Harrish Malladi

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PROFESSIONAL SUMMARY

- ❖ **5+ years of IT experience which includes around 4+ years of experience in System analysis, Application development and Enhancements to improve efficiency of services and applications**
- ❖ Hands on experience in inbound/outbound integrations Using **Core Connector, Workday Studio** managing business processes, working with **EIB, Report Writer**, Creating Workday **Calculated Fields** and **Custom Reports**.
- ❖ Experience in understanding **Client business requirements**, configure the Workday solution, configurations through the development of prototype systems, and testing the Workday **solution**.
- ❖ Experience in all phases of the Workday implementation **lifecycle** namely – Requirement gathering, Analysis, Design, Development and Testing.
- ❖ Worked on several **integrations** with **document transformation**, **XML, SOAP, XPATH and XSLT, RESTFUL API's**.
- ❖ Design, develop and test integration to implement solutions for clients (**Studio, EIB, and Core Connector/DT**).
- ❖ Analyze and resolve integration failures, perform research into problems and identify potential opportunity of **optimization**.
- ❖ Proficient in Development of **Advanced**, **Matrix**, **Composite** Custom Reports and Workday Calculated   Fields   in HCM.
- ❖ Excellent experience in creating **Worklets**, **Dashboards** and **Worksheets**.
- ❖ Experience in Identifying and fixing the Security Issues in **Reports.**
- ❖ Worked on new enhancements to **Payroll**, **Compensation**, **Benefits** and **GL integrations**.
- ❖ Responsible for all **CCB Integrations** built for different **Benefit Vendors**.
- ❖ Good understanding of Integrations including **Web Services, SaaS, Workday Architecture, Business Process Framework**.
- ❖ Created custom Workday **reports** and modify/troubleshoot existing custom reports.
- ❖ Expertise in **SQL, Eclipse, XML, XSLT and Web Services technologies**.
- ❖ Good understanding of Workday Studio, **EIB** (Enterprise Interface Builder), **CCB** (Cloud Connect on Benefits) and **CCP** (Cloud Connect on Payroll).
- ❖ Involved in testing the entire compensation workflow and coordinated with the payroll team for the creation and troubleshoot of **PICOF**
- ❖ Developed Complex **CCB Integrations** with different Client vendors and **Supported** on **Production Deployment**.
- ❖ Experienced in using calculated fields in reporting, business processes, integrations, and other areas within Workday and responsible for configuring security groups like User based security groups, Role based security groups.
- ❖ Created inbound/outbound integrations using EIBs, Core Connector, **DT** Workday Studio, **SOAP**, **REST**, **WSDL**, **XML**, and **XSLT** transformations.
- ❖ Good knowledge and experience of **Workday integration architecture**.
- ❖ Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.
- ❖ Enhanced Payroll integrations using **PICOF** and **PECI**.
- ❖ Ability to work cross-functionally with various stakeholders and team members.
- ❖ Experience in **Oracle SQL, PL/SQL, Stored Procedures, Functions, Ref Cursors, Constraints, Triggers, Indexes, Views, Materialized Views, SQL Loader.**
- ❖ In depth knowledge of Software Development Life Cycle (SDLC) Phases such as Requirement analysis, Design, Development, Testing and Deployment.
- ❖ Worked with the Product owner to create user stories addressing their business value.
- ❖ Assisted Scrum Master in managing iterations determined the team's velocity for iteration and picked up stories accordingly.
- ❖ Good working experience using both **Waterfall** and **Agile/Scrum** methodologies

TECHNICAL SKILLS

- ❖ **Workday Skills:** Workday HCM, Core Connector, EIB (Enterprise Integration Builder), Workday Studio, Reports, Calculated Fields, Web Services, and Security Groups.
- ❖ **Development Tools:** Workday Studio, My Eclipse, Java, JIRA
- ❖ **Document Processing**: XML, XSLT, WEB Services (SOAP, REST).
- ❖ **Scripting**: Python, Shell Script.
- ❖ **Database**: SQL, Oracle.
- ❖ **Software:** Microsoft Project and Visio, Microsoft Visual studio, Management Studio
- ❖ **Processes/Technologies**: Rational Unified Process (RUP), SDLC, Waterfall technique, Use Cases, Workflow, Storyboards, Scenarios and UML, Object Oriented analysis, Agile Methodologies

EXPERIENCE

Client: Convey Health, Toronto, On,   **Oct 2019- Till date**
Workday Technical/Integration Consultant

