**Lakshmi Gorripati**

**Workday Consultant**

**Email ID:** Lakshmi.hr24@gmail.com

**Phone# (719)695-9492**

**Professional Summary:**

* 6+ years of Progressive experience in IT industry with above 3+ years in the areas of **Workday HCM, Recruiting, Compensation, Reporting,** and **Business Analysis.**
* Experience in all phases of the **Software Development Life Cycle** (SDLC), **Workday implementation lifecycle** and support of a post implementation projects.
* Experience working on **Workday HCM and Recruiting Global rollout** and **implementation** which includes **configuring Security groups, Business Processes, Reports, Data Migration,** and **Upgrades.**
* Designed and configured **Workday Business Processes** for HCM including **Hire, Change Job, Propose Compensation, Termination** and Recruiting Business processes including **Job Application** in Dynamic Label.
* Designed **Business flow diagrams and processes**, which included processes in **Staffing models, job benefits, compensation grades,** and **packages.**
* Worked on Enhancements of **Applicant Tracking System (ATS)** for **Recruiting, Maintenance** and creation of **Workday Supervisory Organizations, Locations, Location hierarchies, Business Units, Project, Positions, Cost Centers, Cost Center hierarchies.**
* Workday HCM hands-on skills in Reports, Connectors, EIB, and Workday Studio.
* Configured and tested **Workday Compensation** including **Packages, Salary & Allowance Plans, Bonus,** and **Commission Plans.**
* Worked on the **Object Management Systems** like **Role-Based Security, User-Based Security, Job-Based, Segment Based, Intersection Based, Service center based Security groups.**
* Worked on different **Security Reports** like **action summary, security analysis, security for securable item, view security group.**
* Experience in developing **test strategy** by creating **test plans** and executing cycles of **unit string integrations** and assisted the customers in **user acceptance test** and **smoke testing**.
* Provided support to employees and management in handling all **human resource related activities**, which include but not limited to: **employee relations, employee questions** or **concerns, communication and the interpretation of policies** and **procedures.**
* Responsible for the day-to-day **HR systems support** as well as implementing **planned system enhancements** in Workday.
* Created **Compensation Rule (Eligibility rules), Compensation Plans, Compensation Grade and Grade profiles and Compensation Packages.**
* **Testing** with **HRIS staff** as design and **configuration changes** are made.
* Facilitated and participated in **discovery sessions with client and vendors**, create the design and mapping documents and submit the same for sign off.
* Ability to work independently or collaboratively.

**Technical Skills:**

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| **Databases & Tools** | Oracle, SQL Server, MS Access |
| **Workday Skills** | Workday HCM, Recruiting, Payroll, Compensation, Benefits, Time Tracking, Security, Report Writer, and Workday Studio, ERP PeopleSoft, Tableau, Workday Web Integrations SOAP, WSDL, XML, XSLT |
| **Document Processing** | MS PowerPoint, MS Excel |
| **Methodologies/ Frame work** | Rational Unified Process (Rational Rose, Requisite Pro, Clear Case, and Clear Quest), Waterfall, JAD, Data Modeling, Business Modeling, Visual Paradigm, Agile, scrum |
| **ETL\Reporting** | Informatica, Business objects (BOXI) R3 with Crystal Report, BIRT |
| **Database** | SQL, MS Access |

**Professional Experience:**

**UNDERTONE - New York, NY Sept' 2017- Present**

**Workday HCM Consultant**

Undertone is a digital advertising company and wide-reaching resource for the world's leading brands. With our award-winning design team, proprietary technology, and quality media placements, we're here for our partners from ideation to post-campaign analysis.

**Responsibilities:**

* Gathered requirements for various Workday **inbound and outbound HR**, **payroll, and benefits integrations**.
* Managed several **integration implementations** by working with **business partners, vendors**, and **developers.**
* Gathered requirements and created functional design specifications.
* Created **test scripts** for **integrations** and new **Workday functionality**.  
  Gathered **requirements** for **Workday reports**.
* Successfully implement the Recruiting Conversion project from **Taleo** to **Workday**.
* Developed integrations using web service **SOAP, XML, XSLT** on the Workday cloud platform such as **Payroll integration**, **ADP inbound/outbound**, **Taleo inbound/outbound**.
* Implemented the applications **Taleo applicant** **tracking systems**, **ImageNow documentation imaging, e-Performance, Tuition Assistance, Job Description database, Total Compensation.**
* Hands on experience in inbound/outbound integrations Using Core Connector, Workday Studio, managing business processes, working with EIB, Report Writer, Creating Workday Calculated Fields and Custom Reports
* Involved in importing/exporting data from client's JMH Workday to **Taleo using TCC**
* Strategically developed and analyzed **Taleo reports and metrics, and managed ad-hoc report requests.**
* **Researched/tested/implemented any upgrades, enhancements,** and new Taleo product launches.
* Addressed systems issues or opportunities with **Taleo and other integrated partners or vendors; managed follow-up to ensure timely resolution.**
* Perform maintenance of **Workday structures** such as **supervisory org, location org, talent org,** etc. Assist with **testing** for updates or other purposes. Write **custom reports**, Track work in a case management system.
* Responsible for developing the **reporting strategy** for the **HCM domain**. Advised the business on the use of leveraging the **Workday standard delivered reports**.
* Worked with business users in developing **security roles & profiles and user based security based** on data accessibility.
* Working on **the Design, Build and Testing**/ **Go Live support** in **Core HCM** and the entire **Compensation framework** of **Compensation Management** in Workday including **creating Compensation Elements, Compensation packages, Eligibility Rules (**primarily for **Salary, Bonus, Merit, Allowance** and **Stock Compensation Plans)**
* Created **ad-hoc integrations** for **job changes, Organization Changes, Address, Person Update, Salary, Supervisor, Terminations and locations.**
* Lead **BA on implementation** of Workday **Onboarding functionality** for new hires.
* Project involved analyzing current state of **Onboarding** and **designing** future state with input from **multiple business partners** throughout the organization.
* Performed production break fixes for Workday integrations by troubleshooting, working with business and developers to identify root cause, and **designing** the appropriate solution.
* Also assisted with **test script** creation to verify that all issues are resolved successfully.

