Shashank N

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**Professional Summary:**

* Over **9+ years** of IT experience in ERP and supporting various **Workday Integration** modules including **HCM, Advanced Compensation, Recruiting, Talent/Performance, Onboarding, Time and Absence,** **Payroll, and Benefits**.
* Extensive knowledge of various HR transactions involved in **Workday HCM Integrations.**
* Hands - On Experience in Configuring **Custom reports, calculated fields, Workday Studio**, EIBs, Report Design, and Business form Layout, Solution Manager.
* Knowledge of **HR processes** such as employee record maintenance, Payroll, Benefits, Security, Pay Planning, Performance
* Experience in implementation of **Workday HCM for various HR modules** which includes Benefits, Payroll, Recruiting, Talent
* 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**.
* Experience of HRMS **Workforce Administration (WFA)** and **Candidate Gateway, ESS, MSS and basic NA Payroll.**
* Developed requirement documentation for all business processes, Talent and Performance module, **Onboarding module, Compensation Time Tracking, and EIB Loads**.
* In-depth knowledge on EIB Inbound/Outbound integrations, Workday Core Connector, Workday Studio, Workday Report Writer, and Calculated Fields.
* Developed Integrations **using EIB, Core Connectors and Studio integrations** to integrate with third party systems and to create Custom Reports for various functional areas.
* Developed reports for workday Financials and developed BIRT report designs for financial checks. created custom **workday dashboards, BIRT reports** and modified existing reports.
* Good understanding of Integrations **including SaaS, Workday Architecture,** Business Process Framework.
* Created and used calculated fields in reporting, business processes, integrations, and Workday.
* Experience in all phases of Full Project Cycle Management (PCM), Business lifecycle namely -**Requirement gathering, Analysis, Design, Development and Testing.**
* Proficient in Development of **Advanced Matrix, Composite Custom Reports and Calculated Fields** in Core HCM.
* Design and deliver metrics, **reports, and dashboards**, as well as provide strategic analysis of workforce data, to support data-driven decision making.
* Worked on data conversion from **legacy systems (Peoplesoft, SAP) to Workday Platform.**
* Extensively worked on Workday **data conversion, iLoads and Workday integrations**.
* Expertise in **Workday HCM systems** integration implementation experience and Workday Payroll, Inbound/Outbound Integrations, **Data Migrations and Reporting.**

**Technical Skills:**

**Workday Functional Modules:** Core HCM, Payroll, Benefits, Advanced Compensation, Payroll interface, Security Groups, Recruiting, Onboarding, Talent and Performance, Time Tracking and Absence Management

**Workday Technical Tools:** EIB’s, Connectors, XSLT, Document Transformations, Rest APIs, Workday Studio, Workday Web Services

**Workday Conversion Tools:** iLoads Validations, EIB’s, Solutions.

**Workday Reporting Tools:** Advanced, Matrix reports creation.

**Methodologies:** Agile and Waterfall

**Business Domains: -** Banking, HealthCare, Oil and Gas, Energy and Retail industries

**Testing tools: -** Microsoft Test Manger, Quick Test Pro, UFT, Load Runner 11.5, Performance Center 11.5, ALM 11.5, Bugzilla, Jira.

**Languages: -** PL/SQL, ASP.NET, VB.NET, C#, C/C++, XML, XSLT,HTML, Python,JavaScript

**ERP: -** Epicor, Oracle Financials 11 (AP, AR, GL,OTC,OM), SAP (SD,PP,MFG,HR,MM) Workday(HCM and Payroll)PeopleSoft (AP,AR,GL)

