**Murali Rameneni**

**Workday Integrations Consultant**

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**Professional Experience:** Over **7+ years** of IT experience in Workday integrations, Reports, HCM and SAP which includes implementing, configuring, analyzing, customizing, maintaining and administering ERP software systems on regular basis**.**

* Thorough Comprehension of**HR processes** such as recruiting, hiring, employee record maintenance, payroll, compensations, advance compensations, merits, Training, Pay Planning, Performance Management/Talent Management, Applicant Tracking / On-boarding.
* **Around 3+ years Core Workday HCM, Business Processes, Various Reports/Report Writer, Workday data conversion, iLoads and Workday integrations.**
* Worked extensively on **Payroll Interfaces** and have designed and developed integrations in both **Workday Studio and EIB.**
* **Good understanding of Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework, and iLoads.**
* In-depth knowledge of Software Development Life Cycle (**SDLC**) Phases such as Requirement analysis, Design, Development, Testing, and Deployment.
* Good experience in creating and updating primary organization structure like Supervisory Organization, creating Functional Modules in Workday like Compensation Eligibility Rules, Allowance Plans, Salary Plans, Hourly Plans, Business Process Hiring, Termination, Propose Compensation and also Security Groups
* Experience Working with **cross-functional teams** in configuring setup and designing integrations to comply with each other.
* Configurable knowledge in setting up **Merit process, Goals, Employee review templates.**
* Strong knowledge and experience in **creating complex reports, custom reports, calculated fields, XML, XLST** and **dashboard configuration**.
* Good experience in creating simple and **advance reports, calculated fields, columns, business objects, defining columns** and also **Security Groups**
* Worked with **internal** and **external** business partners to lead new Workday development or enhancement projects, while serving as a business analyst to gather and translate necessary technical requirements for developers.
* Good experience in developing both **inbound** and **outboundEIBintegrations** in theworkday system.Experienced in loading data into workday using **EIB** and **iLoad**.
* Experience in **data migration** using Enterprise Interface Builders (EIB), Core Connectors and Workday studio.
* Good knowledge of Software Development Life Cycle and involved in all phases of a workday project
* Expertise in **SQL, Eclipse, XML, XSLT,** and Web Services technologies.
* Experience in web development with a strong background working on open source technologies, including **HTML/HTML5, CSS3, Cross Browser Compatibility, DOM, XML, XHTML, DHTML, etc.**
* Good experience in requirements gathering, designing, and analysis
* Experience in themethodology of workday implementations from analysis to deployment and go-live.
* Experience in **Training the End Users** on using the workday system.

**TECHNICAL SKILL:**

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| --- | --- |
| **Workday Functional** | Organization Structure, Staffing Models, Compensation,Business Process, Configurable Security, Benefits, Absence management |
| **Workday Technical** | Integration, EIB, Report Writer, BIRT Design, Document Transformations, Iloads, Calculated Fields, Business Object |
| **Tools** | SQL, PL/SQL, SQR, Crystal Info, Citrix and Visual Basic 6.0, Oxygen XML, XSLT. |
| **Cloud Technologies** | Workday - Core Connector, EIB, Report Writer, Workday Studio and Security Taleo – Taleo Connect Client |
| **Operating Systems** | Windows NT 4.0, Windows 2000 Server, Unix (Solaris), Windows XP/07/10/vista and Linux 7.1 |
| **Web Programming Tools** | ASP, HTML, DHTML, VBScript, JavaScript, IDE/ Editors Visual Studio 2008, Eclipse , Net Beans |
| **ERP Tools** | People Soft, Workday, SAP |

