**SENTAMILARASU THANGASAMY**

[**sentamilarasuthangasamy@gmail.com**](mailto:sentamilarasuthangasamy@gmail.com)

**[7029310917](tel:7029310917)**

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# Summary:

Lead Workday HCM Solutions Architect with over **12 years** of information technology & ERP experience in development, implementation, project management, upgrade, support, and training. Currently working as a Workday HCM Analyst with **4+ years** of **Workday HCM domain** knowledge and 12 years of Certified Oracle HCM knowledge.

# Roles & Responsibilities:

* Expertise in various Workday HCM modules such as **Core HCM, Learning, Talent & Performance, Compensation, Absence and Talent Acquisition**.
* In-depth knowledge of Workday **Talent & Performance** which includes the Goal Setting, Competency setup, Rating model, Business Process Configuration, Condition Rules, Eligibility, **Calibration Setup**, Check-ins & Development plans.
* Proficient in creation of Custom Reports - types including Advanced, Matrix, Simple for various modules like Core HCM, Talent and Performance Management, Learning, Absence Management and Recruiting.
* Good experience in developing both inbound and outbound EIB integrations in workday system.
* Having good knowledge in **Calculated fields** and migrating the reports using **Object Transporter** and Customer Central Tenant.
* Worked in **R1 & R2 releases** such as working with the user, involving in testing, configuration document preparation and update the required setups.
* Configured various **Dashboards, Worklets** for Learning and Talent & Performance modules.
* Designed and configured workday HCM & Security configuration objects like Organizations, subordinate organization, Management Hierarchies, Position, Security groups, Functional area, Domain and Business Process Security Policies and Tenant setup.
* Worked on the **Data conversion project** from Legacy system to configure the Workday HCM system.
* Analyzing and converting existing Oracle EBS reports and Queries into Workday reports.
* Creating Job Profiles, Job Families and Job Family Groups, Compensation grades and profiles for North America and global countries in foreign currencies.
* Worked on Effective and non-effective dated custom objects and Alert configuration for various custom requirements.
* Have worked in End-to-end testing of Core HCM for 20+ various countries (US, EMEA, APAC regions).
* Worked on Audience Setup, Course configuration, setup on Outlook to Workday integration on the learning course assignment.
* Understanding of Workday architecture, security, and Workday HR domains (Business Objects).
* Support day to day issues and tickets with Workday Benefits module.
* Worked on various integration testing, troubleshooting and support such as RPX Recovery, Workato and Third-party applications. Worked with Integrations and creating, loading, and troubleshooting HCM issues.
* Involved in Workday PECI & ADP Celergo (Payroll) integration testing such as Design test plans, execute test scenarios, validate test data, and document test results.
* Faced global customers such as US, Canada, EMEA & APAC regions. Familiarity with US and Global data privacy laws, GDPR and Sarbanes Oxley compliance.
* Have worked on the Oracle Payroll implementation such as Earnings, deductions and Tax calculations for US and Middle east countries.
* Work directly with HR, Payroll and IT partners to confirm requirements, identify gaps and risks, suggest alternatives, advise on best practices, facilitate discussions and ultimately drive requirements to sign-off.
* Have good knowledge on Agile methodology and SDLC process with tools such as JIRA, Service now and Ability to translate requirements into a solution.
* Excellent verbal, written, interpersonal and presentation skills.

## Technical Skills:

* **ERP :** Workday HCM, Oracle EBS R12 and Oracle Cloud Applications
* **Workday Modules :** Core HCM, Learning, Talent & Performance, Compensation, Absence, Talent Acquisition and Benefits
* **Oracle Modules :** Core HCM, Absence, Payroll, Time & Labour, Compensation Workbench, Talent & Performance & Benefits.
* **Technical :** Oracle SQL, PL/SQL, Unix, XML

# Professional Experience:

## Light & Wonder Inc, Las Vegas, Nevada June 2022 – Till Date Role: Lead Workday HCM Solutions Architect

* Worked on design and configuration of Annual Performance review process with Calibration. This includes the Goal setting, Review template configuration, Condition rule, Rating scale, Calibration program, nBox Report setup, Facilitate Calibration, New Security Groups and Business process configuration.
* Developed the integration between Workday Learning and Microsoft Outlook to handle the learning enrollments and auto outlook meeting invitation.
* Worked on Simple, Advanced and Matrix reports to capture Head Count information, Cost to Company report, Customize Performance status report, Calibration Report and Dashboard reports. This includes the new calculated field setup with various business objects.
* Provide support to Workday Learning module for the entire organization.
* Configured Absence management including vacation, parental leave, and other LOA types.
* Implemented new dashboards for Learning Administrator to maintain the Job aids and Performance review dashboard for leadership team.
* Identify business-critical Workday new features released (R1 & R2 releases) and work with the business to identify and test the new functionalities.
* Have good knowledge in accessing the Workday community and working with various Workday cases and support teams to fix the workday system issues.
* Support knowledge on Workday benefits including groups, plans, coverage types, event types, and eligibility rules for multiple countries.
* Worked on Core Connectors, PECI to integrate the third-party applications such as Workato and ADP Celergo.
* Involved in the multiple custom object configuration to maintain various data fields to capture the worker information and the loaded the data through EIBs.

