VYSHNAVI NAMMI

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▶ Play Intro

PROFESSIONAL SUMMARY

- 8+ years of experience as a Workday Analyst, managing payroll, compensation, workforce analytics, and HR operations across multi-system environments.
- Expert in Workday HCM modules (Compensation, Payroll, Recruiting, Talent & Performance, Report Writer, Studio, Prism Analytics) with hands-on experience in role-based security and automated HR workflows.
- Skilled in developing HRIS dashboards and analytics using Power BI, SQL, Python, Tableau, and Excel, driving payroll accuracy, compensation benchmarking, and workforce planning.
- Strong background in compliance and governance, including SOX, FLSA, HIPAA, GDPR, and FERPA, ensuring audit readiness and internal control adherence.
- Experienced in integrating ERP/HRIS systems with cloud platforms and ETL pipelines to optimize reporting, payroll reconciliation, and HR-finance operational alignment.

TECHNICAL SKILLS

Workday & ERP Systems: Workday HCM, Advanced Compensation, Payroll, Recruiting, Talent & Performance, Report Writer, Calculated Fields, EIB, Studio, Prism Analytics, Workday Security, SAP SuccessFactors, Oracle HCM Cloud, UKG Pro, ADP Workforce Now.

Payroll & Compensation: Payroll Reconciliation & Costing, Benefits & Total Rewards Administration, Incentive & Bonus Plans, Compensation Benchmarking, Wage & Hour Compliance (FLSA), Payroll Taxation & Year-End Processing (W-2, 1099), Garnishments, Multi-country Payroll Compliance.

HRIS & Finance Operations: Workforce Planning & Forecasting, Job Architecture & Position Management, Headcount & Attrition Analytics, HR Data Audits, HR Compliance & Audit Reporting, Internal Controls, Workforce Cost Allocation.

Data Analytics & Reporting: Power BI (DAX, Power Query), Tableau, Workday Report Writer & Prism, SQL (T-SQL, PostgreSQL, Snowflake), Python (pandas, matplotlib, seaborn), Excel (Power Query, VBA Macros, Pivot Tables), Google Looker Studio.

Integrations & ETL: Workday EIB, Workday Studio, Workday Cloud Connect, REST/SOAP APIs, MuleSoft, Informatica Cloud, Apache Airflow, Microsoft Power Automate.

Cloud & Data Platforms: AWS (S3, Glue, Redshift), Azure (Data Factory, Synapse), Google BigQuery, Snowflake, MS SQL Server.

Project & Collaboration Tools: JIRA, Confluence, ServiceNow, Microsoft Teams, Slack, SharePoint, Git.

Compliance & Security Standards: SOX, GDPR, HIPAA, FLSA, FERPA, ISO 27001, SOC 2.

PROFESSIONAL EXPERIENCE

Workday Analyst Manager   Jan 2025 - Present
KAVA FL LLC Pvt Ltd | Pensacola, FL

- Reengineered compensation frameworks through Workday HCM and Power BI modeling, ensuring equitable pay practices and reducing salary exceptions by 28% across job families.
- Delivered automated payroll reconciliation dashboards in Power BI integrated with Workday Payroll extracts, which lowered audit discrepancies by 40% and shortened payroll close cycles.
- Integrated Shopify POS, Square CRM, and Workday HRIS datasets via Workday EIB and Google Apps Script, creating unified workforce analytics that enhanced incentive accuracy and workforce planning.
- Led benefits utilization reviews using Workday Compensation and vendor datasets, driving contract renegotiations that improved employee satisfaction scores from 3.1 to 4.4 in two quarters.
- Built Workday Report Writer dashboards for headcount, attrition, and PTO analytics, giving HR visibility that enabled proactive intervention and cut average time-to-fill roles by 32%.
- Conducted payroll-to-ledger reconciliations by mapping Workday Payroll outputs against GL cost centers, uncovering $42K in misclassifications and reinforcing cost allocation controls.
- Enhanced recruitment operations by combining Workday requisition reports with Trello hiring pipelines through Power Query, reducing staffing costs by 25% annually and accelerating candidate placement.
- Authored and implemented SOX-compliant SOPs for payroll and HR audits, driving a 60% reduction in audit flags and strengthening ongoing compliance readiness.

Graduate Research Assistant   Nov 2023 - Dec 2024
University of West Florida | Pensacola, FL

- Configured Workday Report Writer dashboards to monitor onboarding cycles, headcount movement, and PTO usage, enabling HR leaders to improve workforce planning efficiency by 25%.
- Validated payroll data by auditing Workday Payroll extracts with SQL and Excel VBA, uncovering $5.3K in discrepancies and implementing tighter approval workflows to prevent repeat errors.
- Built compensation benchmarking models in Workday Compensation and Power BI, ensuring student worker pay structures aligned with federal thresholds and compliance requirements.
- Automated workload and budget reconciliation through Workday EIB and Excel VBA, saving 20+ hours per cycle and ensuring accurate position-to-budget mapping.
- Developed FTE forecasting models in Workday HCM integrated with Power BI, which aligned faculty staffing with tuition revenue and reduced underutilization risks by 18%.
- Strengthened FERPA and GDPR compliance by configuring Workday role-based access controls and audit trails, lowering unauthorized data access incidents by 70%.

