**Ramakrishna**

**Kronos Consultant**

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**PROFESSIONALSUMMARY:**

* Around 7+ years of extensive experience as Kronos Consultant with specialization in Kronos WFC, Oracle E-Business Suite applications and extensively worked on Data integration tools like Connect & WIM also versed in integration of systems between HRMS and various Payroll systems.
* Specialized in various Kronos modules like Workforce Timekeeper, Accruals, Activities, Leave, Attendance, Advanced Scheduler and Forecaster.
* Hands on experience in Workforce Management (WFM) Implementation for the different clients.
* Experience in working with Workforce central components like Scheduling, Time and attendance, Time and Labour and Absence management.
* Experience in designing, configuring and modifying Pay Rules based on business requirements and knowledge about widgets and navigators.
* Extensively worked on Data integration tools like Connect & WIM also versed in integration of systems between HRMS and various Payroll systems and have extensive experience in Accruals, HR, Payroll, Paycode, Payrolls and Pay Roles.
* Advanced understanding and experience with Kronos6.0-8.0 WFC products and Implementation & configuration to include Workforce Timekeeper, Workforce Connect 6.0, Advance Scheduler, Leave &Attendance, Accruals, Analytics and Device Manager (4500Terminals) and Experience in up gradation from 6.2 to 6.3, 6.3 to 7.0 and 7.0 to 8.0 in Kronos module.
* Strong experience in Development and maintenance of various DMC systems including Lawson, Workforce Integration Manager to develop interfaces and translation tables.
* Expertise with Time Card Management, Employee Accrual Maintenance, Security Access and Process profiles for Managers and Integration of Kronos with Oracle HR system.
* Extensive Experience on various Kronos modules like workforce timekeeper, accruals, activities, advanced scheduler, forecasting, attendance and Kronos workforce central upgrade.
* Expertise in gathering the requirements from the customer for their pay policies and configured PTO, Pay Cycle, Vacation.
* Experience on various Kronos modules like Workforce Timekeeper, Accruals, Activities, Leave, Attendance, Advanced Scheduler and Forecaster.
* Extensive Experience on various Kronos modules like workforce timekeeper, accruals, activities, advanced scheduler, forecasting, attendance and Kronos workforce central upgrade.
* Strong background in the translating business requirements into system language utilizing verbal acuity and technical proficiencies.
* Working as Kronos ERP Analyst at CCA, developing Kronos Project Design Documents for various modules like WFC, Absence Management and Attendance Management.
* Having knowledge and hands on experience with Workforce Connect and Integration Manager.
* Involved in implementation of E-profile and e-payroll for employee self-services.
* Extensive Experience on various Kronos modules like Workforce Timekeeper (WTK), Accruals, Activities, Advanced Scheduler, forecasting, Attendance and Kronos Workforce Central upgrade.
* Expertise in UML (class diagrams, object diagrams, GAP Analysis, use case diagrams, state diagrams, sequence diagrams, activity diagrams, and collaboration diagrams) as a data analysis methodology for application functionality designs.
* Gathered user requirements from clients and facilitate information to our QA team to ensure that test plans are composed and executed properly.
* Researched, wrote, and edited test procedures used for upgrades; Modules include HR/Payroll, Timekeeper, Leave, Attendance, WDM, WIM, Scheduler, and Analytics.
* Installed, configured, and test KRONOS Workforce Central which include expertise in Workforce Forecasting, Scheduling, & Time Capture, Workforce Timekeeper, Accruals.
* Expertise in defining and documenting Business process flows and "As-Is" & "To-Be" processes.
* Experience in data collection from multiple sources, interpretation, presentation, and management of reporting and decision making.
* Experience in working with off-shore teams and ability to work in a deadline oriented environment and ability to do multi-tasking with little inputs
* Expertise in creating Business Requirements Documentation (BRD), and Functional Requirements Documentation (FRD).
* Expertise in project management activities like defining/managing project scope, planning various activities for execution, estimating business value/impact and providing ad hoc reports.
* Excellent written and oral communication skills, presentation skills, analytical problem resolution skills, leadership, strategic planning, organizational and Interpersonal skills.
* Experience in working with cross functional and cross-cultural team environments, different levels of management and liaison between system users, management and development teams.
* Expertise to see the issue in the big picture, analyse the functioning of the system, break it down into smaller elements, identify bottlenecks, develop unique custom solutions.
* Experience in creating Kronos Connect interfaces using XML and API to Import employees. Labor levels, employee groups and to export employee's hours to Payroll Software.
* Configure, maintain and troubleshoot labour scheduling and pay rules functionality in timekeeper.
* Knowledge of activities, record manager and analytics modules and developing interface from Kronos workforce timekeeper to HMS payroll for attendance reporting.