- ❖ Global **HRIS production Support** and **Assisting in Global Implementation**
- ❖ Serve as point of contact for **HR Representatives** and Managers for Workday related issues.
- ❖ Handling support tickets and configuration for core **HR**, **Benefits**, **Compensation**, and **Absence Management**.
- ❖ Create custom reports including **Advanced**, **Matrix**, and **Composite Reports**.
- ❖ Automating Business Events in Workday using Business process including creation of notifications, help text and the use of condition rules within a business process.
- ❖ Developing the **integrations** using **workday studio tool** and **Enterprise Interface Builder** (EIB), Core connector and deploying it into workday tenant.
- ❖ Extracted data from legacy system performed a data transform to workday compatible format.
- ❖ Built an integration to send existing, new and changed job requisitions to external vendor applicant tracking systems.
- ❖ Built Core **HR related integrations** to send employee, position and cost centers data.
- ❖ Developed inbound integration to bring in results to workday after payroll run is complete.
- ❖ Proficient in transforming the data by using **XSLT**.
- ❖ Developed the Custom reports using workday report writer tool and deploying it into workday tenant.
- ❖ Created lot of calculated fields based on the requirement from the client and used in custom reports
- ❖ Actively participated meetings with team lead to discuss about timeline of the project.
- ❖ Helped customer implement and go live with **Workday Core HCM and Benefits**.
- ❖ Configured integration system security segments and integration system security groups to control the security for running and scheduling integrations.
- ❖ Tested integrations and supported post productions support for reports and integrations.
- ❖ Loading data into Workday using EIB Template Model. Loaded data for Hire, Rehire, Compensation Changes, Terminations, and Previous System History.
- ❖ Create, test and document new benefit plans, rates, benefit groups, eligibility, and event rules Configuration as new plans are introduced during Open Enrollment.
- ❖ Configuring Workday Compensation including Compensation Elements, Eligibility Rules, Grades, Compensation packages, and Compensation Plans
- ❖ Setting up of Workday security roles and groups to the required level of confidentially and segregation of duties.
- ❖ Develop and execute custom configures reports in Workday and provide data analysis and recommendations, as needed.
- ❖ Generated ad-hoc reports and queries as specified and developed specifications for other reports and metrics using Workday report writer including the use of calculated fields.
- ❖ People management, maintaining healthy employee relations, handling employee grievances to create an amicable and transparent environment.
- ❖ Support employees and managers with complex transaction processing and life cycle event management (e.g. promotions, employment separations, etc.)
- ❖ Provide guidance and advice to employees and managers on company's **HR policies and procedure**.
- ❖ Provide assistance to managers and employees with **time-sensitive requests, such as timecards, reports, system navigations**.
- ❖ Conducting interactive sessions with heads of the project to communicate with employees and share their ideas to employees.
- ❖ Developed data analytics and dashboards to satisfy requirements.

Ryder   **Sept 2018 – Sept 2019**
Workday Integration Consultant, Toronto, On

- ❖ Participated in number of user meetings that involved study of business processes, gathering and documenting requirements.
- ❖ Responsible for implementing **Workday Core HCM**, **Payroll and expenses**
- ❖ Built a **payroll** interface from Workday to ADP software payroll.
- ❖ Worked on building inbound interface.
- ❖ Built Core HR related integrations to send employee, position and cost centers data.
- ❖ Configured integration system security segments and integration system security groups to control the security for running and scheduling integrations.
- ❖ Tested integrations and supported post productions support for reports and integrations.

- ❖ Worked with Simple and Advanced Reports, defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects.
- ❖ Generated customized reports for the **HRSS** team
- ❖ Involved in production support on **payroll** ,**troubleshooting payroll/time** and **Labor errors**, and **providing solutions**
- ❖ Understanding the client requirements and involved in data migrations from PeopleSoft into workday
- ❖ Configure time and labor rules based on functional requirements
- ❖ Setup various **timesheet** edits and validation as part of enhancements
- ❖ Collaborated with clients **work stream leads**, **data migration lead** and **stakeholders** to build a solid and executable test plan
- ❖ Worked within the workday methodology and standards to manage all test activities and quality gate reviews
- ❖ Coordinate the identification of test data needs timely test data preparation
- ❖ Ensure the assigned test cases and test scripts, required to test all system interfaces, are completed according to the project schedule
- ❖ **Data configuration** in workday using core connectors
- ❖ Developed complex custom reports and also leveraged the workday built in report
- ❖ Involved in design, development and end–to-end of integration testing
- ❖ Designed and built both inbound enterprise interface builders for pushing and pulling data from the legacy system
- ❖ Involved as a key resource in the following area during the implementation and post-production support activities of workday HCM: core organization setup configuration of business process and compensation configuration workday security configuration integration maintenance and modification **enterprise interface builder (EIB),** I load & report writer tenant setup activities, alert and notification configuration preparing the KAD document as key document for each release
- ❖ Hire into head count and job management, approval of organization assignments, consolidated approvals
- ❖ Staffing movements, employee changes in position, inbound process and outbound process
- ❖ 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
- ❖ Designed and built both inbound and outbound EIB integrations in various segments of workday system
- ❖ Assigning user based security groups to the applicants
- ❖ Hire into position management, hire into headcount management and job management
- ❖ Created mass compensation changes and modified allowance plans and benefits
- ❖ Worked with simple and advanced reports defining columns, business objects, fields, columns heading overriding, multiple sorting techniques, sorting by secondary objects
- ❖ Developed migrations scripts to migrate data from PeopleSoft to workday
- ❖ Responsible for deploying the objects to production tenant
- ❖ Developed **several complex XSLT Scripts** for Integrations
- ❖ Created Calculated Fields for Reports and Integrations
- ❖ Responsible for developing test cases for Work day Integration testing of 30+ inbound and outbound interface to and from Workday to Taleo and other third party systems
- ❖ Tested job scheduling and validate end Results
- ❖ Worked on **Business Process, Compensation and Custom Reports** in Work day and generate simple report-based outbound integrations.

