongoing customer needs.
• Write, maintain and support a variety of reports or queries utilizing appropriate reporting tools.
• Create standard/custom quarterly, annual and ad-hoc reports as needed by business and converting existing PeopleSoft reports to Workday Reports as part of migration.
• Assist in the review, testing and implementation of HRMS system upgrades or patches. Collaborate with functional staff to meet the existing business needs.
• Recommend process/customer service improvements, innovative solutions, policy changes and/or major variations from established policy that must be approved by appropriate leadership prior to implementation.
• Designed and built both inbound and outbound EIB integrations in various segments of Workday system
• Worked on setting up scheduling of reports and understanding the required permissions for report sharing.
• Configure Termination Participation Rule events for Merit and Bonus process to remove Terminated employees and their respective pool amount from the process
• Worked on Job Application Dynamic Business Process and Sub Processes in Recruiting.
• Create new Currency rate type to be used for Merit/Bonus process and load Currency exchange rates for different currencies
• Create new Temporary Bonus Plans as work around to resolve Workday defects related to Bonus Proration.
• Create new Calculated Fields to display Bonus target amount in the grid without including the scorecard multiplier.
• Coordinate across client and internal teams to provide metrics and reporting to support the organization's business processes.
• Support the various reporting functions with respect to Workday functionality and client business requirements for new implementation initiatives.
• Worked on Setting up dashboards and work lets.
• Assist team in implementation of Workday. Work with consulting partners on the Conversion tasks, Integration tasks, Security tasks, and Reporting tasks.

**Environment**: Workday HCM, Business Processes, Workday Reporting, Custom Reporting, Advance Reporting, Composite and Integration Reporting, EIB, Core Connecter, Workday Integration using XML, XSLT, XPath, Workday Studio.

**Sr Workday HCM Consultant**

**Gilead Sciences – SFO, CA August 2016 to December 2017**

**Responsibilities:**
• Hire into Head Count and Job Management, Approval of Organization Assignments, consolidated approvals.
• Staffing Movements, An employee changes in position, inbound process and outbound process.
• Termination Process, initiate termination process, review termination process, to do tasks
• Event Management, Finding the event, Task Reassignment and Requesting the reassignment, manage delegation settings, Editing the tenant setups- Business Process and Notifications
• Designed and built both inbound and outbound EIB integrations in various segments of Workday system.
• Assigning user-based security groups to the applicants.
• Hire into Position management, hire into Headcount management and Job Management.
• Used EIB (Enterprise Interface Builder) for integrating location of employees, Performance ratings, assigning organizations and updating payroll IDs.
• Created Mass compensation changes and also modified allowance plans and benefits.
• Creating the report writer reports, worked with standard and Custom Reports, using the security in the reports.
• Worked with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.
• Created Supervisory Organizations, Matrix Organizations, Cost Centers, Location and its hierarchies.
• Changing the supervisory Organizations, Inactivating an Organization and moving the workers into different Supervisory Organizations.
• Assigning Organization Roles, Assigning User based Security Groups.
• Contracting Contingent workers, convert contingent workers into Employees.
• Staffing Movements, An employee changes in position, inbound process and outbound process.
• Termination Process, initiate termination process, review termination process, to do tasks.
• Event Management, Finding the event, Task Reassignment and Requesting the reassignment, manage delegation settings, Editing the tenant setups- Business Process and Notifications.

**Environment:** Workday EIB, Studio, API's, Cloud connect, Transformation using XSLT, XML, Webservices, Workday Report Writer, Workday Custom Reports, Workday Calculated Fields.

