**Swaran Lashley**

**SUMMARY lashley.ba19@gmail.com**

* **6+ years of industry experience** as a **Sr. Workday Business Analyst** with solid understanding of Business Requirements Gathering, Business Process Flow, Business Process Modeling and Business Analysis.
* Excellent knowledge and deep understanding of industry standard methodologies like Software Development Life Cycle (SDLC), Iterative Software Development Life Cycle Process as per RationalUnifiedProcess (RUP), CMM (Capability Maturity Models), ISO9000 , Capability Maturity Model Integration (CMMI) and Six Sigma and Rational Tools used during various phases of RUP such as Inception, Elaboration, Construction and Transition.
* Good knowledge and experience in Software Development Life Cycle (SDLC) and its phases: Requirement gathering, Analysis, Design, Implementing, Testing, Deployment, and Maintenance.
* Strong Functional experience in PeopleSoft financials 9.2, 9.1, 9.0, 8.9, and experience in analysis, design, and development and testing of various PeopleSoft modules such as GL, Order to Cash process, Purchase Order.
* 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.
* Worked on DOE, State Compliance, HR Payroll processing systems, regulations, data enhancement, member portal, grant, asset management etc. projects for multiple states using AGILE/SCRUM methodology
* Performed Workday Payroll Functional, Cross-Functional, E2E, Parallel, and UAT testing
* Processed Payroll in Workday post go-live.
* Used various approaches of SDLC like Agile, RUP, and Waterfall
* Experience in design, development, testing, implementation and support of Enterprise Resource Planning (ERP) and Business Process Modeling Notation.
* Extensive experience in Workday HCM Workday Studio, Workday HCM Integrations Applications Microsoft Office suite (Word, Excel, Visio, PowerPoint).
* Create Functional Specification Documents and Data Mapping Analysis for System Integrations.
* Technical experience in Interfaces, Screen mockups, Data conversion and Data mapping.
* Experience in conducting GAP analysis, SWOT analysis, Impact analysis, Cost benefit analysis, Risk analysis for Provider Enrollment Services and Payment Error Rate Measurements in Medicaid’s.
* Experience with planning and configuring various modules of Workday to suit business needs.
* Well versed in Business Process Modeling with expertise in creating User Cases, Sequence Diagrams, Class Diagrams, Activity Diagrams, writing User Stories.
* Experience in tracing requirements and using Requirement Traceability Matrix (RTM).
* Experienced in PeopleSoft HCM Software Development Life Cycle (SDLC) implementations
* Experience working on Workday implementations/Support/Maintenance projects and training end users.
* Well versed in generating and evaluating Functional Requirement Documents (FRD), Business Requirement Documents (BRD), Work Breakdown Structure (WBS).
* Highly motivated with multitasking capabilities, and analytic thinking. Efficient in working alone and in a team, with a proven ability to work under pressure, and meet deadlines.
* Good interpersonal and communication skills, ability to work in a diverse environment, and highly desired to learn client’s business requirements.
* Developed Workday Payroll Functional, Cross-Functional, E2E, Parallel, and UAT test cases.
* Experienced in application development using People Tools and has knowledge on application designer, people code, component interface, application engine, PS query and sqr reports and is well conversant with PS HCM and PeopleSoft Financial applications.
* Advanced level knowledge in software development life cycles followed in CMMI Level 5 Company. Performed Requirement Gathering/Analysis, System analysis, Design & Data Modeling, Development, Testing, Performance tuning and Functional Consulting.
* Proficient in conducting **JAD sessions**with management, **SME’s, vendors, users and other stakeholders.**
* Excellent Business writing skills in developing **Business Requirements Document (BRD)**, Use Case Specifications, **Functional Specifications Document (FSD)**, **Systems Design Specification (SDS),Systems Requirements Specification (SRS),** Workflows and Project Plan.
* Developed, maintained test plans and **executed test Script from Quality Center.**
* Participate and contribute to lessons learned sessions and prepare the documents Logged and reviewed Defects, documented the whole Bug life cycle using Quality Centre.
* Understanding of Data validation and warehouse concept.
* **Expertise in handling** change requests, production/test issues, defect tracking, quick issue resolution, mitigation plans etc.

