

PROFESSIONAL SUMMARY

- * A seasoned Workday consultant with over 11 years of experience in implementing, configuring, and optimizing Workday's suite of products, specializing in HCM and Financial Management modules. Expert in integration tools like Workday Studio and other platforms, adeptly handle reporting and analytics using Workday Reporting and Prism Analytics, ensure compliance with security models and standards to develop mobile solutions, data migration strategies, and provide expertise in configuration, customization, change management, and training.
- * Experienced in fine-tuning Workday performance for optimal speed and user experience with crafting tailored Workday dashboards to visualize metrics and support organizational objectives, while providing system support and maintenance for maximum uptime and user satisfaction.
- * Experience in implementing HCM and HRIS solutions, resulting in a remarkable increase in employee engagement by tailoring development plans and establishing transparent communication channels, fostered a more connected and motivated workforce.
- * Experienced in conducting thorough requirements gathering sessions with clients to ensure Workday Financials implementation aligns perfectly with their business objectives, this involves deeply understanding the unique HR requirements of each client.
- * Expertise in designing and implementing custom Workday integrations to seamlessly connect with third-party applications, enhancing overall system functionality, this encompasses not only capturing the surface-level requirements but delving deep into the intricacies of financial processes compliance needs, and reporting expectations.
- * Expertise in Utilizing Workday's advanced compensation management features to design competitive and equitable compensation structures, this entails not only configuring Workday to handle complex compensation rules and policies but also collaborating with HR and finance teams to ensure that compensation strategies align with organizational goals and values
- * Expertise in HCM integration, I've facilitated seamless data flow between various systems, including payroll, benefits, and performance management, this had minimized errors and significantly improved data accuracy across the board.
- * Expertise in resolving intricate Workday issues swiftly, minimizing disruptions. Proficient in conducting system audits to optimize Workday ecosystem, involving seamless version upgrades for minimal operational impact.
- * Expertise in configuring HCM platforms, streamlined recruitment process, reducing time-to-hire, this enhancement not only saves valuable time but also enhances the candidate experience, reflecting positively on our employer brand.
- * Experienced in providing ongoing support and maintenance for Workday systems, including troubleshooting, bug fixes, and performance optimizations, to ensure maximum uptime and user satisfaction, this entails Utilizing Workday's robust integration capabilities to establish smooth data flow between Workday and other essential systems such as ERP, CRM, and time-tracking
- * Experienced in leading Workday payroll migrations for multinational organizations, ensuring compliance with local regulations and accurate processing which involved navigating the complexities of regulations across different jurisdictions, from tax laws to labor regulations, to ensure that every employee is paid accurately and on time.
- * Expertise in optimizing Workday reporting capabilities to provide actionable insights for executive decision-making and strategic planning which requires deep understanding of the client's business objectives and Workday's reporting tools and functionalities.
- * Experienced in providing comprehensive Workday training sessions for end-users, empowering them to Utilize the system's full potential. Beyond just basic training, the approach involves designing interactive and engaging training programs that cater to different learning styles and levels of expertise.
- * Expertise in HCM and HRIS integration, facilitated seamless data flow between various systems, including payroll, benefits, and performance management this has minimized errors and significantly improved data accuracy across the board.
- * Expertise in troubleshooting complex Workday issues and providing timely resolutions to minimize downtime and disruptions which involves not only a deep technical understanding of the Workday platform but also strong problem-solving.
- * Expertise in developing custom Workday Payroll with HRIS and time-tracking systems, enabling seamless data exchange and synchronization across platforms to handle complex compensation rules and policies but also collaborating with HR and finance teams to ensure that financial strategies align with organizational goals and values.
- * Experienced in configuring Workday benefits administration modules to streamline enrollment processes and improve employee benefits experience, this involves not only setting up benefits plans and eligibility rules but also designing intuitive self-service interfaces and workflows that empower employees to make informed choices about their benefits.
- * Expertise in configuring Payroll and HRIS modules to accommodate complex organizational structures, resulting in seamless configurations with existing HR systems and enhanced reporting capabilities.
- * Expertise in implementing Workday talent management solutions to drive employee development and retention initiatives, this requires not only configuring talent management modules such as performance management, succession planning, and learning management but also partnering with HR and teams to develop holistic talent strategies aligned with organizational goals.
- * Experienced in leading Workday security audits and implementing robust access controls to safeguard sensitive data and maintain compliance which involves conducting thorough assessments of roles, permissions, and data access controls to identify vulnerabilities and gaps in security.
- * Expertise in architecting scalable Workday solutions that accommodate future growth and evolving business, which requires not only a deep understanding of Workday's architecture and capabilities but also foresight and strategic thinking to anticipate future needs and challenges.
- * Experienced in integrating Workday with ERP and HRIS systems to ensure seamless data flow and alignment across organizational processes, this entails not only technical expertise in Workday technologies and protocols but also a comprehensive understanding of business processes and data models across different systems.
- * Experienced in providing ongoing support and maintenance for Workday systems, including troubleshooting, bug fixes, and performance optimizations, to ensure maximum uptime and user satisfaction, this entails not only technical expertise in diagnosing and resolving issues but also strong communication and service skills to effectively support users and stakeholders.
- * Proficient with XML, REST, SOAP, JSON, JavaScript with extensive knowledge in object-oriented programming languages.