Payroll Operations Analyst   Jan 2021 - Jan 2023
COMSOL Multiphysics Pvt Ltd | Bengaluru, India

- Developed Power BI dashboards integrating Zoho CRM sales, payroll logs, and incentive payouts, improving payroll accuracy and reducing compensation disputes by 40%.
- Automated HRIS-CRM payroll sync processes using SQL and Excel VBA, eliminating manual data entry and saving 10+ hours weekly for payroll administrators.
- Merged LMS training data with HRIS KPIs to measure learning ROI, enabling HR to align development programs with sales performance improvements.
- Conducted attrition and promotion analytics using Python and Tableau, guiding workforce restructuring that boosted team productivity by 25%.

- Standardized payroll input templates integrated with Workday Payroll, reducing month-end payroll corrections by 35% and improving compliance.
- Audited HRIS access roles and payroll workflows, strengthening internal controls and reducing unauthorized overrides by 30%.
- Built unified reporting models across HRIS, payroll, and CRM data using Power Query, increasing forecasting accuracy by 30% for headcount and incentive planning.
- Partnered with HR and Finance teams to document payroll workflows in Visio, clarifying hand-offs that shortened cycle times and reduced audit exceptions.

Workforce Analytics Engineer   **Dec 2018 - Sep 2020**
CYIENT | Hyderabad, India
- Integrated ANSYS project resource data with Workday HRIS logs, improving workforce allocation accuracy by 22% and ensuring optimal FTE deployment for critical projects.
- Automated HR reporting dashboards using Workday, Python, and Excel VBA, reducing reporting cycles by 40% and providing leadership with timely workforce insights.
- Developed Excel-based skill-matrix models tied to HRIS job codes, accelerating engineer staffing assignments by 30% and improving project delivery timelines.
- Reconciled payroll and certification records through macros and Workday extracts, shortening HR audit cycles by 25% and strengthening compliance adherence.
- Built Power BI dashboards combining HRIS, project schedules, and billing data, enabling data-driven workforce allocation and utilization decisions.
- Standardized SQL pipelines to track attrition, overtime, and FTE utilization trends, increasing accuracy of workforce forecasts and HR planning.
- Partnered with HR to design Tableau dashboards for onboarding and training KPIs, improving visibility and reducing onboarding delays by 35%.
- Audited Workday role-based access controls, tightening permissions and lowering compliance risks by preventing unauthorized system activity.

HRIS Analytics Engineer   **Aug 2017 - Dec 2018**
AK Hyper CAD Solutions | Hyderabad, India
- Automated HR task assignment using Python and Excel, reducing employee assignment turnaround by 30% and improving overall workforce deployment efficiency.
- Integrated project schedules with HRIS staffing dashboards, enhancing compliance accuracy during audits by 25% and streamlining workforce reporting.
- Developed FTE-based payroll and cost forecasting models, optimizing resource allocation and cutting budget variances by 20%.
- Designed Power BI dashboards for workforce utilization and allocation, enabling managers to make data-driven HR and staffing decisions.
- Consolidated employee skills and availability into HRIS reports, reducing staffing errors across multiple projects by 35%.
- Monitored payroll, overtime, and shift data using Excel macros and Python scripts, identifying discrepancies and preventing $12K in overpayments.
- Collaborated with HR to revamp onboarding and training KPI dashboards, improving visibility of staff readiness and reducing onboarding delays by 30%.
- Audited HR system access and Workday role permissions, implementing security controls that minimized compliance risks and prevented unauthorized system activity.

PROJECTS
Workday Compensation Planning Dashboard
- Integrated Workday Report Writer outputs with Power BI to track compensation bands, merit cycles, and pay equity in real-time, improving HR decision-making efficiency.
- Applied DAX formulas and Power Query transformations to benchmark internal salaries against market percentile ranges, enhancing pay competitiveness.
- Configured Workday role-based access controls for HRBPs and managers, ensuring secure visibility of sensitive compensation data.

Payroll Audit Automation Suite
- Parsed Workday Payroll extracts using Python pandas and regex to identify duplicate entries, missing shifts, and misclassified benefits, reducing manual review time.
- Connected payroll data to Power BI dashboards and Excel VBA workflows, cutting payroll errors by 55% across monthly cycles.
- Integrated Kronos/time-tracking APIs for automated, real-time payroll reconciliation, ensuring accurate payroll validation and compliance.

HRIS Analytics Portal
- Built a unified HRIS portal with Power BI and SQL, consolidating Workday HCM, LMS, and financial datasets for cross-functional workforce insights.
- Developed ETL pipelines using Python and dbt for structured data processing and consistent reporting across HR and finance systems.
- Created DAX-based metrics for hiring velocity, training ROI, attrition, and PTO trends, triggering alerts for unusual patterns and supporting proactive HR actions.

EDUCATION
Masters in Data Science   **Nov 2023 - Dec 2024**
University of West Florida | Pensacola, FL
Bachelor of Technology in Mechanical Engineering   **Jun 2013 - Jun 2017**
Sasi Institute of Technology & Engineering |, Andhra Pradesh, India

CERTIFICATIONS
- Workday HCM Core Concepts - **LinkedIn Learning**
- Workday Compensation & Payroll Management - **LinkedIn Learning**
- HR Analytics with Power BI - **LinkedIn Learning**
- Google Data Analytics Professional Certificate - **Coursera**
- SQL for Data Science - **Coursera**