

SUMMARY

- Around 8 years of experience in the field of HR technology as a Workday Integrations consultant.
- Proficient in Building/Configuring **HCM** inbound and outbound integrations within the Workday platform using **EIBs**, **Core Connectors**, **CCB for benefits**, **Payroll Connectors (PECI/PICOF)** and **custom Studio integrations** within a professional, fast-paced environment.
- Technical Proficiency in Integrations and Reports for **Workday** modules like **Core HCM**, **Benefits**, **Compensation**, Recruiting, Absence management, Time tracking etc.
- Proficient in creating Functional and Technical Design Mapping documents for Workday integrations and for data migrations from legacy systems.
- Skilled in outlining HR business and systems strategies, formulating system requirements, conducting design and prototyping, testing, delivering training, establishing support procedures, and executing pragmatic business solutions within timelines.
- Extensive experience in working with Workday **Core HCM**, **recruitment processes**, **payroll operations**, and **benefits administration**.
- Proficient in utilizing **Core Connector**, **Cloud Connector**, **Report Designer**, crafting **Calculated Fields** and **Custom Reports**, working with **Workday Studio**, conducting Data Conversion loads, and utilizing **XML**, **XSLT**, **SOAP**, and **REST** web services.
- Strong Experience in performing Functional and Integration regression testing for new Workday releases.
- Experience in complete life cycle implementation of Workday **HCM**.
- Worked Extensively on **RAAS reports**.
- Extensively worked on **data conversion** from legacy systems like **SAP**, **Lawson**, **Excel sheets**, **flat files**, **third party DBs** into **Workday**.
- Good Experience in creating Payroll interfaces using **PICOF**, **PECI** through Workday **Studio**, and Document Transformation to address intricate client payroll needs.
- Executed payroll operations within Workday following system implementation.
- Good knowledge of data loading into Workday using **EIB**.
- Expertise in rectifying programs using **XSLT** and **HTML** programming tools like **Oxygen XML Editor** and **Exchanger XML Editor**.
- Experience in analyzing HCM processes and aligning solutions with these processes.
- Strong Experience in developing calculated fields, creating complex **XSLT** logic, conducting tests on new system functionalities and updates, and assessing their effects on integrations.
- Modified Merit and Pay statement performance review report using Workday Report Designer (**BIRT**) for client requirements.
- Good Knowledge in web services technologies such as **REST**, **JSON**, **SOAP**, and Workday Web Services, with proficiency in messaging technologies like **XSLT** and **XPath**.
- Experience in creating **Custom Reports**, **Advanced Reports**, **Matrix Reports**, **Transposed Reports**, and **Composite Reports**.

TECHNICAL SKILLS

Workday Technical	Calculated fields, Custom reports (Advanced, Matrix and Composite), BIRT, Cloud Connects, Core Connectors, PICO, PEI, CCB, Document transformation, EIBs , Studio integrations, Web services, XML, XSLT, XPATH, WSDL, SOAP, REST, XSD, RAAS, APIs
Workday Functional	Core HCM, Performance Management, Talent Management, Compensation Plans, Benefit Plans, Enrolment rules, Recruiting, Condition rules, Staffing models, Business Processes, Compensation & Benefits, Security set ups.
Tools & Languages	Tableau, Java, JavaScript, Python, WSDL, CSV, SaaS, XSLT, XML, SQL, RDBMS. iLoads, Oxygen XML, XSLT SQL Studio , Toad, Workday Studio .
Cloud Technologies	EIB, Report Writer, Workday Core Connector, Security and Workday Studio .
Other Tools	Visual Studio Code, Microsoft Office, Excel, MS Visio, Microsoft Project, GUI Tools, People Tools, Netbeans IDE, Eclipse.
Protocols	FTP, HTTP, SMTP, SFTP, TCP/IP, REST, SOAP.