PROFESSIONAL EXPERIENCE

LEAD WORKDAY CONSULTANT

|| FIRST CITIZEN BANK, RALEIGH (NC) ||

DEC'2021'- PRESENT

- * Led a team of Workday Consultants adept in utilizing the latest tools and technologies within the Workday ecosystem, through comprehensive training and continuous skill development, empowered team members to utilize Workday's full potential, for simulation and testing (PST) ensuring efficient project execution and client satisfaction.
- * Implemented Time Tracking functionality within Workday to accurately record employee work hours and facilitate seamless integration with payroll processing systems, enhancing efficiency and accuracy in workforce management.
- * Implemented Business Processes within Workday to standardize workflows and ensure consistent execution of HR tasks, promoting operational efficiency and compliance with organizational policies.
- * Implemented an automated HRIS system with robust data encryption protocols ensuring compliance with GDPR and other data privacy regulations, enhancing data security and confidentiality.
- * Implemented Benefit modules to automate benefits administration processes, enhancing employee satisfaction by providing seamless access to benefits information and reducing administrative overhead for HR personnel.
- * Designed intricate Workday Core HR configurations to streamline employee data management, ensuring seamless integration with existing systems, maximizing organizational efficiency, and enhancing HR operations.
- * Designed Simple Inbound/Outbound Integrations for Automating data exchange between Workday and external systems through simple inbound and outbound, improving data accuracy, reducing efforts, and enhancing overall system efficiency.
- * Developed Business Processes to Standardize and optimize HR workflows by developing business processes in Workday, ensuring efficient operations across the organization, while also enabling flexibility to adapt to changing business needs.
- * Designed Calculated Fields to Enhance data analysis capabilities by designing custom calculated fields in Workday, enabling dynamic data calculations and custom metrics generation, providing deeper insights into workforce performance and trends.
- * Developed Report Writer: Empower stakeholders with custom reporting and analytics capabilities in Workday using Report Writer, enabling them to make informed decisions based on real-time data, driving business performance and strategic initiatives.
- * Designed HCM module to Centralize human capital management activities such as recruitment, onboarding, performance management, and succession planning in Workday, enabling organizations to optimize their workforce management strategies and drive employee engagement.
- * Developed Benefits module to Automate benefits administration processes including enrollment, eligibility, and compliance management in Workday, providing employees with easy access to comprehensive benefits packages tailored to their needs, enhancing employee satisfaction.
- * Developed a customized HRIS solution integrating employee onboarding, performance management, and training modules to streamline HR processes and enhance employee engagement.
- * Designed and implemented an HRIS dashboard providing real-time analytics on workforce demographics, turnover rates, and employee satisfaction metrics, enabling data-driven decision-making for HR strategies.
- * Developed the deployment of Workday Cloud Connects to enable smooth data exchange between Workday and external applications, optimizing workflow efficiency and facilitating real-time access to critical data.
- * Designed customized Workday Core Connectors to meet specific organizational needs, enabling seamless synchronization of data between Workday and other systems, thereby improving data accuracy and streamlining business processes.
- * Developed the flexibility of Workday EIBs to efficiently import and export data, streamlining data migration processes and ensuring data integrity throughout the organization.
- * Designed the capabilities of Workday Studio to develop tailored configurations, empowering organizations to extend Workday functionality and address unique business requirements with precision.
- * Designed Simple Inbound/Outbound Integrations to automate data exchange between Workday and external systems, reducing manual effort and minimizing the risk of data entry errors.
- * Developed Business Processes within Workday to standardize workflows and ensure consistent execution of HR tasks, promoting operational efficiency and compliance with organizational policies.
