Kumar 

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**SR. Workday Consultant**

Summary: -

* **8+ Year** in **IT** and **accounting** with about **5+year** of experience in **workday HCM, FIN, payroll**
* Expertise in workday as a technical consultant using workday studio, EIB, core connector, PICOF, Report **writer** and **BIRT.** Worked with workday data conversion, **iLoadsand workday integration**
* Participated in end to end design reviews, prototype review user acceptance testing
* Creating end to end recruiting process for clients from creating bp like **job application**, **offer**, **hire**, and **onboarding**, setup external carrier site, questionnaires, offer letters and review
* Good in understanding the **HR modules**, like **benefits**, **payroll**, **compensation**, and **recruiting**
* As a work day consultant, I have set up various workday Integration like integration like **EIB integration, core connectors**, **studio integration**, and created custom transformation, built complex **XSLT**, **XML** and rest based in APIs in workday
* Worked on creating several mapping documents across different **HR modules** that would facilitate easier migration of data. Experience in **EIB** inbound/outbound integration
* Trouble shooting day to day issues arising in workday, **integration**, reporting issues to identify and fix root issues. Created workday custom alerts and notification
* Helped QA team in resolving issues and reviewed test plan to make sure all the requirement will be covered in script and tested properly. Day to day support of workday HCM, workday mobile and workday severance configuration mapping of wages types to **GL** code for posting to accounting.
* Developed training data, material, works instructions and simulation using **infoPak**, **performs**, **adobe captivate**
* Handled time and labor rules for **NA payroll**. Understood new upgrade of **work day 28** and helped team members. Worked different staffing models , define hire restriction to job management
* Created reports with **workday reports writer** and creating custom integration with third party application using workday **cloud connect** and Enterprise interface builder (EIB)
* Experienced in migration from **SAP** to **Work day.** Created new **hire integration** using **core connector.** Validating and configuring data in workday tenant set up
* Creation and maintenance of work day **supervisory organization**, **location, positions**, **organization types**, hierarchies and assignments. Booking **cost plus** and **tax provision**.
* Well versed with functional concepts of workday HCM. Build new custom report and modify existing reports. Handing **Intercompany** transaction globally. Configured leasing types, account determination, screen layout rules, asset classes for capital lease
* Worked on **SAP** implementation of **FI/CO** modules for clients, including business process study
* Responsible for the implementation of **AP**,**AR**,**AM**, Asset accounting and **CO** modules
* Involved in MM and SD integration testing for LIV processing and revenue account posting
* Hands on experience in creating and posting of **general entries** by **month of month** and preparing chart of accounts if required. Created new G/L accounts for accounting to permit timely reporting
* Experience in creating posting **mergers entries.** Preparing **sub-ledger**.
* Sending the Re class request to AP Team, Following up with **AP team**, **cash applications** and **collections team** in case of any dispute on the cost line items and invoices
* Configured the **wages types**, which are required for the **payroll processing**
* Worked on **rejected** and **duplicates** reports. Matched the invoices and verifying the **payment procedures**
* Excellent team player and coordinating with manager and allocating work to respective member
* Built advance report for security audits. Schedule integration to generate output intervals
* Organized guided, and co-ordinated activities to prepare **Navy organization** to use the **Navy ERP solution**(SAP ECC.5.0/6.0). Developed course material such as **concept slides**, **exercise data sheets**, etc
* Provided day to day expertise and training in the **WFM** areas(Time management, organized management, personnel administration, personnel development, training & event management, learning solution (LSO), ESS/MSS and reporting ) for all end users
* Once it is released in **PA** and interfaced to **AR**, generating the final invoice in **AR** and sending it to Client. Mode of sending will be different as per client requirement – E-Mailing,Mailing, Portal uploads

**Certification**

Certification in International Financial Reporting (IFRS) from ACCA (Association of Chartered Certified Accountant). GAAP between India and USA accountingstandards

**Related experience:**

**Client: Thomson Reuters, NJ New Jersey**

**Role:Sr. workday HCM consultant**  **07/16 to till date**

**Description:** Thomson Reuters is multinational company. They are engaged in global investment banking, investmentmanagement securities and other financial services. The major of this project is migrating to workday. Worked on full implementation life cycle.