**TECHNICALSKILLS:**

* Kronos Skills: Labor Levels, Labor Accounts, Pay Codes, Work Rules, Holiday & Overtime, Access Profiles, Display profiles, Accruals
* Workforce management Tools: Kronos(Work force Central 6.7 and 8.0)
* ERP Suite: Oracle E-Business Suite, AP, PO, AR, AOL, Iexpense, Iprocurement, HRMS, Payroll
* Database: Tools: SQL, SQL developer, SQL Loader, Toad
* Oracle Tools Reports: 10g/6i, Oracle Workflow Builder, Oracle Reports Builder, BI Publisher
* Kronos Version Navigator: Workforce Timekeeper, Leave, Activities, Mobile and Tablets, Advanced Reports, Advanced Schedule, Process Designer, Integrated Manager

**PROFESSIONALEXPERIENCE:**

**Kronos Consultant March 2016 to Present**

**Cox Communication, Atlanta, GA**

**Roles and Responsibilities:**

* Analysed business requirements for the configuration and implementation of Enterprise eTime, time and attendance system.
* Involved in working on the WFM solutions concepts such as Payroll, Benefits, Time & Attendance, Entitlements, Accruals and Employee Scheduling.
* My responsibilities include support, analysis, change management, and implementation across the core WFC, Time and attendance, absence management, device manager, data collection manager and EIM/WIM modules in both the WFC 6.3 and 8.0 environments.
* Perform technical configuration, interface, reporting, and other application technical tasks for Kronos Workforce Central.
* Responsible for developing Kronos Payrules, Workrules, Paycode Profiles, Paycode, Wage Profiles, FAP's, Display profiles, Assignment Rules, Schedules, Labor Levels, Labor Level sets, and configuring Kronos4500 devices utilizing WDM and DCM.
* Configuration and Deployment of Kronos4500 Biometric & InTouch 9000 clocks.
* As a Kronos Consultant, I work on implementing all building blocks of the Workforce Time and Attendance module.
* Partnered with management and ETime/ Kronos Administrators to reduce issues from the Kronos timekeeping system and to improve interfaces with ongoing assessments.
* Perform technical configuration, interface, reporting, and other application technical tasks for ETime/Kronos workforce Central Versions 8.0.
* Included analysis work of Workforce Device Manager (timeclocks), WIM interfaces inbound (employee data) and outbound (payroll hours/wage), pay rules, accruals, reports, wage profiles, etc.
* Familiar with WFM solution concepts such as Benefits, Time & Attendance, Entitlements, accruals and employee scheduling.
* Successfully deployed Workforce Central (WFC) from an installed base of employees in WFC 6.3 to WFC 8.0.
* Maintenance of eTime (Timekeeping system), Employee Self-Service, and Manager Self-Service (with workflows), including setup of modules, execution of required changes, reporting, auditing, problem resolution, security, and overall functionality of the system.
* Configured and lead the roll out of 80 ADP 4500 Biometric clocks for all.
* Act as Sr. Kronos Consultant for time and attendance policies and configuration best practices within the Kronos Workforce Central suite, advice on technical issues and contribute to team's successful implementation.
* Perform Data Collection/Workforce Data Manager administration configuring and managing clock communications on DCM/WDM 6.x and 7.x.
* Performed software upgrades to KRONOS4500 time clocks.
* Created and delivered instructional documents on Kronos workforce Timekeeper that helped guide end users and revised existing documents when changes have occurred.
* Production support of Enterprise eTime/Kronos included analysis work of Workforce Device Manager (time clocks), WIM interfaces inbound (employee data) and outbound (payroll hours/wage), pay rules, accruals, reports, wage profiles, etc.
* Help HR and Payroll departments transition outdated time and attendance systems to Kronos electronic system.
* Researched, wrote, and edited test procedures used for upgrades; Modules include HR/Payroll, Timekeeper, