**Name: Pavan Reddy**

**Email Id: pavanreddi19@gmail.com Phone: 216-245-7505**

* Total 7+ years’ experience in IT, 5+ years of work experience in Kronos implementations and Support projects, and 2+ as SQL Developer.
* Experience on various Kronos modules like **Workforce Timekeeper, Accruals, Activities, Leave, Attendance, Advanced Scheduler and Forecaster**
* Having knowledge and hands on experience with Workforce Connect, Integration Manager and Process Manager.
* **Workforce Time Keeper**: Expertise knowledge of the product with various configurations and **Pay Rules,** System Settings and tuning, Pay Rules and work rules configuration, **Hyper Find Queries**, configuration and performance tuning, Creating and **troubleshooting Genies, Event Manager**, Crystal Reports, **Pay Codes, Holiday Credit Rules and Workforce Schedule Editor**.
* Develop and deliver Kronos training for facility Supervisors and Human Resources, to include basic functionality, attendance, and/or hyper find queries.
* **Workforce Device Manager:** Configuring Clocks, Devices and Device groups, Data collection Manager.
* Experience in handing with **Integration manager.**
* Experience in Design, Developer, and Maintenance & Support of **Workforce Integration Manager (WIM)**
* Experience with kronos workforce central (WFC) **Work Rules, Pay Rules, Holiday schedules, Accruals, Attendance, Pay Code Distributions, Function Access Profiles, Data Access Profiles, Hyper find Queries**
* **Workforce Attendance Manager:** Setting up Attendance policies, Discipline levels and employee interaction with policies.
* Working closely with end users to **identify problems and provide solutions** after analysis.
* Knowledge about kronos **Mobile SMS Quick fill**.
* WFC **Mobile Application Support**
* **Installation and support** of kronos **In touch and 4500 clocks**.
* Experience in all phases of **software development life cycle** (SDLC) which includes User Interaction, Business Analysis, Design, Development, Integration, Documentation, Testing, Deployment, Builds, Configuration and Code Management, Production/Customer Support, Maintenance and Enhancements.
* Ability to work efficiently in both Independent and team work environments.
* **Monitors, requests and audits** Kronos access.
* Responsible for maintaining and validating of **Change Request** (CR) Process
* **Root cause analysis** and complex **problem solving skills**
* Create training **documentation** for end users, Payroll Specialists, and internal Kronos group

**TechnicalSkills:**

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| --- | --- |
| **Primary skills** | Kronos 6.0,Kronos 6.3,kronos 7.0,kronos 8.0,Installation, Cloud Support, PL/SQL,HTML5,XML |
| **Secondary Skills** | C, C++,Java, .NET, ASP.NET, SQL Programming, SQL Server, Python |
| **Trained Skills** | PL/SQL, Workforce Timekeeper, SAP XI/PI,SAP MM, SAP DW, Connect, Attendance Management, Leave Management, Micro strategy, scheduling, Forecaster, Architecture and Installations |
| **Project Acquired Skills** | KRONOS 6.0/6.3/7.03, Development, Cloud support |
| **Web development** | HTML,HTML5, CSS, JavaScript, Ajax. |
| **Platforms** | WINDOWS XP, WINDOWS VISTA /7/8/10 |

**Education**

**Bachelors in Computer Science** Engineering - 2008 GITAM University, India

**WORK EXPERIENCE**

* **Kronos Administrator**

[**Next Step Living**](http://www.inc.com/profile/next-step-living)**- Boston, MA September 2014 to Feb 12th2016**

Next Step Living® is the groundbreaking company on a mission to make it easy, affordable, and rewarding for homeowners to adopt innovative energy-saving solutions. Founded in Boston in 2008, the company is unique in offering a whole home that helps homeowners