**Professional Work experience**

**SAINT LUKE’S, BETHLEHEM, PA NOV2016-TILL DATE**

**Role: Workday HCM/Integration Developer**

**Responsibilities:**

* Primary role as **Inbound Integration creation using Studio to load Payroll data into Workday system using Web services**
* Responsible for designing, developing, producing, QA’ing and delivering reports for Global HR clients and other staff, in Workday.
* Worked on Studio for doing several Modifications on Payroll by splitting the pay codes for Deferral Percent and Deferral Amount.
* Data extraction and conversion from BrassRing.
* Created several **Outbound Integration** using **RaaS services** and **Studio**
* Created Inbound Studio integrations to update external payroll deductions data coming from external vendors Wage Works, Your Cause and ABC
* Configure Workday configurable security as per client’s business requirements
* Created several **Outbound Studio Integrations** for **Transamerica Vendor** by adding Calculated Fields and Custom reports.
* Capture of User feedback and iterative improvement of theuser interface and reporting outputs.
* The configuration of data security and user security configuration.
* Defining Role-based Security groups and User bases Security groups as per the client requirement.
* Developed **Outbound and InboundPayroll integrations using EIB**, Web Services, **Document Transformation** and **Workday Studio** for several integrations from Workday to downstream internal and vendor systems.
* Create **Calculated fields** for **Custom Reports** to ensure required report delivery.
* Write reports that extract Workday data and manipulate the data in other formats for various needs
* Monitor the integrity of Workday ATS data & reporting through regular audits, troubleshooting irregularities, as well as partnering with the HRIS team to research, correct discrepancies, and ensure data reliability.
* Worked on Document Transformations and applied **XSLT transformations** and Transformed fixed-width files into **XML** using **XSD**.
* Created several **Custom Reports** and **Document Transformation(DT) Integration** for the Custom Reports.
* Worked on Simple and advanced integration with Workday Studio and applied **XSLT transformations** to XML Data. Worked extensively on web service integration (SOAP, WSDL, and XML)
* Works with stakeholders and MyHR Reporting Senior Manager to develop and publish standard, recommended reports to support programs and establish reporting governance; has overall responsibility for developing the report catalog (published reports in Workday), ensuring available reports are accurate, current, useful and well documented so fellow team members can easily ascertain report design, purpose, content, and use.
* Developed outbound studio integrations to send employees demographic data to external vendors.
* Created and used complex calculated fields in Integrations, Reporting, Business processes and other areas within Workday.

**Environment**: Workday Studio, EIB, Core Connectors, Workday Report Writer, Java, Beans, RaaS, BP configurations, iLoads, XML, XSLT, XSD, SOAP, Web Services, HTML, Excel

**Client: IBM, Morristown, NJ Oct 2015 – Nov 2016   
Role: Workday Payroll – Integration Consultant**

**Responsibilities:**

* Design And Develop **BITR Report** as per client’s requirement. Design and development of Matrix report. Develop Inbound Enterprise Interface Builder (**EIB**)
* Worked reporting for **Headcount, Compensation, Talent Management, Recruiting, Benefits, Payrolls, Business reports** etc.
* Created Inbound Studio integrations to update external payroll deductions data coming from external vendors Wage Works, Your Cause and ABC
* Participated in theEnd-to-End implementation of **Workday HCM (including Payroll, Time-Tracking and Absence Management.**
* Configured **PICOFs** to integrate with payroll vendors
* Developed integrations using **web service SOAP, WSDL, XML, XSLT** on the Workday cloud platform such as **Payroll integration, ADP inbound/outbound, and Taleo inbound/outbound**.
* 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).
* Configured various earnings and deductions related to benefits, compensation, time tracking, and absence. Responsibilities include the accurate and timely administration & processing of semi-monthly and bi-weekly Payroll.
* Created EIB files for Data loads into Workday, Created reports from Workday for the Payroll Department.
* Create and test **Earning and Deduction Codes**; work with Payroll Manager to establish proper taxation of codes.
* Design, and deliver **Payroll Metrics** and Reporting technology solutions for use in business planning, analysis, and forecasting. (Includes creation and production of monthly Payroll Dashboard).
* Leveraged Excel to validate data during configuration and employee data conversion
* Partnered with **internal data conversion** team on providing accurate data mapping document for converting employee data from legacy system to new solution.
* Partner effectively with team members, such as **Benefits, Absence, Time, Talent**, etc. to ensure seamless integration is achieved for theclient.
* Conduct thorough **data validation** and analysis of solution environment to ensure high quality has been achieved before releasing to client project team.
* Worked on various Mass data loads using **EIB’s** in named Bonuses, Allowances, Identifiers, Personal information, Payment election, Hire employee, Terminate employee, Override time off balances, Holiday calendars, One time payments, Extend contingent worker contract, Terminate contingent worker, Edit position- Position title, Business title, Change in work location, Change in Organization, Change worker scope, Change Work shift, Change Job classification