**Environment:** Workday 27/26, EIB, Workday Studio, XML, Web Services, XSLT, Report Writer.

**EP Energy - Houston, TX Feb’ 2017 - Sept’ 2017**

**Workday Consultant**

EP Energy, have a proven strategy, a significant reserve base, a multi-year portfolio of drilling opportunities, and a strategic presence in key unconventional resource plays. they also have a passion for finding and producing the oil and gas that enriches people’s lives.

**Responsibilities:**

* Maintenance and creation of Workday **Supervisory Organizations**, **Locations, Positions, Cost centers, and Cost Centre hierarchies.**
* Worked in setting up **AME Rules** for **approvals and notifications** for **employee transfers, terminations and absences approvals.**
* Propose Compensation for **New Hire**, **Edit Government Ids**, **Edit workday Account, Assigning Organization Roles, and Assigning User based Security Groups.**
* Developed and streamlined various employee related **business processes**.
* Workday HR Configuration knowledge and experience in modules like **Personnel Administration, Organization Management, Time, Benefits, Payroll, and Security**.
* Experience in **Requirements Gathering, Design and Analysis**.
* Experience **in implementation, development, customization, upgrading, integration and production support.**
* **Testing Workday HCM** post version upgrade, Preparation of workday related support document.
* Proficient in developing test strategy by **creating test plans** and **executing** **them** through various **testing cycles**.
* Experience in creating **standard/custom quarterly, annual and ad-hoc reports** as needed by business and converting existing **PeopleSoft reports to Workday Reports** as part of migration.

**Environment:** Workday 23/22, Workday Studio, XML, EIB, Web Services, XSLT 2.0, Report Writer.

**Amerit Fleet Solutions -** **Walnut Creek, CA**  **Jan' 2016- Dec’2016**

**PeopleSoft Consultant**

Amerit Fleet Solutions is one of the largest providers of dedicated fleet maintenance and management services in the U.S. No other Fleet Maintenance Company can compare to our depth of knowledge and expertise in maintaining and managing the broad spectrum of vehicle and asset types, including alternative fuel vehicles.

**Responsibilities:**

* Setup and configure **Manage Positions** and determining if organization will use full or **partial positions**.
* Contract **Pay setup** for employees with specific schedules and terms for each **applicable** **contract/employee**. Create school schedules to use with processing contract pay employees.
* Approval **Workflow Engine** and some **Security set up** for **absence management** and **time & labor** to use with reporting **and approving requested leave and reported time**.
* Apply **PeopleSoft Bundles as delivered by Oracle/PeopleSoft including tax updates and fixes.**
* **Payroll Year End Processes execution** using **sqr's** as delivered by **Oracle/PeopleSoft including balancing, adjustments, and W2 output**.
* General Ledger Interface for either **Payroll data** **or Time and Labor output including Project Costing.**
* **Project Costing** set up and configuration with **PeopleSoft Time & Labor set up and coordination with PeopleSoft financial system.** Set up of Integration Broker points for integrating project cost with PeopleSoft financials and related functionalities.
* Facilitated all unit and **system testing and parallel test** of **Payroll and Time & Labor**.
* Experience in **OLAP Cubes, Database design, and data cleansing**.
* Identification of **facts, measures, dimensions, and hierarchies for OLAP model**
* Set up **mapping templates** for each earnings and deductions to define which fields can be used to create account code mappings as defined in commitment accounting requirements.
* Create **Time & Labor rules** to help with the processing of specific time for employees that was being done manually targeted departments.

**Environment**: PeopleSoft systems (7.5 and 8.8,  9.1)

**Hucon Solutions** **- Hyderabad, AP**

**PeopleSoft HCM Developer Intern May 2011- Nov 2014**

Hucon Solutions is an Integrated HR Service Provider for all Corporate. Hucon Solutions offers the broadest HR service portfolio from Executive Search, Staffing, Consulting and Outsourcing to Training.

**Responsibilities:**

* Understand **client's business model and translate** them into **PeopleSoft functional language.**
* **Converting Functional requirements into Detailed Technical designs**.
* Performed **Performance testing** through **mainframe** for **report generating JCL programs.**
* Created new **SQRs** and **Application Engines** for generating **new reports relating garnishments.**
* Involved in upgrading **the Learning Management System** of the client in order to pull the data of the **TMs**, **contractors** and other vendors through third party tools **to PeopleSoft**.

**Environment**: **8.9 and 9.1 PeopleSoft versions**.

**Education:** Bachelor of Technology, India.