**Operating systems: -** Windows 98/NT/2000/XP, DOS, UNIX

**Servers: -** Team Foundation Server (TFS) Setup, Admin

**Data Base tools: -** MySQL, MSSQL Server 2005/2008, MS Access, Oracle, Putty, TOAD.

**Reporting tools: -** Crystal Reports 8.0/7.0/5.0, Data Reports, Tableau, BI Reporting Tool (BIRT).

**Software packages: -**Tidal, Visio, PayCom, ADP, QuickBooks Pro, Web services, Workday Studio.

**PROFESSIONAL EXPERIENCE:**

**Bayer, Plano-TX Jul 2022-Present**

**Sr. Workday Payroll Consultant**

* Collaborated seamlessly alongside **Bayer's IT** teams to swiftly diagnose and resolve integration challenges, effectively minimizing the occurrence of **data synchronization** errors and ensuring the utmost consistency in **payroll data flows.**
* Played an indispensable role in orchestrating and overseeing **Workday** **Payroll** upgrades and enhancements, adeptly adapting intricate configurations to seamlessly integrate new features and advanced functionality.
* Provided invaluable support to **Bayer during transformative** phases such as **acquisitions** and **reorganizations, skilfully reconfiguring** **Workday Payroll** to seamlessly align with evolving workforce structures and policies.
* Crafted comprehensive and **meticulously detailed documentation** encompassing **Workday** **Payroll** configurations, interfaces, and integration touchpoints, significantly bolstering the efficiency of problem resolution and knowledge dissemination.
* Engaged in meticulous analysis of **payroll** data trends using **Workday's** robust reporting tools, presenting insightful findings to **Bayer's** leadership to facilitate informed strategic decisions and optimize costs.
* Worked in close collaboration with external **auditors during the annual audit cycle, delivering precise payroll data** and thorough documentation, thus streamlining audit processes and ensuring adherence to compliance standards.
* Led Bayer through the meticulous development and execution of intricate test scripts tailored to **payroll** processes, ensuring a heightened level of accuracy in **calculations and configurations before each payroll cycle.**
* Performed regular, in-depth evaluations of system health and performance, proactively identifying, and promptly addressing issues to uphold the continuous optimal functioning of **Workday Payroll.**
* Fulfilled a mentoring role, providing unwavering support and knowledge-sharing to junior consultants, while also serving as a recognized authority on **Workday Payroll best practices within the Bayer team.**
* Collaborated synergistically with the **sales team, leveraging** in-depth expertise to offer pre-sales support, effectively showcasing the prowess of **Workday Payroll** to potential clients and directly contributing to **Bayer's business expansion**.
* Cultivated robust and enduring relationships with **Bayer's key stakeholders,** consistently attaining exceptional satisfaction scores and commendable feedback for consistently delivering transformative **payroll solutions** and unparalleled service quality.
* Proficiently managed **Data Mapping**, **Data Cleansing**, and **Data Extraction/Migration** tasks, facilitating seamless export of data from PeopleSoft to Workday while creating **iLoad** files.
* Played a pivotal role as a **Workday Report Developer** during new implementations, ensuring comprehensive testing of **Workday Reports** and **integrations**.
* Successfully converted all PeopleSoft custom reports into Workday **Simple, Advanced Reports, and BIRT** by utilizing **Calculated Fields**, **Sorting**, **Filtering Report Fields**, and providing **Advanced Filtering Options**. Also, created **Sub Filters** using related Business Objects.
* **TXT, Web Services, SOAP, XML, and XSLT** for **Qualifying Events** and changes related to **FSA to Custom Benefit Solutions** for internal and external systems.
* Proficiently utilized **Workday Studio** to generate client-specific output by writing **custom XML** and **XSLT**.
* Actively participated in testing various **Workday integrations** developed using **Workday Studio, PICOF, Outbound/Inbound EIB, and Cloud Connect**.
* Played an integral role in the complete end-to-end **Workday implementation cycle**, contributing to **requirements gathering, design, build, testing, and support** of the **Workday implementation**.
* Expertly handled **Workday Studio**, developing both **Inbound and Outbound Integrations** from scratch, including a **Global inbound integration** for **Hire, Re-hire, Terminate, and changes**.
* Skillset: **Workday HCM (Core HR, Compensation, Benefits, Payroll, Talent, and Recruiting)**, **Financials (Supplier, Customer, Asset, GL, Banking)**, **Workday Report Writer**, **EIB**, **Core Connectors**, **Calculated Fields**, **Studio**, **XML**, **XSLT**, **Excel**, **PeopleSoft HCM**, **SQL**, **Oracle 11g**, **TOAD**, **SQR**.

