

### Career Summary:

- Over **12 years of experience**, including 8+ years in **Analysis, Design, Development, Deployment, and Maintenance of Cloud Based HCM – Workday** as a certified consultant (**Workday HCM Functional and Integration Consultant**) and 4+ years in ETL tools (**Informatica and Talend**).
- Led **Workday** projects for customers in these key areas:
  - Requirement gathering and Analysis.
  - Scrum Call
  - Development
  - Testing (SIT, UAT)
  - Change Management
  - Migration & Deployment
  - AMS Support
  - Migration/ Conversion
- Worked as **Named Support Contact** for the customer to interact and work with **Workday** to resolve the issue.
- Highly motivated self-starter with the ability to handle multiple team projects, excellent team player with solid communication skills.

### **WORKDAY EXPERIENCE:**

#### **Project Execution**

- Led discovery and Design **Workshops, Code Reviews, UAT co-ordinations, Migration Planning, and Cutover Executions**.
- Demonstrated consulting knowledge in various roles as a **Business Analyst, Integration Support lead, HRIM Technical Analyst, and Application Support Lead**.
- Experienced in **Process and Change Management, Handling Workday releases**.
- Strong leadership and collaboration skills.
- Continually seeks ways to improve the process of delivering **Workday Solutions**.
- Good understanding of **Workday's Data Model**.

### **Workday Functional**

- Experienced in configuring all core **HCM setup data, Advanced Compensation, Business Process Framework, Security**, and other implementation areas.
- Good knowledge of other modules, such as **Payroll, Time Off and Absence, Recruiting, Talent and Performance and LMS**.
- Extensive experience in migration process to load the customer data by using **Advanced Loader** task in customer central portal of **Workday** and **EIB Templates**, including resolving all data issues.

### **Workday Integration**

- Experienced in using integration tools, including **EIBs, Core Connectors, Payroll Interfaces, Transformations, Report Writing and Dashboards, Business Process Configuration, and HCM Fundamentals**.
- Experienced in handling highly complex integrations between HR and payroll.
- Good experience in **Workday Studio**.

Strong analytical mindset with a proven track record of maintaining the ecosystem up to date on new features to fit business requirements. Proficient in **Data Analysis, Cleansing, Transformation, Duality Analysis, Data Relationships, Source Systems Analysis, and Reporting Analysis**.

### **Industrial Credentials:**

Certified **Workday** Functional and Integration Consultant

### **Technical Skills:**

ERP Technology	:	<b>Workday</b>
ETL Tool	:	Informatica, Talend
Web Technologies	:	XML and XSLT
<b>Workday</b> Integrations	:	Studio, EIB, Cloud and Core Connectors
Databases	:	Oracle, Teradata, and MS SQL Server
Database Tools	:	PL/SQL Developer.
Operating Systems	:	Windows Family

### **Academic Profile:**

- **Master of Computer Applications** from **JNTU** University.

## Major Assignments

---

Gap Inc. USA.

July 2022 – Present

Scope: **Workday** Support, Enhancements/ Development, Configuration

Role: Senior **Workday** Integration Consultant

Roles and responsibilities are providing technical support to customers using **Workday**, Configure **Workday** to meet the specific needs of customers, develop new features and functionality for **Workday**, Write and execute unit tests, execute system tests, execute regression tests, Provide functional and technical advice and best practices to customers.

- Monitored the overall health and performance of all integration systems from and to **WORKDAY** and other applications on the client ecosystem.
- Work with stakeholders to define integration requirements and develop technical solutions.
- Design, develop, and implement integrations between **Workday** and other systems and Document integrations for future reference.
- Experienced with Integration tools, including **Workday** Studio, EIBs, and Core Connectors
- Experienced with **Workday** technologies, including Web Service APIs, SOAP, REST, Middleware, Cloud Connect, Business Process Framework, Configurable Security, Calculated Fields, XML/XSLT, and **Workday** Reports and Dashboards.
- Test and troubleshoot integrations to ensure they are working properly.
- Experience in creating Security Groups for Integration, Reports.
- Proactively identified and implemented new integration enhancements that improved the overall performance of the system.
- Used an agile methodology to deliver projects and stories on time.
- Actively participated in discussions about requirements, process, deliverables, and gaps.
- Proficient in analysing/ Troubleshooting integration issues and correcting or resolving them as needed.
- Expertise in all aspects of **Workday** upgrade projects, including planning, execution, and testing.
- Ability to configure or resolve Time and Absence, Payroll, Talend and Performance, Recruiting, Business Process Framework, Compensation, Security issues.

