**SRINIVAS M**

**WORKDAY HCM CONSULTANT**

**(E)** [sriniwrkdy@gmail.com](mailto:sriniwrkdy@gmail.com) **(M)+1-469-269-2830**

**Summary:**

* **8+ years** of Functional and Technical experience in Business Process Flows, Reporting and Integration.
* Hands on experience in configuration of workday modules like **Staffing, Benefits**, **Compensation** and different types of Simple, **Advanced Custom Reports** and **Matrix Reports** in Workday.
* Maintenance and creation of Workday Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies.
* Experience in developing Custom Reports, Advanced Reports and Calculated fields.
* Expertise in advanced reports wherein I had to use different business objects and related business objects in developing awaiting steps in performance business processes.
* Business Process Configuring for various Modules like **Hire, Talent, Compensation, Benefit**.
* Extensive experience in Reporting for **Compensation, Recruiting, Benefits, Payrolls, Absence management**.
* Expertise in Workday compensation packages including **salary, bonus, allowance, commission, and merit plans** for multiple countries including merit and bonus plan processing.
* Worked on human resources activities and **compensation and benefits packages**
* Extensively knowledge on different integration - both inbound and outbound using different template models namely Core Connector, **EIB**, and **Workday Studio**.
* Create standard/custom quarterly, annual and ad-hoc reports as needed by business and transform existing PeopleSoft reports to Workday Reports as part of the migration.
* Worked with different staffing models, defining Hire restrictions to Job Management, Position Management and Headcount Management.
* Functional and Technical experience in **Workday HCM** in Analysis, Design, Implementation, Production Support, Administration and Security Services.
* Workday **HCM** Reporting - Report Writer, creating Workday Calculated fields, Custom and Advanced reports.
* Good Problem solving, Client Interaction, Training and Team building skills.
* Exceptional analytical and problem-solving skills, ability to communicate effectively at all levels of the development process.
* Excellent communication and interpersonal skills with problem solving abilities, effective in working independently and an exceptional team player.
* Strong experience in IT development environment. Capable of making proper decisions under pressure.

**Technical Skills:**

**Workday Skills**: Workday HCM, Workday Conversions, Workday Report writer, Workday Studio, EIB and Crystal Reports.

**Web Technologies**: XML, HTML, XLST, SOAP, XSD HT

**Operating Systems**: Windows 10, 9x/2000/XP, Windows Vista, Linux

**Document Processing and Multimedia**: MS Power Point, MS Visio, MS Excel

**Education:**

Completed B.Tech. in CS from JNTU 2009

**Professional Experience:**

**Workday HCM/Integration Consultant**

**Tenneco – Lincolnshire, IL--Aug’16 to Present**

**Responsibilities:**

* Configuring the system to meet the requirements of all core HCM Setup data, Compensation, Organization, Tenant Setup and Job Setup.
* Conduct working sessions with the client to gather, understand and analyze business requirements.
* Worked with Advanced Reports, defining columns, business objects, fields, columns heading overriding and sorting.
* Created Advanced Reports using Calculated Fields, Filtering Report Fields, creating Sub Filters and by using related Business Objects.
* Designed, configured and automate business processes to enhance the current application systems for **HCM** including Hire, Change Job, Termination, Propose Compensation, Termination etc.
* Maintain and support all the HR Business processes like Hiring, Performance, Compensation talent management etc. implemented in Workday.
* Contracting Contingent workers, convert contingent workers into Employees.
* Worked on setting up Scheduling of reports and understanding the required permissions for Report sharing.
* Managing and understanding the different data sources, business objects, primary business objects and secondary business objects.
* Implemented Workflow for **Core HR**, Compensation, and Position, Profile management functionality.
* Documentation of Workday processes/configurations/customizations.
* Performed configuration work as needed to support new and existing functionality.
* Creating the report writer reports, worked with standard and Custom Reports, using the security in the reports.
* Involved in writing Test Plans, Test Scenarios and Test Cases.

**ENVIRONMENT:** Workday EIB, Workday Report Writer, Document Transformation, XML, XSLT, end to end business process.

**Workday HCM/Integration Consultant**

**VISA, Ashburn,VA--Mar’15 to Jul’16**

**Responsibilities:**

* Worked on post-implementation support and enhancements.
* Created/Scheduled and maintained Complex Integrations to/from Workday to different third-Party vendors that includes different benefits providers.
* Worked with different staffing models, defining hire restrictions to job management, position management**.**
* Testing during Workday new version release process and any ad-hoc testing.
* Write, maintain, and support a variety of reports and queries - both standard and custom.
* Create various integrations and used **XSLT** code to transform XML data to various files formats and to safely deliver files using SFTP server.
* Created Job Profiles, Grades and Grade Profiles.
* Involved in Workday Implementations, Workday business process configuration options in staffing, Compensation, Time off/leave events, Talent Management Events.
* Generated reports annually and quarterly reflecting all the active employees whose deferrals have reached the limit specified by organization and developed employee category per business needs.
* Worked on setting up scheduling of reports and understanding the required permissions for report sharing.
* Provides functional expertise for system issues and resolution with functional end users.
* Assist the integration consulting team in helping to configure and test integrations between Workday and third party/custom solutions. Automate processes where possible.
* Setup and edited Benefit Groups, Plans, Events and underlying Eligibility Rules.
* Configured Business Processes such as on boarding, Hire, Organization assignment, Job Change.
* Setup and edited Comp Plans (**Salary, Hourly, Unit, Bonus**, etc.) and underlying eligibility rules   
  addressed support tickets routed to the Compensation group.
* Conducted unit testing and support system testing. Error/bugs handling and resolutions.

