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**Summary:**

* 7 years of IT experience, around 4 years of experience in **Workday** involving various activities like **Integrations**, **Reports,** and **Workday** **lifecycle** **implementation** **phases** like – **Requirement** **gathering**, **Analysis**, **Design,** **Development**, **Testing** and **Go**-**Live**, **Support** **phases**.
* Strong experience on **Workday HCM/ERP implementations**, **Workday business process configurations**, **Workday Reporting**, **Workday HR, Benefits and Payroll** technology domain expertise.
* Strong experience in converting **Legacy data** into Workday.
* Experienced in understanding client business requirements, Organizational Hierarchy setup, configurable Security setup, Tenant setup, Custom field mapping, and system process designs.
* Experienced in configuring **Compensation framewo**rk, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet client requirements.
* Good knowledge of **EIBs, Inbound/Outbound Integrations**, **Workday Studio, Report Writer,** and **Calculated Fields.**
* Created more than **75** **Custom Reports using Report Writer tool** provided by Workday and used to Calculated fields when necessary while creating reports.
* Involved in requirements analysis, planning, estimation, and status reporting.
* Researched issues, developed workarounds and **assisted** **Workday** **end** **users**.
* Architected and built Integrations **(Cloud Connectors, CCs, WWS, EIB, DT, PI, PECI, BIRT, Custom Reports, CF/Calc Fields, XSLT)**, plus Security + BP workflow configuration. Migrated objects and data.
* Experience in Workday **Financial Modules** like **General Ledger, Accounts Payables, Accounts Receivables, Procurement and Asset Management.**
* A quick learner with strong Analytical & Communication skills. Excel in building Customer relationships.
* Commendable knowledge in developing applications using Programming languages like XSLT, Soap UI.
* Proficient in understanding HR **modules** like **Benefits**, **Payroll**, **compensation**, **Recruiting**, **staffing**, **Talent Management**, **Business** **process**.
* Setup **User** **Based**, **Role** **Based**, **Intersection**, **Segmented** **Security** & **Organization** **Membership** **security** **groups**.
* Worked extensively on designing Workflow Application, creating workflow Maps, Defining Roles and Role Users, and testing workflows.
* Working extensively on setting up Security Roles and Domains as per business requirements
* Analysed complex sets of data to find out quality issues and implemented steps for improvement Data migration and interface monitoring and processing.
* Mass Loading Data through EIB in Workday through Inbound Integration Launching/ Scheduling Integration for data transfer from Workday to Third Party Payroll Vendor (Ex: Ceridian) through Outbound Integration (**PICOF**).
* Worked as a Techno/Functional consultant in the upgrade of PeopleSoft 8,9.0,9.1 HCM.
* Expertise in Resolving the issues related to HRIS and Benefits Administration.
* Prepared documentation for changes functionality due to upgrade.
* Very strong in Software Development Life Cycle of PeopleSoft Applications using Application Designer, **Pages, Menus, People Code, SQR, Crystal, Security, Process Scheduler, People Tools, People Code/Tracing, Workflow, Integration Broker, WSDL, Component Interface, File Layout.**
* Participated in Project management activities - Issue resolution, Interaction with implementation team, risk management, project status reporting.
* Skilled at performing **GAP analysis**, **SWOT** **analysis**, Cost benefits analysis and Feasibility Analysis.

**ADDITIONAL INFORMATION:**

* **Operating Systems Windows:** Windows, Linux, UNIX and Mac.
* **Programming Languages**: C, C++, SQL, HTML, JAVA, Python.
* **IDE**: Eclipse, Oxygen, Workday studio, BIRT.
* **Database**: Oracle, Microsoft SQL Server and MS access.
* **ERP:** Workday, PeopleSoft.
* **Reporting Tools:** SQR, Crystal Reports, PS Query, XML Publisher, simple, Advance, Matrix, Composite, Trending.
* **Integrating Tools:** Workday EIB, Workday Studio IDE, Core Connectors, XSLT, Web Services, PeopleSoft Tools, People code, SQR Package, VISIO
* **Office Suite:** Microsoft Excel, Microsoft Word, Microsoft PowerPoint, Ms Office 365, Share point.

