**Abilash Ganguri**

**Palo Alto, CA | abhi.wkday@gmail.com | 650-475-6678|** [**LinkedIn Profile**](http://www.LinkedIn.com/in/abilash-ganguri-724192138)

* ERP analyst with 9+ years of IT experience and 6 years of experience in Workday ecosystem dealing **HCM/HRIS/FCM, Payroll, Accounting modules.**
* Dependable and organized team player with the ability to communicate effectively and get things done technically and functionally.
* Implemented **three workday projects end to end (Analysis, Design, develop, Test, postproduction support).**
* Skilled at developing extremely complex solutions as well as acting SME/Lead on technical implementation. Strong knowledge on Workday HCM, Payroll, Benefits, Time & Absence, Recruiting and finance modules of Accounts, Payables, Receivable.
* Extensive development and design experience in **HRIS, FCM using workday tools EIB, Core Connector, Workday Studio, BIRT report, Reporting and Document Transformation** as part of a full life cycle implementation.
* Able to Accomplish developing 12 complex studio integrations successfully 3 months before the deadline which helped to save half million in budget.
* Acted as **SME** between client and implementing partner which drove the project to successful completion. Acted as **solution architect** and developed cross platform solutions between workday and middleware platforms.
* Maintenance and creation of Workday **Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies**. Gained proficiency in specialty software as a service, while integrating workday to external vendor’s customized tools and software’s.
* Strong functional implementation experience with Workday HCM, Payroll and financial modules and developed custom technical solutions to enhance business processes.
* Good experience in **Workday implementations, Workday business process configurations, Workday security, Workday Time Reporting, Workday HR and payroll domain, Client and Vendor management**.
* Experienced in business processes mapping and Providing Ongoing Production Support for various clients, including requirements gathering, process analysis, system configuration, development of system tests, procedures, and documentation.
* worked extensively as Workday Integration Consultant in **compensation, Payroll implementations** and have designed and developed integrations with **EIB, Core Connector, and Document Transformation** as part of a full life cycle implementation project.
* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
* Extensive Experience in developing Custom Reports **Simple, Advanced, Matrix, Transpose** Reports and Calculated fields.
* **Prioritizing, reproducing and verifying bug fixes** in different Workday integrations.
* Documentation of standard processes and **procedures and preparation for Go-live**.
* Developed several compensation reports and experience in BIRT reports to generate compensation statements.
* Created new integration to pull the new hires information using Core Connector Worker and Document Transformation which uses connector integrations XML Output as its data source input.
* Created and enhanced existing reports and worked with standard and Custom Reports, assigning security to reports primary and related business objects
* Responsible for developing the reporting strategy for the HCM domain. Advised the business on the use of leveraging the Workday standard delivered reports.

**ADDITIONAL INFORMATION**

**Tools:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Workday** | **Web Service Elements/ Tools** | **Reporting** | **Integrations** |
| **Functional knowledge** on HCM Core, Compensation, Workday Benefits, Workday Security, Workday Payroll, Recruiting, Time and Absence, G/L, Payable, receivable, Assets. | XML, XSD, XSLT, XTT, WSDL, SOAP and REST web Services  Oxygen XML editor, SOAP UI, Toad, RDBMS/DBMS: SQL and DB2 | Workday Standard Reports, Advanced, Simple, Matrix, Custom reports,  Microsoft Office Tools | EIB,  Core connector,  DT, Web  services,  Workday Studio |

**Operating Systems:** Windows series, Linux, Solaris

**Messaging Solutions:** TIBCO Rendezvous and JMS.

**Programming Languages:** Java, C, C++, SQL and PL/SQL

**Web Technologies:** HTML, XML, XSL, XSLT.

**Databases:** Oracle /9.x/10/11, DB2 and MS SQL Server 2012

**Certifications:** SAFe Agile, C-I-Care, HIIPPA, PMP.

**EXPERIENCE**

**Stanford Healthcare, Inc.**

**Workday Sr. Business Analyst/ Techno-Functional SME** (Palo Alto, CA. 6/2019 – Present)

**SME on integration team steering the migration of HRIS module to Workday ecosystem**

* Participated in Data analysis discussions and understand the process of data management and massaging.
* Analyzing the existing interfaces in Lawson and classified the importance and dependencies on other interfaces and systems.
* Participated in business plan discussions, understanding the **scope of the project** with project **stake holders/ vendors**.
* Collaborated and communicated with teams of **20+ vendors** aligning towards the conversion project plan included requirement definition and chances of enhancements.
* Analyzed vendors’ business needs through working sessions and supported development of new business model and a future state design.
* Performed the data validation from Lawson to workday using spreadsheets.
* Interacted and Coordinated effectively with the HRIS and FCM teams to ensure curvature is leveraging the full capabilities of Workday.
* Participated in finalizing the project change management process.
* Supporting the designing of new Business processes undertaken by implementation partner.
* Created business **process notifications for the hire, Spot - Bonus, Offer.**
* **Developed Hire, Termination, change job business processes from scratch** using templates from workday community.
* Developed Inbound integrations for **Bulk Load/Update of Data into Workday** such as Positions, Requisitions, Compensation and Bonus Changes, Hire, Terminations.
* Identifying and creating design documents for data conversion, integrations, Testing and Cut over and tracking over JIRA.
* Designed and developed BIRT Layouts for Customer invoice and employee letter.
* Designed and developed inbound studio integration to upload data into workday from Active Directory.
* Developed Electronic Verification Employment BIRT letters.
* Supported custom workday dashboards involving BIRT reports and modified existing report.
* Designed and developed **Active Directory, Termination Boomerang, API, Earnings, Deductions studio integrations from scratch as a part of HCM enhancement project covering modules HCM, Benefits, Payroll**.
* Contracting Contingent specialists, convert unexpected laborers into Employees.
* Participated in cutover process and supporting regressive **UAT testing** of all modules, Post-production support.
* Tracked the Testing in lower environments (**UAT, Sandbox**) using **JIRA ticketing tool**.