**Responsibilities:**

* Responsible for the overall administration of both **production and test instances** of a corporate Multi-Locations Kronos Workforce Central 6.3 and 7.0.3 environments.
* **Setup, configuration and technical support, monitoring and testing Kronos** vendor updates; supporting integration to other company or 3rd party systems; and functioning as a liaison between Kronos and the client
* Work with the functional IT team to define requirements for Kronos configuration changes for **Union and Non-Union** employees and coordinate testing and development of new functionality within the Kronos application and integration with other systems
* Responsible for **monitoring vendor updates and fixes** and planned maintenance
* **Remove or grant user access** to Kronos systems. Monitor and edit employee profiles
* **Resolves, and responds to payroll, PTO, timekeeping** questions and system issues.
* Frequently uses Microsoft Excel to manipulate reports and spreadsheets.
* **Monitors, requests and audits** Kronos access.
* Experience in handing with **Integration manager.**
* Experience in Design, Development, and Maintenance& Support of Workforce integration manager (WIM).
* Manage the creation and on-going administration of **Hyperfind Queries and Workforce Genies**
* Research and resolve associate timekeeping concerns
* Develop and **deliver Kronos training** for facility Supervisors and Human Resources, to include basic **functionality, attendance, and/or hyperfind queries**.
* Provide **Tier II support** for all end users for Timekeeping and Attestation.
* Identify and research issues and errors involving:
* Provide **training** to timekeepers, managers, and employees in timekeeping system use
* Help identify questions/issues as needing to be on Change Request Log
* Responsible for maintaining and validating of **Change Request** (CR) Process
* Upkeep of **Change Request Log**
* Validation that CR form and log are complete
* Maintain the Change Management folder on the shared drive
* **Monitor daily, weekly, biweekly** interface jobs to ensure timely imports and accuracy of data inputs
* **Develop, document, implement and train** on internal audits
* Experience as a tester in writing test cases for the Kronos time and attendance.
* Create training **documentation** for end users, Payroll Specialists, and internal Kronos group
* Executing the test cases written by the developers.
* Monitoring timekeeping activities of employees to ensure timekeeping policies of the company.
* **Installation and support of kronos In touch and 4500 clocks**.
* Create and facilitate internal user groups
* Worked **On-call support** whenever required.

**ENVIRONMENT**: Kronos Workforce Central 6.3, Kronos Workforce Central 7.0, Module 4, Oracle, SQL Developer.

* **Kronos Business Analyst**

[**Sightline Health**](http://www.inc.com/profile/sightline-health)**- Bellaire, TX February 2013 to August2014**

Through Sightline Oncology Services, we bring advanced, cancer-fighting technologies such as IMRT and IGRT to patients who need them by building, staffing and operating cancer centers of excellence across the country. Affiliations with leading medical experts help Sightline continually identify new technologies and treatments. We then provide physicians in our cancer centers the ability to offer these services to their patients before they become widely available.

**Responsibilities:**

* Business Analyst Gathered business requirements and translated client requirements into functional specifications designs for client-specific implementation of **Timekeeper & Payroll**.
* Exchanged Data from Kronos to SAP by using Workforce Connect.
* Providing Root Cause Analysis (RCA) for various Customer problems and presenting them to the Stakeholders.
* **Monitoring** timekeeping activities of employees to ensure timekeeping policies of the company.
* Designs and develops solutions to solve problems arise during installation and on live.
* Experience as a **tester** in writing test cases for the Kronos time and attendance.
* Analyzed previous time pay rules, procedures and time applications of division or company. **Pay Rule analysis**
* Dealt with **understanding shift differential**, **overtime, holiday rules, accruals, reports and job transfer rates.**
* Identified change management issues and pay inconsistencies.
* Implemented Kronos Workforce HR/Benefits/Payroll from ADP.
* Provide **Tier II** support for all end users for **Timekeeping, Leave Module and Advanced Scheduler.**
* Leave module Created or updated documentation of Human Resources policies and Kronos user instructions
* and company procedures, including workflows of current and future processes
* Create new export punch and import punch and **people import from HR interfaces**.
* Working closely with end users to **identify problems and provide solutions** after analysis.

**ENVIRONMENT**: Workforce Time keeper 6.2, Module 2, Oracle, Windows 7.

* **Kronos Consultant**

[**U.S. Energy Development**](http://www.inc.com/profile/us-energy-development)**- Getzville, NY November2011 – January 2013**

Our corporate motto, "Strive for Excellence" is more than just words. At U.S. Energy Development Corporation, it is a way of life. This is our fourth decade as a dynamic force in the exciting and profitable oil & gas industry. Since 1980, U.S. Energy has pioneered a unique project development approach that is focused on drilling, acquisition and joint venture opportunities. Our goal is to provide critically needed energy for the 21st century and we do this by aligning interests with our business partners and measuring success by the value we deliver to our investors, landowners, employees and the communities in which we operate.

**Responsibilities:**

* Kronos over 5.2 installation.
* Kronos **Timekeeper, Accruals & Advance Scheduling** configuration. **Kronos maintenance, patches, SQL scripting. Kronos Reports** Modifications using Crystal Reports.
* Kronos Connect, **Self Service and Scheduling System** Analysis and Configuration. Develop outbound and inbound interfaces using Kronos Connect.   
  Build approximately thirty **Pay Rules** for unionized and un-unionized employees.
* Meet client's requirements to Exempt & Hourly employees, nurses, and contractors. Build approximately one hundred of the one hundred and seventy **Work Rules created** to be assigned on **employees schedule** to calculate time worked, on specific days, using parameters not considered on employee's default Pay Rules.
* Build **complex Pay codes** distributions using different Overtimes rules, shift differentials, Holidays and others.
* Build **complex Accruals** calculations based on hours work during specific periods, Holidays worked, Overtime and their payout process.
* Install and upgrade **Kronos** Connect from version 5 to version 6.2.
* Install, configure and set on production the Kronos employees interface template from **Automatic Data Processing (ADP**).
* Create an ADP payroll interface using multiple steps (Links), Look-up Tables and Functions & Variables.

