

Ramesh Parepalli

Workday Techno Functional Consultant

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PROFESSIONAL SUMMARY

- Overall 5+ years of experience in IT and as a Workday Techno-Functional Consultant with 4+ years of experience across global implementations, support, and enhancements.
- Strong expertise in configuring **Core HCM, Absence, Time Tracking, Benefits, Compensation, Recruiting, and Talent & Performance** modules.
- Skilled in designing and maintaining integrations using **Workday Studio, EIB, PEI, Core Connectors, XSLT, and Web Services** for seamless data flow with external systems.
- Hands-on in building Advanced, Composite, and Matrix Reports with complex Calculated Fields and BIRT layouts to deliver actionable insights.
- Proficient in setting up Security Policies, Role-Based Groups, and custom access controls ensuring compliance.
- I have knowledge on **Workday Extend, Prism Analytics, and Adaptive Planning**
- Expertise in configuring business processes, condition rules, notifications, calculated fields, and security groups.
- Developed custom reports, dashboards, and analytics for real-time business intelligence and compliance.
- Hands-on experience in full life cycle implementation and post-go-live hypercare support.
- Delivered end-user training and authored documentation for Workday modules and processes.
- Skilled in collaborating with cross-functional business and technical teams for HR transformations.
- Strong communication skills and experience in client interaction, requirement gathering, and UAT facilitation.
- Workday HCM with exposure to both functional and technical areas of the platform.

TECHNICAL SKILLS

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| • Workday Modules: Core HCM, Absence, Time Tracking, Benefits, Compensation (Advanced), Talent & Performance, Recruiting | • Integrations: Workday Studio, EIB, PEI, Core Connectors, Document Transformation, Web Services (SOAP/REST), XSLT, XML |
| • Reporting: Report Writer, Advanced Reports, Calculated Fields, Custom Dashboards | • Security: Domain and Business Process Security, Role Assignments |
| • Tools: Workday Studio, Postman, MS Excel, MS Word, JIRA | • Methodologies: Agile, Waterfall, SDLC |

MEASURABLE ACHIVEMENTS

- Implemented Time Tracking & Absence for 25,000+ employees across UK/EMEA, ensuring 100% payroll compliance with regional leave regulations.
- Automated absence accruals and validations, reducing manual HR interventions by 30% and improving employee satisfaction scores.
- Designed and deployed 20+ payroll exception reports across multiple countries, cutting payroll discrepancies by 25%.
- Built and optimized 40+ advanced and matrix reports, improving HR reporting efficiency and reducing turnaround time from days to hours.
- Configured dashboards that provided real-time workforce analytics, enabling leadership to make data-driven decisions and reducing report requests to HR by 35%.
- Developed and migrated 50+ inbound and outbound integrations (EIB, Core Connector, Studio), achieving 99% successful automated data transfers.

WORK EXPERIENCE

Workday Consultant

LTI Mindtree - Hyderabad, India
(Remote)

Jun 2020 – Current

Payroll company: SMS Techsoft
India

- Participated in three full-cycle Workday implementations and post-production support projects across Core HCM and related modules.
- Provided comprehensive functional expertise in Core HCM, Absence Management, Time Tracking, and Benefits administration.
- Designed, developed, and maintained EIB integrations and Workday Studio interfaces for seamless data exchange with external systems.
- Configured and validated complex Business Processes, condition rules, calculated fields, and security groups in line with client requirements.
- Created custom reports and analytics dashboards using Workday Report Writer and advanced calculated fields for business intelligence.
- Led client-facing workshops to gather requirements, conducted UAT sessions, and managed post-go-live hypercare support activities.
- Partnered with cross-functional teams—including HR, Payroll, and IT—to troubleshoot issues and drive process improvements.
- Delivered end-user training, developed functional and technical documentation, and ensured knowledge transfer to client teams.