**ENVIRONMENT:** Workday EIB, Workday Report Writer, Workday HCM, Calculated Fields and Workday Studio.

**Workday HCM Consultant:**

**Amgen,Thousand Oaks, CA--July’13 to Feb’15**

**Responsibilities:**

* Transforming business requirements into functional specifications.
* Understanding the process flow and defining the scope, analyzing the dependencies and creating the functional design. Developed and maintained documentation.
* Designed built and executed data Conversion from PeopleSoft to **Workday HCM.**
* Help team in functional configuration and technical integration of the Workday application.
* Design Workday HCM data conversion process.
* Worked on complete cycle of Compensation (**Compensation Criteria, Plans & Grades**), Configuring Security to the employees in an organization while using Workday Report Writer, Business Intelligence Reporting Tool (BIRT), and creating custom integrations with third party applications using Workday Cloud Connect, and **Enterprise Interface Builder** (EIB).
* Created test scenarios for testing all in scope many Business Processes like Hire, Job Change, Promote, Transfer, Terminate, Compensation changes, Employee Self Service process, Manager Self-service processes, etc.
* Generated custom Workday reports and modified the existing custom reports.
* Interact with Business analysts and end users to clarify requirements and use cases.
* Built and managed integration using Calculated Fields, EIB, Document Transformation, Workday Connector, **XML, XSLT** and Web Services technologies
* Participate in local and regional Workday module review session, requirement gathering session, facilitate requirements meetings, development walk through, and user acceptance testing sessions with the client.
* Created Supervisory Organizations, Cost Centers, Cost Center Hierarchies, and location hierarchies' maintenance, and modification of Workday Business Processes and definitions.
* Worked with Core HR and Talent Management modules on planned activities and coordinate across offshore teams, tasks, issues and risks of functional process.
* Performs Workday day to day support tasks for Compensation and Talent, maintain data integrity.
* Worked with Performance Management, Pre-hire, on boarding, Manager Evaluation, Succession Planning reports.
* Develop testing strategies and verification scenarios along with project Scope and Requirements documents
* Managed job description and workflow of employee data for compensation module including job families, pay ranges, bonus scales, grading and supervisor setup.

**ENVIRONMENT:** Workday Integrations, Workday Studio, XML, XSLT, Workday Report Writing, Custom Reports and Calculated Fields.

**SAP SD Consultant**

**HBL Power Systems,Hyderabad--Jun’11 to Apr’13**

**Responsibilities:**

* Responsible for gathering requirement analysis and development of the application through interactions with business process owners in relation to legacy and current systems.
* Configuration of **SD** Enterprise Structure and initial customization as per business needs.
* Configured and customized exclusive Pricing Procedures with Price, Costs, Surcharges, Discount, Freight, Profit Margin using Condition Technique.
* Configured order to cash **(OTC)** processes including sales order to invoicing, and cashapplication.
* Worked in customer master conversion. Analyzed legacy customer records to map properly to the SAP systems and successfully migrated the customer master records using **LSMW.**
* Worked in customer master conversion. Analyzed legacy customer records to map properly.
* Maintained copying control from **Sales / Delivery** / Billing documents for consignment and third party.
* Created and customized billing documents and billing methods and rules. Added enhancements to the billing plans types and created date determination rule and configured the date category.
* Configured delivery processing, picking, packing, automatic batch determination, shippingpoint determination and storage location determination.
* Worked on automatic credit limit checks according to a range of criteria and in line withcompany’s requirements. Also defined at what point the system carries out these checks (**order, delivery, goods issue, etc**.)
* Migration of Master data - customer masters, material masters, pricing masters from the legacy system into **SAP.**
* End user trainings and preparing the user manual.

**ENVIRONMENT:** SAP R/3, ECC 6.0

**SAP SD Analyst**

**WIPRO Technologies, Hyderabad-Jul’09 to Apr’11**

**Responsibilities:**

* Extensively involved in configuration of Material Master Records, Vendor Master Record, and Master data for Vendor, Customer, Materials and Bill of Materials.
* Worked on Transaction Types, Copy controls, Customer Master, Text Determination.
* Involved in configuration of various Requirement Types on the Sales Order line items, based on Strategy Groups and Strategy Rules.
* Working on day-to-day requirements generated by the company and ensure prompt resolution within SLA.
* Understand the Business Requirements and configure the system based on the inputs given.
* Customized outbound delivery documents, picking, packing, and transportation.
* Customized transport and delivery scheduling, delivery note, backward delivery scheduling, partial delivery, and grouping of deliveries.
* Configured backward and forward scheduling in deliveries
* Exclusion Techniques to generate the required condition types in the pricing procedure.
* Documentation for the performed Support functions.
* Provide Functional Specification to the Technical Consultants in building new layout for Reports and Output based on Client Requirements.
* Set up Sales & Distribution Organizational structure and various basic functions in S&D: Partner Determination, Pricing, Master data, Inquiry, Quotation, Sales Order, Delivery, Billing Documents, Invoice.
* Worked on designing the pricing procedure.
* Configured pricing procedure, condition types, access sequence, and built custom pricing tables.
* Configured account determination, and identified account keys to post to the related G/L

**Environment:**SAP R/3 ,ECC 5.0