**AREAS OF EXPERTISE**

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| --- | --- |
| Methodologies | Agile, Waterfall, RUP, UML, SDLC, Scrum, RUP, V-shape modeling, BPEL, BPMN |
| Change Management Tools | Rational Clear Quest, Rational Clear Case. |
| Business Modeling& Versioning Tools | MS VISIO, Visual Paradigm, Rational Rose; Rational Requisite Pro, Rational Clear Case |
| MS Office | MS Project, MS Word, MS Excel, MS PowerPoint, MS Access |
| Programming Languages | Structured Query Language (SQL). |
| Operating System | Windows NT/98/2000/XP/7. |
| Databases | Access, Oracle 8i/9i/10g, Teradata V2R5.1, DB2, MS SQL Server 7.0/2000 |
| Workday Skills: | Workday HCM, and Integrations, Workday Conversion, iLoad's, Workday Report WriterWorkday Report Designer, EIB, Core Connectors and Workday Studio. |
| Other known tools | Informatica, Load Runner, Win Runner, Crystal Ball, Expert Choice, Core, Caliber |
| OLAP Tools | Business Objects XI, Cognos . |
| Testing tools | Rational Robot, Rational Clear Quest Test Manager, HP Quality Center, Quick Test Test Professional, LoadRunner, WinRunner. |
| Apps & Webservers | Apache web server, Tomcat, Web logic 8.1, IIS |

**P R O F E S S I O N A L E X P E R I E N C E**

**Oakland County, Pontiac,MI Apr 2019 – Present**

**Business Consultant – Workday**

**Leaded Data Migration on Workday Implementation Program. Writing complex SQL scripts to extract data from legacy/Peoplesoft application to Workday, utilizing Workday workbooks. Responsible for leading data mapping activities and working with functional leads and SME’s on data accuracy and validation. Accurately estimated work that needs to be completed, meet project deadlines and document process taken to extract and validate data. Worked with Workday reporting and/or integration tools as assigned. Workday knowledge/experience as well as Peoplesoft experience in both HCM and Financials.**

