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| Vijaya Rani Medikonda |  203-243-2633vijaya.workday10@gmail.com  |

# Summary

* IT professional with overall 7+ years of experience, around 3.5+ years of experience working as workday HRIS Techno-Functional consultant.
* Proficient in Workday HCM, On-boarding, Base and Advanced Compensation, Talent and Performance, Talent Groups, Absence Management, Time tracking, Recruiting, Benefits modules along with Integrations.
* Experience in all phases of Workday like requirements gathering, Analysis, Design, Development and Testing and Quality Assurance for Workday HR projects.
* Experience in configuring business processes, workflows, staffing modules, Job Profiles, compensation process, benefits configuration.
* Proficient in Development of Advanced Reports, Matrix Reports, Composite Reports, Custom Reports, Workday Calculated Fields in Core HR, Benefits, Payroll, Expenses, Procurement.
* Expertise in creating Outbound Integrations using EIB’s, Core Connector, PICOF, PECI & transforming data using Document Transformation (DT).
* Expertise in preparing Test Strategy, Test Plan, Test Summary Reports, Test Cases and Test Scripts for Automated and Manual testing based on the Business Requirement Document (BRD). Managed the Overall test project plan, time tracking, defect management, issue resolution and risk management.
* Experience Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework. Experience in inbound/outbound integrations Using Core Connector, XSL, WSDL, XSLT, managing business processes, working with EIB.
* Experience working with XML, XPATH, XSLT, SOAP, REST URL & MVEL Language. Experience in creating REST & SOAP studio Integrations with good usage of Workday studio Architecture, Business Process Framework.

## WORKDAY CONSULTANT | IMPERVA – SAN MATEO, CA | DECEMBER 2018 – SEPTEMBER 2020

* Supported and led various aspects of data gathering, system configuration, unit testing for all functional areas within Workday HCM including Core HCM, Onboarding, Advance Compensation, Performance Management, Absence, Configuration & Prototype Testing and Payroll Integrations.
* Worked as POC for Business process setup, security admin, Integrations admin and Reporting admin.
* Managed staffing models, Job profiles, Cost center, Supervisory organizations etc.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple states including merit and bonus plan processing.
* Created Custom Reports – (Simple, Advanced, Matrix and Composite Reports. Calculated Fields) based on requirements, EIBs and Dashboard.
* Defined Test Strategy and Test Approach. Manages the overall test project plan, time tracking, defect management, issue resolution, and risk management.
* Enabled Manager Self Service (MSS) and Employee Self Service (ESS) for the entire organization, Created Dashboards for the Manager-self-service, HR, and Employees and Created worklet enabled advanced reports with filters to be used on the dashboards.
* Performance/Talent: Configured half yearly and annual performance reviews. Created organization specific goals and categories, weights, and ratings. Worked in unit testing for development plans, individual items setup, skills setup, education, training, competencies, achievements, certifications, and internal projects.
* Recruiting: Worked with business in gathering requirements for integration. – Getting the data from Jobvite Application to Workday.
* Created and Tested Several EIB's successfully Both in Payroll and HCM for Data load and modification and several other operations.
* Created API client and tokens for accessing reports through WSDL, workday xml, simple xml, Json files.
* Developed Test Scripts for other outside systems that interface with Workday: Benefit interface with Vendors, Time and Labor Interface with Kronos System and Payroll Interface with People Soft Payroll System.
* Worked on HCM Gold master workbook – data preparation for iLoad’s and master data setup for organization, job profiles, grade profiles, location and cost center, custom organizations etc.
* Worked to set up a Job profile, Job Family and Job Family Groups, custom organizations based on functions, position management.
* Developed integration using web service SOAP, XML, XSLT on the Workday cloud platform such as Payroll integration.
* Worked with the Boomi Integration team in setting up the API’ calls and getting the data from Jobvite.
* ADP Payroll Integration: Setup PICOF core connector to integrate workday with ADP system and auto provisioning employees into ADP SSO groups.
* Time Tracking: setup integration to core connector worker to integrate workday with Replicon system.

