**Rajesh K**

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**Professional Summary:**

* Over 9+ years of experience in IT and 7 as Software Design, Development and implementation of various Applications using Workday HCM.
* Working experience in Workday Integrations, **EIB, Connectors, XML, XSLT, Web Services,** Organization Structure, Business Process, Configurable Security, Workday Report Writing, Matrix Report, Compensation, Talent Management and Recruiting.
* Good knowledge in Workday Functional **HCM** with responsibilities Supervisory Organizations, Staffing Models, Job and Positions, Compensation, Defining Business Processes and Security Groups, Customized Report Generation.
* Designed and built both inbound/outbound EIB integrations in various segments of Workday system and worked with **Core Connector, Cloud Connector (CCB), Report Design, Data Conversions XML, XSLT and SOAP web services**, generated and developed Custom Reports, Advanced Reports as needed by business.
* Experience in maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies and worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups, different staffing models, defining Hire restrictions to Job Management, Position Management and Headcount Management and creating Job Profiles, Job Families and Job Family Groups.
* Experienced with Pre-Hire, Onboarding, Manager Evaluation, Succession Planning reports.
* Good Experience in custom reports using Workday Report Writer.
* Configured Business Processes like Job Change, Hire, and Change Benefits.
* Experience in Creating **SOAP, REST Web services** and used them to Extract data and populate the data using these types of Web services.
* Experience in creating test scenarios, designing the test cases, and executing test cases.
* Created Various Calculated Fields for the reports to retrieve the required Data from the specific report generation.
* Involved in Project planning from the implementation phase to the Deployment phase from End to end and supported the application fixing the postproduction issues.
* Created various custom security groups like User Based, Role Based, Segment Based, Aggregation, Intersection based security groups. Also, helped various teams in loading of roles via **EIB’s** for fast paced environments.
* Created various Metrics for an Organizations utilizing Workday Dashboard Functionality.
* Quick learner and excellent team player having ability to meet tight deadlines and work under pressure.
* Worked on various Ticketing systems like **JIRA**, Service Now for opening tickets and for documenting the development progress, testing results, approvals in the tickets.
* Having good communication and analytical and debugging skills.

**Work Experience:**

**USAA -- San Antonio, TX (Remote) Jan 2020 – Till Date**

**Workday HCM Consultant**

* Expertise in all phases of the Workday implementation lifecycle namely - Requirement gathering, Analysis, Design, Development and Testing.
* Proficient in Workday with hands-on experience in large-scale, global, full-lifecycle, domestic and international implementations.
* Functional and Technical experience in Business Analysis, Business Process Flows,
* Reporting and Integration Possesses strong analytical and problem-solving skills coupled with outstanding communication, presentation, and negotiation abilities.
Involved in Full cycle implementation of Workday Modules HCM, Finance, Payrolls, and Benefits.
* Expert in analysing business requirements and transitioning them into use cases, functional specifications, and activity diagrams using UML methodology in software using MS Visio.
* Defining/Editing the Compensation Structure in Workday.
* Experienced in Edit Tenant setup related configuration for HCM, System, Security, Worklets, Business Processes Notifications and reporting and Analytics.
* Good understanding of Integrations including Web Services, SaaS, Workday Architecture, and Business Process Framework.
* Experience with administration and implementation of Workday Finance.
* Created Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, and sorting by the secondary objects.
* Configured custom dashboards to build custom metrics and analytic scorecards to make key information available from a dashboard or home page.
* Developed Sub Reports, Matrix Reports, Charts, and Drill reports, using SQL Server Reporting Services (SSRS).
* **Designed, developed, and implemented Workday Studio integrations and EIBs to feed Oracle Data Warehouse with Workday data to facilitate Global application with Qlik front-end. Gathered requirements, designed, developed, and documented over 20 integrations using Workday reports, EIBs and Workday Studio.**
* **Learned & understood the client’s business requirements & worked with the Lead Functional architect to Design, build, Configure & test the Absence Management.**