**Job Responsibilities**:

* Using Enterprise Architect design data models, reduce redundancy and manage enterprise data models. Consult with Client to identify current operating procedures to clarify program objectives.
* To gather and document requirements from functional users and create design documents to configure and build reports and integrations for Workday Implementation Program.
* Designing and configuring Workday Business processes for HCM, including
* Design and generate data tracking and monitoring tools, and develop reports with accurate, easy to read, useful information. Utilizing the technical aptitude to convert and map data sources into data conversion templates via iLoads.
* Working using workday report writer, workday report designer or Business Intelligence and Reporting Tool (BIRT) and creating custom integrations with third party applications using Workday Cloud Connect, and Enterprise Interface Builder (EIB).
* Writing complex SQL scripts to extract data from legacy/PeopleSoft application to Workday, utilizing Workday workbooks. Responsible for leading data mapping activities and working with functional leads and SME’s on data accuracy and validation.
* Write/Run additional SQL queries as needed.
* Participating in the design and optimization of all global HR processes and ensured the Workday HCM.
* Building complex reports and integrations using BIRT, EIB’s, Cloud Connectors, Studio Developer, etc. Also building both reports and integrations in HCM, Payroll, Absence and Financials.
* To accurately estimate work that needs to be completed, meet project deadlines and complete detailed documentation for both reports and integrations.
* To work independently, communicate clearly & concisely both verbally and orally.
* Identify business requirements, solutions, implementation, and support related to Workday HCM.
* Planning and configuring various modules of Workday to suit business needs.
* Leverage business knowledge to identify opportunities for process improvements.
* Actively identify opportunities for HR process improvement and propose solutions.
* Developing the Code and Maintain design solutions that support business needs.
* Developing and participating in business functional requirements planning and enhance IT's business knowledge base. Provide technical expertise in development and execution of data extraction, transformation, and execution of load programs.
* Development and support of Enterprise Resource Planning (ERP) and Business Process Modeling Notation. Building complex reports and dashboards using Report Writer.
* Develop and execute database queries as needed. Run and customize where needed, SQL scripts to implement transformation rules and convert data extracts.
* Developing inbound and outbound integrations using Workday Studio, EIB, Web Services SOAP, XML and XSLT Document.
* Creating ETL scripts to transform and load data, and create strategies to improve and normalize client data.
* Create code packaging for deploying the code to different environments from not to cause any issues in moving the code.
* Managing requirements organization, prioritization and their lifecycle/traceability through technical solution delivery and transition to support and operations.
* Assist in the definition of end user requirements and functional specifications and provides estimates for the work effort required.
* Maintain all technical deliverables including technical design specifications and documentation of configuration changes.
* Provide technical expertise in development and execution of data extraction, transformation, and load programs. Provide specifications to other developer for the purpose of creating reports for business users and leadership.
* Provide subject matter expertise on Workday best practices. Conduct sessions with customers to analyze business requirements and provide solutions to complex business problems.
* Support business development activities such as identification, proposal development, and other pursuit activities. Identify strategies, risks, and options for recommending approaches towards meeting requirements for customers.
* Supports ongoing development within an Agile development methodology and contributes to all phases of the software development lifecycle. Articulates development status to technical and non-technical audiences.
* Workday Reporting with deep knowledge of current functionality, designing concepts, touch points with HCM, Compensation, Payroll, Benefits, Financials, Talent, Prism, and future product direction.
* Execute Workday Reporting with deep knowledge of BIRT, dashboards and report specific functionality.
* Administrating the solutions and participating in process design, system testing, and ongoing maintenance.
* Data migration from Peoplesoft legacy systems to Workday systems using EIB Core Connectors and Workday studio.
* Facilitate mass uploads of data via EIB and maintain EIB configurations in Workday.
* Proactively monitor and troubleshoot existing data integrations, supporting HR, Benefits, Payroll and Financial operations.