- * Designed Calculated Fields within Workday to derive insightful metrics and key performance indicators, facilitating data-driven decision-making and strategic planning within the organization.
- * Developed flexibility of Workday's Report Writer tool to generate comprehensive reports on various HR metrics such as HCM, HRIS, Benefits, Payroll, and Time Tracking, enabling stakeholders to make informed decisions based on real-time data.
- * Designed HCM and HRIS modules within Workday to streamline human capital management processes, optimizing workforce productivity and engagement while ensuring compliance with relevant regulations.
- * Developed Benefits modules within Workday to simplify benefits administration, offering employees personalized benefits options and enhancing their overall experience with the organization.
- * Developed a customizable HRIS and HCM interface with role-based access controls, empowering HR administrators to tailor user permissions and data visibility according to organizational hierarchy and compliance requirements.
- * Designed Absence Management systems within Workday to streamline leave requests and approvals, reducing administrative burden and ensuring compliance with organizational leave policies and regulations.
- * Developed Workforce Planning tools within Workday to forecast staffing needs and optimize resource allocation, enabling organizations to proactively address talent gaps and strategic workforce challenges.
- * Designed Advanced Compensation modules within Workday to design competitive compensation packages, attracting and retaining top talent within the organization while ensuring alignment with budgetary constraints and organizational goals.
- * Developed an HRIS and HCM workflow automation system utilizing machine learning algorithms to analyze historical HR data and suggest optimal workflow optimizations, driving operational efficiency gains.
- * Designed Benefit Integration for streamlining benefits administration by integrating external benefit providers with Workday, enabling employees to easily access and manage their benefits while ensuring compliance with regulations and company policies, enhancing employee satisfaction and retention.
- * Designed and deployed a compliance management module within the finance system, incorporating regulatory frameworks such as SOX and IFRS, ensuring adherence to financial regulations and minimizing compliance risks.
- * Designed Workday Cloud Connects which enhance Workday's capabilities by connecting it with external cloud applications, facilitating seamless data exchange and integration, empowering organizations to utilize the full potential of their cloud ecosystems for improved productivity and efficiency.

- * Developed Workday Core Connectors to create custom connectors to integrate Workday with other enterprise systems, enabling smooth data exchange and interoperability, enhancing data accuracy and consistency across the organization's ecosystem.
- * Designed Workday EIBs to simplify data import and export processes, enabling efficient data migration and management across various modules, reducing manual efforts and improving data accuracy.
- * Developed Workday Studio: Create custom configurations and extensions using Workday Studio to tailor Workday functionalities to specific business requirements, enabling organizations to extend and enhance their Workday experience for better alignment with their unique processes.
- * Developed a mobile expense management application integrated with the finance system, allowing employees to capture receipts, submit expense reports, and track reimbursements on-the-go, enhancing expense tracking accuracy and efficiency.
- * Developed Time Tracking module to Track and manage employee attendance, hours worked, and leave accruals in Workday, enabling accurate payroll calculations, compliance with labor laws, and informed workforce planning for the organization.
- * Designed EIB Load to Automate bulk data uploads into Workday using EIB Loads, saving time and reducing errors associated with manual data entry, ensuring data accuracy and integrity across various modules and processes.
- * Developed Absence Management module for Streamlining leave requests, approvals, and tracking in Workday, ensuring compliance with company policies and regulations while providing employees with a seamless and user-friendly experience for managing their absences.
- * Developed Advanced Compensation module to manage complex compensation structures, incentives, and rewards in Workday, aligning employee rewards with organizational goals and performance metrics, engagement, and retention across the workforce.

