

# SUKESH A

Workday Techno Functional Consultant

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## Professional Summary

- **Workday Techno-Functional Consultant** with **5+ Years** of hands-on Workday HCM experience, specializing in **Absence Management** and **Time Tracking**, backed by over 5 years of overall ERP domain expertise.
- Expertise in **configuring and optimizing Absence and Time Tracking** modules, including **leave plans, accrual policies, eligibility rules, and compliance requirements**.
- Led multiple **end-to-end Workday implementations**, from **requirement gathering** to **post-go-live support**, ensuring on-time delivery and client satisfaction.
- Proficient in **Workday Core HCM, Absence Management, Time Tracking**, and **Compensation** with **business process optimization** and **security configuration** expertise.
- Skilled in **Workday Studio, EIB, Core Connectors**, and advanced reporting using **calculated fields, BIRT, and XSLT**.
- Strong communication and stakeholder management abilities, delivering **user training** and ensuring **business continuity** through **change management**.

## Measurable Achievements

- Optimized Absence and Time Tracking Configuration: **Reduced errors by 40% through optimization of accrual rules and time calculations for a global client.**
- Enhanced Reporting Accuracy: **Increased reporting accuracy by 25% by designing advanced dashboards and absence-related reports, improving decision-making.**
- Accelerated Project Delivery: **Successfully led a Workday Absence and Time Tracking implementation, completing the project** 2 weeks ahead of schedule.
- Improved User Adoption: **Conducted end-user training sessions resulting in a 95% positive feedback rate and higher adoption of Absence and Time Tracking modules.**

## Core Expertise

### Workday Functional Skill Set:

- Core HCM | Recruiting | Benefits | Compensation | Time Tracking | Absence
- Talent Acquisition and Retention | Talent Management
- Security Configuration | Learning and Development

- Business Process Optimization | Stakeholder Management

#### **Workday Integrations Skill Set:**

- Workday Studio (Inbound/Outbound) | Core Connectors
- Inbound and Outbound EIB | Payroll Connectors (PECI/PICOF)
- Document Transformation using XSLT | Advanced Custom Reporting

#### **Tools & Technologies Used:**

- JIRA | HP ALM | AccelQ | Jenkins | SQL | XML |

## **Work History**

### **Workday Consultant**

04/2023 to Current

**Infosys, Bengaluru**

- Configured and optimized **Absence Management** and **Time Tracking** modules, including accruals, leave plans, eligibility rules, and compliance.
- Provided **post-implementation support** for **Core HCM, Absence**, and **Time Tracking**, ensuring ongoing process improvements.
- Designed advanced **calculated fields**, **BIRT templates**, and **custom dashboards** for absence and time reporting.
- Conducted **tenant testing** and defect resolution across **P0, P1, P2, and Gold environments**.
- Developed **user documentation** and led **training sessions** to ensure smooth adoption of absence and time-tracking processes.
- Monitored and optimized **Workday integrations** using **Workday Studio**, **EIB**, and **Core Connectors**.

### **Workday Consultant**

02/2022 to 03/2023

Cognizant, Chennai

### **Workday Consultant**

12/2020 to 01/2022

CES Ltd, Bengaluru

### **Workday Consultant**

11/2019 to 11/2020

Coforge, Gurugram

## **Projects**

### **Project# 3: Global Absence & Time Tracking Optimization**

**Client:** Spirit AeroSystems

**Role:** Workday Consultant

**Duration:** April 2023 – Present

- Configured and maintained **Workday Absence Management** and **Time Tracking** modules, including **complex leave plans**, **accruals**, and **eligibility rules** for a diverse workforce.

- Optimized **absence business processes** such as time-off requests, eligibility criteria, carryover, and absence validations to align with **regional compliance** and **business policies**.
- Led **end-to-end tenant testing** across **P0, P1, P2, and Gold environments**, ensuring accurate configuration and timely **defect resolution**.
- Designed and implemented **custom absence reports** and **dashboards** to track **leave balances, accrual calculations, and time tracking audits**.
- Automated **absence validations** and **carryover processes** to reduce manual intervention and improve **operational efficiency**.
- Collaborated with **HR and Payroll teams** to gather requirements, implement changes, and deliver customized **absence policies**.
- Configured **time entry templates, work schedules, and overtime rules**, ensuring compliance with **global labor regulations**.
- Monitored and optimized **absence and time tracking integrations** using **Workday Studio, EIB, and Core Connectors** to maintain seamless data flow between systems.
- Conducted **user acceptance testing (UAT)** and coordinated with business stakeholders for **fit-gap analysis**, ensuring alignment with organizational goals.
- Provided **end-user training** and developed **knowledge transfer documentation** to support **HR teams** in managing absence and time-tracking processes.
- Implemented **security roles** and access controls, ensuring **data integrity** and adherence to **audit requirements**.
- Improved **reporting accuracy** by creating advanced **calculated fields** and **BIRT reports**, facilitating real-time insights into absence and time data.

## **Project#2: Workday HCM & Payroll Implementation**

**Client:** Intermountain Healthcare

**Role:** Workday Consultant

**Duration:** February 2022 – February 2023

**Role:** Workday Consultant

### **Technologies Used:**

Workday Studio, Payroll PECI, PICOF, EIB, Advanced Custom Reporting

### **Responsibilities:**

- Led implementation of Workday Core HCM, Payroll, and Recruiting modules across all phases.
- Designed and deployed custom integrations using **Workday Studio and Payroll Connectors (PECI and PICOF)**.
- Configured and tested critical **business processes**, including hire, job changes, and terminations.
- Created **advanced dashboards and composite reports** for HCM and Payroll modules, delivering actionable insights.

- Collaborated with client stakeholders for fit-gap analysis and user training sessions, ensuring smooth adoption.
- Coordinated system testing, prepared test scenarios, and documented results to ensure accuracy in deployment.
- Optimized tenant configurations to meet unique client requirements and business process flows.
- Delivered post-implementation workshops for HR teams to enhance their proficiency in Workday.

**Project # 1: Workday HCM Support & Enhancement**

**Client:** Hyundai Motor Group

**Duration:** January 2021 to January 2022

**Role:** Workday Consultant

**Technologies:** Workday HCM, Absence Management, Advanced Reporting

**Responsibilities:**

- Provided ongoing production support for Workday HCM, diagnosing and resolving issues related to absence management and payroll processes, ensuring minimal disruption to HR operations.
- Conducted system analysis to identify gaps in current configurations and implemented enhancements, including updating accrual policies and leave eligibility rules to meet evolving compliance standards.
- Designed and developed advanced custom reports using Workday's reporting tools, enabling HR leaders to make informed decisions based on workforce metrics and trends.
- Proactively addressed end-user queries and incidents, ensuring timely resolution and escalating complex cases to Workday support while maintaining a high level of user satisfaction.
- Conducted comprehensive impact analysis for bi-annual Workday releases, identifying potential challenges and preparing the organization for seamless adoption of new features and functionalities.

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**EDUCATION**

**Bachelor of Science: Computer Science,**  
Acharya Nagarjuna University - Nambur.

**04/2013**