**Professional Experience:**  
 **Role: Workday Integration Consultant** **Client**: **SEI Investments, Malvern, PA** July 2016 – March 2018

**Responsibilities**:

* Consulting with clients on a variety of data integrity to identify/resolve all issues that could impact project scope and/or time frame.
* Extensively worked on data transfer from **legacy system** to **Workday**.
* Created reports with **simple**, **advance**, **matrix** and **composite**.
* Created reports on pay group and benefit program.
* Building complex reports with use of advanced calculated fields.
* Created both **standard and custom reports** and used security in the reports. Scheduled many reports in workday.
* Designed a lot of reports with the help of BIRT like a new hire Letter.
* Developing the integrations using **workday studio** tool and **Enterprise Interface Builder** (EIB), **Core Connector** and deploying it into workday tenant.
* Day to day support for **Workday HCM** Modules, Security Configurations, Compensation and Reporting issues within workday.
* Uses knowledge of **HRIS** business functions and involves the key players to identify and assessing operating needs and issues and suggest solutions (possibly cross functional or global) for one or more business function.
* Configured **Workday security roles** and groups to the required level of confidentially and segregation of duties.
* Creation of new security configur0ations and supporting existing configurations.
* Performed daily **Workday Production support** tasks such as Request compensation change, correct Payroll data (mass rescind), Security Access Provisioning, resolve One Time payment issues (validating EIB integration XML data files), Employee Field level visibility change, etc.
* Performed **Workday maintenance tasks** such as Upload Cost Centres (Using EIB uploads), BP configuration changes (Hire activity approval cycle modifications), Update Delegate task, Security Role mapping for HRBP users as required.
* Clarified QA team issues and Reviewed test plans to make sure that all requirements will be covered in scripts and tested properly.
* Handling support tickets for various modules in workday like (**Core HR, Benefits, Time Off, Compensation**).
* Involved in **enhancement/maintenance** of HR, benefits administration, employee & manager self-services (ESS/MSS)
* **Monitor supervisory orgs** to inactivate those no longer in use/needed.
* Responsible for design **Supervisory organizations, Cost Centre, Cost Centre Hierarchies and location hierarchy’s maintenance**, and modification of Work Business Processes and definitions.
* **Setup business process steps**, such as Action, Approval, Checklist, and how they work and integrate with security groups for Job change, hiring, pay group.
* Worked on the creation of **Benefit plans, job profiles, and job families**.
* Worked on Design and development of integrations with Time and attendance, Recruiting & Benefits systems.
* Created Inbound **Studio integrations** to update external payroll deductions data coming from external vendors Wage Works.
* Worked on integration services, which uses data **XSLT** to convert Workday xml to a readable format sent to external applications.
* Configured Workday **compensation packages** including salary, bonus, allowance, commission, and merit plans for multiple countries including bonus plan processing.
* Configured Workday benefits including groups, plans, coverage types, event types, and eligibility rules for multiple countries.
* Implemented **Workday performance management** including goal setting, midyear, and year end processes.
* Configured **Absence management** including vacation, parental leave, and other LOA types.
* Support and service as a liaison between employees and management.
* Created functional document for script development, testing execution, defect tracking and resolution.
* Assist with the new business process and working with Finance and Business Managers.
* Perform regression testing efforts to support release management and phased rollouts in different geographic regions.
* Served as functional administrator for customized Recruiting and Resource Management system. Tasks included coordinating requirements between the firm's Resource Management team and Recruiting team, implementing requirements utilizing the front-end development tools of the system, maintaining system data tables, and troubleshooting the system after project implementations.

**Environment:** Workday 27/28/29 (Core HR, Benefits, hire to retire), XML/XSLT, ETV& XTT, Workday Report Writer, Workday security, workday Benefits, Workday Studio, EIB and Cloud Connectors, Workday HCM, Oracle ERP.

**Role: Workday Techno-Functional Consultant**

**Client: MasterCard, O’Fallon, MO** May 2014 to May 2016

**Responsibilities**:

* Hands-on involvement with Analysis, Setup and Configuration of **Workday HCM.**
* Creation of **Supervisory organization, Locations, Cost Centres, Custom Organization, Creation of Business Processes** (ex: Compensation, Hire, Onetime payment, Enter Time, Termination).
* Implemented Software Quality Assurance development policies, test procedures and testing methodologies, wrote Test Plans according to Business Specifications and design documents.
* Designed business flow diagrams and processes, which included processes in staffing, job benefits, compensation grades and packages.
* Configurations of **core compensation** Like Grade, Grade Profile, Plans.
* Worked as a **Payroll production support** and researched, analysed and fixed Payroll production problems. Monitored all Payroll jobs and post Payroll job run. Troubleshooting all issues with these jobs and fixed them.
* Worked on **different types of reports**, **EIB connectors**.
* **EIB's - outbound and inbound** with custom transformation using XML, XSLT, XPath
* Building Benefits **Core Connectors** like WBN (Inbound/Outbound service, Enrollment), Integration Document Retention.
* Created Inbound/Outbound EIB's to receive/send benefits data from workday to external vendors like Wage works.
* Developed Fidelity 401K Integration using Workday Studio to send Employee contributions pre-tax amount based on Payroll Schedule.
* Worked on core connectors with document transformation - ETV and XTT transformations
* **Workday Studio** (Inbound) - Worked on a global inbound integration using nine different transactions like Hire, Terminate, LOA, Benefits and Compensation Changes etc.
* Developed to bring in daily worker data changes to Workday by using studio.
* Experience in **workday Finance module** developing studio integrations, EIB and Core connectors.
* Responsible for driving Implementation which includes **Configuring system, Security, Roles, Business Processes, Payroll Testing, Reporting, Data Integrity, & Upgrades**.
* **Cash reconciliations, payment date accounting, monthly reporting** and report production, daily modelling, analysis and reporting and **financial Analysis.**
* Participate in **compensation management**, quarterly incentive compensation payments.
* Provide financial and analytical support for the incentive compensation accounting and forecasting processes. Respond to ad-hoc projects related to incentive compensation program.
* Designed **data conversion templates** and validated them for data conversion from PeopleSoft to Workday HCM. Prepared data extracts to load into Workday from PeopleSoft and legacy Payroll.
* Worked closely with SMEs and Solutions Architects to discover and formulate the scope of requirements for Integrations and Reports.
* Production Support - Fixed Production issue varying from employee access, Creation of new Role, Single Sign On issues etc.
* Provided Mentorship and Design documents for Reports and Integrations.
* Strong knowledge of MS Office to include: advanced knowledge of Word, advanced Excel capabilities.

