**Prathik Shetty**

**Workday Consultant**

**Telephone: 614-588-8524**

**Email: sagar.shamala@usgrpinc.com**

**PROFESSIONAL SUMMARY**

* Overall, 5 years of experience in Workday Functional and Integration.
* Worked on various modules such as Core HR, Compensation, Payroll and Recruiting
* Deep Customer Interaction & Relationship Management Skills
* Proficiency in Setting up Business process in different functional areas by adding action, approval, To Do, Report, Review Document steps, added Custom Notifications and setup Condition rules on steps.
* Proficient in setting up/working on various modules of Workday like Workday HCM core such as Staffing models, Compensation, Workday Security, business process and Reports.
* Experience in Design, Development, Conversion, Customization, Interfacing, and Implementation of business applications.
* Extensive knowledge in conducting Workday Requirement Gathering, Configuration, testing, and deploying solutions to production.
* Well versed with functional concepts of Workday HCM.
* Good understanding of Integration including Web Services, SaaS, Workday Architecture, Business Process Framework.
* Hands on Experience in Creating Workday Calculated Fields, experienced in writing complex XSLT and thorough understanding of XML, XPATH and REST based APIs in Workday.
* Designed and built EIB (Inbound, Outbound) integrations in various segments of the Workday system and worked with Core Connector, Workday Studio, Report Designer, XML, SOAP, and REST web services, developed Custom Reports, Advanced Reports as needed by business Analysis and transforming them into Workday designs.
* Assigned as Single Point of Contact in my team to take care of technical/functional interaction with the client.
* Acted as a liaison between the implementation partner and the client.
* Testing critical Reports & integrations, leveraging new functionality, and worked with end-users to map out the requirements.

**Technical Skills:**

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| **Workday Skills**  Workday Core HR, Business Process, Supervisory Organization,  Recruiting, Payroll Report, Benefits, Compensation**,** Calculated  Fields, Notification, Alerts, Security, EIB, Core Connector, Workday Studio |
| **Reporting Tools**  Report Writer, Tableau, SQL Server Reporting Services (SSRS) |
| **Programming Languages** MATLAB, SQL, C++, Java, R language |
| **Other Tools**  Windows MS-Office, MS Visio |

**Education:**

Master’s in engineering management, University of Dayton, Ohio USA

Bachelor’s in computer engineering, NMAMIT, Nitte India.

**Professional Experience:**

**AK Steel Feb 2020- Present**

**Cincinnati OH**

**Workday Analyst**

**Description:** As a workday analyst I got an opportunity to work on various module in workday system, building workday reports for payroll, recruiting and compensation. I was successfully able to build advance reports and use calculated fields to meet end user requirement. Business process is critical part of any organization and getting an opportunity to work on that helped me understand the process chain and conditions used. Was part of workday testing for 2021R1 release worked on fixing do not use items in report fields and replacing it with the suggested workday fields and testing the report to see if there are any changes in data output.

**Responsibilities:**

* Strong experience in Creating Complex Reports such as Business process-based Reports, Benefit Reports, Compensation Reports, Employee information reports. Utilizing different Data Sources in creation of Advanced, and composite enabled Reports.
* Worked on recent 2021R1 update in fixing 'do not items' for report field and data source and testing to get the required report output.
* Worked closely with onshore team to understand the requirements and layout a solution.
* Worked in Core HCM and Recruiting modules of Workday.
* Worked on busines process data validation by creating validation condition and adding the rule to maintain step conditions in business process.
* Assist payroll department in weekly Workday payroll processing. Analyze and improve Workday payroll process through automation and documentation of procedures.
* Has extensively worked in Analysis, Requirements gathering, Design, Development, Testing and Maintenance of Workday Projects
* Worked with HRIT and HRIS teams to understand the platform tools and technology, understand data sources and WORKDAY application portfolio.
* Strong experience in Creating Complex Reports such as Business process-based Reports, Benefit Reports, Compensation Reports, Employee information reports. Utilizing different Data Sources in creation of Advanced, and composite enabled Reports.
* Participated in Workday Communities to remain connected with Workday and customers.
* Created calculated fields for Custom Reports to ensure required report delivery.
* Configured Business processes by adding action, approval, To Do, Report, Review Document steps, added Custom Notifications and setup Condition rules on steps.
* Responsible for writing, maintaining, and supporting a variety of reports and queries – both standard and custom.
* Strong knowledge in creating inbound/outbound integrations using EIB, Core Connector, and Document Transformation.
* Worked on setting up Security Groups in a Supervisory Organization by developing Security Policies and assigning to the appropriate personnel.