* Serve as the point of contact for a business process domain, including data definitions, usage and file structure, the technical structure of the code and the business rules, and structure of requirements that govern the functionality of the system.
* Support the business area and technology areas in planning, implementing and enabling solutions in Workday HCM.
* Assist in the development, configuration, modifications based on Design Specification.
* Establish, maintain and support the business with direction, perform all necessary discovery and fact-finding to fully understand and execute routine assignments. Participate in the identification of best practices, communicate and implement these practices within the department.
* Configure systems to be consistent with information security policies/procedures.
* Extensive system administration for managing configuration standards.
* Effectively communicate development issues to the project team, business owner, and/or the manager in a timely manner Specific to the Technology Team.
* Create Functional Specification Documents and Data Mapping Analysis for System Integrations.
* Technical experience in Interfaces, Screen mockups, Data conversion and Data mapping.
* Working on HCM, Benefits, Payroll, Time Tracking, EIB Loads, Absence Management.
* Creating custom Workday reports and modified or troubleshot existing custom reports.
* Convert data from customers legacy system into new system based on required quality standards.
* Work directly with customers, functional Analysts and integration Analysts to establish conversion approach, complete migration of configuration and to complete the data conversion / load of customer data into Workday.
* Assist project team with extracts and reports required for the conversion process.Work with data owners to verify data accuracy and integrity.
* Import converted data to Excel. Protect integrity and security of data.
* Creating reports in various functional areas such as New Hires, Benefits, Compensation, Payroll and Recruiting
* Implement, update, and maintain procedure ensuring that all operational and analytical reporting requirements are captured, documented, analyzed, and developed.
* Apply deep analytical expertise to functional business requirements, increase awareness and adoption of Workday capabilities, and display a proven track record of quickly absorbing new technologies and processes.
* Lead data conversion efforts to support Oracle Federal Financials implementation. Data mapping using (Source to Target) OR.
* Execute text editing in various formats like HTML, XML,EXCEL or SGML.
* Execute implementing Workday, Oracle, PeopleSoft or similar Finance, HCM applications.
* Write/run additional SQL queries as needed. Providing Solution Mapping and Configuration.
* Workday Reporting using BIRT, dashboards, embedded analytics, and future report specific functionality. Mentor other consultants, actively sharing product knowledge with others to grow client’s practice. Support business development activities such as identification, proposal development, and other pursuit activities.
* Regularly engage and support the client through all phases of the project, ensuring a smooth transfer from legacy systems to the Workday HCM solution. Perform multiple tasks under limited direction, while regularly keeping the client, project team and Engagement Manager abreast of changes or progress related to the project. Act as a mentor to fellow consultants and analysts, including providing support for shadow assignments.
* Support Workday releases by Stay informed of new functionality available in Workday and actively contribute to the deployment of feature releases by reviewing system upgrades/releases to determine overall business impact, conduct regression testing, and make recommendations for future enhancements/functionality.
* Developing, maintaining test plans and execute test Scripts from Quality Center.
* Design & Data Modeling Testing, Performance tuning and Functional Consulting.
* Performing Workday Payroll Functional, Cross-Functional, E2E, Parallel, and UAT testing
* Create test cases from the point of developer and review with team for validating test process.
* Develop reports using Test Driven Development (TDD) in agile environment. Leads test cycles. Analyzes and mitigates issues identified during testing. Works with all parties to mitigate risks and resolve process, integration and security issues.
* Unit test the application to detect the defects early and improve the performance of the code.
* Develop the unit testing using manual and automated testing process to develop a cost-effective application and without any defects in application and data flow processes.
* Partner with the People team to review security, business process overview and compliance efforts.
* Configuration, security, testing and implementation of new features and functionality.
* Participate in the review, testing and implementation of Workday releases, determining impact of new features.
* Handle regression testing existing integrations as part of Workday release activities.
* Create Evidence of Test report for change records for Managerial approval to moving code to different environments.