**Technical Environment:**Workday Studio, EIB, Core Connectors, Workday Report Writer, BP configurations, ECLIPSE, XML, XSLT, XSD, SOAP, Web Services, HTML, Excel, BIRT.

**Client: VANGUARD GROUP INC, Malvern, PAAug 2014-Sep 2015   
Role: Workday Integration Developer**

**Responsibilities:**

* Created new business processes and notifications in different tenants based on the designed business flow diagrams.
* Gathered requirements and configured Workday to meet continuous process improvement needs.
* Designed business flow diagrams and processes which included processes in Compensation, Staffing, Benefits and Job Management.
* Developed advanced reports from simple reports by using Calculated Fields, Sorting, Filtering Report Fields, providing Advanced Filtering Option, Creating Sub-Filters and by using related Business Object.
* Worked on creating custom reports based on the client requirements.
* Worked on EIB's and Iloads to load the new data and change the existing data.
* Worked on Compensation for the Reward focal plans for Manager, Manager plus one and HRBP.
* Performed functional, usability, performance and security testing for a focal implementation project in Workday.
* Involved in Developing and maintaining complex reports using **BIRT** and Composite Reporting tool.
* Participate in the design sessions, create the design documents and get sign off for each integration
* Worked on Design and development of integrations with Time and attendance, Recruiting & Benefits systems.
* Facilitating test processes; writing and reviewing Unit Testing and UAT test plans and scripts as needed.Exposure to all features of Workday Studio, well versed with creating integrations and packaging integrations.
* Mapping and integrating local business processes with global business processes for all steps of worker life cycle. Involved in data conversion from thelegacy system and thecreation of Iload files.
* Experience in Customizing Business Process (BP’s) and another Condition rule within BPs.
* Created custom reports using Workday Report Writer
* Proficient in **Workday report writer tool** and **Enterprise Interface Builder** (**EIB**), **Workday Studio**.Report generation using **calculated fields.**
* Hands-on Workday systems integration experience building custom integrations using Workday Studio, Cloud Connect, and Document Transformation.
* Experienced to work with Workday Report Writer and creating custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Developed **outbound integrations using EIB**, Web Services, Document Transformation and Workday Studio for several integrations from Workday to downstream internal and vendor systems.
* Developed several **inbound EIB’s** to clean up data post-conversion due to a phased roll out.
* Worked with Workday implementation consultants to identify and analyze business needs and requirements.
* Supported the Release and Testing Manager in the execution of Workday testing processes.

