

Introduction

Good morning/afternoon. I'm Sweety Acharjee, a final-year B.Tech student in Computer Science Engineering at Mallabhum Institute of Technology, with a CGPA of 9.0. My academic journey has given me a strong foundation in Java, SQL, JSP, Servlet, and frontend technologies like HTML and CSS. I've worked on projects like an Electricity Billing System, which streamlined billing automation and user-friendly interface design using java swing . I also developed a quiz application and a weather app to enhance my problem-solving and software development skills.

Currently, I am expanding my expertise by learning the Spring Boot framework to enhance my understanding of modern application development. While I am new to Workday, I am confident that my ability to learn quickly, collaborate effectively, and adapt to challenges will enable me to contribute to Workday's enterprise solutions.

One of my key strengths is my adaptability—I embrace learning new technologies and working in diverse teams. My weakness is – Sometimes, I find it hard to manage my time and cut too close to the deadlines. To overcome this, I have started using post-it that I stick on my laptop. I even organise my calendar to include my daily, weekly and long term tasks so that I prioritise my work better.

My goal is to build a rewarding career in enterprise application development, where I can merge my technical skills with impactful contributions to innovative projects.

Beyond academics, I enjoy collaborating in teams, embracing challenges, and optimizing processes. Additionally, I enjoy sketching and dancing, which help me stay creative and balanced.

Workday Fundamentals:

1. **What do you understand about Workday and its importance in enterprise resource planning?**

Workday is a cloud-based enterprise software platform specializing in Human Capital Management (HCM), Financial Management, and Enterprise Resource Planning (ERP). Its importance lies in providing a unified platform for managing HR, payroll, finance, and analytics, enabling better decision-making and operational efficiency.

Example Answer:

"Workday is a cloud-based ERP system that simplifies complex processes like HR, payroll, and financial management. Its real-time analytics and user-friendly interface enhance productivity and scalability, especially in dynamic business environments."

2. **How do you think Workday leverages databases and cloud computing?**

Workday uses cloud computing to provide secure, scalable, and real-time data management. It leverages relational databases for structuring data, and its cloud-based delivery model allows for seamless updates, high availability, and cost efficiency.

3. **Are you familiar with Workday Studio or integration tools? How would you approach learning them?**

Workday Studio is an integration tool for building complex Workday integrations. If unfamiliar, you can learn through hands-on practice, official documentation, and online resources.

Example Answer:

"While I haven't worked with Workday Studio directly, I would approach learning it by starting with Workday's official documentation and practicing real-world scenarios to understand its capabilities in handling integrations."

SQL and Data Handling:

4. **Explain how you would design a relational database for employee management.**

Key tables could include Employees (employee_id, name, role), Departments (department_id, name), and Payroll (employee_id, salary, benefits). Foreign keys link employees to departments and payroll.

Example Answer:

"I would design tables such as Employees with unique employee IDs, Departments with a primary key, and Payroll linked by foreign keys to maintain referential integrity. This allows structured querying and efficient data management."

5. **What is the difference between a primary key and a foreign key?**

A primary key uniquely identifies a record in a table. A foreign key establishes a link between two tables and references the primary key in another table.

6. **How would you query employee records with specific criteria, like filtering based on roles or tenure?**

sql

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```
SELECT * FROM Employees  
WHERE role = 'Manager' AND tenure > 5;
```

Programming and Logic:

7. **How would you write a program to handle payroll calculations dynamically using Java?**

java

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```
public class Payroll {  
  
    public static double calculatePay(double basicSalary, double hra, double deductions) {  
        return basicSalary + hra - deductions;  
    }  
  
    public static void main(String[] args) {  
        System.out.println("Net Salary: " + calculatePay(30000, 5000, 2000));  
    }  
}
```

8. **Can you describe a scenario where automation reduced manual effort in your project?**

Example Answer:

"In my Electricity Billing System project, I automated bill calculations and customer data updates, which reduced manual errors and processing time significantly."

Business Process and Analysis:

9. **What is your understanding of the HCM process in organizations?**

HCM involves managing workforce data, recruitment, payroll, performance tracking, and compliance. It ensures an organization's HR functions are efficient and aligned with business goals.

10. **How would you analyze and document the requirements for a new Workday module?**

By engaging stakeholders, understanding business needs, and documenting workflows, processes, and technical requirements, using tools like flowcharts and requirement specifications.

Behavioral Questions

1. **Describe a time when you worked with a team to implement a new tool or system.**

Example Answer:

"During my quiz application project, I collaborated with teammates to integrate a scoring system. We divided tasks based on strengths and completed the integration efficiently."

2. **How do you approach learning a new technology or platform?**

Example Answer:

"I break down learning into stages: understanding the fundamentals, practicing hands-on tasks, and applying the knowledge to small projects or scenarios."

3. **Tell us about a situation where you optimized a process or system for better performance.**

Example Answer:

"In the Electricity Billing System, I optimized the database queries to improve the speed of bill generation, reducing processing time by 30%."

4. **How do you prioritize tasks when managing multiple deliverables?**

Example Answer:

"I prioritize tasks based on deadlines, complexity, and impact. I use tools like Trello to track progress and ensure timely completion."

Role-Specific Questions

1. **What excites you about working on Workday implementations?**

Example Answer:

"The opportunity to work on cutting-edge cloud-based enterprise solutions and contribute to streamlining HR and financial processes excites me. I enjoy solving complex problems that have a real-world impact."

2. **How do you think your technical background aligns with Workday's cloud-based solutions?**

Example Answer:

"My knowledge of Java, SQL, and database management provides a strong foundation for understanding Workday's data-driven architecture and integration requirements."

3. **Workday systems often involve integrations with other platforms. How would you approach troubleshooting an integration issue?**

Example Answer:

"I would start by analyzing logs and error messages, validating data formats, and testing the integration with isolated data to identify the issue."

4. **If you were tasked with creating a workflow for onboarding new employees, how would you approach it using your technical skills?**

Example Answer:

"I would design a database structure to store employee details, automate notifications for onboarding steps, and create a user-friendly interface to track progress."

1. Do you have any questions ?

"Based on our discussion, do you think my background aligns well with the needs of this role?"

"What are the most important skills or qualities needed to excel in this position?"

"How does this role contribute to the success of the company's Workday implementation projects?"

"How does the company measure the success of Workday implementations or upgrades?"

2. What do you see yourself after 5 years ?

I am really excited about this position because in the next 5 years, I'd like to see myself having end-to-end expertise in this domain and I know that this job will give me that opportunity. I am even excited about developing my managerial skills and in the next couple of years possibly even take the lead on some projects.