## Light & Wonder India Pvt Ltd, Bangalore, India May 2019 - June 2022 Role: Lead Workday HCM Analyst

* Have involved in end-to-end configuration, testing and migration of various modules of workday such as Core HCM, Recruiting, Learning, Talent & Performance and Absence.
* Worked on various maintenance activities which includes the Create/Update new cost Center, Bulk Hires, New Requisition creations, Job Change and update security roles using EIBs.
* Extensive knowledge on Company, Cost Center, Supervisory Organization, Job Profiles, Management Level, Positions, Role, and User based security groups.
* Have worked various phases of workday implementation such as Data Conversion, Data Validation and Migration to different tenants. Data was migrated from the legacy system Oracle EBS to Workday.
* Deep experience in functional and integration design of Workday HCM to Oracle EBS integration.
* Worked on various Anniversary/Birthday notifications through custom report and Alert configuration to send the worker on daily frequency.

## Light & Wonder Inc, Las Vegas, Nevada Jan 2018 - May 2019 Role: Senior HCM Analyst

* Worked on implementation of new Job architecture and aligning the employees to the new Job Profiles and management levels.
* Extensive knowledge on preparation of technical and functional design document such as RD050, MD050, MD070 and MD120.
* Worked on SQL and PL/SQL package, procedure, and functions for Oracle HRMS Custom validations. Have goof knowledge on Key and descriptive flex fields.
* Intensive knowledge of Absence Plan configuration, Accrual Setups, Fast Formula and Formula functions.
* Worked on the design and implementation of Oracle Recruitment and Performance configurations for global population.
* Deep Technical and functional knowledge in implementing Oracle EBS Core HCM, Talent and Performance, Time Tracking, Benefits, Payroll and Compensation Workbench Modules.

## Scientific Games India Pvt Ltd, Bangalore, India Jan 2016 - Dec 2017 Role: Senior HCM Analyst

* Handled various year end activities such as Annual Performance cycle, Merit increase, Bonus Plans and PTO Carry over process for various countries such as USA, Canada, India and EMEA.
* Worked on worksheet setup and calculations based on the performance ratings and other eligibility rules.
* Worked on the PL/SQL packages and Fast formulas to restrict the person selection for the compensation. Worked on Oracle OAF page personalization for Core HCM and Performance.
* Done the setup for eligibility profiles and profile setup for the compensation workbench.
* Worked on the total compensation statements, summary report and Detail report using XML Publisher.
* Having good knowledge on Element Description, Element link, Absence types, Absence Reason, Absence Category.

## Oracle Solution Services (India) Pvt Ltd, Bangalore, India Jan 2015 - Dec 2015 Role: Oracle HCM Implementation Consultant

* Involved in the design, development, configuration, testing, and post go-live support for various customers on the following modules such as Core HCM, Payroll, Absence, Performance, Time Tracking and Compensation workbench modules.
* Have very good consulting experience with Oracle consulting division with USA, EMEA and middle east region.
* Worked on various design documents such as MD050, RD050, MD120 and MD070.
* Assist with business process workshops SIT, UAT and requirements gathering sessions and support clients in defining relevant processes.

## HCL Technologies Ltd, Chennai, India Sep 2011 - Dec 2014 Role: Associate Consultant

* Having good work experience in the Hire to Retire Process in Oracle HCM. Experience in Fusion Value Sets, Lookups, Descriptive Flex Fields (DFF) and Key Flex Fields (KFF).
* Worked on various Fast formulas, Formula functions and Validations for Absence Management.
* Have worked on the interfaces and conversions on person information.
* Very good knowledge on various XML report design and configuration and Oracle application development concepts such as Menu, Function, Responsibilities and AIM Methodologies.
* Familiar in Oracle HRMS tables, structures, and various database items with respect to Oracle HCM modules.

## Educational Qualification:

* Degree : Bachelor of Engineering in Electronics & Instrumentation Engineering.
* Institute : Anna University, Coimbatore, Tamil Nadu, India.
* Result : First Class with Distinction 9.0(CGPA).
* Duration : 2007-2011
* Completed High school education with 90% and Intermediate with 86%.

## Completed Certification:

* Oracle E-Business Suite **R12 Human Capital Management Certified Implementation Specialist** which was conducted by Oracle University.

**Contact:** [Sentamilarasuthangasamy@gmail.com](mailto:Sentamilarasuthangasamy@gmail.com)

**Mobile:** 7029310917

**Place:** Las Vegas, Nevada, USA Thank you,

**Date:** 19-Nov-2023 **Sentamilarasu Thangasamy**