Environment: Workday EIB, Workday report designer, Visual Studio 2013/2015,Wireframes, JIRA, and Microsoft Visio, Workday BIRT, Workday Studio, Sql Server Management Studio, Visual Studio 2013/2015, SharePoint, Peoplesoft, Microsoft Office, Rational Clear Quest Test Manager, HP Quality Center, Quick Test Professional, LoadRunner, WinRunner, Work day HCM, Work day EIB, Work day Studio, Sql Server Integration Services, SQL Server 2012/2014, Microsoft Excel**,** Sql Server Management Studio, MS VISIO, Visual Paradigm, Rational Rose; Rational Requisite Pro, Rational Clear Case.

**Tennessee Department of Human Services, Nashville,TN Jan 2018 – April 2019**

**Sr. Workday HRIS Analyst/ Sr. Business Analyst**

**HR Payroll/Timekeeping Processing System Upgrade-Payroll Processing Payment/Enrollment Systems Programs - MMIS,ICD-10& Child Welfare & Support Enforcement Systems Projects**

I worked on migration of MMIS along with system upgrade from ICD 9-10 in MMIS, as per the CMS guidelines and also worked on conducting gap/impact/requirement analysis, data analysis etc. for HR .The scope of this project is planning, analysis, design, development and implementation required to implement the mandated HIPAA NCPDP Versions and work on payment/enrollment systems – Payment Error Rate Measurements (PERM) and Provider Enrollment Services (PES)

