

Trishika

Workday consultant

trishikak37@gmail.com

Summary:

- With 7 years of industry experience as a Workday HCM Consultant, I possess a robust grasp of various aspects crucial to the field, including proficiently gathering business requirements, evaluating data sources, and translating these requirements into detailed specifications. My expertise extends to application design encompassing configuration, integration, and seamless implementation of Workday HCM modules, ensuring optimal functionality and alignment with organizational objectives.
- Hands on experience in Workday HCM functional like creating supervisory organizations, Cost centers, positions, hire employees, terminate employees, advance compensation, compensation, business process configuration.
- Expertise in HCM functionality to configure, maintain the business process, workflow, supervisory organizations, Staffing models, job profiles, positions, locations, compensation, cost centers, and security.
- Experienced in configuring Compensation framework, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet customer requirements.
- Experience defining HR business and systems strategy, developing system requirements, designing and prototyping, testing, training, defining support procedures and implementing practical business solutions under multiple deadlines.
- Proficient in implementation of modules such as Core HR, Payroll, Benefits, Compensation, Position Management, Performance Management, Recruiting, Talent Management, Absence Management, Time Tracking a.
- Extensive Experience performing Business Analysis & Requirements Modeling and developing Analysis diagrams which depict various perspectives of the System's structure and behavior (Activity diagrams, Sequence diagrams, State diagrams, Data models, and Use - Case Realizations).
- Extensive experience in build, test and post go - live support stage of Compensation, Talent, Time Tracking and Absences Functional Implementation. Led the successful implementation of Workday HCM modules, including Core HR, Employee Self-Service, and Talent Management, ensuring alignment with organizational goals and policies.
- Expertise in Data Management, Data Conversions, Workday Reports (BIRT, Advanced, Simple, Composite and Matrix), and creating Custom reports using different combinations of calculated fields.

- Expertly utilized Workday's absence management and performance management modules, leveraging cutting-edge tools and technologies to streamline HR processes, enhance employee engagement, and optimize organizational performance.
- Proficient in seamless data migration into Workday, ensuring the accuracy and integrity of employee information, and integrated external systems for a unified HCM ecosystem.
- Proficiently implemented Workday's comprehensive suite of tools and technologies for compensation management, onboarding, and recruitment, seamlessly integrating advanced compensation features to drive talent acquisition and retention strategies effectively.
- Proficient in deploying Workday's robust time and attendance solutions, leveraging state-of-the-art time tracking tools and technologies to enhance workforce efficiency, ensure compliance, and optimize payroll processes for clients.
- Strong Experience with Workday Report Writer - Custom Reporting (Calculated Fields, Advanced, Standard Reports)
- Proficiently developed customized reports utilizing Workday's advanced reporting capabilities, including matrix and advanced reports, to provide clients with actionable insights, drive informed decision-making, and optimize business processes effectively.
- Knowledge on Compensation Plans like Salary, Unit Salary, Hourly, Allowance, One Time Payment, Merit, Bonus, Commission, Stock and worked on Compensation Grades, Grade Profiles and Steps and Compensation Eligibility Rules.
- Good understanding of Integrations including SaaS, Workday Architecture, and Business Process Framework. Experience in complete Software Development Life Cycle (SDLC) Phases.
- Proficient in troubleshooting and fixing problems at various stages of HRMS modules development, system testing, and post-production.
- Proficiently managed Workday Core HCM suite, configuring intricate business processes. Customize notifications to streamline onboarding, ensuring efficient communication. Handle job changes in Workday for seamless workforce management.
- Excelled as a Test Lead, overseeing diverse stages of the Software Testing Life Cycle (STLC), including Functional Testing, User Acceptance Testing (UAT), Regression Testing, and End-to-End testing. Proficiently utilized various Defect and Test management tools to ensure thorough testing and maintain high product quality standards.
- Hands on experience in EIB core connectors as an experience in building custom integrations using, Cloud Connect and Document Transformation. Experience in Report Writing, creating workday Calculated fields, Custom and Advanced reports.
- Experience in analysing and preparing Project Deliverables such as Business Requirement Document (BRD), Functional Requirement Document (FRD), Requirement traceability Matrix and proposed changes for process improvement.