**USAA, USA**

**Nov 2021 – June 2022**

**Scope:** **Workday** Development

**Role:** Senior **Workday** Payroll Integration Consultant

- Design, develop, and implement integrations between **Workday** and other systems and Document integrations for future reference.
- Configure and maintain the **Workday** Payroll integration.
- Worked with the business to understand their needs and requirements.
- Experienced in creating Pay accumulators and use them in the integrations.
- Used an agile methodology to deliver projects and stories on time.
- Actively participated in discussions about requirements, process, deliverables, and gaps.
- Experienced in creating Test Scripts for the developed integrations.

**Applied Materials, USA**

**June 2015 – Nov 2021**

**Scope:** **Workday** Support, Enhancements/ Development, Configuration

**Role:** Senior **Workday** Integration Consultant

Provide functional and technical support, advice, and best practices for **Workday** in Support, Development, SIT, and UAT.

- Provided functional and technical support, advice, and best practices for **Workday** in Support, Development, SIT, and UAT.
- Monitored the overall health and performance of all integration systems from and to **WORKDAY** and other applications on the client ecosystem.
- Experienced with Integration tools, including **Workday** Studio, EIBs, and Core Connectors.
- Experienced with **Workday** technologies, including Web Service APIs, SOAP, REST, Middleware, Cloud Connect, Business Process Framework, Configurable Security, Calculated Fields, XML/XSLT, and **Workday** Reports and Dashboards.
- Managed and led production support team to ensure system health and uptime.
- Designed, developed, and implemented integrations between **Workday** and other systems and documented integrations for future reference.
- Monitored IDB (SQR and UNIX Script) jobs in production and analysed and corrected/resolved any issues.
- Provided support to internal and external audit teams, including attending meetings, preparing evidence, and closing audits successfully.
- Managed ESPP activities during the ESPP period.

- Expertise in configuring and resolving Talend and Employee Performance management data.
- Developed HR integration of benefits application for Korean region using **Workday** EIB tool.
- Involved and participated in development of end-to-end **Workday** and SAP Fieldglass integration project for vendor management using **Workday** Rest APIs.
- Supported Competency project for updating and creating competencies for Talent and Employee Performance review using EIB templates and **Workday** Studio tools.
- Involved and participated in development of end-to-end **Workday** and SABA integration project for LMS.

**Accenture Service Pvt Ltd**

**April 2011 – May 2015**

**Scope: **Workday** Implementation**

**Role: Conversion Lead and Integration Consultant**

- Experience configuring **Workday** Core HCM Setup Data, Compensation, Job Data, Business Process Framework, Tenant Setup, Security, and other implementation areas.
- Participated in business meetings with the onshore team to gather requirements from the client.
- Created the Functional and Technical Design Mapping Template for the **Workday** EIB/iLoads.
- Loaded customer data into the tenant through iLoads and EIB in an orderly manner.
- Created Test Scripts for Unit test and SIT.
- Worked on defects and change requests from testing.
- Developed and implemented Informatica mappings to integrate data from systems into client databases for BCM.
- Conducted business analysis to understand client and vendor conversion requirements.

