**Vijay Dantuluri** [**vijaydantu123@gmail.com**](mailto:vijaydantu123@gmail.com) **402.637.3289**

**Professional Summary**

* **15+** Years of IT experience in Analysis, Design, Development and Quality Assurance on various Business Applications.
* **Having 2+ years** of implementation of **HCM** (Human Capital Management) applications using Cloud solution and ERP technologies
* Experience in all phases of the **Workday** implementation lifecycle namely – Requirement gathering, Analysis, Design, Development and Testing.
* Responsible for the day-to-day HR systems support as well as implementing planned system enhancements in Workday.
* Develop and modify reports, metrics and dashboards for management and HR Business Partners.
* Assist company in fully integrating the Workday system into their current business environments and provide input on best practices.
* Hands on experience in inbound/ outbound integrations **Using EIB, Core Connector** managing business processes, working with **Report Writer, Creating Workday Calculated Fields** and **Custom Reports**.
* Configure the Workday system to meet company's business requirements.
* Continually seeks ways to improve the process of delivering Workday solutions.
* Experience in conducting discovery sessions for Workday Integrations and Experience in designing Workday integrations.
* Proficient in **Manual** and **Automated** Testing on Workday, .NET, Java, Client-Server and Web-based applications in various domains such as **Telecom, Health Care, Retail** and **Insurance** applications.
* Excellent understanding of Software Development Life Cycle (**SDLC**) and Test Methodologies from project definition to post-deployment documentation.
* Experiencein **ALM & Clear Quest for Test Plan, Test Cases Creation** and **Defect management; Quick Test Professional for Automation Testing.**
* Expertise in **Back-End/Front-End Testing, Black Box/White Box Testing, Functionality Testing, Regression Testing, Data Driven Testing, Integration Testing, User Acceptance Testing** and **Performance Testing.**
* Experience with the **relational databases like Oracle and SQL-Server.**
* Expertise in the design and development of **Test Strategies**, **Test Plans**, **Test Cases**, generation of **Test Reports/Metrics**, **Test Scenarios** in accordance with functional requirements, documentation and standardization of procedures.
* Ability to conduct Walkthroughs with stakeholders of the project including technical users, to formulate and design detailed test plans, test cases for **System**, **Functional**, and **User Acceptance Testing.**
* Work experience with **Onshore-Offshore** model projects.

**Education**

Master of Computer Applications (MCA) | Madras University | India

**Certifications**

Software Testing Certified, ISEB ISTQB Foundation

**Technical Skills**

**Workday**: Workday 30-33 2020R1, Workday Report Writer Tool, Calculated Fields, EIB, Core-Connectors, Document Transformation, Workday Studio.

**Methodologies**: Agile, Scrum, Waterfall, STLC, SDLC, Defect Life Cycle

**Testing Tools**: Selenium WebDriver, TestNG, Unified Functional Testing (UFT), Load Runner, and SOAP UI

**Programming and Database Languages:** C, C#, Java, JavaScript, VBScript PL/SQL.

**Defect Management Tools**: HP ALM, Jira, Bugzilla, Enterprise Tester.

**Workday Modules**: Core HCM, Recruiting, Benefits, Payroll, Compensation, Time tracking and Absence Management, Talent and Performance Management, Advance Compensation.

**MS Office Suite:** MS Word, MS Excel, MS Visio, MS Power Point, MS Outlook, MS Access.

**Career Experience-Highlights**

**Sr. Workday HRIS Administrator | Client-CF Industries | Deerfield. IL | 03.2020 – Present**

**Responsibilities:**

* Manages the Human Resources Information System (HRIS); coordinates HRIS training and system upgrades. Modifies existing software to correct errors, allows it to adapt to new hardware, or to improve its performance.
* Analyzes user needs and software requirements to determine feasibility of design within time and cost constraints. Provides data management and reporting support.
* Uses knowledge and experience with configuring HR Software Systems, including Workday for Payroll, Human Capital Management (HCM), Recruiting, Compensation, Benefits, Performance and Talent, Payroll and Time & Absence modules.
* Reviews table information to ensure data integrity; edits input documents for accuracy and monitors output for system problems.
* Provides support to payroll engine in HR Software Systems and monitors each pay cycle.
* Safeguards HR Software Systems from unauthorized access by providing a controlled environment.
* Monitors, Analyzes & Enhances existing software security grant mechanism. Implements system upgrades provided by vendor and trains/or communicates to users changes in functionality.
* Configures and sets up new security roles/groups per business requirements. Prepares and sets up HR Software Systems for Open Enrollment, ACA configuration, IRS transmission, semiannual upgrades of HR software systems and yearend-activities.
* Designs, develops, and implements new and enhanced interfaces with other internal and external systems.
* Works with business Subject Matter Experts (SMEs) to configure the applications within the HR software Systems as needed by the business.
* Configures and tests employee compensation, including employment compensation, Salary & Hourly Plans, Bonus, Merit Plans and Commission Plans in the HR software systems with quality so that pay generated out of the system is compliant per organization policies.
* Develops Advanced Reports, Matrix Reports, Searches, Trending’s, Transposes, Nbox and Dashboards by analyzing different data sources in the HR Software Systems.
* Develops implements and supports Integration Business Events and Workflow processes, which connects HR Software Systems with third party systems.
* Performs configuration migration in production environment by following organization change control mechanism.
* Designs, develops & tracks checklist of items targeted for production migration. Performs post-production validation and provides support during hyper care.
* Tracks all inquiries/errors in the system; periodically analyzes the data to identify trends; and reports to manager findings and recommendations for improvement.

