**Ramesh A** 

**(Workday HCM Consultant)**

**PROFESSIONAL SUMMARY:**

* An ERP Consultant with overall 5+ years of professional IT experience with 3+ years of extensive Workday experience.
* Exceptional experience in Workday’s Core HR, Staffing and Compensation Functional areas.
* Hands on experience in Configuring Organizations, Business process and creation of Custom Reports.
* Experienced on Compensation elements configurations and updates.
* Involved in requirements analysis, integrations, testing and system documentation support.
* Creation of various calculated fields to use in custom reports.
* Configuring EIB Inbound and Load data into workday with webservices.
* Creation of various custom reports as per the requirements.
* Working on various enhancements related to EIB Integrations, Custom Reports and Configuration changes.
* Experience with creating Staffing models for Supervisory Orgs, Reorganizations and business process framework, Organization Types, Organization Hierarchies.
* Good experienced in developing technical solutions for the Workday platform using EIB and Web Services.
* Workday training includes Fundamentals, Simple Inbound Integrations, Business Processes, Calculated Fields, Report Writer, and Security Fundamentals.
* Experience in writing SQL queries and have exposure to different databases, includes SQL Server.
* Possess Good communication skills, keen to adapt to new technologies and effective Team Player.

**TECHNICAL SKILLS:**

| Workday Functional Areas | Workday HCM, Staffing and Compensation |
| --- | --- |
| Workday Integration Inbounds | EIB |
| Workday Other Skills | Business Process, Calculated Fields and Report Writer |
| Workday Security | Domain security for functional area and Business process, Security groups (Constrained and Unconstrained) |

**EDUCATION:**

* **Bachelor of Technology**: Mechanical Engineering from Jawaharlal Nehru Technological University – Kakinada.

**PROFESSIONAL EXPERIENCE:**

**Tata Consultancy Services**

**Project: Support/Enhancement of Workday HCM (May’ 19 – Till date)**

**AIMS Community College, USA**

**Workday HCM Functional Consultant**

**Roles and Responsibilities:**

* Responsible to work on workday application incidents raised by business end users.
* Troubleshoot the issue to find the root cause of the incident and provide them a solution.
* Written custom validations on business process object as per business requirement.
* Modified Business process as add/remove steps from the existing configurations.
* Changed the security groups on business process security policy functional areas.
* Modified step condition rules for existing business processes.
* Developed custom Integrations to update Compensation Eligibility rules, Grade and Grade profiles.
* Developed Inbound integrations to load job profile and matrix organization per business requirement.
* Clarify the end user queries and guide new users about workday system functionality.
* Communicate end users for better understand of the case and update the status of incident.
* Responsible to Loaded new set of setup data through EIB.
* Create and modify condition rules as per new business policy changes.
* Configured new work schedules as requested by the business operations user.

**Project: Support of Workday HCM**  **(Nov’17 – May’ 19)**

**Safeway, Phoenix, AZ**

**Workday Reports Developer.**

**Roles and Responsibilities:**

* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR application report consumer groups.
* Generate different kinds of reports - Simple, Advanced and Matrix reports to meet client requirements within the workday tenant.
* Create calculated fields for Custom Reports to ensure required report delivery.
* Developed advanced custom reports, composite reports and matrix reports in Workday and test developed reports.
* Designedand built both inbound and outbound EIB integrations in various segments of Workday system.
* Created Organizations (Locations, Supervisory Orgs, Business Units, Cost Centers, Custom orgs, Organization Hierarchy (Location Hierarchy).
* Create reports by using appropriate data source and business objects to deliver output for end users.
* Created report on Employee Convert to Contract to full time Employee List.
* Created report on Contingent workers, converting the contingent workers into employees.
* Extensively worked on Workday application in creating reports, calculated fields, basic integrations using EIB, data conversion and Migrations.
* Developed custom reports for the hcm modules like Core HR.
* Used Report Writer to create new Custom reports with appropriate Data Sources, Objects and Fields
* Supported Customer resources in development and troubleshooting of reports and integrations.

**Project: Support of PeopleSoft HCM (April’16 – Oct’17)**

**Amdocs**

**PeopleSoft Developer**

**Responsibilities:**

* Analyzed the requirement documents to understand the customer business requirement.
* Customized system applications and designed many applications as scratch.
* Work with incident request raised at user end.
* Interact with onsite team to know status of project on daily basis.
* Responsible to work on support issues.
* Consulting with the Solution Architect on business prospective implementation workflow.
* Collaborating with overseas team-mates on daily/weekly discussions.
* Analyzing the issues and providing resolutions reported by users
* Working on Incidents, Service Request and EWO’s (Enhancement Work Orders).
* Developed custom advanced custom reports, calculated fields, complex xslt logic
* Coordinate with other team members for defect deliveries and production support activities.
* Conduct knowledge sharing sessions to newly joined team members.