**Kranthi Pyla**

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**PROFILE SUMMARY**

* Workday Consultant with **11+ years of Functional and Technical** experience in Business Analysis, Business Process Flows, Reporting, and Integration.
* **7+ years** of experience as a Workday consultant.
* Hands-on Experience in configuration of Workday modules such as **Core HR**, **Staffing, Benefits,** **Compensation, Payroll, Recruiting, Absence and Time Tracking** and different types of **Simple, Advanced, Composite, n Box and Matrix** Reports in Workday.
* Experience with **Workday Payroll** (In House) and **Third-Party Payroll (PECI, PICOF)**
* Experience in conducting discovery sessions for **Workday Integrations** with **Vendors** and **Functional Teams**
* Extensive knowledge of various **HR transactions** involved in Workday HCM Integrations.
* Good understanding of Integration including **Web Services, SaaS, Workday Architecture**, and **Business Process Framework**.
* Experience with **Scorecards, Dashboards** and **BIRT** Reports.
* Experience with **Migrations** using **OX**.
* Experience with **Workday Prism**.
* Maintained and Created **Compensation Grids, Payroll Calculations, Benefit Plans** and **Eligibility Rules**.
* Hands on experience in **IBM Cognos Framework Manager** and **IBM Cognos Analytics**.
* Proven integration design experience using Workday Custom integrations, **Studio** Integrations, ADP, **Packaged** Integrations, **Core Connectors**, EIB’s , PECI, PICOF, CCGW and **Document Transformations.**
* Maintained and created Workday **Supervisory Organizations**, **Locations, Positions, Cost centers**, and **Custom Cost center hierarchies**.
* Developed Complex **CCB Integrations** with different Client vendors and Supported on Production Deployment.
* Analysed client’s HR/Payroll **business needs** through client working sessions and day-to-day support of Workday HCM, Security, Compensation, and Reporting issues.
* Optimization of Workday across **Finance and Human Resources** through Managed shared components, fields, and reports.
* Worked on Object Management Systems such s **Role Based Security**, **User Based Security**, and **Job Based Security** groups.
* Involved in data conversion from legacy system and creation of Iload files.
* Extensive experience in implementation, development, customization, upgrading, integration, and production support.

**TECHNICAL SKILLS**

**ERP Systems**

Workday Versions (27-WD 2021R1), PeopleSoft HCM 9.1/8.9/8.

**SAAS Workday**

Workday HCM, Report Writer, EIB’s, Workday Studio, Integration Using EIB’s, Workday Connectors, Third Party Connectors, External API’s and Middleware systems, Calculated Fields, Custom Reports, Dashboards

**Languages**

XML, XSLT, TOAD, CSV, HTML

Reporting, Scripts, Smart forms

EDI, LSMW -Data migration, ALE and IDOC

**Tools**

Workday Studio, Oxygen XML Editor, XML Spy, Postman, Cognos Framework Manager, MS Visual studio 2008, Excel, Visual Studio, IBM Watson Analytics, Source Tree and IntelliJ

**Software Applications**

MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel, Kanban, Jira, Rally, Service Now

**EDUCATION**

* Bachelor of Technology, VITU, India.
* Masters (Information Systems Management), Bowie State University, USA

**PROFESSIONAL EXPERIENCE**

**WORKDAY INTEGRATION LEAD** December 2022- March 2024

**Brother International** Bridgewater, NJ

**Responsibilities**:

* Provide post-production support for Workday customers across multiple functional areas

including HCM, Benefits, Absence, Payroll, Time Tracking, Talent and Reporting.

* Assist clients in understanding current business needs and provide input on best practices and recommendations for maximizing utility of Workday solution.
* Collaborating with key client stakeholders, perform gap analysis and identify areas for

improvement and provide plans based off of identified recommendations.

