

## ABHISHEK BHATT

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### EDUCATION

University at Buffalo, The State University of New York

Master of Science, Management Information Systems (STEM) - GPA: 3.67

Jun 2024

DY PATIL INSTITUTE OF TECHNOLOGY (RAIT), Navi Mumbai, Maharashtra

Bachelor of Technology, Computer Science

May 2019

### PROFESSIONAL EXPERIENCE

Product Analyst – Workday HCM Consultant, TATA CONSULTANCY SERVICES - Mumbai, India

June 2019 - Aug 2022

- Product Analyst for **Workday** HCM. Gathered requirements, strategized project vision and prioritized requests from stakeholders for North America clients in 10+ Workday implementation end-to-end projects.
- 5+ years of HRIS experience with broad exposure to various Workday modules for HCM, Payroll, Time Schemas and Payroll rules.
- Worked with clients in NA for US Payroll module, APAC, EMEA region on HR Export, Time and attendance export, connected pay and integration.
- Experienced in all phases of implementation of Workday HCM, in following modules - **Workforce Deployment, Core HR, Compensation, Payroll, Benefits, Absence Management, Learning, Talent Management and Time and Labor.**
- Experienced with building EIBs, complex report writing, and a good understanding of Workday Integrations.
- Worked with technical teams to execute data file sharing system for all capabilities on daily, weekly and monthly basis.
- Experienced in setting up enterprise structure, and configuring the Job and position structure, setting up grades. Also, underwent hiring and transfer of employees.
- Discussed on customizing security, by creating data roles, security profiles and effectively deploying job roles and duty roles.
- Proficient in SDLC using Agile methodologies. Provided leadership, user story prioritization, and backlog refinement with Scrum Team. Managed Product Backlog Grooming and ensured SLAs were not breached.
- Created **Jira** stories, wrote acceptance criteria along with driving user testing and releases.
- Developed and tested complex SQL queries for data migration with **ServiceNow** requests.

Business Analyst – Supply Chain Management, AMAZON - Gurugram, India

Sept 2022 - Jan 2023

- SQL Champion at Amazon.
- Gathering client requirements, understanding business logic and document BRDs and FRDs using analytics to support North America and EU Business and Supply Chain requirements.
- Strategized in maximizing procurement teams' changes, quote table maintenance, supplier database information, error report analysis and planning of warehouse size, location w.r.t demand based on sales and forecast.
- Configured Payroll, Allowances, Benefits, Time and Labor, Attendance data for on-field employees on **Workday HCM**.
- Analyzed reports and metrics for deviation from plan, reconciles data variances and operated the information to guide identification of root to deliver system capability and improvement.
- Aligned stakeholders to solve critical business escalations such as brands not performing up to the predicted target, lower demand in certain areas leading to closure of stations, over or under utilization of warehouse/station impacting quarterly goals.

Intern – Workday Analyst, ERNET India – New Delhi, India

June 2017 - May 2019

- Interned as Workday Analyst with similar roles and responsibilities.

### SKILLS

- **Domains:** Human Capital Management, Supply Chain Management.
- **Project Management:** Agile, Scrum, Excel, Business Workflows, Critical Thinking, Data Migration, Data Handling, Service Now, Workforce Deployment, Core HR, Payroll, Absence Management, Talent Management and Time and Labor.
- **Technical:** Workday HCM, SQL, Hubble, Jira, Tableau.

### CERTIFICATIONS

- ORACLE DATABASE SQL - (01/2022 - Present)
- MICROSOFT SQL SERVER - (12/2020 – Present)