**Pavan Kumar Yalapatireddy – senior software Engineer**

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Summary

* Software professional offering 11+ years of IT experience
* 4+ years of Experience in Workday as Techno Functional HCM Consultant
* Proficient in Workday modules like Core HCM, Compensation, Recruiting, Business process (Hire, termination, contingent worker)
* Good knowledge in Workday Functional HCM with responsibilities Supervisory organizations, staffing models, job and positions, defining business process, and security Groups
* Experience in business process Flows, Case Tools, and Business Analysis of Workday Techno Functionality Workday HCM
* Deep knowledge and skills in customized report generation and strong knowledge on advance reports
* Excellent experience with compensation, hiring, core connectors, inbound/outbound EIB, Workday report writer, Workday system integration, Workday security role setup, document transformation, XML, XSLT, end to end business process, user acceptance testing (UAT), Workday cloud connect and web services
* Strong interpersonal and communication skills with ability to maintain effective working relationships

Workday Skills:

* Workday CORE HCM
* Workday Payroll
* Workday Recurting
* Workday Benefits
* Workday Talent
* Workday Reporting
* Workday EIB
* Workday Calculated Fields
* Workday Security
* Workday Compensation/Adv Compensation

Work experience

**Oct-2021 – July-2023 –** Senior Consultant / Workday HRIS Analyst, TIAA

**Project Description:** Implementation/Support

**Responsibilities:**

* Worked on Workday HCM, was responsible for recruiting, Benefits
* Configured the Benefits plans/Eligibility rules
* Consulted with HR managers and other departments to determine HRIS needs
* Analyzed HRIS performance metrics and resolved application issues
* Documented processes, identified HR concerns, and compiled data analysis reports
* Developed reports based on the requirements
* Resolved and enhanced the process related to business process
* Resolved the issues related to Benefits
* Enhanced the reports and developed new reports
* Performed bulk inbound transactions using Workday Enterprise Interface Builder (EIB)
* Created and maintained Workday custom reports like simple, advance, matrix and search reports
* Created various custom reports using Workday report writing tool for different data sources like all workers

**Mar-2021 – Sep-2021 –** Senior Consultant / Workday Functional Consultant, Zensar Technologies

**Project Description:** Implementation

**Responsibilities:**

* Worked extensively on creating the reports, calculated fields and setting up validation rules to accomplish the client needs for BP setup and reporting needs
* Was involved in client meetings, requirements gathering and updates on requirements
* Migrated changes for Sandbox to production
* Had discussion with team for new changes

**Jan-2020 – Jan-2021 –** Senior Consultant / Workday Functional Consultant, VBLB Tech Solutions

**Responsibilities:**

* Worked on Workday HCM, was accountable for business process, compensation, hiring;
* Worked extensively on creating calculated fields and setting up validation rules to accomplish the Client needs for BP Setup and Reporting needs;
* Was involved in setting up eligibility criteria, workflows and security groups to support business processes for core HR and compensation;
* Expertise in developing standard, advanced, matrix custom reports and thorough understanding of Workday data sources and business objects;
* Provided day to day support of Workday HCM, security, compensation and reporting issues;
* Created supervisory organizations, cost centers, cost center hierarchies, and location hierarchies and modified Workday business processes and definitions;
* Was responsible for job requisitions, job profile, setting up in external/internal career sites;
* Configured and managed user-based security policies;

**Nov-2018 – Jun-2019 –** Workday Consultant, CGI

**Customer Description:** Banking domain

**Project Description:** Integration

**Responsibilities:**

* Gathered requirements from business owners for new integrations
* Designed technical specifications as per requirements provided by business
* Used Workday studio
* Designed and developed studio integration for real estate team by merging data from Workday and Core directory
* Designed and developed inbound studio integration to update external deductions of employees provided by CompShare team
* Developed new transformations using XSLT language
* Created new calculated fields and custom reports to extract data for transformations
* Supported existing Workday system
* Performed configuration, re-configurations, upgrades, enhancements, implementation, maintenance and user acceptance testing activities for large-scale timekeeping and workforce application
* Acted as technical liaison and subject matter expert with internal client organizations and peer technology partners on timekeeping and workforce application
* Created and updated detailed functional and technical design documents, plans testing strategies and test cases, user training documents and implementation documentation as necessary

**Jul-2017 – Oct-2018 –** Workday Consultant, CGI

**Customer Description:** E-commerce domain

**Responsibilities:**

* Created supervisory organizations, created sub ordinates, assigned superior, moved workers, created locations
* Implemented leave type or edit leave type task to associate the rules with leave types, either as additional eligibility criteria or to perform data entry validation
* Reviewed the rules using the view leave of absence rules report or the all condition rules report
* Configured the request leave of absence and request return from leave of absence business processes
* Created leave of absence families using the maintain leave families task
* Defined leave of absence rules
* Configured Workday to calculate combined balances for multiple leave types and time offs. Worked on eligibility rules, validation rules, and supported data, then referenced the combined balances
* Participated, led in the full lifecycle of a project including, business analysis
* Worked on functional specification, system configuration, was responsible for design and testing
* Participated in requirement gathering and translated business needs into a systems design specification
* Maintained and monitored data conversion assigned activities during all phases of project
* Researched, documented, configured and tested all functional elements involving rules and policies