**Bank of America --Austin, TX (Remote) Jan 2019 – Dec 2020**

**Workday HCM Consultant**

**Responsibilities:**

* Maintained and created Workday Supervisory Organizations, Divisions, Cost Centers, Location, Job Profiles and Departments.
* Configured Workday compensation packages which include employee’s salary, Compensation Grades, Allowances, Bonus, Merit based on their profile.
* Implemented Object Transporter (2.0) and used to Migrate condition rules, reports etc from **sandbox**, preview tenant to production tenant.
* Working on day-to-day security issues like assign/remove roles, analyzing audits, system access issues, timestamp histories, security analysis, Domain/business process security policy changes etc.
* Hire into Position Management, Create Compensation for new hire employees, Review employee hire, edit workday accounts and resetting the passwords.
* Defined Business processes and proposed new or improved processes by functional analysis and validated new processes based on the inputs from Business process owners.
* Prepare business requirement specification document and technical documents.
* Responsible for creating custom reports **Advance, Matrix, Search, trending and nbox reports.**
* Worked on various Workday **PRISM** modules like, **DDS, PDS AND PUBLISH The Data**.
* Worked on building **CCW/WECI** integrations for extracting the delta changes w.r.t to personal data, position data, status data etc.
* Having good experience in building Studio **inbound** and **outbound** integrations for complex integrations.
* Utilized **DT** for converting the **CCW, PICOF** output **XML** files into text files.
* Having good knowledge on Functional concepts like **Business processes**.
* Built industry standard reports like List Reports, **Matrix Reports, Composite Reports, Calculated**

**Comcast -- Philadelphia, PA Mar 2017 – Dec 2018**

**Workday HCM Consultant**

* Involved in the implementation of workday HCM for various HR modules such as Time Tracking, Benefits, Absence Management, Payroll, and Compensation.
* Created new Workday Studio Integration to bring in the timeclock from a time clock system around US and then another Workday Studio integration to send the approved time to for Payroll processing and building BIRT Report and Complex Calculated Fields.
* Meeting with the customer, requirement gathering, and scope identification.
* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
* Created compensation eligibility rules based on management levels, job profile, and job family and create calculated fields for custom reports to ensure required report delivery.
* Coordinated and supervised the daily activities of the workday HR system and acted as supported development of new business processes and a future state design.
* Configured Dynamic Action for new hire action.
* Created custom PCR’s in both payroll Time to meet the client’s need.
* Manage relationships with HR business stakeholders to proactively identify and address issues and provide timely support.
* Responsible for providing functional and technical knowledge and expertise related to customer’s integration and data conversion to the broader project governance structures and Integration testing Support
* Developed an inbound studio integration which loads pre-employment assessment scores into custom objects in Workday.
* Worked closely with testers to develop testing environments for PECI integrations.
* Wrote fine-tuned SQL queries to Migrate and Convert the data.
* Take END to END ownership of key deliverables, facilitate meetings, and update project documentation throughout the project life cycle.
* Helped and worked with the client team with respect to all activities related to testing in all three prototype phases and training.
* Worked as a Functional consultant, leading the data conversion from the Peoplesoft system to workday HCM.
* Updating scorecard.
* Created warnings on the panel using calculated fields when increases/assignments were outside guidelines.
* Designed and built both inbound/outbound EIB integrations in various segments of Workday system and worked with Core Connector, Cloud Connector (CCB), Report Design, Data Conversions XML, XSLT and SOAP web services, generated and developed Custom Reports, Advanced Reports as needed by business.
* Analyzed and reviewed the business requirements for Core HR, Compensation, and Payroll functional table/pages, for example, Business Units, companies, Locations, job Codes, Pay Groups, Pay Calendar, Balance ID, Deduction, Earning, Garnishment, and Tax Table to create Test Strategy and test Case documents.
* Worked on time tracking and Absence management implementation – Managing the absence calendar, time off business process, created time off plan, eligibility rules and accrual calculations.
* Resolved production issues, worked on enhancements and prepared test scripts for end-to-end testing of business processes, HCM, benefits, compensation, time tracking and leave of absence configurations.
* Implemented modules including HCM, Payroll, Benefits, Absence, Time off and Time Tracking.
* Performed Absence calculations and configured absence information for employee - sick leave, vacation, maternity etc.
* Involved in creating Absence eligibility criteria and mapped with Timesheet and payroll.
* Involved in creating eligibility criteria and creating Time Tracking calculation rules.
* Performed calculations based on Time entered and configured allowed allowances.