LEAD WORKDAY CONSULTANT

|| CVS HEALTH, WOONSOCKET (RI) ||

MAY'2018'- NOV'2021'

- * Implemented Workday EIB to automate the extraction and loading of employee pay data from Workday into external payroll systems, by utilizing EIB, payroll processing efficiency was significantly improved as data entry tasks were eliminated, reducing errors and saving time.
- * Implemented Benefits solutions using Workday's configurable benefits framework to synchronize benefit plans, eligibility rules, and enrollment data across multiple platforms, enhancing employee benefits management efficiency.
- * Implemented Simple Inbound/Outbound Integrations Utilizing Workday's pre-built connectors and tools to facilitate seamless data exchange between Workday and external systems such as time tracking, recruiting, and expense management, enhancing data accuracy and timeliness in business processes.
- * Implemented Time Tracking functionalities in Workday with configurable time entry rules, approval workflows, and reporting options to accurately manage employee hours, project time, and leave requests, improving workforce productivity and compliance with labor regulations.
- * Developed Workday Core HR configurations with intricate data models, role-based security, and custom validation rules to ensure accurate employee information management and regulatory compliance, facilitating seamless HR operations.
- * Designed Payroll integration strategy incorporating custom mappings, data transformations, and error handling mechanisms for smooth data flow between disparate systems and Workday Payroll, ensuring accurate processing.
- * Developed a customizable financial planning and analysis (FP&A) module within the finance system, enabling scenario modeling, variance analysis, and strategic planning to support organizational growth objectives.
- * Designed Workday Cloud Connects Utilizing Workday's web services and connectors to seamlessly integrate Workday with external systems such as ERP, CRM, HCM and HRIS, enabling real-time data synchronization and enhancing cross-platform data visibility and accessibility.
- * Developed Workday Core Connectors utilizing Workday's integration framework and standards to develop custom configurations with third-party applications and systems, enabling bidirectional data exchange and enhancing consistency and integrity across the enterprise ecosystem.
- * Designed Customized Integration with Workday Studio, this solution was meticulously crafted to harmonize the data flow between Workday HCM and an external benefits administration system
- * Designed robust Workday EIBs (Enterprise Interface Builder) and Studio utilizing Workday's configurable templates and data transformation capabilities to efficiently import and export large volumes of data between Workday and external systems, ensuring data accuracy and integrity in data migration processes.
- * Developed Workday Studio solutions with custom business logic, data transformations, and event triggers to automate workflows, integrate disparate systems, and extend functionality, enabling tailored solutions to address unique business requirements and enhance efficiency.
- * Designed and implemented a student performance dashboard utilizing Workday Prism Analytics for educational institutions, facilitating data-driven decision-making, personalized learning interventions, and student success.
- * Designed and optimized Business Processes within Workday with configurable approval workflows, decision logic, and exception handling to streamline end-to-end processes such as onboarding, performance management, and expense approval, enhancing process efficiency and reducing manual intervention.
- * Developed Calculated Fields within Workday using expressions, functions, and conditional logic to automate complex calculations such as compensation adjustments, performances, and employee rankings, improving data accuracy and decision-making capabilities within Workday.
- * Developed Complex Workday Studio Integrations for Data Synchronization, this comprehensive approach guaranteed data consistency and accuracy, mitigating the risks associated with disparate data sources.
- * Designed Workday's Report Writer functionality to create customized reports and dashboards with filters, groupings, and visualization options, enabling stakeholders to gain insights into HCM metrics, trends, and performance indicators for informed decision-making and planning.
- * Developed a customized employee training effectiveness dashboard using Workday Prism Analytics, enabling HR to measure training impact, identify skill gaps, and optimize training programs for enhanced employee performance and development.
- * Developed comprehensive Benefits management solutions within Workday, configuring benefit plans, eligibility rules, and enrollment options to meet diverse workforce needs and regulatory requirements, enhancing employee benefits administration efficiency and employee satisfaction.
- * Designed and developed intricate data transformation processes within Workday EIB to ensure seamless migration of employee data from disparate legacy systems into Workday HCM, this involved mapping and restructuring data fields to maintain integrity and consistency throughout the migration process.
- * Designed and deployed a vendor management module within the finance system, enabling centralized vendor information management, contract tracking, and performance evaluation, improving vendor relationship management efficiency.
- * Developed Workforce Planning features in Workday with advanced forecasting models, scenario planning tools, and predictive analytics to analyze workforce trends, identify talent gaps, and optimize workforce allocation, enabling strategic workforce planning and alignment with organizational goals.
- * Designed Advanced Compensation modules within Workday with complex compensation structures, merit guidelines, and incentive plans to align compensation with performance, market trends, and organizational goals, improving employee retention and motivation through fair and transparent compensation practices.