**Job Responsibilities**:

* Developed and participated in business functional requirements planning and enhance IT's business knowledge base.
* Managed requirements organization, prioritization and their lifecycle/traceability through technical solution delivery and transition to support and operations.
* Created Interfaces (Employee Demographics, Census, Accruals, Labor levels and Time Detail) using Kronos Connect interfacing with HR/Payroll .
* Worked extensively on Payroll Interfaces PICOF, PECI and have designed and developed integrations using Workday Studio.
* Performing DW Reconciliation activities between PeopleSoft and ORMB.
* Served as primary support point of contact for functional users of the HRIS.
* Worked with client to gather Business/Technical Requirements, Approval of CR (Change request), Design and Implementations for State MMIS.
* Configure and provide administration support for the Workday application.
* Maintain HRIS application data, serving as initial and final contact for all human resource policy issues.
* Supported the complex MMIS system design, development, and implementation.
* Gather Core HR (Enterprise), Compensation, Absence business requirements (BRD) and map them to Oracle HCM Cloud functionality.
* Conducted system demos and worked with users providing training and testing support for Workday modules.
* Worked on various inbound & outbound integrations for transfer of data from legacy system to workday & from workday to third party system using EIB, Workday Studio, Core Connectors (CCB, CCHM, CCP), Wed Services -SOAP, WSDL, XML, XSLT, iLoad's, Report as a service (Raas).
* Maintained HRIS project files and ensure all files are complete and organized.
* Responsible for designing future state processes for ICD 9-10 Crosswalk Table and drafted High Level Business Requirements for ICD 9-10 conversion mapping.
* Designed, developed, tested, documented and delivered technology solutions for Microsoft Dynamics ERP and CRM solutions including customizations and alterations to existing applications.
* Worked with client to resolve numerous data conversion problems, technical issues, business process redesign, and PeopleSoft 9.2 system configuration. Configured
* Helped customer implement Workday Core HCM, Offer letters, Benefits, Payroll and Compensation.
* Provide HRIS expertise and technical support to Workday users and managers.
* Worked on creating State based Rule requirement document with Rule ID (CFR number) and Request for Proposal document. (RPF).
* Created and updated HR process documents and training guides for Workday platform
* Researched on state based rules, configuration to be implemented in integrated eligibility system.
* Gained extensive experience in designing/modifying the CICS screens for various areas such as Enrollment, Billing, Provider Record and Reimbursement Status in MMIS.
* Responsible for upgrading and converting to new HRIS software.
* Supported in developing the Data Conversion program/projects from legacy system to EPIC implementation (EMR).
* Developed inbound and outbound integrations using Workday Studio, EIB, Web Services SOAP, XML and XSLT Document.
* Owned technical roadmap for Workday, and developed program to prioritize work with business stakeholders.
* PeopleSoft Financials Functional and Technical Production Support
* Answer questions for HRIS and Payroll related issues, regarding system changes and updates.
* Wrote clear, concise detailed System Requirements Specification (SRS) documents and user documentation in accordance to guidelines and standards of a level where developers can interpret, design and develop the application with minimum guidance.
* For eligibility, responsible for creating wireframes for the web based application enhancement.
* Experience in implementation of ICD-9 codes and ICD-10 codes changes in the current claim processing modules in MMIS.
* Conducted and facilitated complex Workday HCM system testing, identified discrepancies and formulated remediation plan.
* Upgrade FSCM 9.1 to 9.2 (AR,AP,GL,AM,PO), resolve technical issues including PeopleSoft security, Queries, SQRs, Application Engine, Crystal.
* Support HRIS system by researching and resolving HRIS problems.
* Involved with the 837 (Claims and encounter), 835,834, 820 HIPPA-EDI Transaction Code Sets.
* Analyzed the new NCPDP d.0 fields against existing NCPDP 5 fields and identified the modification, additions and deletion via the As-Is/To-Be process.
* Tracked defects and assured overall performance of the pharmacy claims system.
* Researched, validated, and resolved claims.
* Implement new features and enhancements in WorkdayHCM and Payroll.
* Worked on HP Quality Center 10.0 which include Defects Management, Test Plan and Dashboard.
* Worked on inbound/ outbound integration issues Using EIB, Core Connector, Workday Studio, managing business processes, Report Writer, Creating Custom Object, Calculated Fields and Custom Advance Reports for both HCM and Financials Management.
* Created application prototypes and performed screen mockups.
* Documented Use Cases, Activity diagram, and process flow diagrams in MS Visio.
* Talking to the client based on requirements of that particular defect, uploading document required, checking history, status notes, setting up resources to handle and fix it.
* Worked on Rational Requisite Pro application to handle various requirements including Functional requirements, High-level requirements, Non-functional requirements, Scope statement and User requirements.
* Maintains data integrity and setups of Oracle Peoplesoft Financials and varying other systems while working with financial reporting, audit, and transactional teams
* Prepared SQL queries and generated security reports,
* Created standard business process models as well as conceptual prototypes and mock-ups when necessary.
* Managed System Integration testing, functional testing, Automation testing for delivery teams and User Acceptance Testing.
* Used Workday Studio for inbound and outbound integrations. Responsible for creating and reviewing Test strategy, Test plans, documentation for Business Process testing, Integration testing and Payroll testing.
* Resolve issues for integrating PeopleSoft Financials/GL with Hyperion Planning and Budgeting for multiple MTPs and during UAT testing.
* Managed and documented business, functional and non-functional requirements.
* Assisted in designing and implementing solutions for storing documents from Onbase repository.
* Implemented Unified Modeling Language (UML) methodologies for process modeling and developing use cases.  
    
  Environment: RUP, SQL Server, Jira, PL SQL, Oracle 12, Epic, Onbase, SharePoint, HP Quality center and ALM, Rational Requisite Pro, HRIS, Hadoop, MS Access, Excel.