PROFESSIONAL EXPERIENCE

Client: Lifetime Fitness

Jul 22 - Present

Role: Workday Integrations consultant

Responsibilities:

- Worked on **Workday integrations, Business process configurations, securities**, and support perspective.
- Worked on **Core HCM, Payroll, Benefit vendor**, Time & Labor, Recruiting.
- Worked on the end-to-end Workday **HCM** implementation flow: requirement gathering & analysis, design and development, tenant configuration, data extraction, data migration and report development.
- Worked on **HCM configurations** which includes building organization structure, Job Code structures, notifications etc.
- Strong hands-on experience with **PeopleSoft** to **Workday** integrations.
- Worked on **Finance** integrations and **HCM** Integrations.
- Worked on **security** configurations both roles based, user-based securities, location-based securities.
- Worked on **Prism analytics**.
- Worked on guiding and creating complex **Calculated fields** for all the integrations for payroll-based integrations and **Benefits integrations**.
- Worked extensively on **Workday Studio** for both Inbound and Outbound integrations.
- Examples of **Studio** integrations worked on – Inbound **studio** to update Cost Centers, Inbound Fieldglass integration to load Hire data for contractors, Outbound **studio** to send supplemental pay data to ADP.
- Examples of **Studio Components** used – Workday out **REST**, Workday out **SOAP**, Splitter, Aggregator, Write Store, PIM.
- Worked on **Workday Extend** including PMD Scripting, Orchestration for HCM.
- Support/Lead project activities including data mapping, completion of complex translation tables, reviewing conversion balancing and reconciliation reports, implementation of a new application, system functionality or integration.

- Application Programming Interfaces (**API**) and micro services technologies
- Worked on Payroll Interfaces and designed integrations in both **EIB** (inbound/ outbound) and Core Connector, managing business processes, working with **EIB**.
- Worked on support tickets in the following modules - Compensation, Time Tracking, Absence Management, Benefits, **Core HCM** and Security.
- Developed custom integrations to load new hires from people admin. These also include internal hires, contingent workers, and additional jobs.
- Worked on data conversion from legacy systems (**Peoplesoft, SAP**) to **Workday** Platform.
- Developed different custom reports including matrix reports, advanced reports, composite reports on all modules, which includes Compensation, Benefits, Core HR and Payroll. Building Core Connectors.
- Written reports using **BIRT** (Business Intelligence Reporting Tool) that extract Workday data and manipulate it in other formats (Excel) for various needs.
- Perform system, **UAT**, and regression testing, throughout the life of the implementation.

Environment: Workday Core Integrations, CCB, EIB, Core Connectors, Workday **Studio**, Document Transformation using XSLT, Web services, Workday Report Writing, custom reports, Calculated fields, compensation

Client: Prudential Financial

Dec 20 – Jun 22

Role: Workday Integrations consultant

Responsibilities:

- Workday integrations consultant responsible for development and maintenance of the whole workday integration stream.
- Worked on **EIBs**, **Core Connectors**, **Studio** integrations.
- Extensively worked on Benefit integrations and Payroll integrations.
- Worked on APIs between workday and external systems like **serviceNow**, **Sailpoint** and **AWS cloud**.
- Worked on the end-to-end Workday **HCM** implementation flow: requirement gathering & analysis, design and development, tenant configuration, data extraction, data migration and report development.
- Worked on **HCM configurations** which includes building organization structure, Job Code structures, notifications etc.
- Worked on **security configurations** both roles based, user-based securities, location-based securities.
- Worked on security configurations for integrations.
- Worked on **Positive pay** integrations.
- Worked on guiding and creating complex **Calculated fields** for all the integrations for payroll-based integrations and **Benefits integrations**.
- Worked extensively on **Workday Studio** for both Inbound and Outbound integrations.
- Examples of **Studio** integrations worked on – Inbound **studio** to update Cost Centers, Inbound Fieldglass integration to load Hire data for contractors, Outbound **studio** to send supplemental pay data to ADP.
- Examples of **Studio** Components used – Workday out REST, Workday out SOAP, Splitter, Aggregator, Write Store, PIM.
- Worked with multiple clients on **Discovery sessions** for multiple integrations like **EIBs**, Core Connectors and **CCBs**.
- Worked on all phases of integrations from requirements gathering to design, build and testing.
- Worked on complex document transformations using **XSLT**, **XPATH**.
- Worked on webservices using **REST** API, **SOAP** API, **XML** and workday APIs.
- Worked on creation of integration technical documents including scope discovery review, field mapping, data transformation and translation rules, and test cases.
- Involved in integration experience building custom integrations using **Workday Studio**, **Cloud Connect** and Document Transformation.
- Perform system, **UAT**, and regression testing, throughout the life of the implementation.

