

ANJUSHA RAJ

HR Ops & Workday HCM Specialist



+91-9916873090 Bangalore, India anjusharaj19@gmail.com [LinkedIn Profile](#)

PROFILE

Workday HCM specialist with 9+ years of experience in global HR operations and business partnering. Skilled in Core HCM, Payroll, Time & Absence and Talent Management with hands-on expertise in configurations, integrations, reporting, security, and EIB loads. Proven track record in Workday implementations, UAT, automation and dashboard design, delivering data accuracy, compliance, and enhanced employee experience.

CORE COMPETENCIES

- Workday HCM
- Business Partnering
- Talent management
- Stakeholder Management
- Global HR Systems
- UAT Testing & Implementation
- Employee Life Cycle
- Project Management
- HR Analytics & Reporting
- Data Accuracy & Compliance
- Business Process Optimization
- Shared Services Experience
- Cross-functional Collaboration
- Employee Master Data & Org. Structure Management
- End to end HR Operations
- Hire to Retire

CERTIFICATION

- Lean Six Sigma Yellow Belt – by ABInBev
- People Analytics Certificate – Academy to Innovate HR (AIHR)

WORK EXPERIENCE

Principal Analyst-People Operations

AB-InBev (AB InBev India)

Mar 2018–Aug 2025

Workday HCM specialist with extensive experience managing end-to-end HR operations, including employee lifecycle transactions, payroll inputs & organizational structure updates across global regions. Proficient in Workday HRIS with strong expertise in Core HCM, EIB loads, reporting, dashboards, integrations, and automation. Experienced in leading UAT testing, system enhancements and global feature rollouts, ensuring optimized HR technology and process efficiency. Adept at partnering with global stakeholders on talent management, performance reviews and employee development, leveraging Workday analytics to deliver actionable workforce insights.

HR Associate

ACCENTURE INDIA

Mar 2017– Feb 2018

Handled end-to-end HR operations for ABInBev via Accenture, managing SAP processes across global regions. Supported employee master data and organizational changes.

Associate Master Data Specialist HR Operations Payroll

TE Connectivity

Feb 2015 – Dec 2016

Managed payroll and master data support for U.S. employees using SAP and Kronos. Handled employee lifecycle changes, including hires, rehires, LOA/RTW, and organizational moves. Generated periodic reports and addressed compliance queries through a case management system.

TECHNICAL PROFICIENCIES

- **HRMS Platforms:** Workday HCM, SAP SHARP Ops, Kronos
- **Analytics & Reporting:** Excel, Workday Reporting, Power BI
- **Project Management:** Agile Methodology, Lean Six Sigma, Change Management
- **Collaboration Tools:** SharePoint, Microsoft Office Suite, Case Management Systems
- **Compliance & Audit:** Global HR Policies, Data Privacy

QUALIFICATION

BACHELOR OF BUSINESS ADMINISTRATION

CALICUT UNIVERSITY

2009–2012

MBA IN HR AND MARKETING

BANGALORE UNIVERSITY

2012–2014

HR Technology & Systems Leadership

- Strong understanding of foundational HCM principles, including Business Processes, Reporting, Calculated Fields, Security, and Notifications
- Skilled in configuring and managing Workday Talent Management modules, including Performance, Succession and Career Development
- Experienced in facilitating goal setting, continuous feedback, and annual performance review cycles through Workday
- Hands-on expertise in Onboarding, Job Changes, and Termination business processes, ensuring accuracy and compliance
- Provided Tier 1 transaction correction recommendations, ensuring smooth resolution of errors and maintaining data integrity.
- Led automation initiatives in Workday (EIB loads, transaction processing and job change letters), reducing manual efforts by 80% and improving process efficiency
- Skilled in configuring payroll components such as Earnings, Deductions, Account Posting Rules, Run Categories and Payment Election Rules

Strategic HR Leadership & Business Partnership

- Coach and advisor to leadership, guiding sound people decisions and proactively mitigating issues through regular connects and clear communication.
- Ownership of end to end people processes - Performance Management, 360 feedback, Leadership Development, Talent Review and Succession Planning, Workforce Optimization and Management, Compensation revision etc.
- Serve as strategic business partner to leadership teams, providing data-driven insights and recommendations for workforce planning, talent management, and organizational development initiatives
- Manage comprehensive end-to-end HR operations covering employee master data, organizational structure, payroll inputs, and exit processes across global regions, ensuring 100% compliance and operational excellence
- Lead cross-functional collaboration with Legal, Compliance and Payroll teams, resulting in zero compliance issues and seamless employee experience delivery
- Supported strategic HR audits by maintaining accurate and audit-ready employee records across multiple geographies

Compliance & Risk Management

- Ensured 100% compliance with labor regulations across multiple geographies
- Collaborated with Legal and Compliance teams achieving zero new recovery cases post-transition
- Maintained audit-ready employee records supporting strategic HR audits across global operations

KEY ACHIEVEMENTS & IMPACT

Implementations: Played a key role in Workday HCM global rollouts, managing configuration, testing and deployment of critical modules.

Strategic Impact: Partnered with global stakeholders to drive organizational transformation through Workday-enabled HR solutions and data-driven insights

Operational Excellence: Delivered a 99% resolution rate while managing Workday queries across ESS and MSS.

Technology Leadership: Led 20+ Workday feature implementations enhancing HR technology capabilities

Compliance Mastery: Maintained 100% compliance across the HR processes and audit readiness

Process Innovation: Reduced manual HR processes by 80% through automation and system optimization

Talent Development: Increased employee engagement by 25% through strategic development programs

Data Accuracy: Achieved 97% organizational structure accuracy across global operations

Performance Management: Improved performance review completion by 40% through strategic process design

Employee Master Data Management

- Processed 3,000+ transactions annually in SAP SHARP Ops, ensuring 100% compliance with payroll timelines and global policies.
- Coordinated with onboarding/staffing teams to generate employee IDs and payroll setup within 24–48 hours SLA.
- Developed and maintained 20+ SOPs, RACI charts, and documentation, improving process clarity and audit readiness.
- Delivered master data services across 10+ regions, supporting business scalability and consistent employee records.
- Implemented policies and standardized data processes during M&A transitions, successfully managing change and continuity.
- Leveraged tech tools for automation, reducing data input errors by 40% and improving workflow efficiency.
- Presented insights through dashboards and management reports, supporting leadership decision-making.
- Acted as HR domain expert for external surveys (e.g., VOE, NCNS), benchmarking and enhancing employee lifecycle practices.

ASSOCIATE | TE CONNECTIVITY (FEB 2015 – DEC 2016)

- Highly skilled in utilizing SAP tools for tasks concerning payroll and master data support within the United States
 - Handled employee position-level changes within the system.
 - Managed new hires, rehires, organizational moves, letters, leave of absence(LOA), and return to work (RTW) processes proficiently in both Kronos and SAP
 - Generated periodic reports on a weekly, bi-weekly, and monthly basis.
 - Addresses compliance and queries through email and ticket-based Case Management Tool
-