**Environment:** Workday 26/27 (Core HR, Benefits, hire to retire), XML/XSLT, ETV& XTT, Workday Report Writer, Workday Studio, EIB and Cloud Connector.

**Role: PeopleSoft Techo-funtional consultant   
 Client: CNBC, Englewood Cliffs, NJ** Nov 2012 to Apr 2014

**Responsibilities:**

* Created complicated SQL’s and PS Query reports related to student admission data, student records data, student payments and student Financial Aid to assist college bursar, Registrar, Financial advisors, and campus admissions team to make informed enrolment decisions.
* Created **ad\_hoc reports** and **scheduled** PS Query reports in PeopleSoft HR/campus solutions module and Microsoft SQL database.
* Maintain accurate entries into the applicant tracking system (ATS).
* Performs onboarding and accurately records administrative actions into the ATS.
* Created SQL’s and PS queries which are not available **in** **HOBSONS** **RETAIN** data ware-house and scheduled them for use in the Production environment.
* **Analysed the tables** present in CCNY data ware-house identified and rectified inaccurate tables and created a query in the reporting instance and scheduled queries to update inaccurate data elements.
* Helped the city college bursar department, professors, and IT members on how to use and search in the PS query viewer, PS query manager and PS query scheduler.
* **Closely worked with the campus functional team** to resolve the defects in the CCNY data ware-house.
* Created SQL’s and PS queries useful for the **EAB** and **HOBSONS** online retention systems.
* Explained about design and customization of tables and panels and adding new options using People Tools.
* Analysed the **payments table** and explained to the users how the PeopleSoft tables run and created queries.
* Helped the IT department identify inaccurate student data and explained the reason for the data errors by analysing the student’s data through student summary and query manager.
* Providing trainingfor all aspects of enrolment operations at any given time.
* Developing most effective coding format for translating values between CUNYfirst and external systems.
* Train staff on the use of 3C’s, duplicate ID procedure and other skills for CUNYfirst application.
* Knowledge of HOBSONS radius functionality for prospective student identification and retention within CUNY

**Environment**: PeopleSoft HCM 9, Security, ORACLE 11G/12C, Microsoft SQL database, PeopleTools 8.50/54, SQR and Windows 2003, Application Designer, Peoplecode, Application Engine.

**Role: PeopleSoft Technical Consultant**   
 **Client: HighGo InfoSolutions, India** Jan 2011 to Jun 2012

**Responsibilities:**

* Involved in design and customization of tables and panels and adding new option using PeopleTools.
* Generated reports using **SQR and Crystal**.
* Responsible for Test Plan, Defect Report Status, and Knowledge Transfer Documents.
* **Uploading the test scripts** from MS Excel to Test Director.
* Developed and executed the **SQL queries** to fetch the data from PeopleSoft HRMS (Oracle).
* The fetched data has to be analysed against the bridge database and it should be reported if there is any deviation.
* Integrated third party hiring application with PeopleSoft System using Component Interface program and loaded data into PS tables
* Unit tested the developed application and created test scripts and test cases for the Unit Testing and System Testing
* Developed technical specifications for customization issues/resolutions and for custom reports and interfaces explaining the process flow.
* Closely worked with the functional team to resolve the defects created during the UAT (User Acceptance Test)
* Performed troubleshooting the problem areas in setting up **HR tables** that serve as the foundation of HR system and in producing HR reports.
* Fine-tuned the long running batch process by **efficiently tuning the SQL’s** and bringing down the running time
* Developed and modified several **SQR**

**Environment:** Peoplesoft HCM 9, Security, Oracle 11G, Microsoft SQL, People tools 8.50/54, SQR and Application Designer, people code, Application Engine.

**EDUCATION****:**

* Bachelor of Engineering and Technology, Information Technology, Jagruti Institute of Engineering and Technology, Hyderabad, India.