**ENVIRONMENT**: Workforce Time Keeper 5.2, Workforce Time keeper 6.2, Module 2, Oracle, Windows 7.

* **Kronos Consultant**

**Coca-Cola - Atlanta, GA November 2010 to October 2011**

 The Coca-Cola Company (NYSE: KO) is the world's largest beverage company, refreshing consumers with more than 500 sparkling and still brands. Led by Coca-Cola, the world's most valuable brand, our Company’s portfolio features 15 billion dollar brands including Diet Coke, Fanta, Sprite, Coca-Cola Zero, vitamin water, PowerAde, Minute Maid, Simply, Georgia and Del Valle. Globally, we are the No. 1 provider of sparkling beverages, ready-to-drink coffees, and juices and juice drinks. With an enduring commitment to building sustainable communities, our Company is focused on initiatives that reduce our environmental footprint, support active, healthy living, create a safe, inclusive work environment for our associates, and enhance the economic development of the communities where we operate

**RESPONSIBILITIES:**

* Worked on implementing all the building blocks of **Workforce Time Keeper** and Attendance module as well to configure the web server and app servers for the Kronos environment.
* Worked on Inbound and Outbound Procedures.
* Loading population into the system using Person Import.
* Providing audit for the client system for better stability and uptime of the system with enabling various logs of **WFC** and also collecting verbose logs.
* Setting up all pay rules, time codes, security groups and all other configuration items in the application.
* Resolving clock issues for client stores and maintaining the clocks by Configuring the **Device Groups and Devices**.
* **Training** associates and internal customers at all levels of the company on Kronos features and functionality.
* Knowledge on **Custom** Report Setup.
* **Monitoring** timekeeping activities of employees to ensure timekeeping policies of the company.
* Providing feedback to users on possible areas of inconsistency with pay practices and conditions to ensure accuracy in employee compensation.
* Implementing a balancing process to confirm pay code/hours totals between **Kronos** and pay files created for SAP Payroll process in order to reduce and **eliminate errors** generated during employee paycheck.
* Gathering requirements from the customer for Configuring pay policies.
* Installing **Kronos Workforce Central 6.0,**
* Preparing the requirement documents to configure **Workforce Timekeeper**.
* Preparing Design and configuration part and validating the UT and UAT Cases.
* Troubleshooting during Installation and Configuration Issues and providing customer support during **UAT**.

**ENVIRONMENT**: Workforce Time Keeper 6.0, Module 2, Oracle, Windows 7.

* **SQL Developer**

**Dr. Reddy Labs-Hyderabad, India June 2008 –October2010**

Dr. Reddy's Laboratories Ltd. (NYSE: RDY) is an integrated global pharmaceutical company, committed to providing affordable and innovative medicines for healthier lives. Through its three businesses - Pharmaceutical Services and Active Ingredients, Global Generics and Proprietary Products - Dr. Reddy's offers a portfolio of products and services including APIs, custom pharmaceutical services, generics, and differentiated formulations. Major therapeutic focus is on gastro-intestinal, cardiovascular, oncology, pain management and anti-infective. Major markets include India, USA, Russia-CIS and Europe apart from other select geographies within Emerging Markets.

**Responsibilities:**

* Design/Implement/Optimize **SQL Code, queries, indexes, stored procedures, views**, functions related to the application
* Developed procedures/functions data migration
* Created several **SSIS** packages and **SSRS** reports
* Develop reports in SQL Server Reporting Services
* Creation, manipulation and supporting the SQL Server databases.
* Involved in the **Data modeling, Physical and Logical Design of Database**
* Created tables, indexes, sequences, constraints, triggers and procedures.
* Stored procedures and triggers were used to implement business rules.
* Helped in integration of the front end with the **SQL** Server backend.
* Used **DDL and DML** for writing triggers, stored procedures, and data manipulation.
* Import & Export of data from one server to other servers using tools like **Data Transformation Services** (DTS)
* Write T-SQL statements for retrieval of data and involved in performance tuning of T-SQL queries
* Created documentation as required.
* Troubleshot problems within the **SLA** of the Incident.
* Creating SQL applications to facilitate current and future business objective