LEAD WORKDAY Consultant
VAMSHI GUDU

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Professional Summary

- Highly Accomplished and talented Workday consultant having experience of around 11 years in Workday Space

- Understanding High Level requirement by using SIPOC Diagram via MS. Visio

- Vast experience working on Business Process configuration of various modules within Workday

- Experience in Conversion & Integration as Business analyst, ETL BI analyst, Payroll data analyst, QA analyst with diverse projects, having domain knowledge of Retail, Pharmaceutical, Financial, Biotech and Human Resources (Workday).

- Involved in Full cycle implementation of Workday Modules HCM, Finance, Payrolls, and Benefits.

- Extensive knowledge of various HR transactions involved in Workday HCM/HR Integrations.

- Hands-On Experience in Configuring with Custom reports, calculated fields, Workday Studio, EIBs, Core Connector, Report Design, and Business form Layout, Solution Manager.

- Build reports using Workday's report writing tools. Ability to help clients resolve reporting issues requiring in depth expertise in the Workday solution.

- Good Command over Employee Life cycle (Core HR), Employee self-service, Manager Self-service, Payroll Interfaces, Benefits and compensation modules.

- Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Centre hierarchies.

- Ability to work cross-functionally with various stakeholders and team members.

- Assist company in fully integrating the Workday system into their current business environments and provide input on best practices.

- Worked extensively on designing Workflow Application, Creating Workflow Maps, Defining Roles and Role Users, and Testing workflow.

- Proficient in Report Writing, Creating Custom Object, Custom Reports and Workday Calculated Fields

- Configured and tested Workday Compensation including Packages, Salary & Hourly Plans, Bonus and Merit plans.

- Hands-On Experience in Configuring Custom reports, calculated fields, Workday Studio, EIBs, Core Connector, Cloud Connector (CCB), Report Design, and Business form Layout.

- Actively participated in the Migration of On-Premise application to Cloud Systems Workday Data through Spreadsheets.

- Experience of HRMS Workforce Administration (WFA) and Candidate Gateway, ESS, MSS and basic of NA Payroll.

Professional Experience

Lead/Sr. Workday Consultant

GDT, Chicago- Jan 2022-Present

- Ran scrum meetings and work on requirement gathering from the client side
- Done Configuration of Workday's business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
- Involved in creating the Technical Design Documents for the Integration's based on the Functional Design Documents.
- Created an employee benefits plan application with Workday extend technologies, optimising end user adoption through UI configuration.
- Developed requirement documentation for all business process Performance module
- Configured in System Integration, Regression, Performance and End-to-end testing of the Workday Applications.
- Created strategic HRIS systems roadmaps and helped define and deliver HR Portfolios and project plans
- Worked on Global Hire Implementation.
- Configured client's business requirements & work with the Lead Functional architect to Design, build, Configure & test the Absence Management.
- Worked on Performance module for creating individual development plans (IDPs) based on performance reviews and feedback
- Built app customisations based on company needs by utilising the Workday security framework and Extend technology.
- Worked on Prism Analytics for analysing employee engagement
- Developed many custom reports Advanced reports for the different modules
- Experience working on Hire BP Configuration
- I verified that security group assignments are accurate and true for each employee at the individual level
- Manually completed the HCM workbook and worked with payroll and benefits resources to complete the Payroll, Benefits and Absence workbooks.
- Experience in maintaining user-based and role-based security groups.
- Set up the recruiting work flow and configured the steps involve in it

