

RAJESWARI.V.M

Workday HCM TECHNICAL Analyst

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PROFESSIONAL OVERVIEW

- 5+ years of professional experience, including 2.1 years of hands-on experience in designing, developing, and supporting with Workday HCM Technical Analyst, reports, Workday integrations and configurations. Proficient in creating inbound and outbound integrations using EIB, Core Connectors, and knowledge on Workday Studio. I am skilled in building custom reports using Workday Report Writer, advanced calculated fields, and BIRT for complex reporting needs.

PROFILE SUMMARY

- Expertise in HCM reporting using Workday Report Writer, Composite Reports, and custom dashboards.
- Developed and maintained custom HCM reports using Advanced and Matrix reports.
- Hands-on experience in Workday EIBs, Custom Reports, and knowledge of Workday Studio Integrations.
- Strong experience in designing and developing EIB (Enterprise Interface Builder) integrations for inbound and outbound data flows.
- Skilled in creating and maintaining Core Connectors, including CCB (Core Connector Benefits) and Core Connector Worker.
- Experience with Workday security configuration, domain security policies, role-based permissions, and user-based security group.
- Developed outbound integrations to extract employee data to external payroll and benefit systems.
- Configured payroll-related EIBs to send data like earnings, deductions, time tracking, and tax info.
- Troubleshoot payroll integration failures using integration event logs, error messages, and system debug tools.
- Developed custom reports for payroll processing, used as source data for integrations.
- Integrated Workday with external payroll systems via secure file transfers (SFTP).
- Ensured proper setup of payroll interfaces to capture changes in employee status, job, compensation, time off, and benefits.
- Strong skills in XSLT, XPath, and XML for manipulating and transforming data in integrations.
- Designed integrations to import gross-to-net payroll results, including taxes, deductions, and net pay.
- Knowledge of Workday delivered standard reports and ability to modify them as per business needs.
- Built audit and compliance reports to support internal controls and external audits.
- Supported retroactive payroll data reporting through advanced reporting and integration logic.
- Proficient in tools such as Workday, MS Excel, ServiceNow, JIRA, and Confluence for project documentation and issue tracking.
- Strong analytical and problem-solving skills, with a focus on improving system efficiency and data integrity.

SKILLS OVERVIEW

Technical Skills

- Workday Report Writer
- Calculated Fields

- EIB (Enterprise Interface Builder)
- PECI and PECOF (Payroll Integration)
- Workday Web Services (WWS)
- XSLT / XML Transformations
- Core Connector
- Studio Integration
- Document Transformation

WORK EXPERIENCE

- 2.1 years of specialized experience as a Workday Analyst,
- VHS Professional pvt Ltd
- (June 2023 to Till Now)

PROJECT DETAILS

Project title: Workday Implementation & Integration Support

June 2023 to July 2025

Company: VHS Professional pvt Ltd

Clint: Jade Gobel

Project:1

Role: Workday Technical Analyst

Responsibilities:

- Designed and developed EIB integrations (Inbound/Outbound) for employee data, compensation, benefits, and job changes.
- Configured and customized Core Connector integrations for real-time data delivery to external systems (e.g., payroll, benefits providers).
- Built Workday Studio integrations for complex use cases involving external APIs, conditional logic, looping, and error handling.
- Developed and maintained custom reports, advanced reports, and matrix reports using Workday Report Writer.
- Created and optimized calculated fields to support complex reporting and integration logic.
- Integrated Workday reports into EIBs as data sources to support dynamic outbound data feeds.
- Configured BIRT layouts for formatted documents like payslips, offer letters, and compliance reports.
- Developed and scheduled integration events for automated data exchange and file delivery using SFTP.
- Troubleshooted and resolved integration failures using Workday Integration Error Logs, transaction logs, and alert monitoring.
- Collaborated with cross-functional teams to gather requirements and translate them into technical designs.
- Created and maintained technical design documents (TDDs), data mapping sheets, and functional-to-technical specifications.
- Participated in Workday system upgrades by reviewing release notes and regression testing affected integrations and reports.
- Configured security groups, domain permissions, and access controls for integrations and custom reports.
- Built business processes and embedded custom steps for triggering integrations and condition rules.
- Developed integration sequences for chaining multiple integration events and automating workflows.
- Performed unit testing, system integration testing (SIT), and supported User Acceptance Testing (UAT) for technical components.

- Conducted code reviews, peer validations, and version control using tools like JIRA, Git, or ServiceNow.
- Provided post-production support and enhancements for deployed integrations and reports.
- Ensured compliance with data privacy, SOX, GDPR, and other regulatory requirements in technical configurations.

Pan Asia Group	07/2022 - 06/2023
Maintech pvt ltd	06/2021 -07/2022
Agap Technology pvt ltd	04/2019 - 06/2021

EDUCATION DETAILS

- Bachelor of Technology (B. Tech) in Computer Science Engineering (KECW), affiliated with JNTU Kakinada
Graduation: May 2018.