**Nithesh**

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**SUMMARY:**

* Overall, 5+ years of techno functional **Workday** &experience in Analysis, **Design**, development, Testing, Implementation **ERP** projects.
* Expertise in analysis of client's HR/Payroll business needs through client working sessions and day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Implemented Workday for Various **HCM modules** which include **Benefits**, **Recruiting**, **Time** and **Absence** & **Compensation** management modules.
* Support **decision making** process with ad hoc reporting and analysis on a wide range of business and financial matters.
* Well versed with functional concepts of Workday HCM.
* Strong experience in working in key phases of the Software Development Life Cycle(SDLC) such as the Planning, Design, Analysis, Development and Testing for the software/system development process.
* Manage customer centric operations & ensure customer satisfaction by achieving quality service delivery, set expectations accordingly and timely escalations status reporting.
* Understanding High Level requirement by using Process Flow Diagram via MS. Visio.
* Experienced in analyzing and preparing Project Deliverables such as Business Requirement Document (**BRD**), User Requirement Specification and **Functional Requirement Document** (FRD)/ SRS and proposed changes for process improvement with knowledge of Scrum Meetings.
* Ability to identify and articulate **IT solutions** that provide desired business results with the ability to move cleanly from theoretical to implementation thinking.
* Matrix reports to support compensation, benefits, HRIS's, Payroll, Finance, and many other teams.
* Able to interact and communicate with all levels of staff and project management in both the business and the technical areas, with the ability to keep discussions at the appropriate level of abstraction.
* Responsible for researching Tier 2 type Workday HCM transaction questions received from the HR Services team. Partner with HR Services/HRIS team members to work through system issues.
* Hands on experience in **end-to-end** full life cycle implementation of Workday.
* Analyzed Business and Integration requirements, Functional Analysis for development and support of various integrations from **Workday** and other third-party vendors like **ADP**.
* Configuring **dashboards** and its contents add/remove Work lets, Profile, Profile Group, Report as Worklet, give access to workers based on their security groups.
* Customizing the worker profile info in the tabs (such as **Compensation**, **Absence**, **Benefits**, **Career**, **Performance**, Overview / Personal Information, **Work** History) to **show/hide** based on the employee types such as wages or salaried and configuring Worklets to show/hide on the landing pages based on the security groups.
* Expertise in **Workday Report writing** and Analytics (Advanced, Composite, Matrix, Simple, search, trending and Transpose) and creating Custom and Ad-hoc reports using different combinations of calculated fields.
* Created **Advanced Reports** by using Calculated Fields, Sorting, Filtering Report Fields, providing Advanced Filtering Option, Creating Sub Filters and by using related Business Objects.
* Created advanced reports like **New Hire Demographics**, Worker by Organization, Benefit Enrollments.
* Experienced in Workday Report Writer, **EIB**, **Cloud Connect**, Calculated Fields, Packaged Integration Workday Studio Integration, **Document Transformation**, XSLT, integration output in fixed length, XML and CSV files.
* Very good experience in creating, deploy, and maintain **Workday Custom reports** (Simple, Advance, Matrix, Trended, Composite etc). Report Security, Data Source Security, Report Field Security, Report Trending, Management/Report Tracking, Report Scheduling and sharing report output, Report Sharing as a Worklet, and Report as a Service (**RaaS**).
* Hands on experience in creating **Inbound/Outbound** integrations through Enterprise Interface Builder (Confidential) using XSLT's**, XSLT Mappings** and **XML Mappings**.
* Experience on creating/maintaining advance reports using Workday Studio/**BIRT** for reports, Various **Dashboard reports**/analytics in workforce planning, Benefit, Payroll, Time and Absence Management.
* Worked on Business Processes, Security, Compensation and also Custom Reports in Workday and generated simple, Advanced, Matrix reports.
* Hands on Experience of maintaining the **Web services** code and integrations by using XML, **XPATH** and XSLT Editors.
* Good knowledge of **SQL** database and **queries**.
* Very Good understanding of integrations including **Web Services**, SaaS, workday Architecture, Business Process Framework.
* Experience in all phases of the Workday implementation **lifecycle** namely - Requirement gathering, Analysis, Design, Development and Testing.
* Experience in **Workday** **Configuration** of Personnel Administration, Org Management, Compensation Management, Benefits, Time, Payroll and Security.
* Involved in Interface Design and Data Migration/Conversion and provided detailed process diagrams for the technical team.
* Has extensively worked in documenting and gathering Functional requirements for the Business processes and modules like **recruitment**, Absence Management, **Compensation**, Talent and Performance, etc.
* Executed **test cases**, documented results and helped disposition and troubleshoot issues for retesting.
* Designed and built both inbound and outbound EIB integrations in various segments of Workday system and worked with **Core Connector**, **Cloud Connector**, Report Designer, Workday Studio, **Data Conversions loads**, XML, XSLT, **SOAP, and REST web services**, generated and developed Custom Reports, Advanced Reports as needed by business.