PROJECTS

Project #3: Global Time Tracking & Absence Implementation

Client: Barclays (Banking & Financial Services – UK/EMEA)

Team Size: 7

Role: Workday Techno-Functional Consultant

Duration: July 2024 – Present

Description:

Implemented Workday Absence & Time Tracking modules for 25,000+ employees across UK and EMEA regions. The project aimed at streamlining absence management, ensuring payroll accuracy, and compliance with regional leave regulations.

Responsibilities:

- Configured Absence Plans, Leave Types, Accruals, Eligibility Rules, and Time Entry Codes.
- Designed Time Tracking business processes including Request Absence, Correct Absence, and Time Entry.
- Integrated absence and time data with Payroll vendors using Core Connectors and EIBs.
- Developed validation rules and alerts to ensure data accuracy for Absence and Time transactions.
- Built custom reports for absence balances, accrual details, time off usage, and compliance.
- Created dashboards for HR and managers to monitor leave trends and time entry compliance.
- Worked on security setup for Absence & Time Tracking, including custom security groups.
- Conducted unit testing, UAT support, and user training sessions.
- Collaborated with Payroll and HR teams to ensure end-to-end testing of absence & time payroll flows.
- Prepared functional/technical documentation and provided post go-live hypercare support.

Technologies Used: Workday Absence, Time Tracking, Report Writer, Calculated Fields, EIB, Core Connector, Studio, Security

Project #2: Global Payroll & Integrations Enhancement

Client: Thermo Fisher Scientific (Life Sciences – US/Europe)

Team Size: 8

Role: Workday Techno-Functional Consultant

Duration: May 2023 to June 2024

Description:

Worked on payroll-related integrations and workforce analytics reporting. Supported global payroll teams in multi-country compliance, exception reporting, and integration scheduling.

Responsibilities:

- Developed inbound and outbound integrations using Workday Studio, Core Connectors, EIB, and Document Transformation.
- Built payroll exception reports and validated payroll results for multiple countries.
- Created Advanced, Matrix, Composite, and Trending reports for workforce analytics.
- Configured custom dashboards to provide insights into headcount, payroll variances, and workforce movements.

- Designed calculated fields to meet complex reporting requirements.
- Configured and monitored scheduled integration jobs with custom notifications.
- Worked on supervisory organizations, cost centers, job profiles, and staffing models.
- Supported payroll testing cycles and validated integration outputs with downstream systems.
- Migrated integrations and reports across environments and resolved migration issues.
- Authored training documents, support guides, and provided end-user assistance.

Technologies Used: Workday HCM, Payroll, EIB, Core Connector, Studio, Calculated Fields, Advanced Reporting, Dashboards

Project #1: Global HCM Support & Enhancements

Client: Carelon Global Solutions (Healthcare)

Team Size: 10

Role: Workday Consultant

Duration: June 2021 – April 2023

Description:

Provided Workday HCM application support and enhancement services. Involved in global HR operations support, issue resolution, and development of custom reporting and integrations.

Responsibilities:

- Handled day-to-day support for HCM, Reporting, and Integrations.
- Designed and developed Custom Reports (Simple, Advanced) and scheduled distributions.
- Created inbound/outbound EIBs for compensation, location, and cost center data loads.
- Configured Supervisory Organizations, Cost Centers, and Hierarchies.
- Worked on Business Processes (Hire, Change Job, Termination, Compensation Change).
- Configured Alerts, Notifications, and security groups based on business requirements.
- Performed regression testing during Workday releases and validated new features.
- Created Weekly Fitness SF and other client-specific reports.
- Handled production tickets, tracked SLA compliance, and coordinated with global teams.
- Provided knowledge transfer and end-user training for new enhancements.

Technologies Used: Workday HCM, Report Writer, Calculated Fields, EIB, Core Connector, Security

EDUCATION

B. Sc (MCCs)

June 2014

MRR Degree & PG College | Kodada

GPA: 73.70%