* Provide outstanding service to clients to maintain and extend relationship for future business opportunities.
* Conducted discovery sessions with prospective customers to understand their business challenges and objectives. Build Custom Integrations (Inbound/Outbound) via Core Connectors, EIBs, Studio
* Worked on Custom reports, Calculated Fields, Custom Integration Document Delivery,

Business Process configuration

* Analysed change and update requests. Coordinated the execution of tests and integration within the module.
* Created Custom reports using Workday Report Writer and BIRT for Merit Statement and Pay Check Statement.
* Created Custom Payslips and Merit Statements using BIRT.
* Maintaining PGP Private Key Pair for Inbound Integrations and Digitally signing Outbound Integrations.
* Maintaining x509 Private Key Pair for SSH authentication.
* Create use cases and staging test cases for Hire, Promotions, Terminations, Benefit changes etc.
* Worked alongside the integration team to configure and test integration between the Workday solution and the client’s selected payroll and benefits providers.
* Analyse data and develop and generate routine and adhoc reports.
* Provide delivery support for Workday Human Capital Management applications to our clients.
* Interact with Business analysts and end users to clarify requirements and use cases.
* Designed and implemented various integrations, including Payroll, Benefits, and Internal EIBs/Cloud Connectors Outbound Integration.

**Environment**: Workday, Workday Studio, EIB, Workday Report Writer, Document Transformation, End to End business process, ILoad, postman, User acceptance testing (UAT), XML/XSLT, XML editor.

**WORKDAY INTEGRATION LEAD** April 2022- December 2022

**TheKey**SanFrancisco, CA

**Responsibilities**:

* Led the HCM implementation for Phase1 and Phase2 for Corporate and Caregivers.
* Project involved both Internal and External integrations.
* Involved in Design, development, planning, testing and integration of Workday HCM and HRIT systems landscape.
* Designed business flow diagrams and processes, which included processes in Staffing, job benefits, compensation grades and packages.
* Wrote Use Cases and produced Activity diagrams. Developed requirements specifications and Documentation for Business Process Management.
* Helped team in functional configuration of the Workday application.
* Worked with the team to review system features in correlation to current processes.
* Led the Workday integration of business processes across disparate systems.
* Hands-on experience in Modules – PeopleSoft Human Capital Management, Enterprise Performance Management (Financial Reporting).
* Documented workflow, configurations, and business process for e-Performance module using Excel, MS project, and Visio.
* Maintained tools and templates for each Workday update and Integrated Workday with external vendor software.
* Worked on Workday conversion processes and tools like ITool, EIB, and Workday Studio.
* Participate in Workday Communities to remain connected with Workday and customers.
* Experienced in leading project teams in all phases of the Workday implementation lifecycle.
* Participated in Workday Communities to remain connected with Workday and customers.
* Developed impact and preliminary analysis in SDLC, and participated actively in their implementation. VISIO and MS Project, Excel as Reporting Tool.
* Developed testing strategies and verification scenarios along with project Scope and Requirements document.
* Analysed change and update requests. Coordinated the execution of tests and integration within the module.
* Developed integration using web service SOAP, WSDL, XML, XSLT on the Workday cloud platform such as Payroll integration, ADP inbound/outbound, and Taleo inbound/outbound.
* Created staffing models, Position, Headcount, and Job and Supervisory organizations.
* Experience developing semi-annual Workday release upgrade project plan.
* Configured Core Connector for Benefits for Delta Dental, Vanguard, BCBS, etc.
* Used ETV/XTT functions in a Custom XSLT file to transform the content into a CSV file format with validations.
* Developed functionality and designed inbound and outbound custom interface.
* Involved in designing the pay structure, including Pay grade type, area, grade, and level.
* Worked closely with vendors/clients to design, build, and deploy Workday HCM to meet their business needs.
* Facilitated team processes. Wrote and reviewed Unit Testing and UAT test plans and scripts when necessary.
* Mapped and integrated local business processes with global business processes for all steps of worker life cycle.