**Payroll**

* Worked on **PECI** connector to extract all effective changes made for workers in applicable **Pay Groups**, transform the data into required output format and deliver it to vendor.
* Supporting and supervising other technical team members in development and reaching their targets.
* Actively recording the technical progress of team and updating to management.
* Created **Supervisory Organizations, Matrix Organizations, Cost Centers, Location** and its pecking orders.
* Changing the administrative Organizations, Inactivating an Organization and moving the workers into various Supervisory Organizations.
* Appointing **Organization Roles, Assigning User based Security Groups**.

**Del Frisco**

**Workday Consultant** (Dallas, TX. 1/2019 – 6/2019)

*Analyst on integration team converting the financial modules of ledger, receivable, payable, assets from*

*Lawson to Workday ecosystem*

* Part of the Functional team understanding and **analyzing the requirements** with Accounts, Assets Functional Teams.
* Worked on Financials modules General Ledger, Accounts Receivable, Fixed Assets, Procurement Suppliers Invoices, and Accounts Payable
* Built Integrations in Workday Financials data module which includes data relative to Accounts, Accounting, Business Plans, Financial Reporting, and Tax.
* Prepare and record journal entries related to **Accounts payable, Accounts receivable, Payroll, Cash, Assets, and Accruals.**
* Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies.
* Worked **on PECI connector** to extract all effective changes made for workers in applicable Pay Groups, transform the data into required output format and deliver it to vendor.
* Strong understanding **REST and SOAP Web Services, Workday Architecture, Business Process Framework**.
* Mapped FDM data in the outbound integrations systems, to deliver to vendor via web services.
* Developed and created custom reports using Advanced Reports, Simple Reports and Matrix Reports.

**Citi Group**

**Senior Workday Consultant** (Dallas, Tx. 07/2017 –12/2018)

*HRIS implementation involving multiple cross platform*

*integrations*

* Analyzes data quality and looks for data issues not limited to duplication, corruption and missing elements, etc.
* Implemented Workday HCM using modules such as **HR, Benefits, Security, Compensation, Payroll, Workday** Change Management, Absence Management and Custom Reports.
* Worked on **Payroll** and **Compensation** Integrations with the **Vendor to understand the business requirements**.
  + - Developed reconciliation reports to validate vendor data with Workday data.
    - Configured **security changes for Compensation** and Benefits.
    - Created **compensation eligibility rules based on management levels, job profile, and job family**.
    - Created **commission plans** and onetime payment plans and developed **compensation reports and statements**.
    - Helped customer implement Workday **Core HCM, Benefits, Payroll, Time Tracking, Workday Change Management, Absence Management and Compensation.**
    - Worked in full life cycle implementations Workday HCM using modules such as HR, Benefits, Total Compensation, Base Compensation, Variable Compensation, Position Management, Profile Management, Performance Management, Recruiting, Payroll and Manager and Employee Self Service modules.
    - Worked on setting up stock plans and launched employee stock grants.
    - Worked on enhancements to Business Process Configuration for Compensation.
    - Created **Stock Plans, Merit Plans** and condition rules for Compensation.
    - Worked on various enhancements related **to EIB Integrations, Core Connectors, CCB, Studio Integrations** and Custom Reports.
    - Created Customer Invoices, Supplier Invoices reports in Workday as part of **UAT and Sandbox Testing.**
    - Developed Integrations and Core connectors for EDW and ETL with Workday.
    - Coordinated and supervised the daily activities of the Workday HR System and act as primary point of contact to monitor and triage production issues.

**Citi Group**

**Senior Solution Architect** (Dallas, Tx. 07/2016 –06/2017)

Tibco

* Responsible for using highly specialized knowledge of enterprise application integration, business process integration and global consumer and B2B partners integration, using TIBCO Products Suite to assist Clients.

Cloud Platform and Automation technologies.

* Implementation and integration of enterprise application using Solace Messaging Broker hardware appliance and virtual message routers on Docker containers in **UAT, Pre-Prod environments.**
* The configuration of Solace Message Broker on Pivotal Cloud Foundry (PCF Private Cloud) for efficient integration along with applications deployed on the Citigroup private cloud framework.
* Design and implementation of global persistent data streaming, stream replay, **bridging/routing, and performance in Solace Messaging broker.**
* Implementation and integration of enterprise application messaging using Apache Kafka (message exchange patterns, client load balancing, scaling, High availability, poison message handling, failover mechanism, API stability).

**Maybank**

**Java Developer** (Kuala Lumpur, Malaysia 8/2011 – 11/2014)

* Developed Web interface using JSP, Standard Tag Libraries (JSTL), and Struts Framework.
* Developed different GUI screens JSPs using HTML, DHTML, and CSS to design the Pages according to Client Experience Workbench Standards.
* Designed generic database Connection Pooling with JDBC using Oracle and involved in the SQL query optimization.
* Used Java Message Service (JMS) API to create, send, receive, and read messages between application components.

**EDUCATION**

**Master of Science Computer Science,** Southern Arkansas University (2014 – 2016)

**Bachelor of Science in Computers Science,** Jawaharlal Nehru Technological University (2007 – 2011)