Environment: Workday Core Integrations, CCB, EIB, Core Connectors, Workday **Studio**, Document Transformation using XSLT, Web services, Workday Report Writing, custom reports, Calculated fields, compensation

Client: Rockwell Automation

Sept 19 – Nov 20

Role: Workday Integration Consultant

Responsibilities:

- Implemented both inbound and outbound integrations utilizing Workday **EIB**, employing XSLT specifications to transform document formats into desired file formats such as CSV or Excel, along with Web Services **SOAP**, **REST**, **XML**, and **XSLT** for Qualifying Events and FSA file changes to Custom Benefit Solutions.
- Collaborated with implementation partners to construct and deliver numerous Workday integrations, leveraging iLoads, **Workday Studio**, Outbound/Inbound **EIBs**, and the **Cloud Connect** platform.
- Utilized Workday Report Writer to create **Calculated Fields**, **Custom Objects**, and **Custom Reports**, and managed report writer reports while working with both standard and custom reports, ensuring security measures were applied.
- Extracted data from legacy systems and performed data transformations to ensure compatibility with Workday formats.
- Developed integrations to transmit job requisitions, including existing, new, and modified ones, to external vendor applicant tracking systems.
- Configured system settings to align with requirements for **Core HCM** Setup Data, Compensation, Organization, Tenant Setup, and Job Setup.
- Established security segments and groups within integration systems to manage security for running and scheduling integrations.
- Created new integrations to retrieve information on new hires using **Core Connector** Worker and Document Transformation, with **XML** Output from connector integrations serving as input data.
- Produced XML data files and customized XML transformations using **XSLT** and **XPath**.
- Designed inbound integrations to bring in results to Workday post-payroll processing completion.

Environment: XML, XSLT, XPath, UAT, SIT, Workday HCM, Talent, Benefits, Time Off, Recruiting, Core HR, EIB, Web Services - SOAP, REST, Payroll, Windows Workday Report Writer.

Client: Washington Post

Dec 17 – Aug 19

Role: **Workday Consultant**

Responsibilities:

- Executed numerous mass data loads using **EIBs** across various functions such as Bonuses, Allowances, Personal Information, employee hiring, termination, and organizational changes.
- Managed Payroll Interfaces, designing integrations utilizing both **EIB** (inbound/outbound) and **Core Connector**, while overseeing **Business Processes** and **EIB** operations.
- Addressed support tickets spanning modules like Compensation, Time Tracking, Absence Management, **Benefits**, **Core HCM**, and Security.
- Developed custom integrations to onboard new hires from People Admin, encompassing internal hires, contingent workers, and additional job roles.
- Conducted data conversion from legacy **HCM** systems (HR, Payroll, Base Benefits, Benefits Administration, and Time & Labor) to Workday HCM modules.
- Guided the end-to-end flow of Workday HCM implementation, including requirement gathering, analysis, design, development, tenant configuration, data migration, and report development.
- Configured JIRA workflows and project artifacts for new users and managed Core HR and Talent Management modules' planned activities, coordinating with offshore teams on functional processes.