**Environment:** Workday Studio & reporting, custom reports, solutions, core connectors, EIB, Workday securities, Workday Web-service API’s, XML.

**Dell Technologies Sep 2015- Apr 2018**

**Bangalore India**

**Workday Consultant**

**Description:** Worked on data migration project from people soft on to workday system. Created mass data load using EiB and workday studio for different workday modules. Worked extensively on building advance reports and used report as service to extract data from workday system and send it to vendor for payroll processing. Setup configuration for recruiting module in workday system.

**Responsibilities:**

* Configured core HR module, including basic setup, Personal Data, Job Data, Position Management, and Compensation, with additional focus on Profile Management.
* Configured Workday compensation packages including salary, bonus, and allowance, commission, and compensation eligibility rules based on management levels, job profile, and job family.
* Implemented Workflow for Core HR, Compensation, and Position and Profile management functionality.
* Worked on several calculated fields of type Lookup related value, extract single instance, extract multi-instance, true or false condition, Arithmetic Calculations, format date, Evaluate expressions, Text constant, date constant, Lookup organization, lookup top organization etc.
* Worked with Simple and Advanced Reports to define columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.
* Developed business process steps, such as Action, Approval, Approval Chain and Checklist and integrated each process with security groups.
* Involved in managing the Job Application, Offer, background check, Hire, Terminations, change jobs, promotions, transfers, staffing movements, employee changes in position, inbound process and outbound process, termination process, to do tasks, event management, task reassignment, manage delegation settings, editing the tenant setups business process and notifications through Workday.
* Setup Various Business Processes in different functional areas and Granted Business process security policy access for initiating, Viewing, Cancelling, Rescinding the business processes.
* Experienced in creating advanced reports and using those reports as RAAS (report as a service) REST calls to extract data from workday to studio and use it as per the integration requirements.
* Day to day support for Workday HCM Modules, Security Configurations, Integrations and Reporting issues within workday.
* Designed and developed simple and custom integrations in workday studio and worked extensively on web service integrations (SOAP, WSDL, and XML).
* Performed Integration testing, Acceptance testing of Workday application after Web-services confirmation, performed data validation and data migration testing of users from Peoplesoft.
* Integrated Workday with external vendor software and across multiple third parties like ADP, Taleo, and PeopleSoft.
* Developed outbound studio integrations to send employee’s demographic data to the third-party benefits system.
* Worked on various Mass data loads using EIB's in named Bonuses, Allowances, Personal information, hire & terminate employee, extend contingent worker contract, Etc.
* Responsible for developing workday Custom Reports and securely transferring them to the third-party vendors using SFTP or FTP, in the required format by developing XSLT transformations and utilizing Report as a Service (RaaS).
* Created Merit based statements, salary statements, equity award statements using Business Intelligence Reporting Tool (BIRT) in Workday Studio.

**Environment:** Workday 26/27/28, HPQC, Workday Studio, EIB, Workday Report Writer, Cloud Connectors, XML, XSLT, SOAP, Web Services.

**Mphasis Jun 2014-Aug 2015**

**Bangalore India**

**HRIS Analyst**

**Description:** Worked on supporting and monitoring the optimum HRIS system to store applicant tacking, onboarding, employee demographics, compensation, and time tracking. Built reports using tableau for data visualization and presented to the management team. Provided support to the HRIS manager in getting data from the HRIS system.

**Responsibilities:**

* Participated in development of new HRIS manual.
* Assist in screening potential candidates.
* Worked with HR data entry department to ensure that the reporting of data was consistent and served HR policies and objectives.
* Created scheduled and ad hoc reports as requested.
* Assisted in creating organization chart in MS Visio.
* Created HR reports using tableau software
* Updated and audited employee data
* Provided user guides, developed technical documentation, and conducted training.