**Environment**: Workday, Workday Studio, EIB, Workday Report Writer, Document Transformation, End to End business process, ILoad, Postman, User acceptance testing (UAT), XML/XSLT, XML editor.

**WORKDAY Architect** March 2021- December 2021

**RedHat**  Raleigh, NC

**Responsibilities**:

* Involved in Development, Enhancement, Upgrade, and Maintenance of Workday HCM, Recruiting, Absence Management, Payroll, and Time Tracking.
* Performed Fit/Gap analysis in the system and interacted with Business Analysts to figure out the Process flow in HR for various Business processes.
* Developed several Inbound and Outbound Integration processes using EIB, WD Studio and Cloud Connectors, PECI, PICOF, CCGW, ADP payroll.
* Created Custom reports using Workday Report Writer and BIRT for Merit Statement and Pay Check Statement.
* Proposed Compensation for New Hires. Involved in Editing Government IDs and workday Accounts.
* EIBs - outbound and inbound with custom transformation using XML, XSLT and XPath.
* Responsible for driving Implementation which includes Configuring system, Security, Roles, Business Processes, Payroll Testing, Reporting, Data Integrity, and Upgrades.
* Configured Workday Compensation Packages including salary, bonus, allowance, commission, and merit plans for multiple countries, including merit and bonus plan processing.
* Responsible for leading Business System Analysis for Global Workday Compensation, Benefits, Stock, Bonus, Merit, Core HR, etc. modules.
* Created Technical Design Document from Functional Design Documents in Core HR, Benefits, Payroll, and Time Tracking.
* Created BIRT Reports using the Report Designer tool.
* Created XSLT scripts for Integration to transform XML data.
* Created Integration System Security Groups and Role-based security groups per requirements.
* Access Workday Customer Central Tenant to manage non production tenants.
* Reporting on Trended Workers Data source to build Dashboards.
* Peer reviews for new code, code changes, calculated fields and reports.
* In depth understanding of calculated fields and creating complex calculated fields to use in the reports, while adhering to development standards and performance.
* Creating Calculated fields to use in field overrides and web service requests in integrations.
* Create Scorecards for Business Users depending on the requirements.
* Provided mentorship, End User Guidance for Reports, and Integration.
* Fixed Production issues, varying from employee access and Creation of new Roles to Single Sign On issues, etc.
* Created Workday Studio Inbound Integration to populate Payroll data from Kronos into Workday.

**Environment**: Workday Third Party Payrolls, ADP, Compensation, Benefits, Absence management, Time management, EIB, Workday Studio, Connectors, PECI, PICOF, Transformation using XSLT, Web services, Workday Report Writing, Custom reports, Calculated fields, MS PowerPoint, MS Excel, Report Designer, Cognos Analytics, Post man, Cognos Framework Manager, Rally, ServiceNow

**WORKDAY HCM INTEGRATION DEVELOPER/ REPORT WRITER** November 2018-February 2021

FINRA  Rockville, MD

**Responsibilities:**

* Primary duties include developing Integrations using EIB, Core Connectors and Studio integrations to integrate with third party systems and internal systems and to create Custom Reports for various functional areas.
* Designing and developing multiple integrations using Core Connector, EIB, and Studio Integrations for both Inbound and Outbound.
* Enhance existing integrations for performance.
* Analyzing possible impacts with new Workday Release and provide solutions.
* Access Workday Customer Central Tenant to manage non production tenants.
* Reporting on Trended Workers Data source to build Dashboards.
* Creating BIRT Layouts for Merit, Bonus, Talent, Employee Review statements.
* Migrating configuration packages using OX and troubleshooting migration errors.
* Maintaining PGP Private Key Pair for Inbound Integrations and Digitally signing Outbound Integrations.
* Maintaining x509 Private Key Pair for SSH authentication.
* Create use cases and staging test cases for Hire, Promotions, Terminations, Benefit changes etc.
* Creating BIRT layouts and configuring them to generate Payslips and Paychecks.
* Experience in the development of different integrations for Payroll and Benefits using Workday Studio, Core Connectors, Document Transformation, and EIB.
* Experience in testing all Integrations from End-to-End for Payroll, Benefits, Absence Management, Time Keeping and other downstream applications.
* Creating Advanced, Matrix, Nbox and Composite reports for all modules in Workday including Recruiting as per the business requirements.
* Day to day support of Workday HCM Integrations and Reporting issues while coordinating with functional teams and external Vendors to troubleshoot the issues.
* Creating Custom Report Transformations and Custom Transformations using XSLT.
* Using Altova XML Spy to validate, test and debug XSLT transformations.
* Create Scorecards for Business Users depending on the requirements.
* In depth understanding of calculated fields and creating complex calculated fields to use in the reports, while adhering to development standards and performance.
* Creating Calculated fields to use in field overrides and web service requests in integrations.
* Creating BIRT layout using Studio
* Create PRISM use cases to import data into Workday.
* Maintain Confluence pages for Workday .
* Peer reviews for new code, code changes, calculated fields and reports.