Professional Experience:

Molina HealthCare|Workday Consultant|April 2020-Present

- Involved in the seamless deployment of Workday HCM modules at Molina Healthcare, including Core HR and Employee Self-Service, tailored to address the organization's unique healthcare needs. Enhanced Talent Management workflows within Workday to optimize recruitment, onboarding, and performance management processes for the healthcare sector.
- Customized Workday Payroll modules at Molina HealthCare to accommodate intricate healthcare payroll structures and ensure compliance with industry regulations.
- Directed User Acceptance Testing (UAT) at Molina HealthCare, engaging healthcare professionals in testing scenarios to gather valuable feedback and ensure alignment of the Workday system with healthcare environment standards.
- Implemented Advanced Compensation and Talent modules, alongside various Workday HCM modules such as Payroll, Benefits, and Time & Tracking. Developed detailed checklists to streamline procedures for setting up new supervisory organizations, costing allocations, and bespoke reports.
- Collaborated closely with the People Analytics team to identify and transition existing reports and analytics tools into Workday.
- Managed Integration Security groups and users, assigning security groups for Business Processes like Advanced Compensation and Talent Management.
- Set up the recruiting work flow which involves steps like assessment, background check, employment agreement, interview offer, ready to hire, reference check, review and screening.
- Collected report requirements, conducted Fit-Gap analysis, and crafted new Integrations and custom reports. Executed project plan validation for data migration from existing ERP to Workday HCM.
- Leveraged Workday Studio for inbound and outbound integrations, developed and reviewed Test strategy, Test plans, and documentation for Business Process and Payroll testing.
- Worked closely with the HRIS members in testing and created the workbooks for performing various task like Hire, Change Job, Termination, Personal Information Change, Creating Position, Job Requisition etc. in Workday.
- Designed and executed test scenarios and cases for Business processes (e.g., hire, job change, terminate) and role mapping testing.
- Maintained issue logs for existing reports and documented new report needs. Oversaw integration deliverables for Implementation projects.
- Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.

- Worked in advance compensation related to merit planning. assisted higher management in merit planning by preparing ad hoc advance reports detailing the annualized compensation across organizations and geographies.
- Configured, tested, and rolled out Workday payroll and time tracking systems.
- Contributed to end-to-end implementation projects covering Core HCM, Benefits, Payroll, Time Tracking, Enhancements, Absence, Performance Management, Advanced Compensation, and Recruiting.
- Worked on the Custom Calculated fields, custom reports and used Workday Studio for inbound and outbound and created and reviewing Test strategy, Test plans, documentation for Business Process testing and Payroll testing.
- Established and managed Security groups for integrations like Benefits and Payroll, ensuring access for various Business processes.
- Designed Use Cases and Process Flow Models using Visio and Rational Rose for Business Requirement Documents (BRD) and AS-IS reports, and contributed to detailed Fit Gap reports.

Professional Experience:

Deloitte|Workday Consultant|July 2018-Dec 2019

- Crafted integrations and reports spanning diverse modules including Payroll, Benefits, Compensation, Performance Management, Talent Management, Time Management, and Absence Management within the Workday platform.
- Played a key role in the Workday HR system, focusing on benefits, compensation, and business area content, processes, and procedures throughout the project lifecycle.
- Analyzed client requirements and configured Workday solutions accordingly, including prototype development and thorough testing. Documented intricate process flows within Workday for both automated configurations and manual interventions.
- Collaborated closely with Workday implementation partners and internal stakeholders to meticulously document custom configurations, including field definitions, business processes, and security setups. Worked on setting up security on reports, performing specific authentications on reports.
- Demonstrated proficiency in cross-functional team collaboration, effectively communicating analytics needs and ensuring successful integration within Workday. Utilized analytics solutions to enhance data-driven decision-making processes.
- Participated in all phases of Workday implementation and post-live support, including requirement gathering, analysis, design, development, testing, deployment, and scheduling.
- Spearheaded the creation of Workday operational manuals, emphasizing role-based functionalities and actions to simplify training and knowledge transfer.

- Created and documented a formal recruitment process. Conducted recruitment by application tracking system
- Created data flow diagrams for various Workday Business Processes, including Taleo, Position Management, Recruitment Management system, **onboarding**, compensation change requests, job transfers, promotions, terminations, etc.
- Managing Data conversions, HR and Compensation related Custom Reports, and Security Management, Business Process configuration and, configuring the application according to customer requirements and developing system Integration.
- Configured Business Process Security Policies for Business Processes like Advanced Compensation, Benefits, Unions and workforce planning.
- Developed custom reports for Benefits, converted them into Report as a Service (RaaS), and scheduled them using Enterprise Interface Builder (EIB). Established user-based security groups and managed group assignments. Scheduled integrations for generating outputs at intervals.
- Created security groups for integrations like Benefits and payroll, ensuring proper maintenance with other groups and types for access control. Managed account setups and facilitated Joint Application Design (JAD) sessions with Subject Matter Experts (SMEs) and General Managers (GMs) to align requirements and explore process enhancement opportunities.
- Implemented various modules of Workday **HCM** including Core Confidential, **Onboarding**, **Recruiting**, Talent, Advanced Compensation, Benefits, and Career Development. Supported **HCM** and **Recruiting** work streams during Workday implementation.
- Provided production support for payroll, troubleshooting errors, and offering solutions for payroll and Time and Labor processes.