**EDUCATION DETAILS:**

Master’s in computer and information science

**SKILL SET:**

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| Workday HCM | Compensation, Benefits, Time and Absence, Human Resource Management, Recruiting, Talent and Performance. |
| Workday Skills | Custom Reports, Calculated Fields, EIB, Core Connectors, XSLT, XML, Workday Studio, Benefit plans, Active Directory Changes. |
| Reporting Tools | Workday Report Writer, WD Studio Report Designer |
| Languages | XML, XSLT, ETV/XTT, JSON, WD XML, C, C++, HTML, Java, WQL |
| Other skills | MS PowerPoint, MS Project, MS Excel, Client Interaction, project execution. |
| Methodologies SDLC | Waterfall model, Rational Unified Process (RUP), Agile, Scrum. |
| Operating Systems | Windows |
| Web Services | XML, XSD, Web Services (WSDL & SOAP), XSLT, REST, RaaS |

**PROFESSIONAL EXPERIENCE:**

**Client:** **Florida Blue Jan 2023 to Till Now**

**Role: Workday HRIS/HCM Consultant**

**Responsibilities**:

* Involved in the implementation from scratch beginning with tenant set up and creation of supervisory organization and cost centers.
* Expertise in Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including merit and bonus plan processing.
* Implementation as Workday HCM/HRIS Analyst.
* Experience in Workday as a Techno-Functional Analyst in Workday Functional areas of Core HR, Absence Management, Time Tracking, Advanced Compensation, and Benefits.
* Created user based and roles-based security groups and the corresponding roles.
* Streamlined the business process security policy as per the requirement.
* Worked as a security admin and was responsible for maintaining the privacy of and integrality of workday data using the workday delivered security groups as well as custom.
* Worked with multiple clients on Discovery sessions for multiple integrations like EIBs, Core Connectors and CCBs.
* 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.
* Matrix reports to support compensation, benefits, HRIS's, Payroll, Finance, and many other teams.
* Worked with reporting team to finalize the access related to the reportable items.
* Extensively worked on business process definition configuration involving all different types of action and approvals, checklist.
* Participated in the design and optimization of all global HR processes. Ensured the Workday HCM system is Configured and leveraged to support HR business processes.
* Developed various calculation fields on specific reports to pull the required data.
* Responsible for researching Tier 2 type Workday HCM transaction questions received from the HR Services team. Partner with HR Services/HRIS team members to work through system issues.
* Developed advanced reports wherein I had to use different business objects and related business objects.
* Worked on setting up scheduling of reports and understanding the required permissions for report sharing.
* After the Go live, involved in troubleshooting the day-to-day transaction and business process discrepancy issues and introduced hot fixes as and when needed.
* Designed, configured and automate business processes to enhance the current application systems for HCM including Hire, Change Job, Termination, Propose Compensation etc.
* Configured Security objects including Management Hierarchies, Regions, Locations, edited Domain and Business Process Security Policies, Tenant setup and created reports to meet customer requirements.
* Developed outbound integrations 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 area to launch the EIB.
* Documentation of Workday processes/configurations/customizations.
* Created Technical and Functional Design documents for new interfaces.
* Generate different kinds of reports - Simple, Advanced and Matrix reports for client requirements within Workday Tenant.
* Created reports that extract Workday data and manipulate the data in other formats for various needs.
* Worked on setting up scheduling of reports and understanding the required permissions for report sharing and support the various reporting functions with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects with respect to Workday functionality and client business requirements for new implementation initiatives.
* Worked on Payroll Interfaces and designed integrations in both EIB (inbound/ outbound) and Core Connector, managing business processes, working with EIB.
* Configured and tested Workday Compensation including Packages, Salary & Hourly, Bonus & merit plans.
* Troubleshoot the security related issues involving the access and restriction of data for different functional areas and Worked on Setting up dashboards and worklets.
* Extensively worked with SMEs to configure the environments with all the business needed application configurations and setups.
* Plan and create various reporting documents for End Users module guides, Setup and Configuration guide for SME's, process operational guide and manuals for operations users and other as needed.
* Helped in troubleshooting integration issues and provided support in resolving defects.