**Dec-2016 – May-2017 –** Senior Programmer Analyst, Workday Functional Consultant, CGI

**Customer Description:** Banking client

**Project Description:** Implementation

**Responsibilities:**

* Familiar to discover and assess business project needs
* Created business requirement documents and the functional documents
* Provided day to day support of Workday HCM, security, compensation and reporting issues
* Created supervisory organizations, cost centers, cost center hierarchies, and location hierarchies and modified Workday business processes and definitions
* Was responsible for job requisitions, job profile, setting up in external/internal career sites
* Configured and managed user-based security policies
* Created and maintained Workday custom reports like simple, advance, matrix and search reports
* Created various custom reports using Workday report writing tool for different data sources like all workers, contingent, active and terminated workers and used filters, prompts in the reports
* Supported & worked on compensation, hire, on-boarding, job change, time off, leave & benefits, assigned matrix member etc.
* Worked on validations and condition rules, notifications, etc., in business processes
* Worked extensively on creating calculated fields and setting up validation rules to accomplish the client needs for BP setup and reporting needs
* Was involved in setting up eligibility criteria, workflows and security groups to support business processes for core HR and compensation
* Expertise in developing standard, advanced, matrix custom reports and thorough understanding of Workday data sources and business objects

**Dec-2015– Sep-2016 –** Programmer Analyst, CTS

**Customer Description:** Kaiser Permanente 3RS (Health Care Insurance)

**Responsibilities:**

* Analyzed the business rules and implemented business logic in the mappings
* Worked on Informatica Power Center using various kinds of transformations to implement simple and complex business logics
* Worked with the transformations like lookup, joiner, filter, aggregator, source qualifier, expression, updated strategy and sequence generator transformations
* Was actively involved in using heterogeneous sources like Oracle, flat files
* Was responsible for monitoring, debugging the mapping of the failed session
* Was extensively involved in performance tuning at source, target, mapping level

**June-2014 – Oct-2015 –** Programmer Analyst, CTS

**Customer Description:** CSBIO

**Responsibilities:**

* Analyzed the business rules and implemented business logic in the mappings
* Worked on Informatica PowerCenter using various kinds of transformations to implement simple and complex business logic
* Worked with the transformations like lookup, joiner, filter, aggregator, source qualifier, expression, updated strategy and sequence generator transformations
* Was actively involved in using heterogeneous sources like Oracle, flat files
* Was responsible for monitoring, debugging the mapping of the failed session
* Was extensively involved in performance tuning at source, target, mapping level

**Mar-2013 – Jan-2014 –** Quality Analyst, Goose Technologies

**Customer Description:** Tata McGraw Hill

**Responsibilities:**

* Was responsible for the designing and developing test cases to test the entire functionality and features manually
* Prepared test data's for the test cases
* Analyzed the test cases prepared by other team members
* Performed manual testing for the application
* Gave mandatory information of bugs to the developers to fix
* Reported defects in timely manner and logged the same into defect tracking tool
* Tested critical bug fixes including critical fixes and coordinated with developers in release of bug fixes
* Understood and analyzed the new features which were added in newer versions
* Was involved in Adhoc, functional and regression testing

**Jun-2012 – Jan-2013 –** Quality Analyst, Goose Technologies

**Customer Description:** Reading intervention

**Responsibilities:**

* Understood existing business model and customer requirements
* Understood the existing technical specifications
* Was involved in ETL design and development
* Developed new mappings
* Was involved in unit testing and test case preparation
* Used Informatica features to implement SCD1 and SCD2 keep the current data and Historical data

**Apr-2011 – Mar-2012 –** Quality Analyst, Goose Technologies

**Customer Description:** ODM (On Device Meter)

**Responsibilities:**

* Analyzed and gathered requirements
* Was involved in ETL design and development of Informatica mappings
* Translated business requirements into Informatica mappings/workflows
* Developed mappings that extracted data form datamart
* Worked on performance tuning at Informatica level
* Prepared unit test cases and performed unit testing for mappings developed
* Developed Informatica mappings using different transformations like source qualifier, joiner, expression, aggregator, router, sorter, lookup and updated strategy transformation

Education

**Name of the Education Establishment:** Jawaharlal Nehru Technological University Hyderabad

**Department:** Engineering faculty

**Specialty:** Technology

**Degree (diploma):** Bachelor