**Environment: Workday, Workday Studio, EIB, Workday Report Writer, iLoad, (UAT), ECLIPSE, XML/XSLT, XML**

**Client: INFO GROUP, Burlington, MA Nov 2013-Jul 2014  
Role: Workday Reports/ Functional Consultant**

**Responsibilities:**

* Supports the implementation of Workday HRIS system and post-implementation Hyper Care.
* Perform configuration work as needed to support new and existing functionality.
* Uses knowledge of HR business functions and involves the key players to identify and assessing operating needs and issues, and suggest IT solutions (possibly cross-functional or global) for one or more business function.
* Clarified QA team issues and Reviewed test plans to make sure that all requirements will be covered in scripts and tested properly.
* Building reports in different functional areas such as **Benefits, Payroll, Compensation, Time Tracking, Absence Management, and New Hires**.
* Created custom reports for integrations team which are used as an input to build different integrations such as EIB, Core Connectors, and Studio.
* Understanding PeopleSoft reports conditions and using these conditions to create custom reports in Workday.
* Optimizing report performance by eliminating unnecessarily calculated fields in the report.
* Moving custom reports within different Workday application tenants and validated data for all tenants.
* Coordinated in performing Unit testing and Integration testing.
* Created Supervisory Organizations, Cost Centers, Cost Center Hierarchies, and location hierarchies’ maintenance, and modification of Workday Business Processes and definitions.
* Setup business process steps, such as Action, Approval, Approval Chain and Checklist, and how they work and integrate with security groups.
* Worked on the creation of benefit plans, job profiles, and job families.
* The configuration of Workday’s business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including merit and 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.
* Perform regression testing efforts to support release management and phased rollouts in different geographic regions.

Environment: Workday Studio, EIB, Core Connectors, Workday Report Writer, BP configurations, iLoads, XML, XSLT, XSD, SOAP, Web Services, HTML, Excel, SQL.

**INDOSOFT, HYDERABAD, INDIA Oct 2011- Oct 2013**

**Role: SAP Payroll and HR/ system analyst.**

**Responsibilities:**

* Created enterprise structure by defining the personnel areas, sub-areas, sub area groupings. Employee group and subgroup groupings.
* Customized different Personal action reasons for various actions while creating actions menus based on user groups.
* Defined Personnel Sub-Area Groupings (PSG) and Employee Subgroup Groupings for Work Schedules.
* Date types for date monitoring, date specifications, Info types for hire date, service dates and termination date.
* Defined Daily Work Schedules, Periodic Work Schedules.
* Configured Info type menus in the master data screens (PA30) as per the customer’s requirements.
* Created tasks and assigned them to the jobs and positions.
* Defined different Payroll Areas, Pay Scale Types, Pay Scale Groups and Levels for different Employee Groups and Subgroups.
* Set up features of LGMST and ABKRS.
* Created meaningful weekly and monthly sales reports capturing various financial and operational metrics.
* Worked with business to understand the ad-hoc analysis requirements and worked with technical team in creating the same using BOBJ WEBI
* Involved in gathering requirements and formulating the requirements for formatted reports.
* Co-ordination with SAP ABAP/4 Programmers by giving functional specifications for customization according to user requirements.

**INDOSOFT, HYDERABAD, INDIA Sep 2009-Sep 2011**

**Role: HRIT Analyst**

**Responsibilities:**

* Designed business flow diagrams and processes, which included processes in Staffing, job benefits, compensation grades, and packages.
* Participated in the design and optimization of all HR processes. Analyzed complex sets of data to identify quality issues and proactively initiated steps for improvement.
* Review and Analyze and evaluate business systems and user needs/requirements.
* HR Configuration knowledge and experiences in various Modules like Recruitment, Staffing, and Organization management, Time, Benefits, Payroll and Security.
* Proficient in the following HRMS modules: compensation, position management, staffing, and payroll, variable compensation, benefits administration, provident fund administration and administer training.
* Managed and ensured the effective reporting and analysis of HR data to enable the business to make operational and strategic decisions.
* Created custom reports pulling required data into the Workbook of any kind of requirement based on needs of CEO.
* Interaction for Requirement Elicitation, Documentation & Design with Internal Development Team.
* Gathering of Requirement from Reporting Manager.
* Designed UI mockups.
* Demonstration of various requirements and solutions and follow through developers.  
  Assist in thedevelopment of test plan.
* Coordinate with design, development and testing teams. Responsible for creating UAT conditions.
* Responsible for creating Training documentation. Responsible for updating status on weekly basis.
* Escalating issues to and Internal Development Team brainstorming for solutions.