- * Designed and implemented a sophisticated revenue forecasting model utilizing Workday Prism Analytics, empowering finance teams with accurate revenue projections, facilitating informed decision-making, and driving business growth strategies.
- * Designed custom workflows, web services, and data transformation scripts using Workday Studio's intuitive development environment, enabling seamless integration of Workday with internal systems and third-party applications, and automating complex business processes to improve efficiency and agility.
- * Developed benefit plans, enrollment options, and eligibility criteria within Workday's Benefits module, provided self-service tools and resources for employees to explore and enroll in benefits, and delivered personalized communications and educational materials to promote benefits awareness and engagement.
- * Designed and Deployed Workday Studio Solution for Recruiting Communication and a third-party applicant tracking system, this deployment markedly improved recruitment workflows, ensuring smoother talent acquisition processes.
- * Developed Benefit Integration module to streamline benefits enrollment processes, providing employees with a user-friendly experience and reducing HR workload, ensuring timely and accurate benefits administration, and compliance with standards.
- * Designed Workday Core Connectors to automate data synchronization between Workday and other enterprise systems, reducing manual data entry efforts, increasing data accuracy, and streamlining business processes.
- * Designed customized reports to track employee demographics, turnover rates, workforce diversity, and performance metrics, utilizing Workday's robust reporting tools and data visualization capabilities to present actionable insights and inform strategic workforce planning and talent management initiatives.

SR. WORKDAY CONSULTANT

|| CETERA FINANCIAL, ATLANTA (GA) ||

AUG'2016'- APR'2018'