* Developing **standard**, **advanced** and **custom report** using report writer tool as per the user requirement. Involved in production support. involved in transferring data from **SAP** to **Workday**
* Creating end to end recruiting process for clients from creating bp like **job application**, **offer**, **hire**, and **onboarding**, **setup external carrier site**, **questionnaires**, **offer letters** and **review**
* Created **Supervisory organization**, **cost center hierarchies**, and location hierarchies’ maintenance staffing model, **job details** and **job family**
* Worked with advance compensation like **bonus**, **stock**, and **merit plans**. Created a compensation matrix based on the time portion rules. x
* Configured absence management including **vacation**, **parental leave** and other **LOA** type
* Developed **inbound integration** to bring in result to workday after **payroll run** in complete
* Implemented workday performance management including **goal setting**, mid-year, year end, processes. Configured various **notification** to **integration**
* Helped **QA** team in resolving issues and reviewed test plan to make sure the entire requirement will be covered in script and tested properly. Day to day support of **workday HCM,workday mobile** and **workday severance** configuration
* Developed both **inbound** and **outboundEIB integration** in various segment of workday system
* Developed the **custom reports** using workday report **writer tool** and **deploying** it into workday tenant
* Create the integration and used **XSLT** code to transform **XML** data to safely deliver files using **SFTP** server. Though understanding in using in different **APIs** for connecting the third party system
* Created various **EIB** integration using **workday templates** and engaged in validating and customizing BP’s for integration. Build **new custom report** and **modified existing project**
* Understanding the client requirement and configured based on the requirement in the **workday solution** through the development of **prototype system**, and testing the workday solution
* Worked with implantation partner during the development and unit test for **payroll integration**
* Developed **asset life cycle**, **Income statement**, **balance sheet**, **trail balance** related reports
* Build studio integration related workday project and time keeping project
* Understood new upgrade of **work day 28** and helped team members
* Created **new hire integration** to pull the **new hire information** using **core connectors**
* Coordinating and supervising the daily activity of the work day HR system and acts as a primary point of contact to monitor. Handled time and labor rules for **NA payroll**
* Working with different **staffing models**, defining **hiring restriction** to position, **job** and **head count management**. Worked on setting up stock plans and launched employee stock grants
* Supporting the queries from business users of **UAT** testing of integration/ report
* Ensured the client takes advantage of **workday practice**
* Created reports with **workday reports writer**and creating custom integration with third party application using workday **cloud connect** and Enterprise interface builder (EIB)

**Environment:** Workday Integrations, Payroll, Benefits, SOAP, EIB, Core connectors, CCB, HR, WSDL, XML, XSLT, Taleo, Workday studio

**Client: Target, Minneapolis, MN**

**Role: Techno functional consultant** **10/14–06/16**

**Description:** Target is American retailing company. The project is mainly based on configuration of Workday Business Framework, Workday Studio Environment and to customize Reports in Workday Studio which helps in deploying Workday Integrations along with Functional configurations.

* Developed report in **workday Inbound studio** integration using web services
* Created **custom report** and **calculated fields** to fetch the required data from the tenant
* Worked different **staffing models** , **define hire restriction** to job management
* Sorting and summarization to get the counts in workday reports
* Real-time calculation before payroll run(overtime, double-time hours, etc). Support for weekly/daily/consecutive days overtime and holidays. Provide project estimate for changes in case of new **functionality**
* Setting up schedule of reports- daily, quarterly, annually by understanding the required **permissions** for report sharing as needed by business and other system, and provide data analysis and recommendation as needed
* Performed **filtration** conditions which need to be added in specific **workday reports** as per the requirement
* Assist in testing of **new releases**. Co-ordinated in performance **unit testing** and **integration testing**
* Wrote **Use cases** and produce **activity diagrams**, develop requirement specification and documentation for **BP management**. Performed **unit test** and **prepared test cases** for the Unit test cases
* Hire into **Head Count** and **Job Management**, **Approval of Organization Assignments**, consolidated approvals. Staffing Movements, An employee changes in position, inbound process and outbound process
* Mapping and integration local business processes with global business processes for all step of worker life cycle
* Worked on **core connectors** for change data to **third party vendors**.
* Hands on experience in setting up the various organization in **workday( Supervisory, Company)**
* Worked on various integration enhancements based on the new requirements (Such as adding prorated salary in integration file, Adding time off date after Workday 23 upgrade)
* In depth understanding of **calculation field** and creating complex calculation field to use in the report. Created **recurring set up** and check for all **recurring run**
* Created reports in various functional areas such as **New Hires**, **Benefits**, **compensation**, **payroll**
* Involved in data conversion, workday BP configuration
* Developed on attribute services, maps and sequence-generator-service, deliver service, retrieval service and integration field override service. Assigning user based security groups to the application
* Configured business and notification. Transformed fixed-width files into **XML** using **XSD**
* Hire into position management, and job management. Created mass compensation changes and modified allowance plan
* Worked on talent & performance management, pre-hire, onboarding, manager evaluation, succession planning reports. Used sequence generators, generating templates and validating inbound integration system result.