Professional Experience:

Accenture|Business Analyst|Jan 2017-Jun 2018

- Involved in comprehensive Gap Analysis to align business objectives with technical capabilities, crafting precise Functional Requirements Documents (FRD), Business Requirements Documents (BRD), and Non-Functional Requirements Documents (NFRD). Managed User Acceptance Testing (UAT) processes, applying Rational Unified Process (RUP) methodologies. Utilized Unified Modeling Language (UML) and Joint Application Development (JAD) for system visualization.
- Involved in early stages of projects including all aspects of requirements gathering, analysis, validation and sign-off, as well as stakeholders mapping and management. Participated in discovery, analysis, design, implementation and testing phases of waterfall and Agile technical implementations.
- Utilized SQL tools and technologies such as Microsoft SQL Server, MySQL, and PostgreSQL for data retrieval, analysis, and reporting, enabling informed decision-making and strategic insights in the business analyst role

- Developed and managed GPS, Cellular and Geo-Fencing technology to track/locate shippers and carriers in real time on Apps and also Worked with Data science (Big Data), Artificial Intelligence and Machine Learning technologies.
- Documented user requirements - Business Requirement Document/Functional Requirement Document, program functions, Gap Analysis for Data Migrations, Integrations, and steps required to develop or modify for various system solutions.
- Extensively utilized MS Office suite, including Word, Excel, and PowerPoint, for documentation, data analysis, and presentation needs .
- Utilized MS Visio for creating visual representations, flowcharts, and diagrams, facilitating clear communication and analysis .
- Extensively utilized Rational ClearCase for version control and configuration management, ensuring efficient collaboration and tracking changes in software projects and also utilized Rational RequisitePro for requirements management, facilitating comprehensive gathering, organization, and tracking of project requirements.
- Involved in using Rational Rose for visual modeling, aiding in the creation of UML diagrams to represent system architectures and designs in the business analyst role.
- Created existing business process flow diagrams (as was) and created future business process flow diagrams after the transformation project go live. Validated and got signoff by global/national business stakeholders, business solutions team, technical solutions analysts and testing leads for all project Scopes, Business Process flow diagrams, ERDs, Data Models, Gap Analysis, Test Plans/Test Cases, UI design/UI Frame works etc.
- Implemented comprehensive test plans, test scripts, and test cases using tools such as HP ALM (Application Lifecycle Management) or Jira, ensuring thorough testing coverage and adherence to project requirements.

Trishika K

- South Plainfield, NJ, US

Contact Information

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Work History

Total Work Experience: 7 years

- **Workday Consultant** Molina Healthcare
Apr 01, 2020
- **Workday Consultant** Deloitte
Jul 01, 2018
- **Business Analyst** Accenture
Jan 01, 2017

Skills

- **business process** - 7 years
- **business requirements** - 7 years
- **implementation** - 7 years
- **integration** - 7 years
- **qa** - 7 years
- **reporting** - 7 years
- **acceptance testing** - 5 years
- **consulting** - 5 years
- **data migration** - 5 years
- **hr management** - 5 years
- **ibm rational rose xde** - 5 years
- **mapping** - 5 years
- **onboarding** - 5 years
- **payroll** - 5 years
- **performance management** - 5 years

- **recruitment** - 5 years
- **security** - 5 years
- **software deployment** - 5 years
- **talent management** - 5 years
- **workday** - 5 years

Work Preferences

- Desired Work Settings: Remote or On-Site or Hybrid
- Likely to Switch: True
- Willing to Relocate: False
- Travel Preference: 0%
- Work Authorization:
 - US
- Work Documents:
 - Employment Auth. Document
- Security Clearance: False
- Third Party: False
- Employment Type:
 - Full-time
 - Part-time
 - Contract - Corp-to-Corp
 - Contract - Independent
 - Contract - W2
 - Contract to Hire - Corp-to-Corp
 - Contract to Hire - Independent
 - Contract to Hire - W2

Profile Sources

- Dice:
<https://www.dice.com/employer/talent/profile/5a382be1415fa45a207a27a4653c7bef>