**JPMorgan Chase, Plano-TX Sep 2020 –Jul 2022**

**Workday HCM and payroll Integration Consultant**

* **Led the Strategic Planning, Design, and Execution** of intricate **Workday HCM integrations**, ensuring alignment with overarching objectives and facilitating seamless data synchronization across diverse platforms.
* **Devised Integration Architectures** characterized by scalability and resilience, utilizing **Workday Studio, EIB, and Web Services**, resulting in enhanced system performance and efficient data processing.
* **Demonstrated Proficiency** in precise data mapping and transformation, effectively reconciling distinct data structures between **Workday HCM** and external systems.
* **Advocated for Data Security and Regulatory Compliance** by implementing advanced security measures, encompassing robust authentication, encryption, and access controls, thereby ensuring adherence to industry standards and safeguarding sensitive employee information.
* **Established Comprehensive Mechanisms** for error management and real-time monitoring, enabling swift identification and resolution of integration challenges, thus maintaining continuous data flow.
* Demonstrated proficiency in generating diverse reports covering functional areas such as **New Hires**, **Benefits**, **Compensation**, **Payroll**, and **Recruiting**, utilizing **Standard**, **Advanced**, **Matrix**, and **Composite** report formats.
* Took the lead in gathering and documenting **customer requirements**, **designing**, **tracking**, **reporting**, and **analysing** critical organizational and operational reports.
* Developed **custom integrations** to facilitate the seamless loading of **new hires** from **people admin**, encompassing **internal hires**, **contingent workers**, and **additional jobs**.
* Conducted thorough **analysis and testing** using **SQL** and **PL/SQL** with **DSV**, configuring and setting up **DSV** using proprietary tools like **Bedrock Dashboard**, **Tool**, **Avocado**, and **Platform Management Tool**. Proficient in handling **XML**, **CSV**, and **Flat files**.
* Designed **Business form Layouts** for compensation reports, leveraging **BIRT** in **Workday Studio**. • Created **integrations using web services** on the **Workday cloud platform**, including **Payroll Integration**, **ADP Inbound/Outbound**, **Active Directory Inbound**, and **UDW Inbound/Outbound**. • Extensively worked on **Payroll Interfaces**, meticulously designing, and developing integrations in both **Workday Studio** and **EIB**.
* Conducted **reverse engineering** of financial system processes (GL, AR, BL, PC, AP) within **Mainframe** and distributed systems through collaborative **JAD sessions** involving business stakeholders, **Solution Architects**, and **Developers**.
* Successfully developed and tested **enhancements**, **customizations**, **reports**, and **Workday code** for modules like **Account Payables (AP)**, **Accounts Receivables (AR)**, and **Project Costing**.
* Played an active role in **Workday report development, testing, and validation**, including proficiency in **Excel** and **Microsoft Reporting services** reporting.
* Created a diverse range of reports for functional areas such as **New Hires**, **Talent Management Systems**, **Absence Management**, **Benefits**, **Compensation**, **Payroll**, **Finance**, and **Recruiting** using **EIB (Inbound)** for updating worker organizations, **role assignments**, **credit**, **contact information**, and other relevant data.
* Built **custom security** for **Fusion HCM**, involving the creation and modification of **data roles**, **security profiles**, **job roles**, and **application roles**.
* Skilfully configured **HR**, **Talent Management**, **Benefits**, **Compensation**, **Payroll**, **Recruiting/Onboarding**, and **Security modules** to align with specific customer requirements. •
* Took charge of creating, deploying, and maintaining **Workday custom reports**, including **Simple**, **Advance**, **Matrix**, **Trended**, **Composite**, and more.
* Proficiently handled the development of **integration Business Processes**, **EIB creation**, **Spreadsheet Template generation**, and the management of **integration launches/scheduling**.

**Client Name: Capital one, McLean, VA (August 2017 – August 2020)**

**Role: Workday HRMS Analyst**

• **Investigate** and **resolve exceptions** in **Employee records** by **debugging** and **reviewing eligibility results**, **ineligible participants' report**, and **missing elections report**.

• **Update traditional employee data**, calculate **retro-deduction amounts**, **refund amounts**, and **additional pay lines** before **salary or hourly payroll runs**.

• **Adjust Leave Balances** due to improper entry, such as **leave entered under the wrong plan**, **late leave card submissions**, and **incorrect earnings code** for the **pay group**.

• Work on **retro-pay** and **retro-deduction functionality**, processing retro deductions and refunds as required.