**Raffles Solutions Pvt Ltd**

**Nov 2010 – Mar 2011**

**Scope: Data Warehouse Project**

**Role: Software Developer**

- Experience in create the mappings using needed transformations in Informatica.
- Resolving if any issues in transformations and mappings with help of technical specifications.
- Preparation of transformation specification, performance documents and all other Project specific documents

# Surendra Palaparthi

- Apex, NC, US

## Contact Information

- j55-axy-pbb@mail.dice.com
- 7578378084

## Summary

Over 12 years of experience, including 8+ years in Analysis, Design, Development, Deployment, and Maintenance of Cloud Based HCM – **Workday** as a certified consultant (**Workday** HCM Functional and Integration Consultant) and 4+ years in ETL tools (Informatica and Talend). **Workday** Certifications 1. **Workday** HCM Principal Certification. 2. **Workday** Integration Certification. Led **Workday** projects for customers in these key areas: Requirement gathering and Analysis, Scrum Call, Development, Testing (SIT, UAT), Change Management, Migration & Deployment, AMS Support, Migration Conversion. Worked as Named Support Contact for the customer to interact and work with **Workday** to resolve the issue. Highly motivated self-starter with the ability to handle multiple team projects, excellent team player with solid communication skills. **WORKDAY** EXPERIENCE: Project Execution - Led discovery and Design Workshops, Code Reviews, UAT co-ordinations, Migration Planning, and Cutover Executions. - Demonstrated consulting knowledge in various roles as a Business Analyst, Integration Support lead, HRIM Technical Analyst, and Application Support Lead. - Experienced in Process and Change Management, Handling **Workday** releases. - Strong leadership and collaboration skills. - Continually seeks ways to improve the process of delivering **Workday** Solutions. - Good understanding of **Workday**'s Data Model. **Workday** Functional: - Experienced in configuring all core HCM setup data, Advanced Compensation, Business Process Framework, Security, and other implementation areas. - Good knowledge of other modules, such as Payroll, Time Off and Absence, Recruiting, Talent and Performance and LMS. - Extensive experience in migration process to load the customer data by using Advanced Loader task in Customer central portal of **Workday** and EIB Templates, including resolving all data issues. **Workday** Integration - Experienced in using integration tools, including EIBs, Core Connectors, Payroll Interfaces, Transformations, Report Writing and Dashboards, Business Process Configuration, and HCM Fundamentals. - Good experience in **Workday** Studio. Strong analytical mindset with a proven track record of maintaining the ecosystem up to date on new features to fit business requirements. Proficient in Data Analysis, Cleansing, Transformation,

Duality Analysis, Data Relationships, Source Systems Analysis, and Reporting Analysis. Skills: HCM Modules || **Workday**|| **Workday** Studio|| EIB || Core Connectors || XSLT || DT|| Payroll|| T&A|| Recruiting|| Talent and Performance|| Advanced Compensation

## Work History

**Total Work Experience: 14 years**

- **Senior **Workday** Integration Consultant Gap Inc.**  
Jul 01, 2022
- **Senior **Workday** Payroll Integration Consultant USAA**  
Nov 01, 2021
- **Senior **Workday** Integration Consultant Applied Materials**  
Jun 01, 2015
- ****Workday** Functional Consultant Accenture Service Pvt Ltd**  
Apr 01, 2011
- **Software Developer Raffles Solutions Private Limited**  
Nov 01, 2010

## Education

- **Masters** | Jawaharlal Nehru Technological University

## Skills

- **workday** - 8 years
- integration development
- jira
- microsoft excel macros
- oxygen
- sqr
- talend open studio
- **workday** compensation

- **workday** eib
- **workday** hcm
- **workday** human capital management
- **workday** iload
- **workday** integration
- **workday** payroll
- **workday** reporting
- **workday** studio
- **workday** time and absence
- xslt
- peoplesoft sqr - 1 years
- talend - 4 years
- informatica - 2 years
- oracle database - 2 years

## Work Preferences

- Desired Work Settings: No Preference
- Likely to Switch: False
- Willing to Relocate: True
- Travel Preference: 25%
- Work Authorization:
  - US
- Work Documents:
  - Have H1 Visa
- Desired Hourly Rate: 80+ (USD)
- Desired Salary: 140,000+ (USD)
- Security Clearance: False
- Third Party: False
- Employment Type:
  - Full-time
  - Part-time
  - Contract - Corp-to-Corp
  - Contract - W2
  - Contract to Hire - Corp-to-Corp
  - Contract to Hire - W2

## Profile Sources

- linkedin: <https://www.linkedin.com/in/surendra-palaparthi-112331106>
- Dice: <https://www.dice.com/employer/talent/profile/b583272df064f98a632ccfaae0351af4>