**Environment**: Core HCM, Payroll, Compensation, Benefits, Talent and Performance Management, Advance Comp, ALM, Share point.

**Sr. Workday HRIS Analyst | Client-S&P Global | Princeton NJ | 09.2019 – 02.2020**

**Responsibilities:**

* Worked as a Workday Analyst for the Workday Implementation project and ongoing Production Support for S&P Global.
* Configuring Workday for business processes such as HCM, Benefits, Payroll, Compensation, Performance Management and Absence Management.
* Well versed in building Advanced, Matrix and Composite custom reports and through understanding of Workday data sources.
* Configured core HR module, including basic setup, Personal Data, Job Data, Position Management, and Compensation, with additional focus on Profile Management.
* Provided Pre and Post-Production support for Recruiting and post production support for other HCM modules like Time Tracking, Absence Management, Benefits etc.
* Currently working on Business as Usual activities for HR Reporting and Analytics to design and develop the Workday Reports and setting up Workday Configurations Responsibilities.
* Building reports in different functional areas such as Benefits, Payroll, Compensation, Time Tracking, Absence Management, New Hires and Recruiting.
* Primarily focused on creating custom reports and modify existing reports for client using Report Writer.
* Implemented Workflow for Core HR, Compensation, Position and Profile management functionality.
* Implemented changes to existing HR/Payroll business processes for migrating to Workday HCM system.
* Created custom reports for integrations team, which are used as an input to build different integrations such as EIB, Core Connectors.
* Moving custom reports within different Workday application tenants and validated data for all tenants.
* Scheduled custom reports and developed Alerts for custom reports.
* Involved in migration of multiple modules and process.
* Identification of best practices and determination of best-suited design for new and existing Reports.
* Performed Unit Testing and supported System Testing and User Acceptance Testing.
* Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Maintenance of Workday security - creating security groups, adding and removing users from security groups.
* Involved in QA/ UAT Testing of reports and helped client to determine errors before going live.
* Provide level 2 support, ensure training of the help desk and business units.

**Environment**: Core HCM, Payroll, Compensation, Benefits, Talent and Performance Management

**Workday HRIS Administrator | Client-CF Industries | Deerfield. IL | 09.2018 - 08.2019**

**Responsibilities:**

* Manages the Human Resources Information System (HRIS); coordinates HRIS training and system upgrades. Modifies existing software to correct errors, allows it to adapt to new hardware, or to improve its performance.
* Analyzes user needs and software requirements to determine feasibility of design within time and cost constraints. Provides data management and reporting support.
* Uses knowledge and experience with configuring HR Software Systems, including Workday for Payroll, Human Capital Management (HCM), Recruiting, Compensation, Benefits, Performance and Talent, Payroll and Time & Absence modules.
* Reviews table information to ensure data integrity; edits input documents for accuracy and monitors output for system problems.
* Provides support to payroll engine in HR Software Systems and monitors each pay cycle.
* Safeguards HR Software Systems from unauthorized access by providing a controlled environment.
* Monitors, Analyzes & Enhances existing software security grant mechanism. Implements system upgrades provided by vendor and trains/or communicates to users changes in functionality.
* Configures and sets up new security roles/groups per business requirements. Prepares and sets up HR Software Systems for Open Enrollment, ACA configuration, IRS transmission, semiannual upgrades of HR software systems and yearend-activities.
* Designs, develops, and implements new and enhanced interfaces with other internal and external systems.
* Works with business Subject Matter Experts (SMEs) to configure the applications within the HR software Systems as needed by the business.
* Configures and tests employee compensation, including employment compensation, Salary & Hourly Plans, Bonus, Merit Plans and Commission Plans in the HR software systems with quality so that pay generated out of the system is compliant per organization policies.
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* Develops implements and supports Integration Business Events and Workflow processes, which connects HR Software Systems with third party systems.
* Performs configuration migration in production environment by following organization change control mechanism.
* Designs, develops & tracks checklist of items targeted for production migration. Performs post-production validation and provides support during hyper care.
* Tracks all inquiries/errors in the system; periodically analyzes the data to identify trends; and reports to manager findings and recommendations for improvement.

**Environment**: Workday Core HCM, Time and Absence, Payroll, Compensation, Recruiting, Benefits, Talent and Performance Management.

**Professional Experience**

* Lead QA Engineer – Workday HCM & Finance Modules | Wenova Inc. | PFM, Philadelphia, PA| 06.2017 – 09.2018
* Lead QA Engineer | Wenova Inc. | AT&T, Bothell, WA | 08.2016 - 05.2017
* Lead QA Engineer | Tech Mahindra | AT&T, Bothell, WA | 08.2014 - 08.2016
* Sr.QA Engineer | Wenova Inc. | Florida Blue, Jacksonville, FL | 02.2013 - 07.2014
* Sr.QA Analyst | Wenova Inc. | Blockbuster Inc., Dallas, TX | 12.2010 - 01.2013
* Sr.QA Tester | Wenova Inc. | BCBS of Nebraska, Omaha, NE | 07.2010 - 11.2010
* Sr. Software Engineer | IRUS InfoTech Pvt Ltd | RURS, USA | 12.2008 - 05.2010
* Software Engineer | Visualsoft Technologies Ltd | Liberty Mutual, UK | 09.2007 - 12.2008
* Jr. Programmer Trainee/ Software Engineer | Visualsoft Technologies Ltd | ATIC, USA | 01.2005 - 09.2007**.**