**Environment:-**Workday 24, Workday Studio, EIB, Core Connectors, Workday Report Writer, BP configurations, iLoads, XML, XSLT, XSD, Web Services,, Excel, Eclipse,

**Client: Boston Financial Data Services, Inc. -Boston, MA**

**Role: Workday Consultant 02/13-09/14**

**Description:**Boston Financial data services are financial solution for customers. The project involves pulling the reports based on the requirement and creates calculation fields. Uploading the mass data files and worked with the core connectors and interfaces.

* Worked with **Simple** and **Advanced Reports**, **defining columns**, **business objects**, **fields**, columns heading overriding, multiple sorting techniques, sorting by secondary objects
* Monitoring **EIB mailbox** and taking the new request for **mass data uploads**
* Handling functional tasks such as **creating Business Process**, **Security Roles**
* Developed Complex **XML** for the **Integration system** and Created **Outbound Interface** with the **external Systems**
* Configure **compensation plans**, **compensation grade** and **compensation packages** in Workday system.
* Setup Compensation eligibility rules based on **compensation grades** and **job profiles**
* Assigning Organization Roles, **Assigning User based Security Groups**
* Day to day support of Workday **HCM**, **Compensation** and **Reporting issues**
* Gathered requirements for **several integrations** and scoping out the list for the **workday implementation**
* Demonstrated ability to significantly reduce procurement costs **by standardizing processes**, **negotiating favorable** terms and streamlining supplier channels
* Responsible for the **EIBs** and **Studio integrations** (inbound and outbound) with downstream systems
* Responsible for **quarterly** and **annual** open enrollment communications as well as updating **HRIS** system with open enrollment changes

**Client: Accudyne Industries Dallas, TX**

**Role: SAP Consultant- Business Process Lead 02/12-01/13**

**Description: -** Accudyne Industries provides solutions based on our world-class portfolio of industry leading brands. Project involves in mapping all the GL account for posting. Understanding the client requirement and creating the wage types and department of payroll processing.

* Organized guided, and co-ordinated activities to prepare **Navy organization** to use the **Navy ERP** solution(SAP ECC.5.0/6.0)
* Developed training data, material, works instructions and simulation using **infoPak**,**uperforms** and **adobe captivate**
* Provided day to day expertise in the **WFM** areas(Time management, organized management, personnel administration, personnel development, training & event management, learning solution (LSO), ESS/MSS and reporting ) for all end users
* Developed course material such as concept **slides**, **exercise data sheets**, etc
* Developed and executed **test script**, **created test data**, **validation test results**
* Provided timely submission of **IMS schedule** updates and status report information to my team lead and project manager
* Created master data in **training environment**
* Configured the **wages types**, which are required for the **payroll processing**
* Mapping of wages types to **GL code** for posting to **accounting**
* Defined employee **subgroups** and personnel sub area for the **primary wages type**
* Implemented the functionality of creating automatic notification for **ESS** address **change notification**. Object and data provides for **ESS/MSS**
* Implemented and tested various forms like change of **position**, **supervisor change/ transfer**, **change in pay**, **additional compensation** and **termination**
* Worked in project life cycle implementation in **HCM** process forms, **self-service reporting**, and

**Environment**: SAP HR/HCM, HRIS system, FS-CD, WM

**Client: eBay, SanFrancisco,US**

**Role: Process Executive 11/10-01/12**

**Description:** eBay is e-commerce Company whichprovides a platform for buying and selling of consumer products. Involved in merging entities from GSI to eBay, setting up recurring for every month.As per the client requirement I need to prepare the flux comments on the balance sheet accounts.

* Customized, configured and implemented **SAP FI/COGL**, **AR** and controlling (cost center accounting) modules. Created controlling area and operating concern for **CO-PA**
* Analyzed business requirements, determined organizational structure and classified business units/locations as **company codes**, **business areas**, **cost centers** and **profit center**
* Preparation of business blue print deliveries. The task involved identification of data conversions required, interfaces needed
* Maintained fiscal year variant and assigned to new co. code. Assigned posting periods. Configured **CCA**, **PCA** and **COPA** including creation of Cost Center hierarchy, Profit Center hierarchy and Characteristics/Value fields in **COPA**
* Configured and customized product costing with and without quantity structure including planning and cost object controlling
* Preparation of **LSMW** data upload templates, testing and performing data upload. **GL balances** both cumulative and line item balances including vendor, customer and asset master data were loaded via **LSMW** technique
* Configuration of **interest calculation**. Configuration of Bank accounting, **Asset accounting**, **Cost and Profitcenter accounting**.Configured the system for Customer / Vendor down payments (Special G/L indicators)
* Configured asset class and account determinations, **Group Assets**, Asset under Construction, **Asset acquisitions**, transfers and retirement
* **Accounts Receivable**: Configured customer incoming payments full, partial, & residual payments
* **General Ledger accounting**: Finalized Chart of Accounts, GL postings, and foreign currency valuation.
* Bank Accounting: Configured master data for house banks, Bank statement, reason codes, check printing, interest calculation
* **Asset Accounting**: Configured and customized Chart of Depreciation and its Assignment to Company Code
* Involved in the Legacy data asset transfer, which is taken into the system using batch data processing.
* Created **Asset Master Data**, **asset classes**, and **depreciation areas/keys.** Handled assets acquisition/retirement of assets & postings
* Configured **chart of depreciation**, **depreciation areas**, **depreciation keys**, **asset classes**, number ranges, revaluation settings
* Configured Tax Depreciation related Depreciation **Calculation Keys**, **Derived depreciation area**, and **special valuation of assets** including Revaluation using revaluation measures
* Performed data validation and account determination for mapping of the processes on to the **SAP R/3** system.
* Gap analysis with realization of open issues and design of best fit functionalities
* Educating the client on FI and CO Master and transaction data information with Intercompany processing details.
* Testing of full order to cash and procure to pay process
* Successful Implementation of FI (GL, AR, AP) and CO settings on the development server and ultimate transportation on to the testing and production servers
* Configured **ERP** structure and Financial Accounting global settings: key settings being company code, Business area, fiscal year variants, field status variant, open and **close posting periods**, document types and document number ranges and validations