- Also worked on inbound integration to bring the data of recruiting module from 3rd party vendor
- Managing Data conversions, HR and Compensation related BIRT Reports, Security Management, Business Process configuration and configuring the application according to customer requirements and developing system Integration.
- Designed a security assessment workflow to ascertain the level of access severity.
- Worked on Prism Analytics for monitoring cash flow and financial performance
- Configured Forecasting and planning of revenue, expenses and headcounts using Adaptive planning.
- Developed many custom reports / BIRT reports for the financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, endowments and Gifts, Financial Accounting, Non-sponsored AR and Banking and Settlements.
- Managed and created the recruiting reports over the dashboard
- Worked on EIB's - outbound and inbound with custom transformation using XML, XSLT, and XPath.
- Deconstructed Facets member business requirements into low-level and high-level Use Cases, Activity Diagrams / Sate chart Diagrams using MS Visio
- Worked on integral role in redesigning the organizational structure of the company from an HRIS standpoint into a more logical and efficient manner, heavily optimizing the internal processes for Finance, Payroll, Benefits, and HR.
- Managing the integration of the LMS with Workday HRIS and WebEx.
- Extensively working on Workday data conversion and integrations as Data analyst and Business Analyst
- Documented workflow, configurations, business process for e-Performance module using Excel, MS project and Visio
- Worked on creation of payroll audit dashboard tool using Prism Analytics which enables payroll
- Having a good knowledge on strategic nature of talent and how it provides data to other Workday applications through information collected via talent and performance processes.
- Developed integrations using workday studio tool, Enterprise Interface Builder (EIB), document transformation, Core connector and deploying it into workday tenant.
- Worked on the recruiting compliance and finalized the work order according to it
- Analysed client's HR/Payroll business needs through client working sessions and Day to day support of Workday HCM, Security, Compensation and Reporting issues.
- Worked on Advanced report, Custom reports, and Composite report for integration I have created
- Worked on Performance and Talent Calibration - to ensure ratings are being given fairly and consistently across the organization as well as to help identify your Top Talent.

Sr. Workday Consultant
MTA, NYC- Dec 2019 – Dec 2021

- Gathering requirements, designing, developing & deploying them to production.
- Working on Various types of integrations like EIB, Core Connectors & Studios.
- Worked on Simple & Advance Studio integrations & applied XSLT transformations
- Responsible for maintaining and supporting HRIS and the integration of HRIS into HR related processes.
- Creating various Core Connectors for Job profiles, Employee changes, Locations, New Hire & Organizations.
- Worked on creating various locations for the company and assigning them to the employees
- Configured Recruiting business processes includes Job Requisition, Job Application and its sub processes. Also responsible for managing the business process security policies.
- Involved in creating the Technical Design Documents for the Integration's based on the Functional Design Documents.
- Configured performance module for reporting and analytics to track and analyse performance data.
- Worked on Performance module for making compensation decisions, including merit increases, bonuses, and incentives.
- Setup monitoring software to keep tabs on the functionality and health of SOAP API integrations, as well as to enable troubleshooting and issue resolution.
- Configured custom notifications for Core HCM Business processes.
- Worked on Job Re - design project to implement new Job Structure by configuring Job profiles, Job Families, Job Family Groups
- Handling Functional configuration related to Core HCM, Benefits, Core Compensation and Advanced Compensation modules.
- Handling Open Enrolment Tasks in Benefits
- Hands on Experience in configuration of workday modules like Staffing, Recruitments, Benefits, Compensation and different types of Simple, Advanced Custom Reports and Matrix Reports.
- Worked on various unit testing. Prepared Test Scenarios & Test Cases for workday HCM Modules- Core HR, Benefits, Time & Labor, and Performance Management & Advance Compensation.
- Experience on JSON for integrating Workday with such APIs to send and receive data, ensuring compatibility and smooth data exchange.
- Define and configure the grid and created custom reports for Bonus and Merit process. Configured Compensation Matrix, Merit Business Process.
- Worked with integration team to extract contribution Tier custom object value from stock process and load it into worker profile.
- Configured and supported advanced compensation processes (Merit, Bonus, Stock) Worked on USA payroll interface Maintained and run EIB to perform mass uploads such as loading one-time payments in compensation, deductions and earnings for payroll.

Workday Sr. Associate

The Home Depot, Atlanta – Sept 2016 – Oct 2019

- Worked extensively on Payroll Interfaces PICOF, PECI and have designed and developed integrations using Workday Studio
- Involved in Management of the integration interfaces between Workday and other third-party system for error identification and resolving the issue. Handled Implementation and support for workday HCM modules
- Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
- Worked alongside the integration team to configure and test integrations between the Workday solution and the client's selected payroll and benefits providers. Testing during Workday new version release process and any ad-hoc testing
- Managed and mentored a team of HRIS Professionals including Associate HRIS and HRIS Analysts. Created business analyst training, guided the Analysts when resolving production issues.
- Organized defect review meetings to explain and prioritize the issues to business and development teams and work with the development team to resolve issues using SharePoint.
- Helped team in functional configuration and technical integration of the Workday application.
- Configuring payroll interface to send pay data to external payroll vendors like ADP, Aon-Hewitt.
- Worked on consolidating Core HR, Benefits, Absence, Compensation, Payroll onto Workday.
- Replaced ADP and Ceridian with Workday for Payroll and install Workday reporting and analytics
- Worked on integration of internal software with Workday.

