

SUKESH A

Workday Techno Functional Consultant

■ Mobile: +91-6309601402 | Email : sukesha789@gmail.com |
Linkedin : <https://www.linkedin.com/in/sukesha1/> | Address : Andhra Pradesh, 523155

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 Infosys, Bengaluru	04/2023 to Current
<ul style="list-style-type: none">• 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 Cognizant, Chennai	02/2022 to 03/2023
Workday Consultant CES Ltd, Bengaluru	12/2020 to 01/2022
Workday Consultant Coforge, Gurugram	11/2019 to 11/2020

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 PEGI, PICO, 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 (PEGI and PICO)**.
- 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.

EDUCATION

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

04/2013