

SAHITHYA
SENIOR WORKDAY HRIS ANALYST/REPORTS DEVELOPER
[LINKEDIN](#)

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PROFESSIONAL EXPERIENCE: Over 14 years of experience in HR systems and Information Technology in implementing, configuring, analyzing, customizing, maintaining, and administering ERP software systems in Workday HCM and PeopleSoft HCM/Financials. Over 6 years of Extensive experience as a **Workday Reporting & Analytics and PRISM expert**.

- Primary role is to serve as workday Reporting and Analytics to make better use of Workday OMS Reporting Model, expert in PRISM data solution and advise on best practices within Workday to maintain quality of reports.
- Proficient working on various modules of Workday like Workday HCM core, Recruitment, Compensation, Talent & Recruiting onboarding configuration and reporting solutions, Benefit, Talent and Performance Management, Payroll, Time Tracking, Absence Management.
- Working as a solution expert on PRISM datasets (Ingest, Transformation and Publish) Integration and Table concepts. Configure security to the Data sets.
- Working on Adaptive insights, review new release items and impact analysis & retrofit.
- Experience in Core Workday Business Processes, Reports /Report Writer (Advanced, Matrix, Trended, Composite, BIRT and PRISM) & Workday Data Conversions & Integration Validations.
- Expert in designing solutions for development of reports outside workday, when the reports are not delivered within Workday due to limitations.
- Have good experience in Data Migration across different HR modules. Involved in several migration projects i.e. from Legacy to ERP solutions (i.e. Legacy to Workday)
- Experience providing training for end users as a part of campus readiness programs in University for Go-Live & smooth transition and provide training to report developers for better understanding of Workday OMS Model.
- Experience in developing Reports, Dashboards, Score Cards, Alerts, and Scheduling & Enabling Embedded Reports on Business Processes. Expert level in Building complex Reports, debugging & resolving the Integration issues in system through various phases of testing.
- Expertise in Configuration and maintenance of Business processes as per the client requirements in Workday.
- Good understanding of Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework to make decisions over data integrity issues.
- Good Understanding of functional and technical areas in Workday for configurable Security groups and troubleshooting security issues.
- Involved in translating PeopleSoft queries to Workday PRISM reports.
- Proficient in developing test strategy by creating test plans and executing them through different phases of testing. Good understanding on Role Based Security, User Based Security & Segmented Security Groups.
- Involved in QA/Testing processes like User Acceptance Testing (UAT) and System Integration Testing (SIT). Writing Test Plans, Test Scenario and Test Cases.
- Resolving issues related to Data Errors, Validations, Condition Rules, Calculated Fields, and Notifications, Business Process routings, Workflow and Transaction events that resulted in keeping aggressive project delivery on track.

PROFESSIONAL EXPERIENCE

Client: DART, Dallas TX

Feb 2021 to Current

Role: Senior Workday Analyst/ Developer

- Currently working for DART Workday implementation Project to assist the development of HCM module reporting and dashboard requirement and PRISM development for legacy system data storage.
- Working as a solution architect for PRISM datasets (Ingest, Transformation and Publish) and Table concepts.
- Working in Core Workday Business Processes, Reports /Report Writer (Advanced, Matrix, Trended, Composite, BIRT and PRISM) & Workday Data Conversions & Integration Validations.
- Primary role is to Serve as a "Trusted Expert Advisor" for Workday HCM/Payroll, Compensation, Talent & Recruiting onboarding requirement gathering and build reporting solutions.
- Maintain best practices within Workday reporting and Dashboards development.
- Working on gathering the requirements from the business stake holder and prepare design documents.
- Working on Reports development Advanced, Matrix and Composite reports based on the requirement needs.
- Building custom Dashboards and Discovery boards.
- Working on PRISM implementation for historical data from the legacy Lawson system and making them available in Workday HCM system using PRISM Tables, BDS, DDS and PDS.
- Creating Dashboards, custom reports and custom tabs using PRISM history datasets.
- Assign security to the PRISM published datasets and create Custom turnover Dashboard and Discovery boards using Published datasets.

Client: USAA, San Antonio, TX

July 2019 to Jan 2021

Role: Workday Lead Developer/Analyst

- Primary role as a senior member of the Integrations, Reports & Business Analysis team to Design, Document and develop Integrations and reports with the Workday Product.
- Worked as Senior Analyst/ Solution Expert along with IBM Manager in all major decisions on project deliverables to ensure smooth transition for GO-Live and beyond Go-Live.
- Lead IBM offshore development team to design and develop Integrations and reports based on the requirements. Requirements gathering from the business and convert them into BRD's.
- Provided End USER Training for Campus groups before Go-Live & Report Writer Training for report writer groups after Go-Live.
- Build reports for various data validations like payroll validations and data loads and Business reporting needs.
- Work closely with other members of the combined Vendor Technical team focused on data conversion, integration, reporting and analysis.
- Configured alerts and notifications on various Business Processes and compliance related expirations for employees and respective Managers.
- Upgrade testing and various enhancement related impact testing for Go-Live and On- Going Support Model.
- Delivered complex & crucial Integrations/ BIRT reports, for USAA Go-Live within very short time and received good recognition from Implementation Team Workday and USAA Project Directors.