**Client:** **Axis Bank June 2020 – Dec 2021**

**Role: Workday HRIS Analyst**

**Responsibilities:**

* Responsible for identifying all client upstream/downstream systems and facilitate the gathering of the most recent vendor and internal system requirement documents for each studio integrations as the base line to begin the technical design.
* Involved in different stages of project Data conversion from legacy system to workday, Data gathering workbooks (DGW), Unit testing, E2E testing and Reporting and Dashboards as major.
* Created report writer reports, worked with standard and Custom Reports, using the security in the reports, and created Security Segment Groups for Benefits Integrations and Payroll Integrations.
* Matrix reports to support compensation, benefits, HRIS's, Payroll, Finance, and many other teams.
* Created reports on HCM- Headcount, salary range, operational hours, wage tax deductions, benefit plans and more.
* Experience in how to distribute to and collect feedback from your employees through the combination of feedback tools and performance processes.
* In depth knowledge of Software Development Life Cycle (SDLC) Phases such as Requirement analysis, Design, Development, Testing and Deployment.
* Having a good knowledge on strategic nature of talent and how it provides data to other Workday applications through information collected via talent and performance processes.
* Developed integrations using Enterprise Interface Builder (EIB), document transformation, Core connector and deploying it into workday tenant.
* Responsible for researching Tier 2 type Workday HCM transaction questions received from the HR Services team. Partner with HR Services/HRIS team members to work through system issues.
* Analyzed client's HR/Payroll business needs through client working sessions and Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Worked on Performance and Talent Calibration - to ensure ratings are being given fairly and consistently across the organization as well as to help identify your Top Talent.
* Involved in BIRT and with packaged integration models like Core connectors, Cloud connectors.
* Worked on BIRT layouts by creating pay slip designs, customer invoices, adding deductions and earnings.
* Worked on numerous attributes to track employees that can be tracked and how to build talent pools and succession pools that will provide the information the organization needs to retain talent and build a healthy talent pipeline.
* Experience on how to decide which positions to plan for, reports that can help determine who to place on your plans, and reporting that can help determine when and how to manage your plans in succession planning.
* Analyst specializing as system liaison for Vendor Management and Procurement process implementation and data conversion.
* Good understanding of Project Process and ability to analyze business problems and identify solutions. Worked extensively with the team to meet business requirements, create prototypes, and analyze workflow.
* Implemented Workday and data migration using EIB and experience in building inbound and outbound integrations in Workday using web services like XML, XSLT.
* Connect Workday to hundreds of popular on-premises and SaaS applications.
* Responsible for development, support, maintenance, and implementation of a complex project module.

**Client: In Talent April 2019 – March 2020**

**Role: Workday Integration consultant**

**Responsibilities:**

* Worked on different modules for project implementation in HCM/Finance as Workday Analyst.
* Solution Architecture / Design/Propose and/or Support Process Definition / Changes
* Gathering the functional requirements from the client for the integrations and created the technical specification documents and scoping out the list for the workday implementations.
* Worked on building the Workday integrations between Workday and vendor systems.
* Built inbound integrations with American Express to bring in the card holder data of employees and the respective card transactions information into Workday using Studio with Workday Resource Management Web service.
* Participating in configuration and administration of Core HCM, Absence Management, Time Tracking, Benefits, Recruiting, Performance, Compensation and Payroll.
* Configured time off and employee leave events including business processes such as Request Time Off, Correct Time Off, Request Leave of Absence and Request Return from Leave of Absence.
* Performed Functional Workday HCM & Benefits Transactions.
* Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
* Designed and configured custom reports for Finance, Compensation and Payroll.
* Configured business processes for Hire, Create Requisition, propose compensation and Assign Organizations, and created web services in the integrations to replicate the business processes automatically.
* Involved in Rollout of the configured Self Service Modules. Configured a payroll interface with ADP to send all employee changes and payroll related information necessary to run payroll.
* Giving Finance Functional support to client and solving end user queries. Defining Business Process in tenant and using Industry Print tool for the same.
* Developed different custom reports including matrix reports, advanced reports, composite reports on all modules, which includes Compensation, Benefits, Core HR, and Payroll.
* Performed configuration to support new and existing functionality.
* Assist and Plan development of Implementation plan for implantation of Workday Rollout from Oracle HR system, PeopleSoft HR Systems.
* Design, build reports and Dashboards and assist in development in OBBIE ad hoc queries and analysis.
* Provide support to the client in data analysis, discovering and fixing data issues and assisting with OBBIE dashboards/ Reporting Questions.
* Managed/created various Compensation Packages, Compensation Plans, Compensation Grade, Grade Profiles, Expenses items etc.
* Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Performed Post go live production support to finance team to perform first month end close and reporting.
* Collaborated with the integration consulting team in helping to configure and test integrations between workday and third-party custom solutions.
* Supporting the users during UAT in resolving functional queries related to upgraded applications.
* Created various EIB integrations using Workday templates and engaged in validating and customizing BPs for integration.