**Missouri Department of Health and Senior Services, Jefferson City, MO June 2016–Dec 2017**

**Workday HRIS Analyst/ Business Analyst**

**HR Payroll-Enrollment & Payment Processing Systems/MMIS/Child Support Projects**

The Missouri Department of Health and Human Senior Services also supervises a number of complementary programs and services administered by county departments of social services. The team was responsible for the enhancement of the Department's child welfare collection and disbursement function, and provided oversight of the maintenance of the child welfare trust fund.  I worked on PES and PERM processes / systems for the client.

**Responsibilities:**

* Identified the business functions and processes, and prepared system scope and objectives based on user needs and industry regulations.
* Expertise in developing and supporting Workday studio integrations.
* Responsible for conversion of HIPPA 4010 in the new system and eventually moving to HIPPA 5010.
* Third Party Candidate information interface/upload to PeopleSoft TAM and extend Job Opening Tile with leveraging Fluid UI.
* Compiled analytics from HRIS and Timekeeping Databases.
* Involved in gathering the requirements that were critical to the business process flow and using those requirements for the Business Requirements Document (BRD).
* Conducted JAD sessions, meetings, workshops to gather requirements from various stakeholders and SMEs.
* End-user support for Payroll, HRIS and reporting systems.
* Created HR, Payroll processing, paystub generation based requirements & user stories & maintained product backlogs.
* Working on the budgets and expenses in PeopleSoft Financials, and specifically
* Worked with Custom reports, calculated fields, Workday Studio, EIBs, Core Connector, Cloud Connector (CCB), Report Design, Business form Layout, Solution Manager.
* Managed Workday HCM supporting data integrations and system authentication, ensuring system stability, security compliance and expeditious resolution for high impact issues.
* Addressed requirements as a liaison among stakeholders in order to elicit, analyze, communicate, and validate the requirements and business processes.
* Implement web service between PeopleSoft and Concur expense system, implement/expand the integration point between custom PeopleSoft Billing Self-Service and custom CRM Beacon Enterprise
* Create training modules on Workday system used
* Participated in all Iteration, Scrum, Daily stand-ups and Iteration review meetings working in an agile development methodology.
* Create and generate reports from HRIS and Payroll software system Maintain HRIS database.
* Configure and provide administration support for the Workday application.
* Responsible for Full life cycle implementations in Fusion HCM HR, Payroll, Benefits, Goals, Performance, Absence, Compensation Workforce and Talent Designed and Implemented SQL queries for QA testing report / data validation etc.
* Experienced in configuring EIB, building Custom Report, Calculated Fields, and configuring studio integrations using workday delivered web services.
* Implement PeopleSoft HCM 9.2 eProfile, eBenefit, eRecruit, ESS/MSS
* Analyzed the functional details of various modules in mainframe and did the GAP analysis with the new system involving PERM (Payment Error Rate Measurement) and PES (Provider Enrollment Service).
* Conduct thorough business and data requirements analysis for Payroll, HRIS and reporting systems.
* Documented the complete process flow to describe program development, logic, testing, and implementation, application integration, coding.
* Thorough working knowledge and experience with the Workday eco-system and all aspects of Workday implementations, specializing in integrations and reporting.
* Excelled in HRIS in the hiring and payroll processes using different applicant tracking systems.
* Involved in defining the source to target data mappings, business rules and data definitions.
* Designed and executed Test Plans and Test Cases and generated Test Scripts and Test scenarios.
* Utilized Agile methodologies to analyze and document any proposed requirement.
* Managed and updated HR information of employees within Workday and other systems.
* Maintain and test HRIS and payroll systems, ensuring all data is up to date and communicate with HR team of implementation changes.
* Worked on PeopleSoft Financials 9.2 modules, including Account Payables, General Ledger, Purchasing, ELM, Accounts Receivables, Billing, Inventory, Order Management, Asset Management, Project Costing modules as Functional Analyst.
* Involved in Complex Inbound Neogov Studio Integration, to put the hires into Workday.
* Worked with Department of Human Services and performed comprehensive businessanalysis of Eligibility and Enrollment Processes for Potential Medicaid Members and Newborns for a Quality Improvement Process initiative and State Children's Health Insurance Plan (SCHIP) programs.
* Custom report generation (SQL, Access, and Excel), dashboards and analytics for operations / process management, quality assurance, and executive analysis.
* Used Quality Center to plan tests, managed test assets, created and run manual and external scripts to check GUI and functional features of the AUT.
* Experience in configuring & supporting Workday business process in any key functional areas.
* Involved in developing and maintaining Test Matrix and Traceability Matrix, and performing Gap Analysis.
* Responsible for PeopleSoft Financials Upgrade from application v9.0 to v9.2 and Applying the patches from PeopleSoft Financials 92 Image 02, Image 03 and Image 04 using PUM.
* Performed Data Validation using SQL Queries.
* Created ad hoc reports inquired by the client and/or internal staff.
* Communicated the business requirements and data mapping in technical terms to the ETL developers using Informatica.
* Worked extensively on payroll Interfaces for several clients and have designed and developed integrations in both Workday Studio and EIB.
* Developed Informatica mappings, enabling the ETL process for large volumes of data into target tables.
* Used data analysis techniques to validate business rules and identify low quality missing data in the existing data warehouse (EDW).
* Used ETL tool for Extraction, Transformation and Loading the data into target database.
* Developed thorough Use Case Diagram, Activity diagrams based on UML, methodology and business process flow diagrams, Data flow diagrams, state chart diagram using Microsoft Visio.
* Experienced in inbound EIB's, managing business processes, working with EIB, report writer, creating Workday calculated fields and custom reports.
* Performed UAT by formally documenting the results of each test and provided error reports and correction requests to the developers
* Responsible for designing and performing User Acceptance Test evaluations that ensure adherence to the company's quality assurance standards. Assured compliance with company and/or external requirements and specifications for user acceptance testing.
* Involved testing of the application Internal and External Environment in using QTP.
* Maintained and executed QTP Script from Quality Center/ALM.
* Performed day to day Back-end testing procedures using SQL statements for various online customer interactions.
* Developed several custom reports using Workday Report Writer and Workday Studio BIRT and Modified Workday Standard reports according to client requirements.
* Involved in testing of reports taken from Back-end application as Business Object of SIT, UAT and Production.
* Working with business analyst and senior management for PeopleSoft 9.2 upgrade Test Strategy and Created the Selenium Test Automation Strategy for PeopleSoft 9.2.
* Wrote SQL Queries for data analysis and manipulation.
* Reviewed extensive SQL Queries with complex multi-table joins and nested queries.
* Extracted data from different sources like flat file excel data sheet, access database and SQL & Oracle relational databases.