American Express   **Aug 2017 - Aug 2018**
Workday Developer, Bangalore, India

- ❖ Involved in **integration discovery/design sessions** with cross-functional client teams and senior business executives.
- ❖ Moves all the **benefit integrations** from **PeopleSoft to workday** through cloud connectors.
- ❖ Involved in creating EIB's by providing necessary security for related functional area to launch the EIB.
- ❖ Created **AD** integrations where **hire/term** details will send after **hire/Term Process**.
- ❖ Worked on Workday systems integration experience building custom integrations using EIB, Workday Studio, Core Connecter and Document Transformation
- ❖ Involved in **creating/modifying/scheduling custom reports** and raising **workday ticket** for different issues encountered with report behavior.
- ❖ Used **sequence generators, generating** templates and validating inbound integration system results.
- ❖ Prepared **EIB's** to load Former Worker and Cost Center Additional Data.
- ❖ Prepared Additional data EIB to update the SI code/Segment name etc. in the custom fields for the companies
- ❖ Worked on **Document Transformations** and applied XSLT transformations
- ❖ Involved in Resolving issues from Reports and Integration from **SIT** and **QA**.
- ❖ Created and used calculated fields extensively in reporting, business processes and integrations.

- ❖ Created **Dashboards** and **Reports**.
- ❖ Built **reports** for **Headcount**, **Compensation**, **Talent Management**, **Recruiting**, Benefits, Payrolls, Business reports, Terminations etc.
- ❖ Built reports in different functional areas such as Benefits, Payroll, Compensation, Time Tracking, Absence Management, and New Hires
- ❖ Used solution manager to **migrate reports** from Gold to Production tenant.
- ❖ Moving **custom reports** within different Workday application tenants and validated data for all tenants.
- ❖ Frequently used **filter, sub filters and prompts** tab to get desired **report** output while creating custom reports in Workday.
- ❖ Scheduled **Custom reports** to run Weekly, Bi-Weekly and Monthly based on requirement
- ❖ Developed **advanced reports** from simple reports by using Calculated Fields, Sorting, Filtering Report Fields, providing **Advanced** Filtering Option, Creating Sub-Filters and by using related Business Object.
- ❖ Created Business form Layouts for the **reports** built in compensation using **BIRT** in Workday Studio.
- ❖ Collected and **analyzed** data for HR reporting.
- ❖ Execute process changes impact analysis to ensure that the team will be fully prepared to support the new work within HRSS.
- ❖ Worked on different **data source** in order to match requirements in **Workday Reporting**.
- ❖ Complete external or internal queries and ad hoc report requests.

Symbioun Tech Pvt Ltd   **Jan 2014- July 2017**
Business Analyst, Hyderabad, India
- ❖ Multi-tasked in a Scrum team environment and participated in backlog review and Sprint planning sessions, following Agile methodology.
- ❖ Created new user stories, assigned work to be completed to appropriate resource.
- ❖ Clarified and prioritize tasks by conducting brainstorming sessions with businesses take holders
- ❖ Facilitated problem-solving discussions and communications between the stakeholders, project team and the development team in the progress of the project.
- ❖ Ensured that the team delivers in tight deadlines to mitigate project risks.
- ❖ Performed gap analysis to compare the existing system with the proposed business systems and documented new requirements and features.
- ❖ Analysis of the current business process and defined the scope of the project.
- ❖ Provided recommendations to management on improvements and implementation of business processes.
- ❖ Worked closely with QA and developers to clarify/understand functionality, resolve issues.

EDUCATION

- ❖ .**B Tech in Communication Engineering** - Jawaharlal Nehru Technological University, Hyderabad, India.