• Set up **Core HR**, **Compensation**, and **Payroll functional tables/pages**, such as **Business Units**, **Companies**, **Locations**, **Unions**, **Job Codes**, **Pay Groups**, **Pay Calendar**, **Balance ID**, **Deduction**, **Earning**, **Garnishment**, and **Tax Tables**.

• **Manage** and **coordinate** all **testing efforts**, including creating **Test Plans**, **Test Scripts** for **Unit**, **System Integration**, and **User Acceptance Testing**.

• Collaborate with other **QA Analyst team members** to ensure projects stay on track and meet deadlines.

• **Lead Open enrolment testing**, evaluate results, and address any failed test cases before code deployment.

• Engage in **day-to-day work** with users to **customize** and **enhance** **PeopleSoft functionality** to align with business needs.

• Handle **post-open enrolment data cleanup** and provide recommendations for **business process improvements** while **documenting the procedures**.

• Produce **detailed guides** for **end-users**, highlighting core functionalities and customizations.

• **Advertise** job openings on **job boards** and relevant **associations**.

• Conduct **screening interviews** with **eligible** and **skilled candidates**, both **internal** and **external**.

• Explore and employ **innovative recruitment strategies**, including **associations**, **online platforms**, **networking**, and **employee referrals**, to expand the **candidate pool**.

• Assist **VP's**, **Directors**, and **Project Managers** in finding and selecting **high-quality candidates** for open positions.

• Cultivate **strong relationships** with **candidates** and **hiring managers**.

• Possess knowledge of **quality control processes**, **procedures**, and **standards** for **Workday developments**.

• Participate in the **design** and **configuration** of **Workday** to align with **business requirements**.

• **Validate** new **Benefit Programs**, **Eligibility Rules**, and **Event Rules**, and manage **Eligibility Configuration** fields. Also, set up **Cross-Plan validation checks** for different **plan types**.

• **Revise** and **process events** on the **Event Status Update** page, such as **Flagged Participants**, **job eligibility data changes**, and **multiple job indicators changes**, to maintain synchronization with the **Base Benefits table**.

• **Identify** employees' **arrear balances** and make necessary adjustments, ensuring proper deductions from their **pay checks**.

**Client Name: - GEICO, Indianapolis, IN (June 2014 – July 2017)**

**Junior workday HCM and Payroll consultant**

* Worked collaboratively with a team to evaluate a client's existing **Workday setup, identifying areas** that could benefit from process optimization and automation.
* Successfully implemented process improvements in the **Performance** **Management** and **Recruiting modules**, resulting in enhanced efficiency and a reduction in manual tasks.
* **Designed** and **created** **customized reports** and **dashboards** to offer real-time insights into **critical HR metrics, enabling more informed decision-making.**
* Played a key role in the smooth implementation of **Workday** **HCM** for a **mid-sized client, encompassing Core HCM, Benefits, and Compensation modules.**
* Actively participated in configuration workshops, diligently gathering **client** **requirements,** and translating them into tailored system configurations.
* Supported **data** **migration** and **integration** **initiatives** to ensure a seamless transition from the client's legacy systems to **Workday**.
* Conducted comprehensive end-user training sessions, developing user guides, and providing ongoing support to facilitate the adoption of **Workday's** **functionalities**.
* Collaborated with **senior** **consultants** to thoroughly **analyze** **client** **requirements** and devise effective **Workday** **HCM** solutions that align with their specific business needs.
* Expertly configured **Workday** **Payroll modules**, including **payroll management**.
* Ensured the **accuracy** and **smooth** **transfer** of **HR** **data** from **legacy** **systems** to **Workday** during data migration efforts.
* Contributed to the development of **payroll reports** with invaluable insights into their **particular for payroll management.**
* Actively engaged in **testing activities**, promptly identifying, and resolving any system issues or discrepancies during the **implementation phase.**
* Demonstrated expertise in conducting end-user training sessions, ensuring that **clients'** **HR teams** efficiently harnessed the full potential of **Workday's** features.
* Provided **exceptional post-implementation support**, **swiftly** **addressing** **client inquiries,** and resolving **system-related issues**.
* Collaborated seamlessly with **cross**-**functional** teams to **drive** **continuous** improvement in business processes and optimize the overall performance of Workday systems.