- * Implemented Benefit module to streamline benefits enrollment processes, providing employees with a user-friendly experience and reducing workload, ensuring timely and accurate benefits administration, and compliance with standards.
- * Developed a robust solution for Workday Core HR, ensuring seamless data synchronization between systems, enhancing data accuracy, and compliance while streamlining HR processes and improving operational efficiency.
- * Designed an efficient Payroll integration framework to automate payroll processing, minimizing manual errors, and reducing administrative burden, thereby enhancing accuracy, compliance, and employee satisfaction.
- * Developed a real-time financial consolidation module integrating data from disparate business units and subsidiaries, enabling consolidated financial reporting and analysis for better visibility and control.
- * Designed Workday Cloud Connects to facilitate seamless data exchange between Workday and external systems, improving data integrity, and enabling real-time decision-making and reporting capabilities.
- * Developed Workday EIBs (Enterprise Interface Builders) to efficiently import and export data between Workday and external systems, optimizing data management processes, improving data integrity, and reducing processing time.
- * Designed and Deployed Workday's vendor self-service portal for electronic invoice submission, expediting processing and enhancing vendor satisfaction, leading to improved efficiency in accounts payable / receivable.
- * Developed custom solutions using Workday Studio to extend Workday functionality and address unique business requirements, enhancing system capabilities, and flexibility to meet evolving business needs effectively.
- * Designed Simple Inbound/Outbound Integrations to facilitate seamless data exchange between Workday and third-party applications, improving data visibility, enabling informed decision-making, and enhancing overall business efficiency.
- * Developed Calculated Fields within Workday to derive complex metrics and insights, enabling organizations to gain valuable data-driven insights, make informed decisions, and drive business performance effectively.
- * Designed custom reports using Workday Report Writer to provide stakeholders with actionable insights into various aspects of HCM, benefits, payroll, time tracking, and other critical areas, facilitating data-driven decision-making and strategic planning.
- * Developed Customized Workday workflows to support multi-level invoice approval hierarchies, fostering control and accountability in the accounts payable / receivable process, optimizing operational efficiency.
- * Developed Absence Management functionalities into Workday, streamlining the process of tracking and managing employee leave requests and absences, ensuring compliance with leave policies and regulations, and minimizing burden for HR teams.
- * Designed Time Tracking modules within Workday to accurately capture and manage employee work hours, facilitating payroll processing, ensuring compliance with labor regulations, and improving workforce management efficiency.
- * Designed Workday to support multi-currency transactions in accounts receivable / payable, facilitating seamless invoicing and payment processing across global markets, improving international financial operations.
- * Developed EIB Loads to efficiently transfer large volumes of data into Workday, ensuring data integrity, optimizing system performance, and reducing processing time, enhancing overall data management efficiency and operational effectiveness.
- * Designed comprehensive Workforce Planning solutions within Workday, enabling organizations to align workforce strategies with business objectives, optimize resource allocation, and proactively address talent management challenges, enhancing organizational competitiveness.
- * Developed an intricate dashboard using Workday Prism Analytics to visualize employee engagement metrics, empowering HR decision-making with comprehensive insights, ultimately enhancing workforce satisfaction and productivity.
- * Designed tailored Workday dashboards for real-time accounts receivable and payable visibility, empowering informed financial decisions and optimizing cash flow management for improved organizational performance.
- * Designed and implemented a dynamic supplier performance dashboard using Workday Prism Analytics, enabling procurement teams to identify and resolve supply chain bottlenecks effectively, ensuring uninterrupted operations and customer satisfaction.
- * Developed processes for handling EIB Loads within Workday, meticulously ensuring data integrity and adherence to stringent data privacy regulations throughout import and export operations, fortifying organizational compliance standards.
- * Designed and configured the Absence Management module within Workday, orchestrating automated leave request workflows to streamline absence management processes, consequently increasing workforce productivity and employee satisfaction levels.
- * Developed and refined the architecture for the Workforce Planning solution within Workday, utilizing predictive analytics to forecast staffing requirements and identify emerging workforce trends, thereby empowering strategic talent acquisition and resource allocation decisions.
- * Designed and Developed role-based access controls (RBACs) within Workday to ensure data security and prevent unauthorized access, maintaining confidentiality and integrity of accounts payable and receivable data.
- * Collaborated on the design and implementation of the Advanced Comp module within Workday, orchestrating the effective management of employee compensation structures to attract and retain top-tier talent, ultimately fostering a culture of employee engagement and satisfaction.
- * Developed a robust real-time inventory tracking system using Workday Prism Analytics, optimizing inventory management processes, minimizing stockouts, and improving operational efficiency across the supply chain.

- * Developed Advanced Comp modules within Workday to automate compensation planning processes, ensure competitive compensation practices, and improve employee satisfaction and retention, enabling organizations to attract top talent effectively.
- * Designed Recruiting functionalities within Workday to streamline the entire hiring process, from job requisition to candidate onboarding, improving recruitment efficiency, reducing time-to-hire, and enhancing the candidate experience, thereby enabling organizations to acquire top talent more effectively.