Workday IT Staff Engineer

Motorola, Chicago – Feb 2014 – Aug 2016

- Development of design documentation for in scope interfaces to and from Workday. Work on creating and maintaining security groups through domain security policy and business process security policy.
- End to End Functional knowledge on Organizational Management, Job and Position Management, Compensation Management, Hire, Termination and Workday Security Concepts.
- Created EIB Integrations to send the Benefits Enrolment, Demographics Data to Third-party systems and Vendors.
- Involved in discovery, functional mapping sessions for configuration of all global compensation management & HCM processes / workflows incl. configuration of One time payments, Promotions, Internal transfers, Lateral moves, Propose compensation steps, Change compensation steps, Employee personal data changes, Pay Component groups, Pay elements, Pay component security segments. Developing calculated fields, Worker Eligibility rules, Work tags, Time tags for Earnings and Deductions to payroll.

- Implemented Workday performance management including goal setting, midyear, and year end processes. Hands on Experience in configuration of workday modules like Staffing, Benefits, Compensation and different types of Simple, Advanced Custom Reports and Matrix Reports in Workday.
- Prepared the complete data mapping for all the migrated jobs using SSIS.
- Designed SSIS Packages to transfer data from flat files to SQL Server using Business Intelligence Development Studio.
- Extensively used SSIS transformations such as Lookup, Derived column, Data conversion, Aggregate, Conditional split, SQL task, Script task and Send Mail task etc.
- Experience in report designing using SQL Server Reporting Services (SSRS) and creating various types of reports like drill down, Parameterized, Cascading parameterized, and drill through, Table, Matrix, ad-hoc and Sub Reports.
- Involved in Administration activities migrating the repository from development to testing environment, and assisting the production support team during deployment activities.
- Worked on configuration of processes like change job, compensation grades, mass hire, mass productions. Worked on data migration from legacy systems to Workday system using iLoad's and Enterprise interface builder.

Workday Associate
Mylan, Canonsburg, PA – Dec 2012 – Jan 2014

- Good understanding of Workday Business process and Security features and configuration
- Worked on creating custom reports for Simple, Advanced reports, Matrix Reports, Composite reports, etc.
- Configuring compensation business process for exempt and non-exempt workers. Hands on experience with Web Services APIs, XML, XSLT.
- Responsible for developing the reporting the strategy for the HCM domain. Advised the business on the use of leveraging the Workday standard delivered reports.
- Used Workday to maintain and manage existing application to integrate with workday to run in public cloud.
- Developed a number of EIB integrations to load new hires, Compensation, Change Job, Change Benefits, Payroll Input data to the tenant. Mass EIB loads of employee information into Production.
- Day to day support of Workday integration and reporting issues on Core HR, Compensation, Absence Management, Time Tracking, Recruiting, Benefits and Payrolls.
- Document and input bugs and defects in a test cycle with visual studios.
- Create and execute test cases, report progress and document defect/bugs and other issues that might detected in a timely and accurate manner.

- Coordinate with product owners, developers and business analysts in regard to defects and product functionalities.
- Maintains HRIS system using workday to ensure efficient operations, processing and reporting.
- Work with software developers to identify and carry out tests on job changes which occurs and part of new functionality.
- Perform Re-test on resolved defects before proceeding to regression testing Schedule and conduct user acceptance testing with product owners, stakeholders and business end users that the project specifications are met before software is deployed.

Vamshi Gudu

- Houston, TX, US

Contact Information

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Skills

- **configuration** - 9 years
- **integration** - 9 years
- **workday** - 9 years
- **qa** - 8 years
- **business process** - 6 years
- **hr management system** - 6 years
- **human resources** - 6 years
- **software** - 6 years
- **implementation** - 4 years
- **benefits** - 8 years
- **payroll** - 8 years
- **production** - 8 years
- **reporting** - 8 years
- **interfaces** - 6 years
- **eib** - 5 years
- **hr management** - 5 years
- **recruitment** - 5 years
- **security** - 5 years
- **analytics** - 4 years
- **business analysis** - 4 years

Work Preferences

- Desired Work Settings: Remote
- Likely to Switch: False
- Willing to Relocate: False
- Work Authorization:
  - US

- Work Documents:
  - US Citizen
- Security Clearance: False
- Third Party: False
- Employment Type:
  - 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/8ea191cdd379568ed912c866a7c82c7f