- Designed and developed integrations with Time and Attendance, Recruiting, and Benefits systems using **EIB**.
- Adapted Merit and Pay statement performance review reports using Workday Report Designer (**BIRT**) to meet client specifications.
- Contributed to integration projects by constructing custom integrations using **Workday Studio**, **Cloud Connect**, and Document Transformation.
- Generated various **custom reports**, including **matrix reports**, **advanced reports**, and composite reports across all modules, including Compensation, **Benefits**, **Core HR**, and **Payroll**, while building Core Connectors.
- Produced reports using BIRT to extract Workday data and transform it into other formats such as Excel to fulfill diverse requirements.
- Provided clarification on QA team issues and reviewed test plans to ensure comprehensive coverage and proper testing.
- Conducted regression testing to support release management and phased rollouts, and performed system, **UAT**, and regression testing throughout the implementation lifecycle.

Environment: Core Connector for Benefits, Workday EIB, Document Transformation using XSLT, Core Connectors, Web services, Compensation, Workday Report Writing, Calculated Fields, Custom Reports.

Client: Directive

Sep 15 – Nov 17

Role: Workday Analyst

Responsibilities:

- Developed a Workday Inbound **Studio** Integration to manage Custom Orgs in Workday based on comparison results from a custom report and external HR system data.
- Established standardized data definitions and crafted a data dictionary for migration and integration purposes.
- Played a pivotal role in Mallinckrodt Spin-Off team, overseeing the entire lifecycle of Workday **HCM** and **Payroll** implementation.
- Provided post-implementation support and facilitated enhancements as needed.
- Contributed to the design and optimization of global HR processes, ensuring alignment with Workday **HCM** configuration.
- Conducted in-depth analysis of complex data sets to identify and address quality issues proactively.
- Managed the HRIS development and support process, prioritizing and executing change requests and enhancements.
- Collaborated with the integration team to configure and test integrations between Workday and external payroll and benefits providers.
- Worked as a Reporting Specialist, creating custom reports using Workday Report Writer to fulfill HR and Payroll application requirements.
- Assisted the integration consulting team in configuring and testing integrations between Workday and third-party/custom solutions.
- Played a key role in the Workday Update team, providing feedback and documentation for future system updates.
- Participated in Workday HR and Absence Management implementations.
- Acted as a data management expert, overseeing data migrations from PeopleSoft HCM to Workday and delivering data mapping and transformation documents.
- Managed support tickets and configurations for Core HR, Benefits, Compensation, and Absence Management.
- Collaborated closely with the global HR team to deploy and support regional HRIS systems, ensuring process alignment and standardization.

- Served as a functional analyst, analyzing PeopleSoft system functionality and collaborating with HR and Payroll teams to review system functionality accuracy.

EDUCATION

Bachelor's degree – Electronics and Computer Engineering - 2014

Minitha Penumachha

- Irving, TX, US

Contact Information

- 5m0-3yu-kvw@mail.dice.com

Skills

- **benefits** - 8 years
- **consulting** - 8 years
- **implementation** - 8 years
- **integration** - 8 years
- **payroll** - 8 years
- **reporting** - 8 years
- **transformation** - 8 years
- **workday** - 8 years
- **configuration** - 7 years
- **data migration** - 7 years
- **absence management** - 6 years
- **acceptance testing** - 6 years
- **eib** - 6 years
- **hr management** - 6 years
- **issue tracking** - 6 years
- **security** - 6 years
- **web services** - 6 years
- **xslt** - 6 years
- **requirements elicitation** - 5 years
- **systems analysis and design** - 5 years

Work Preferences

- Desired Work Settings: Remote or On-Site or Hybrid
- Likely to Switch: True
- Willing to Relocate: False
- Work Authorization:
 - US
- Work Documents:

- Employment Auth. Document
- Security Clearance: False
- Third Party: False
- Employment Type:
 - Full-time
 - Part-time

Profile Sources

- Dice:
<https://www.dice.com/employer/talent/profile/3a14016c79b36cfbc33317bd69bc888d>