

Rakesh Varma Vegesna
Workday Techno Functional Consultant

Mobile: 8008510301 | Email: vssrvarma123@gmail.com | LinkedIn: Hyderabad, TG 500072

PROFESSIONAL SUMMARY

- **6 years of IT experience** with over **4 years as a Workday Consultant**, specializing in both technical and functional aspects of Workday implementations and support.
- **Expertise in Workday HCM** modules, including Payroll, Reporting, and Security, with a strong focus on user requirements and system enhancements.
- Proficient in creating and optimizing **custom reports** (Advanced, Matrix, Composite) and leveraging **calculated fields** to meet specific business needs.
- Extensive experience in **integration development**, utilizing Enterprise Interface Builder (EIB), Core Connectors, and Workday Studio for inbound and outbound integrations.
- Strong knowledge of **document transformation (DT)** processes and data migration techniques, ensuring seamless interface development with legacy and third-party systems.
- Proven ability to collaborate with cross-functional teams to gather requirements, analyze business processes, and deliver tailored solutions that improve efficiency and user satisfaction.
- Excellent problem-solving skills with a track record in **production support**, incident management, and troubleshooting functional issues related to Workday modules.
- Solid understanding of **security administration**, including role assignments, security policies, and compliance with data privacy regulations.
- Strong interpersonal, presentation, and communication skills, capable of engaging stakeholders at all levels and providing training to end-users.

CORE EXPERTISE

Technical Skills:

Workday HCM, Compensation, Reporting, Security, Integrations (EIB, Core Connectors, Studio, PICO/PECI)

Custom Reports: Advanced, Matrix, Composite, Dashboards, Calculated Fields

Integrations: EIB, Core Connectors, Workday Studio, PICO/PECI, Cloud Connectors, Document Transformation

Web Technologies: XML, XSLT, SOAP, REST APIs

Database & Tools: SQL Server, pgAdmin, Jira, ServiceNow

Operating Systems: Windows, Linux

Version Control: Object Transporter (for migrating XSLT code, reports)

Testing: Unit Testing, UAT support, Regression Testing.

Functional Skills:

Workday Core HCM

Supervisory Organizations & Staffing Models

Absence and Time Tracking

Benefits & Advanced Compensation

Security

Talent Acquisition and Retention

WORK HISTORY

May 2021 - Current

Workday Techno Functional Consultant

Cognizant Technologies -
Hyderabad, India

- Developed comprehensive documentation detailing system architecture, design specifications, test plans, training materials, and user guides.
- Integrated disparate systems for seamless data exchange across multiple platforms, improving overall efficiency.
- Streamlined operations for increased productivity by identifying gaps and implementing effective solutions.
- Reduced project timelines through efficient resource allocation and management.
- Provided exceptional support for clients during implementation, resolving technical issues promptly.

Apr 2019 -Apr 2021

PeopleSoft Consultant

Landmark Group - Bangalore

- Collaborated with cross-functional teams to ensure seamless integration of PeopleSoft components with other enterprise systems.
- Continuously updated personal knowledge on PeopleSoft technology advancements, ensuring that clients benefit from the latest features and capabilities.
- Ensured optimal system functionality through proactive monitoring of application performance metrics and addressing issues promptly.
- Streamlined business processes for improved efficiency by configuring and customizing PeopleSoft modules.
- Managed relationships with vendors and partners, negotiating contracts to secure the best value for clients in terms of product quality and cost.
- Increased end-user satisfaction by providing timely support in resolving complex issues related to PeopleSoft applications.

PROJECTS

Project #3: Workday HCM Implementation and Integrations

Client: Greenfield Ventures

Role: Workday Technical Consultant

Duration: Jun 2023 – Current

Project Description:

This project involved the implementation and ongoing support of Workday Human Capital Management (HCM) for Capgemini, ensuring seamless integration with third-party applications. The project included designing custom reports, developing inbound and outbound integrations, and providing post-go-live support for Workday HCM.

Key Responsibilities:

- Developed and deployed custom reports (Advanced, Matrix) and calculated fields to meet business needs.

- Designed and implemented end-to-end integrations using Workday Enterprise Interface Builder (EIB), Core Connectors, and Workday Studio.
- Supported Workday HCM implementation by configuring business processes, custom reports, and security policies.
- Led production support activities, troubleshooting and resolving issues related to integrations and business processes.
- Managed Workday version upgrades and conducted regression testing for all integrations and reports.
- Collaborated closely with business teams and functional consultants to gather requirements and deliver integration solutions.

Tools & Technologies:

- Workday: EIB, Core Connectors, Studio, Calculated Fields, Custom Reports
- Web Technologies: XML, XSLT, SOAP, REST API
- Other Tools: Jira, ServiceNow

Project #2: Workday Support and Enhancement for EIB Integrations

Client: BlueWave Technologies

Role: Workday Technical Consultant

Duration: May 2021 to May 2023

Project Description:

This project focused on providing support and enhancement for Workday integrations, including custom reporting and EIB integrations for Mphasis. The project also included troubleshooting functional and technical issues in the Workday HCM Suite.

Key Responsibilities:

- Created and optimized custom financial reports using Advanced and Matrix report types and used calculated fields for complex reporting requirements.
- Developed inbound integrations for loading employee data (e.g., personal information, compensation, bank account details) via EIB.
- Built and enhanced outbound integrations for sending time-off corrections to third-party payroll systems (e.g., ADP).
- Supported day-to-day Workday HCM Suite maintenance, including business process configuration, security administration, and integration support.
- Monitored and resolved production issues, ensuring high availability and performance of integrations.
- Collaborated with functional teams to understand business requirements and implement Workday reporting and integration solutions.

Tools & Technologies:

- Workday: EIB, Core Connectors, Custom Reports, Calculated Fields
- Web Technologies: XML, XSLT
- Other Tools: Jira, ServiceNow

Project: PeopleSoft HCM Support and Enhancements

Client: Acme Industries

Role: PeopleSoft Functional Consultant

Duration: Apr 2019 – Apr 2021

Project Description:

This project focused on providing ongoing support and enhancements for ACME Industries' PeopleSoft HCM system. The project involved managing updates, resolving technical issues, and

optimizing business processes within the PeopleSoft HCM module. Additionally, it included working on customizations and ensuring compliance with various internal and external regulations.

Key Responsibilities:

- Provided functional support for PeopleSoft HCM modules, including Core HR, Benefits, and Payroll.
- Worked with business teams to gather requirements for system enhancements and optimizations.
- Led efforts to implement customizations and modifications in PeopleSoft based on business needs.
- Configured business processes, approval workflows, and security policies in PeopleSoft HCM.
- Supported PeopleSoft upgrades, including testing, troubleshooting, and regression testing.
- Assisted with data migration and integration efforts, ensuring seamless data flow between PeopleSoft and third-party systems.
- Troubleshooted and resolved issues related to PeopleSoft integrations and business processes, ensuring minimal downtime.
- Provided end-user support and training for PeopleSoft HCM functionalities and best practices.

Tools & Technologies:

- PeopleSoft HCM: Core HR, Benefits, Payroll
- Web Technologies: Application Engine, PeopleCode, SQL

EDUCATION

Apr 2007

Bachelor of Science: Computer Science

Andhra University | Vishakapatnam