
VISRUTH GUTTA

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PROFESSIONAL SUMMARY

Detail-oriented IT professional with over 2 years of hands-on experience in Workday HCM, Compensation, Time Tracking, Recruiting, Benefits, Payroll, Integrations, and Security. Proficient in configuring business processes, gathering requirements, performing system analysis, and providing production support. Skilled in developing Workday integrations such as Studio, EIB, and Core Connectors to streamline data flow between Workday and external systems.

Expertise in creating advanced custom reports, composite reports, and matrix reports, leveraging calculated fields to enhance reporting capabilities and support business processes. Strong knowledge of Workday Security, including configuring security domains, groups, ISU, ISSG, and securing integration templates, web service operations, and report data sources.

Extensive experience in building and managing inbound and outbound integrations with custom transformations, using SFTP and FTP delivery methods. Proficient in Workday module configuration for Payroll, Staffing, Benefits, Compensation, and Absence Management. Strong understanding of Workday web service technologies, including WSDL, SOAP, REST, XML, and Workday Studio.

Demonstrated ability to manage Workday Supervisory Organizations, Locations, Positions, Cost Centers, and Cost Center Hierarchies. Collaborated with cross-functional teams to test and deploy integrations, working closely with third-party vendors for payroll and benefits solutions. Adept at analyzing business requirements, documenting solutions, and implementing effective integrations to meet organizational goals.

Highly skilled in Workday architecture, business process framework, and system design, ensuring seamless implementation and support for complex business needs. Proven ability to work independently or in a team, delivering quality solutions that align with organizational objectives.

WORK HISTORY

Workday Technical Analyst, May 2023 - Dec 2024

Client: TATA Consultancy Services – Texas, USA

- IT professional with over 2 years of experience on Workday HCM, Compensation, Time Tracking, Recruiting, Benefits, Payroll, Integrations, Custom Reports and Security.

- Experienced in configuring business processes and providing ongoing production support, including requirements gathering, process analysis, system configuration, development of system tests, procedures, and documentation.
- Designed and developed sets of integrations such as studio, EIB, Core Connectors to integrate Workday day to downstream systems, ability to work independently and in a collaborative manner with others HRIS team members.
- Experience in creating PGP keys, Sequence Generators, Integration System User (ISU) & Integration System Security Groups (ISSG). Experience in scheduling the Integrations.
- Configured Security domains and security groups that secure access to integration templates and integration systems web service operations, report data sources, report fields, and custom reports are secured to various security domains.
- Advanced report writing experience. Creating custom reports, including Advanced, Composite and Matrix reports. Created and used calculated fields in reporting, business processes, integrations, and other areas within Workday.
- Experienced in building both Inbound and Outbound Integrations with the use of custom transformations and different delivery methods such as SFTP, FTP server.
- Hands on Experience in configuration of workday modules like Payroll, Staffing, Benefits, Compensation, and different types of Simple, Advanced Custom Reports and Matrix Reports in Workday.
- Work alongside with the testing team to configure and test integrations between the Workday solution and the client's third-party providers like payroll and benefits providers.
- Good understanding of Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework.
- Very Good Experience in configuring Workday Organization Structure, staffing model, transaction, Jobs and Positions, Staffing, Recruiting, Compensation, Time Tracking and Absence Management.
- Good knowledge in web service technologies like WSDL, SOAP, REST, XML, and Workday studio.

Workday Consultant, Aug 2021 – Jun 2022

Client: Carelon Global Solutions, India

- Responsible for developing custom reports in HCM, Payroll, Time Tracking, Benefits, Compensation Reports and Worked closely with other members of the combined Vendor Technical team focused on data conversion, integration, reporting and analysis.
- Analyzed business requirement to determine integration solutions across various types of integration; documentation of requirements, solutions and impacts, alternatives and final decisions.
- Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies and Developed integrations to create multiple interface files for payroll. Involved in the process of Hiring applicants into Supervisory Organizations.

- Involved in the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.

Blog to Podcast, 08/2023 - 12/2023

Graduation Project – Valparaiso, IN

- Spearheaded the "Blog to Podcast" project, utilizing Agile methodology for streamlined project management and iterative development processes.
- Collaborated closely with the client to gather requirements and prepare user stories, prioritizing key points for implementation.
- Developed a system to automatically convert online blogs into conversational podcasts, breaking down key points and presenting them as a dialogue between two virtual speakers.
- Implemented Python programming to create the project's functionalities, including automation features and content transformation algorithms.
- Produced 30-second YouTube shorts and 1-minute video summaries of the blog content from the generated podcasts.
- Led the project team in coordinating tasks, conducting sprints, and ensuring the timely delivery of project milestones.
- Demonstrated effective communication and collaboration skills in brainstorming sessions, requirement definitions, and technical issue resolution.
- Successfully delivered a functional prototype of the "Blog to Podcast" project, showcasing technical proficiency, problem-solving abilities, and adherence to Agile principles.

Self- Learning in Bachelor's & Master's.

- Driven by a passion for continuous learning and innovation, I designed and developed a portfolio website, which further inspired me to create a dynamic web game, "[Hit the Bubble](#)," using Vanilla JS.
- Building a functional "[Movie Tickets Booking App](#)" with advanced JavaScript features.
- Designed and implemented a personal portfolio demonstrating proficiency in HTML5, CSS3, and Vanilla JS.
- Developed "[DOCS App](#)" and "[Team Members List App](#)" using React, currently expanding these into full-stack applications.
- Developed a minor Database by data of school information using MySQL as a classroom project in Master's.

Association Of Electrical Engineers, 07/2018 - 07/2021

SRKR Engineering College – Bhimavaram, India

- Worked as Senior and Executive Treasurer for two consecutive years in the AEE. AEE focus on improving soft skills, technical skills and gives proper understanding of how to pursue goals.

- Major responsibility includes as, I am supposed to plan an entire budget of the college technical symposium which includes events, food, decoration and so on. Managing the needs of organization and Students working for the Body, that includes Art work, Events, Stalls and been a bridge between students and faculty.
- Conducted multiple events on soft skills & Technical skills to juniors and sub-juniors in order to meet the current industry demands.
- Which helps to improve their spoken skills and spoken in multiple sessions as Body members on stage.
- Lead an entire team of junior body members to conduct multiple events.
- It only selects very few people among hundreds of students and I am very great full to be one among them.
- Please do check the Instagram to find further information @srkraee.

SKILLS

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| <ul style="list-style-type: none"> • Workday Integrations – Studio, EIB, Core Connectors. • Workday Reporting- Advanced, Matrix, Composite, Simple. • Workday Calculated Fields. • Workday HCM- Compensations, Benefits, Payroll, Time Tracking, Recruiting. | <ul style="list-style-type: none"> • MySQL. • Microsoft Office suite • HTML5. • CSS3. • JavaScript. • Bootstrap. |
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EDUCATION

Masters in Information Technology: 12/2023

Valparaiso University - Valparaiso, IN

Electrical & Electronics Engineering: 07/2021

S.R.K.R Engineering College - Bhimavaram, India