**Environment**: Workday Payrolls, Compensation, Benefits, Absence management, Time management, EIB, Workday Studio, Connectors, Transformation using XSLT, Web services, Workday Report Writing, Custom reports, Calculated fields, MS PowerPoint, MS Excel, Report Designer, Cognos Analytics, Cognos Framework Manager, PRISM

**SENIOR WORKDAY HCM CONSULTANT** March 2016- November 2018

MARKEL CORP.  GLEN ALLEN, VA

**Responsibilities:**

* Responsible for understanding process flow and defining scope, analysing dependencies, and creating functional design. Developed and maintained documentation.
* Responsible for development, support, maintenance, and implementation of a complex project module.
* Hands-on Experience in configuration of workday modules such as Staffing, Benefits, Compensation, and different types of Simple and Advanced Custom Reports and Matrix Reports in Workday. Involved in testing and ongoing support of business reports.
* Generated custom Workday reports and modified the existing custom reports.
* Built and managed integration using Calculated Fields, EIB, Document Transformation, Workday Connector, XML, XSLT and Web Services technologies.
* Developed outbound integration using EIB, Web Services SOAP, WSDL, XML, and XSLT Document Transformation for several integrations from Workday to downstream internal and vendor systems, and provided necessary security for related functional areas to launch the EIB.
* Extensive use of new integration to pull new hire information using Core Connector Worker and Document Transformation, which uses connector integration XML Output as its data source input.
* Worked on EIBs and Iloads to load new data and change existing data.
* Created complex reports using the Firm’s HR systems, and Designed Workday HCM data conversion process.
* Using EIB configuration, transformed the format of workday report into required file format using XSLT or build in transformation (CSV, EXCEL).
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries, including merit and bonus plan processing.
* Implemented Workday performance management including goal setting, midyear, and year end processes.
* Configured Workday security roles and groups to the required level of confidentially and segregation of duties.

**Environment**: Workday payrolls, compensation, benefits, Absence management, Time management, EIB, Workday Studio, Transformation using XSLT, Web services, Workday Report Writing, custom reports, calculated fields, compensation, MS PowerPoint, MS Excel, Oxygen XML.

**PEOPLESOFT /.Net Developer** October 2010-January 2015

FADS  Hyderabad, India

**Responsibilities**:

* Analysed Manager self-service and Employee self-service transactions to understand their functionality.
* Provided analysis to ensure that payroll business functional requirements were well defined.
* Updated application with appropriate business requirements for meeting the system configuration needs and reviewed all payroll output reports, validating accuracy and completion.
* Modified the delivered functionality to send the request for approval.
* Designed the process to escalate work items for managers to their supervisors if the work items are not completed within stipulated time.
* Generated Compare Reports during the upgrade process.
* Created a number of workflows/work lists for business processes in HR.

**Environment:** PeopleSoft 8.9/9.1 FSCM, Application Engine, Oracle and UNIX.