Environment: RUP, SQL Server, Jira, PL SQL, Oracle 12, HRIS, Epic, Onbase, SharePoint, HP Quality center and ALM, Rational Requisite Pro, Hadoop, MS Access, Excel.

**Colorado Department of Human Services, Denver, CO Aug 2015 – May 2016**

**Workday HRIS Analyst/Business Analyst**

**MMIS/Enrollment – Payment Portals (PERM/PES)- HR/Payroll**

The CO Medicaid Program provides health services to low-income individuals, has an annual budget of 7.2 billion dollars and provides services to more than 1 million recipients annually. MMIS processes 51 million Medical claims annually for more than 30,000 Medicaid providers. The focus of the project was to enhance the Medicaid Management information System (MMIS) for new Business Requirement, new MCO configuration, new eligibility rules configuration by following CMS guideline and validating HIPAA5010 and ICD10 codes.

**Responsibilities:**

* Studied business requirements and conduced User Interviews to identify and document the data discrepancies and their sources as related to Government Contract Compliance (GCC), Government Disclosures, Government Pricing, Customers, Products, Product pricing.
* Performed In-Depth analysis of systems and business processes of Medicaid Eligibility as per CMS rules and procedures.
* Implemented new PeopleSoft Financial Systems modules (Grants Travel and Expense, Receivables, Billing, Project Costing, Asset Management)
* Provides support to senior HRIS staff regarding system problems including assistance with investigation, analysis, testing and correction.
* Developed Workday Studio Integration to Load the Invoices from external Vendors into Workday.
* Configuration for Workday implementation.
* Designed and developed Use Case Diagrams for PERM/PES units.
* Self-starter, self-managed, with a strong work ethic, communication and problem solving skills.
* Maintained data integrity between Ultipro HRIS systems and managed the onboarding and new hire process.
* Research and evaluate business process, procedures and requirements as it relates to benefits utilization of PeopleSoft 9.1.
* Converted Business Requirements to the Functional Specification and Conducted JAD Sessions to develop an architectural solution that the application meets the businessrequirements, resolve open issues, and change requests.
* Built and enhanced Workday integrations using EIB, Cloud Connector, Studio and Document Transformation.
* Monitored Workday reports and business process steps.
* Executing and running ad-hoc queries based on needs and requirements.
* Utilized HRIS V-lookup to process delinquent reports for payroll and different roles of the employees and SucessFactors to update HR online materials for all employees.
* Support project teams in matters such as solution design, primary research coordination, analysis and creative strategy formulation, reporting and presentations
* Discussed User Stories and subsequent tasks with the team.
* Worked on writing requirement on MMIS claim, Member enrollment, and provider enrollment module.
* Created Inbound and Outbound Integrations using EIB and workday Studio.
* Liaise with others in HRIS and Payroll Department as necessary to rectify any issues.
* Worked on Workday upgrades and new features management.
* Performed implementation related setup for PeopleSoft Accounts Payable, Cash Management, Treasury and Purchasing.
* Worked with different lines of business to understand the ACA and HIX policies and developed a process to implement them from IT perspective by developing necessary artifacts.
* Enhanced test cases using GUI checkpoints, Database Checkpoints, Text checkpoints and Bitmap checkpoints for Provider enrollment services and payment error rate measurements.
* Gathered requirements, developed Use Cases, Test Cases, test scripts and implemented them for the interface change specific to Affordable care act and Health Insurance Exchange applications.
* Gathered requirements and developed Use Cases by interacting with different Functional Groups for ICD 9-10 Conversion.
* Created BIRTLayouts for Merit, Bonus and Talent Statements using Workday Studio.
* Managed Workday HCM supporting data integrations and system authentication, ensuring system stability, security compliance and expeditious resolution for high impact issues.
* Experience in EDI Transactions such as 834 enrollment, 270/271 eligibility/response, 837I and 837P institutional and professional claims, 835 Healthcare Claim Payment Advice.
* Performed Analysis on ICD 10 and HIPAA 5010 standard for different MCO trading partner's setup.
* Recommended process improvements and innovative solutions in regards to moving to Workday platform.
* Involved in the process of identifying the PeopleSoft Definitions used in the existing PeopleSoft HCM 8.8 application that will be impacted during upgrade process and documented the same.
* Configured and tested the Workday HCM and Financial Management solution to meet the specific needs of our customers. Worked on EIB, Core Connector, Document Transformation and Workday Studio and performed simple integrations using EIBs and Complex integrations using Workday Studio.
* Involved in creating sample mappings for the conversion of EDI X12 transactions code sets version 4010 to 5010 and translation of ICD 9 codes into ICD 10 codes.
* Create the data reports, data mapping and analyze, identify, and manipulate the data by using SQL.
* Developed the business crosswalks for 837(P and I) and 835 according to HIPAA implementation rules.
* Conducted user interviews, gathering requirements, analyzing the requirements using Requisite pro.
* Responsible for working on the payer side for claims, EDI transactions.
* Gathering non-functional requirements to ensure performance, security, reliability.
* Knowledge in transforming Business Requirements into Functional Requirements.
* Provider inquiry about the status of claims. This involved checking the MMIS claims subsystem to see the status of claims sent and informing the providers if the claims have been suspended / denied or paid.
* Built inbound/ outbound integrations using Core Connector, Workday Studio, managing business processes, working with EIB, Report Writer, Creating Workday Calculated Fields and Custom Reports.
* Documented Requirements for Management Reporting out of Clear Quest using Crystal Reports.
* Managing overall testing process and project to production change management life-cycle.
* Involved in creating automated Test Scripts representing various Transactions, Documenting the Load Testing Process and Methodology. Created meaningful reports for analysis and integrated the Performance Testing in the SDLC.
* Prepared UAT Materials UAT Test Cases to include various steps involved for UAT and to have proper coverage of requirements  
    
  **Environment:** Windows 7, Oracle10g, MS Excel, HRIS, Agile, UML, MS Office suite, XML, MS Visio, HP Quality center, Visio, JIRA.