WORKDAY CONSULTANT
JUL'2016'

|| ARGONNE LABS, LEMONT (IL)||

OCT'2014'-

- * Developed a customized sales performance dashboard using Workday Prism Analytics, providing sales teams with actionable insights into performance metrics, enabling informed decision-making, and driving revenue growth.
- * Designed Workday EIBs (Enterprise Interface Builder), simplifying data imports and exports to streamline data integration processes and improve data accuracy and system performance.
- * Developed a supply chain risk management dashboard using Workday Prism Analytics, enabling proactive identification and mitigation of supply chain disruptions, ensuring business continuity and resilience against unforeseen challenges.
- * Handled Benefits, automating benefits administration processes within Workday to streamline enrollment, eligibility determinations, and plan adjustments, consequently improving employee satisfaction and regulatory compliance.
- * Involved in Payroll Simulation Testing (PST), meticulously validating calculations to mitigate errors and ensure precision in employee compensation, thereby minimizing financial risks and enhancing accuracy.
- * Contributed to the deployment of Workday Cloud Connects, facilitating real-time data exchange between Workday and third-party cloud applications, thereby enhancing system functionality and supporting informed decision-making processes.
- * Collaborated on configuring Workday Core Connectors, enabling seamless data synchronization between Workday and external systems, thereby optimizing operational efficiency and enhancing cross-functional collaboration within the organization.
- * Involved in customized configurations within Workday Core Connector to facilitate the integration of employee compensation data between Workday and external payroll systems, these customizations ensured accurate and timely payroll processing while maintaining data consistency.
- * Handled customization using Workday Studio, tailoring Workday functionality to meet specific business needs and regulatory requirements, thereby enhancing user experience and maximizing the value of the Workday platform.
- * Involved in Simple Inbound/Outbound Integrations, facilitating smooth data exchange between Workday and external systems, applications, and services, thereby improving data visibility and operational efficiency.
- * Contributed to designing Business Processes within Workday, automating workflows and approvals to enhance process efficiency and compliance with organizational policies and regulatory requirements.
- * Involved Report Writer within Workday, generating customized reports and analytics to support data-driven decision-making and performance monitoring across the organization.
- * Handled a predictive attrition model utilizing Workday Prism Analytics, enabling HR to identify flight risks, implement targeted retention strategies, and foster employee engagement and retention.
- * Handled the deployment of HCM (Human Capital Management) module within Workday, centralizing employee data and enabling comprehensive workforce planning and talent management.
- * Involved in configuring the Benefits module within Workday, administering employee benefits programs to ensure compliance and enhance employee satisfaction and retention.
- * Contributed to integrating the payroll module within Workday, automating processing to ensure accuracy, timeliness, and compliances.
- * Collaborated on implementing the Time Tracking module within Workday, facilitating accurate tracking of employee work hours and compliance with labor laws and regulations.

BUSINESS ANALYST

|| COLUMBIA UNIVERSITY, NEW YORK CITY (NY) ||

OCT'2014'- JUL'2016'

- * Handled the implementation of custom reporting solutions in Workday, enabling stakeholders to access real-time analytics and improving decision-making accuracy.
- * Involved in configuring Actimize's anti-money laundering (AML) platform for a global bank, streamlining transaction monitoring processes to comply with regulatory requirements while minimizing operational costs.
- * Involved in conducting user training sessions for Workday updates, resulting in a high user adoption rate and a decrease in support tickets related to system usage queries.
- * Collaborated on configuring Calculated Fields within Workday, enabling advanced data calculations and analytics to provide valuable insights for decision-making and strategic planning initiatives.
- * Contributed to the development of Workday dashboards tailored to departmental needs, empowering managers with actionable insights and driving an increase in productivity across teams.
- * Involved in custom workflows within Workday Core Connector to support the integration of employee time-off requests between Workday Absence Management and external HR systems.
- * Collaborated on Workday Core Connector to enable the configurations of employee training records from Workday Learning with external learning management platforms.
- * Involved in the configuration of Workday's security protocols, ensuring compliance with industry regulations and safeguarding sensitive employee data, resulting in a high security audit success rate.
- * Involved in the customization of Actimize's financial crime management platform for a regional bank, tailoring risk assessment models to the institution's specific customer base and transaction types.
- * Contributed to the implementation of Actimize's enterprise fraud management solution for a credit union, improving detection capabilities for account takeover and identity theft schemes through advanced behavioral analysis.
- * Contributed to the creation of Workday's mobile application strategy, enhancing employee accessibility and engagement with the system.

Education

Masters from University of Andhra, India, 2007