- Developed BIRT Statement of Insurance Coverage for USAA Benefits team and ensured that it met with State Health Care Authority (HCA) compliance.
- Resolved all the major issues during UAT phase and ensured each report has perfect documentation on the change process and the actual.
- Involved in designing escalation process matrix for upcoming Integrated Service Center (ISC) for USAA.
- Maintaining Integrations and Reports according to business rules and needs and ensure that align with security and sharing of data fields.
- Worked as onsite coordinator to advise and deliver offshore teamwork.
- Working with DPO's and gathering requirements from business users. Coordinate offshore teams explain the business requirements and deliver the outcome to the estimated business timelines.
- Prioritize the Backlog bucket based on team availability and workload.

Client: Abbott Labs, Waukegan, Chicago IL

Jan 2017 - May 2019

Role: Workday HRIS Senior Analyst

- Worked on Workday Reporting, BIRT Reporting, Business Process Configurations, Security Configurations.
- Working Knowledge in Workday Studio Integration, Custom Integration, Packaged Integration.
- Worked in both technical and functional designs.
- Worked closely with the Workday implementation partner, HCM business users and technical staffs to replace the legacy HCM systems with Workday HCM data into various tenants using Inbound EIBs.
- Closely work with Scrum experts and DPO's (Product owners) in Agile project model.
- Hands-on experience with configuring EIB, PICO, building Custom Report using Calculated Fields.
- Extensively working in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules. Expertise in SQL, XML, XSLT, and Web Services technologies.
- Research existing functionality for fit-gap analysis for new Workday HCM requirements and upgrades.
- Expertise in modify customized Hire, Change Job, Request Compensation Change business processes to include executive management 'send back' notifications.
- Provide Workday HCM training includes Fundamentals, Simple Inbound and Outbound Integrations, Business Processes, Calculated Fields, Report Writer, and Security Fundamentals to core business users.
- Work with integration tools like EIB's, Core Connectors and Workday Studio. Excellent Knowledge in functional areas in Workday and PeopleSoft HCM, good experience in navigations and core concepts.
- Work with business process framework, well versed with multiple configuration options in staffing, compensation, benefit events, time off/leave events, Talent Management Events.
- Working in Oracle database, UNIX/ Linux and Cloud data management.
- Experienced in integrations between Workday HCM cloud to independent database systems like PeopleSoft data base, Oracle and other 3rd party applications.
- Responsible for loading Newly Merged Employee Data, Compensation Data, Commissions Data, job Requisitions to Workday using inbound EIB's and Web services. Promotes self-service reporting with end users by utilizing various training methodologies (brown bags, self-directed training etc.)

Company: HCL America

SEP 2009 – Feb 2016

Role: PeopleSoft HCM Technical consultant

Responsibilities:

- Analyzed client's business needs through client working sessions and supported development of new business processes and a future state design.
- Excellent experience in Creating XSLT's, XSLT Mappings and using namespaces and XML files.
- Using sequence generators, generating templates, and validating inbound integration system results.
- Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
- Developed Integrations Brass ring integration and Silk Road Integration between Workday Talent acquisition and 3rd party system.
- Developed integrations using web service SOAP, WSDL, XML, XSLT on the Workday cloud platform such as Payroll integration, ADP inbound/outbound, Taleo inbound/outbound, Active Directory inbound.
- Mapping part time employee data to WD Templates. Creating custom inbound EIBs to load part-time employee information into Workday Tenant. Processes include Employee Hire/Terminate.
- Environment: Workday Studio, Web services, calculated fields, Workday Report Writing, Transformation using XSLT, custom reports, rewards focal plan, compensation, MS PowerPoint, MS Excel, Windows Vista. Capturing prioritize business requirements from business process owners.
- Worked with File-Based Loader (FBL) for data migration/ conversions.
- Integrating Talent Acquisition Manager with Payroll for North America for Employee Referral Program.
- Preparing data conversion plans and developing data maps for conversion into 9.2 systems.
- Worked with functional/technical leads for unit testing, user acceptance testing, and post go live issues.
- Lead role for Self Service module (ESS and MSS). Working on AWE (Approval Workflow Engine).
- Developing Inbound and Outbound interfaces using File Layouts.
- Analyzed security exposures by permission list and created record audits where correction access is granted.
- Setup users, user preferences, permissions lists, roles, reporting security, query security, and table structure within Internal Controls.
- Handling PeopleSoft integration with diverse applications like eServices, SAP, CDS etc.,
- Experienced in integrations between Workday HCM cloud to independent database systems like PeopleSoft data base, Oracle and other 3rd party applications.
- Responsible for loading Newly Merged Employee Data, Compensation Data, Commissions Data, job Requisitions to Workday using inbound EIB's and Web services.
- Environment: Workday HCM, PeopleSoft 9.1, People Tools 8.52.10, PeopleCode, SQR, File Layout, Application Engine, Component Interface, Integration Broker, Data Mover, Oracle 11i

EDUCATIONAL QUALIFICATION:

- MSC Computer science, Andhra University