TEK013143 (Workday Integration - 7 + Year)

Highlights

- Having Good Experience into workday as Workday techno functional Consultant and involved in production support project and Testing.
- I have worked on Recruitment module , Absence and Core compensation , core HCM and LMS
- Hands on experience in inbound outbound integrations using core connector, working with EIB , report writer.
- Experienced in planning , designing and recommending business processes to improve and support HR business
- Experienced in understanding requirements which involved preparation of functional and non-functional specification documents
- Developed and maintained custom-report types Advanced using report writer tool
- Developed Several Complex Integrations using EIB.
- Have good knowledge on ETV / XTT functions in Document transformation.
- Deploy reports in multiple environments (Dev - QA - Prod) Using Object transporter.
- Monitoring the production issues daily basis.
- Part of the functional team to help client decide on level of customization and handled requirements gathering for interfaces.
- Taking ownership in analyzing and ensuring security setup for all custom reports and integration's during SIT phase.
- Hands on experience in inbound/ outbound integrations Using Core Connector , managing business processes , working with EIB , Report Writer , Creating Workday Calculated Fields and Custom Reports.
- Excellent client interaction skills and experience in working independently.
- Participated in Project management activities - Issue resolution, Interaction with implementation team , risk management , project status reporting.
- Build , test , and support HCM workflows using Workday's business process engine and use of Object Transporter to migrate the code from DEV to UAT and PROD environments.
- Executed the test cases for End-to-End testing, Regression testing , Enhancement testing and pre-UAT testing.
- Preparing the documentation of testing for smooth process for downstream testers.
- Worked on testing with different levels of project like Unit , SIT and UAT.
- Created advanced reports with calculated fields and tested properly.
- Worked on creating and maintaining security groups through domain security policy and business process security policy.
- Reviewing Functional Requirement documents and Design Documents.
- Testing new changes in configuration making sure that not misleading the business team and provide the document to client for the same.
- Experience in all phases of project life cycle including requirements, analysis , project planning , scheduling , testing , defect tracking , quality assurance (QA/UAT) , management , reporting , documentation , and implementation of business application systems
- Experienced in identifying Gaps , Process improvements and mapping with Workday Best Practices.
- Hands on experience with E2E and parallel testing for Workday HCM
- Workday training includes Fundamentals , Simple Inbound / Outbound Integrations , Business Processes , Calculated Fields , Report Writer , and Security Fundamentals.
- A quick learner with strong Analytical & Communication skills.
- Excel in building Customer relationships.

Skills

Primary Skills

- EIB

Other Skills

- Workday HCM , Workday Report writing , Business process , Security , Workday Testing
- Core connectors , EIB , Document Transformation , Calculated fields.
- Operating System Windows 2000 / XP / Windows 7 / Vista , 8, 10.

Projects

Project - 1 (7 months)

Role : Workday consultant

Responsibilities :

- Created Testing strategy, test plans, documentation for business process testing.
- Manage Recruiting compliance personal Info / IDs
- Configuration of workday Absence and core compensation and Core HCM
- Worked on Workday Business Processes(Hire / Rehire / Transfer / Terminations and leaves.
- Involved with the team for security configuration of employees.

Project - 2 (24 months)

Role : Senior Software Engineer

Responsibilities :

- Supporting the Different teams in UAT phase as well as with test factory teams during testing phase.
- Involved in calls with client and update the work status as well as clarifications if any.
- Assist with ongoing day to day workday compensation support, creation of job profiles, grade profiles and compensation plans
- Assist with ongoing day to day Leraning Management Systems
- Created new business processes and notifications in deployment and sandbox tenants.
- Creates test scenarios for testing all in scope many business process like Hire , job change , promote , transfer , termination , compensation changes etc
- Participate in end to end design reviews , prototype reviews and User acceptance testing
- Worked on EIB's to load the new data and change the existing data.
- Involved with the Business testers where they have any issue with the script or any issues related to the data or the execution of the scripts.
- Perform system , UAT , throughout the life of the implementation.
- I have worked on Recuritment module , absence and compensation.
- Participated in the meetings with business process owners , SME (subject matter experts) , and Security Audit team for requirements gathering and verification stage.
- Configured Workday Compensation Packages including salary , bonus , allowance , commission , and merit plans for multiple countries including merit and bonus plan processing

Project - 3 (25 months)

Role : Workday Integration Consultant

Responsibilities :

- Created Supervisory Organizations , Matrix Organizations , Cost Centers , Location and its hierarchies.
- Changing the supervisory Organizations , Inactivating an Organization and moving the workers into different Supervisory Organizations.
- Experience in creating the Applicants, Hiring applicants into supervisory Organizations.
- Propose Compensation for New Hire , Edit Government Ids , Edit workday Account.
- Assigning Organization Roles , Assigning User based Security Groups
- Hire into Position Management , Create Compensation for new hire employees , Review employee hire , edit workday accounts and resetting the passwords, Hire into Head Count and Job Management , Approval of Organization Assignments , consolidated approvals , Contracting Contingent workers, convert contingent workers into Employees.
- Staffing Movements, An employee changes in position, inbound process and outbound process.
- Drive the invention and adoption of tools, techniques and advanced test methodologies
- Termination Process, initiate termination process , review termination process , to do tasks
- Event Management, Finding the event , Task Reassignment and Requesting the reassignment , manage delegation settings, Editing the tenant setups- Business Process and Notifications.
- Assigning user based security groups to the applicants
- Reporting and Tracking Defects with Batch Process Testing.
- Hire into Position management, hire into Headcount management and Job Management.
- Contracting Contingent workers, converting the contingent workers into employees.
- Experience with of batch review experience.
- Used EIB (Enterprise Interface Builder) for integrating location of employees, Performance ratings, Assigning organizations IDs.
- Responsible for analyzing and translating complex business requirements into processes, designs, and solutions that balance business needs and technology strategies, specific to Workday.
- Assisted in determining and implementing the new features/enhancements in Workday.
- Built PGP Public Key for integration between workday and third party software applications.
- Created advanced reports and attached to the dashboards in the workday.

Project - 4 (19 months)

Role : HR Management Systems Analyst

Responsibilities :

- Ensures compliance with policies and procedures related to time and attendances are adhered to.
- Managing day to day time issues in new case system.
- Identify and resolve time and attendance problems utilizing structured troubleshooting methods for end users.
- Create various time related reports for management.
- Update employee badges in SAP and make sure they are working properly.
- Resolve complex time reporting issues and collaborate with other teams for some resolutions.
- Assist with coaching employees through screen share, phone, or email to help with issues.
- Assist with special projects as assigned.