**Environment:** SAP-R/3 version: ECC 6.0 EHP4

**Client: Aircel, Chennai, Tamil Nadu**

**Role: Account Officer** **10/09 –10/10**

**Description: -**Aircel is network providerservice. Managed all the petty cash transaction for the day. Report to the managerabout the expense incurred for the month. Issued credit note if required and maintained the travel expenses. Need to updated data in the books of accounts in system.

* Customized, configured and implemented **SAP FI/CO GL**, AR and controlling (cost center accounting) modules. Created controlling area and operating concern for CO-PA.
* Analyzed business requirements, determined organizational structure and classified business units/locations as company codes, business areas, cost centers and profit center
* Preparation of business blue print deliveries. The task involved identification of data conversions required, interfaces needed.
* Handling **Inter Company transactions**
* Cash analysis and clearing **cash open items**
* Preparing **prepaid schedules** and **prepaid amortization**
* Booking accruals for **leases** and **rents**
* Reconciliations of **GL accounts**
* Running elimination reports for Inter Company
* Running **FX Revaluation**
* Taking care of **inter Company Settlements**
* Booking **Cost Plus** and **Tax Provision**

**Environment: -**SAP R/3 ECC 6.0

**Technical Skills**

**WORKDAY SKILLS:**

**Functional Modules:**Core HCM, Benefits, Advanced Compensation, Recruiting, Talent and Performance, Payroll, Payroll interface, Time Tracking and Absence Management

**Configuration Tools:**Business Process Configurations, Custom Validations, Calculated Fields, Custom Objects, Routing Rules,

**Technical Tools:**EIB, Core Connector, calculated Fields, Solutions, Object Transporter

**Reporting Tools:**Advanced, Matrix, Nbox, Search, Transposed, Trend, Composite.

**Version Control Tools:**TFS, GIT

**Miscellaneous Tools:-**SAP, Excell, Data mover, SQL.

**SAP FI/CO Skills:**

**FI Enterprise Structure:**Defining the organizational structure of Company, Configure Chart of Accounts and Define company codes.

**General Ledger:**(FI GL) Configuration Create Account groups, Account types B/S & P/L, Retained Earnings Account, Field status variant, GL Master records, Fiscal year, Post Period variant, Account type, Customized Document type, Sort Keys, Posting keys, Exchange rate. Reconciliation Accounts for customers, vendors, Assets.

**Account Payables:**(FI AP) Defined vendor groups, vendor Master data, House Banks, Down payments, Automatic payment program, Recurring Entries Program, Closing procedure.

**Integration**of MM with FI.

**Accounts Receivable:**Defined customer groups, customer master data, payment terms and interest calculation, incoming payments, dunning, down payments, closing operations, Define Lock Boxes, Clearing Accounts, and payment methods.

**Integration**of SD with FI.

**Asset Accounting:**Configuring chart of Depreciation, Define Depreciation areas, Depreciation key, Account Determination and Asset classes and calculate of depreciation.

**Controlling:** create cost centers, primary cost element, secondary cost elements, internal orders,Distribution and Assessment cycles, statistical key figure, Planning & development of reports.

**Profit Center Accounting**: Configuring and customizing the basic settings, maintaining profit center hierarchy, assignments, CO-objects to profit centers etc.

**Special Purpose Ledger:**Define Summary table, Group, Define ledger, Activities field movements, Activity transaction.

**SAP HCM**

SAP HR/HCM, HRIS system, FS-CD, WM,

Success Factors: Employee Central, Compensation, Analytics

SAP Version: 5.0, 6.0