**Workday HCM Business Analyst**

**Santander Bank – Remote February 2015 to July 2016**

**Responsibilities:**
• Involved in implementation of Workday HCM for various HR modules such as Benefits, Payroll, Recruiting, Time Tracking and Talent Management.
• Primary duties include developing Integrations using EIB, Core Connectors and Studio integrations to integrate with third party systems and to create Custom Reports for various functional areas.
• Expertise in developing advanced, matrix custom reports and thorough understanding of Workday data sources and business objects.
• Developed Balance Sheet, income Statements and Trial Balance, Business Asset related reports
• Developed many reports, Worklets and Dashboards related to procurement.
• Day to day support of Workday HCM, Integrations and Reporting issues.
• Developed integrations using EIB, Core Connectors, Document Transformations and Studio integrations.
• Create various integrations and used XSLT code to transform XML data to various files formats and to safely deliver files using SFTP server. Thorough understanding in using different APIs for connecting to third party systems.
• Converted XML to XSLT files using XSLT transformations and integrated with third party applications for data exchange.
• Created various EIB integrations using Workday templates and engaged in validating and customizing BP's for Integrations.
• Used functions such as ETV/XTT to do XSLT file transformations for integrations on Workday Cloud, proficiency in understanding SOAPUI, WSDL, XML, XSLT languages.
• Introduction to Workday Studio and building complex integrations with Workday Studio, transformations using XSLT.
• Experience in creating new integrations and supporting existing integrations.
• Used sequence generators, generating templates and validating inbound integration system results.
• Integrated Workday HCM data and created XSLT scripts for integrations to transform XML data.
• Created numerous custom reports, calculated fields and custom objects for reports using Report Writer tool provided by Workday.
• Create reports by using appropriate data source and business objects to deliver desired report output for end users.
• In depth understanding of calculated fields and creating complex calculated fields to use in the report.
• Created reports in various functional areas such as New Hires, Benefits, Compensation, Payroll and Recruiting.
• Understanding XpressO reports and guided client the need to use XpressO reports when necessary.

**Environment**: Workday, EIB, Workday Studio, iloads, Transformation using XSLT, XML, Web services, BIRT,Workday Report Writing, custom reports, calculated fields, compensation, MS PowerPoint, MS Excel.

**Workday HCM Consultant**

**CVS – Providence, RI May 2013 to January 2015**

**Responsibilities:**
• Interviewed the Subject Matter Experts (SME) by asking detailed questions.
• Create, maintain and direct the tasks on the project plan for the implementation of Workday Human Capital Management.
• Maintain and support all the HR Business processes e.g. Compensation, Hiring, Performance and talent management etc. implemented in Workday.
• Gather detailed business requirements and automate business processes to enhance the current application systems, including reporting. Assist in development of new reports for ongoing customer needs.
• Write, maintain and support a variety of reports or queries utilizing appropriate reporting tools.
• Create standard/custom quarterly, annual and ad-hoc reports as needed by business and converting existing PeopleSoft reports to Workday Reports as part of migration.
• Assist in the review, testing and implementation of HRMS system upgrades or patches. Collaborate with functional staff to meet the existing business needed.
• Recommend process/customer service improvements, innovative solutions, policy changes and/or major variations from established policy that must be approved by appropriate leadership prior to implementation.
• Created Business Form Layouts for the reports built in compensation using BIRT in Workday Studio.
• Designed and built both inbound and outbound EIB integrations in various segments of Workday systems.
• Worked on setting up scheduling of reports and understanding the required permissions for report sharing.
• Coordinate across client and internal teams to provide metrics and reporting to support the organization's business processes.
• Support the various reporting functions with respect to Workday functionality and client business requirements for new implementation initiatives.
• Worked on Setting up dashboards and work lets.
• Assist team in implementation of Workday. Work with consulting partners on the Conversion tasks, Integration tasks, Security tasks, and Reporting tasks.

**Environment:** Workday EIB, Studio, API's, Cloud connect, Transformation using XSLT, XML, Webservices,Workday Report Writer, Workday Custom Reports, Workday Calculated Fields.

**PeopleSoft Technical Consultant**

**BCBS -Raleigh, North Carolina May 2007 to April 2013**

**Responsibilities:**
• Upgraded PeopleSoft HR, Benefits and payroll modules from 8.3 to 9.1.
• Worked with functional analysts to determine what customizations are needed for the new release and reinstated the relevant customizations.
• Identified and analyzed existing customizations in 8.3 and documented the fits and gaps for new release.
• Retrofitted customizations included - modifying pages, menus, components, People Code, SQRs.
• Involved in customization of creating fields, record definitions, views, creating search records.
• Designed, customized and tested the People Code according to the business requirements of the client.
• Worked on customizations and testing of Self-Service modules ePay, eBenefits and eProfile in upgrade process.
• Helped the implementation team in resolving issues in HR, Payroll and Benefits.
• Developed Technical specifications to the various functional requirements. HR, Payroll, Benefits, Benefits Administration, Component interfaces and batch processes.
• Created and executed various new Application Engine programs, People Code, Component Interfaces, SQR programs and SQL scripts.
• Developed Various Interfaces using SQR for Transmitting Employee Data to Benefits Vendor, transmitting Employee BI-Weekly Payroll Information, Tax related reports.
• Troubleshooting issues pertaining to payroll process.
• Involved in integration Testing of Payroll Process i.e. Pay Sheet creation, Payroll calculation and Pay Confirmation Process.
• Converted Import Scripts to Application Engine programs during the Upgrade process.