**US Bank -- Portland, OR June 2016 – Feb 2017**

**Workday HCM Consultant**

* Design, Build, Test and Deploy integrations and Reports in Workday. Worked on Post-implementation support and enhancements.
* As Workday Techno-Functional, have done Data Migration using EIB, Core Connectors and Workday Studio in addition to creating Simple and Advanced reports.
* Worked on simple integration with Workday Studio. Knowledge of Domain, Role and User-based security.
* Created Business form Layouts for the reports built in compensation using BIRT in Workday Studio. Created data mappings for integrations and reports based on current requirements for ATS and Workday.
* Designed training and testing strategies for the solution implementation.
* Managing Data conversions, HR and Compensation related Custom Reports, Security Management, Business Process configuration, configuring the application according to customer requirements, and developing system Integrations.
* Develop impact and preliminary analyses in SDLC and participate actively in their implementation. VISIO and MS Project, Excel as Reporting Tool.
* Good knowledge of Functional configurations like Supervisory Organizations, Re-Organization Events, Positions, Cost Centre’s, and Locations of BOFA.
* Creating the integration Business Process, Create EIB's, Generate Spreadsheet Template, and Launching/ scheduling the integration Templates.
* Developed Inbound and 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.
* Developed several EIB integrations to load new hires, Compensation, Change Job, Change Benefits, Payroll Input data to the tenant. Mass EIB loads of employee information into Production.
* Developed Core connector and Document Transformation integrations to get changes file of CSV format from XML Output.
* Worked on enhancing the sub-modules US, Canada (Payroll, Time Management, Benefits).
* Created new integrations to pull new hire information using core connector worker and delivered using document transformation, which uses core connector XML outputs as its data source input.
* Hands on experience in Standard Reports, Calculated fields and Custom reports.
* Created and maintained custom and ad-hoc reports as well as, run scheduled reports needed by end-users and Create custom Workday reports and modify/troubleshoot existing custom reports using Calculated Fields.
* Created Headcount report by using composite reporting and sub matrix reporting and created few reports for HR, Finance and Payroll .
* Worked with Workday Studio to fix integration related issues, and with the help of BIRT reporting created, modified various custom business form layouts.
* Worked with partners to help convert legacy data into Workday through creation of Solution tasks files.
* Updated the checklists and notifications in the On-boarding (Hire) business process to guarantee a great experience for the new hires.
* Configured business process for Hire, Create Requisition, propose compensation, Assign Organizations and created web service in the integrations to replicate the BP automatically.
* Worked on system testing (Compensation changes, profile changes, Terminate Employee, Hire Employee, Hire Contractor, Transfer Employee, and Promoting Employee).
* Expertise in creating custom interfaces and custom Reports from scratch and successfully performing unit and integration testing of the same.
* Develop, maintain & troubleshoot data integrations with other systems including third-party systems. Managed system security worked and updated on user roles.
* Developed test cases and test scenarios to perform UAT, and SAT on the newly developed integrations.
* Analyzed complex sets of data to identify quality issues and proactively initiated steps for improvement.

**CSI CONSUTLING Jacksonville, FL Feb 2014 – May 2016**

**HRIS Analyst**

* Work collaboratively with HR leadership to develop and maintain HR metrics, analytics, dashboards, and complex ad-hoc reporting, supporting various operational clients.
* Analyse, review, forecast, and trend complex data and information for the development and standardizing business requirements.
* Performs analysis of HRIS systems, by researching and identifying the root causes for data problems such as system limitations or design, user error and/or lack of standard procedures.
* Provide support for HR technology solutions including research, problem solving, and issue tracking and resolution.
* Provide project management expertise and/or assist project teams associated with global HR technology projects and initiatives including integrations, system upgrades, modifications, and enhancement.
* Manage HRIS functions such as organization management, HR System support, UAT, and system implementation.
* Advise, follow up, and resolve issues by recommending solutions or alternative methods to customers.
* Execute tasks including executing regular reports and conducting biweekly data quality checks.
* Analyse and attain data by creating Excel reports to monitor and achieve a monthly data error rate of less than 1%.
* Develop documentation, process manuals, and work instructions.
* Monitor good data consistency between systems (Local HR, GHR).
* Collaborated with TA team to carry out pre-data quality checks for new hires to prevent duplication of position IDs, etc.
* Support data and business process integrity with performance of mass data uploads using Workday HR platform.
* Security Administrator assisting with maintaining business object security, create security groups, supervisory organization security, role-based/user-based security, and domain security policies.

**TECHNICAL SKILLS:**

**Workday :**  EIB, Core Connectors, Calculated Fields , XML, XSLT

**System Proficiencies:** Peoplesoft**,** Service Now, Success Factor, GHR, FlexHRMS, FlexESS

**Education:**

MBA, | SHIVAJI UNIVERSITY | INDIA

B. TECH | JNTU | INDIA