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## WD TECHNO- FUNCTIONAL CONSULTANT | SIMPLEX INFO – MCKINEEY, TEXAS | JUNE 2017 – DEC 2018

* Worked on HCM Gold master workbook – data preparation for iLoad’s and master data setup for organization, job profiles, grade profiles, location and cost center, custom organizations etc.
* Worked to set up a Job profile, Job Family and Job Family Groups, custom organizations based on functions, position management.
* Create EIB Inbound integration to mass upload data into workday. Examples – Promotions, compensation changes, add employees etc.
* Created RAS Reports – Web service enabled reports to allow access to the API Applications.
* Created Custom fields and custom objects both effective dated and non-effective dated to accommodate company’s unique needs to capture leave balances, transportation, and other requirements.
* Enabled security to enable different worker profiles for Employees, managers, co-workers, and HR.
* Worked with HR and IT teams for security setup to understand business requirements and set up security policies for business processes for domain level and field level security.
* Worked with the HR Team to finalize on the workday set up, train, and update the business process. Also coordinated for the documentation and Job aids necessary for HR to train the end users.
* Developed Test Scripts for other outside systems that interface with Workday: Benefit interface with Vendors, Time and Labor Interface with Kronos System and Payroll Interface with Insperity Payroll System.

## Workday Analyst | IBM GLOBAL SERVICES - DB – HYDERABAD, INDIA | APRIL 2013 – AUGUST 2015

* Understood the business intelligence of data warehousing environments and the data flow from the source systems to the target systems.
* Involved in requirement gathering including interviews, brainstorms and meetings with stakeholders and created requirement specification artifacts.
* Developed Use Case Models using Rational Rose to depict Actor and Use-Cases in various Business processes and identification of Basic/Alternative flows and definition of preconditions and postconditions of the System.
* Performed GAP Analysis for the modules in production, conduct feasibility study and performed impact analysis for proposed enhancements.
* Performed requirements modeling and developed analysis diagrams, activity diagrams, sequence diagrams, state diagrams, data models, and use-case realizations using RUP tools in Agile.

**Business Analyst | IBM Global Services – DB – Hyderabad, India | July 2010 – March 2012**

* Performed GAP Analysis for the modules in production, conduct feasibility study and performed impact analysis for proposed enhancements.
* Monitored daily system workflows and ensured daily SLA bound reporting to sub systems.
* Created, Distributed reports to processing teams as per business needs on regular schedule.
* Debugged and fixed any system failures for the SAP process i.e. Worked on the resolution of the errors if any as per the severity of the issue raised.
* Participated in client calls to discuss and support new services and client’s requirements.
* Maintained and kept track of stakeholder requests for enhancements and changes using DB Symphony Change Management Tool.
* Verified data loads end to end within various systems while ensuring data mapping and data transformations remain intact.
* Understood the business intelligence of data warehousing environments and the data flow from the source systems to the target systems.
* Involved in requirement gathering including interviews, brainstorms and meetings with stakeholders and created requirement specification artifacts.
* Prepared Business Process Models that includes modeling of all the activities of business from conceptual to procedural level. Followed top down technique for building Business Process Models.
* Developed Use Case Models using Rational Rose to depict Actor and Use-Cases in various Business processes and identification of Basic/Alternative flows and definition of preconditions and postconditions of the System.

**Education:**

## MASTER’S IN COMPUTER SCIENCE | MAY 2018 | UNIVERSITY OF BRIDGEPORT, CT

## BACHERLORS IN ELECTRONICS AND COMMUNICATIONS| APRIL 2010 | SWEC – JNTUH, HYDERABAD, INDIA

# Skills

**Workday HCM, Integrations**

**ERP SAP, Salesforce, Oracle DB**

**Programming Languages – C, C++, Python, ABAP, SQL, Excel**

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