

NINOSHKA GRACIAS

HR Technology Associate | MSCI

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Mumbai, India



EXPERIENCE

Workday Specialist

MSCI (formerly Morgan Stanley Capital International)

Jan 2018 – Ongoing

Mumbai

- Leads and manages core configurations in Workday HCM (compensation & benefits, talent, performance, learning) along with Implementation and data conversion experience
- Significant knowledge in inbound and outbound EIBs and basic integrations, development of Advanced, Matrix, Composite and PRISM custom reports in core HR with hands on experience
- Decent knowledge in workday security, calculated fields and conditional rules
- Has knowledge of Xactly system, managed automation of employee data from Workday to Xactly(tool is used as core incentive calculator for sales coverage groups)
- Technical lead for Custom compensation database application that benchmarks market data
- Strong knowledge in Workday personnel administration involving business processes, security, custom e-mails, integrations
- Recognized by internal stakeholders for providing solutions and process improvements
- Strong leadership skills and ability to manage various functional groups to accomplish objectives and meet critical dead-lines in a fast pace high growth dynamic environment

Workday Analyst

MSCI (formerly Morgan Stanley Capital International)

Nov 2015 – Dec 2017

Mumbai

- Knowledge in Taleo business edition and Taleo enterprise edition
- Strong knowledge of CSOD system admin functions (till 2018)
- Good understanding of agile methodologies and working in scrum teams
- Proven ability to translate business needs into technology requirements to support company objectives and successfully manage all phases of technical IT projects from need analysis, requirement gathering, technical design feasibility, UAT, SIT, deployment and end-user training
- Experienced in program/ project management to ensure successful delivery of projects

Summer Intern

Ernst & Young

May 2014 – Jul 2014

Mumbai

- Audited ICICI Prudential, Capital First and Shriram Transport Finance Co. working on tracing of financial statements, verification of documents and preparing work papers
- Summarized minutes for Investec with Global Talent Hub (GTH)

SUMMARY

Workday Specialist with 4 years of experience and strong knowledge in learning, talent and performance modules of Workday. Proficient in PRISM, Xactly, Sharepoint, Taleo and CSOD

SKILLS

Workday

Taleo

CSOD

Xactly

Sharepoint

Project Management

Hard Working

Team Player

CERTIFICATIONS



IELTS

8/9 Band (Certified Very Good user)



A1 Level - French

Alliance de Francaise

EDUCATION

Post Graduate Diploma in HR and Administration

Tata Institute of Social Sciences

Jun 2017 – May 2018

B.M.S in Finance

St. Andrews | Mumbai University

Jun 2012 – May 2015

RESEARCH JOURNAL

Strategic Talent Management: A Proposed Model for Building Talent Pipeline of Project Managers

International Journal of Management

Jul 2015

Co-authored research paper addressing critical concerns on shortage of skilled Project managers & proposed a model to build talent pipeline to counter this dearth of talent.

Presented at NICOM 2015, NIRMA Univ.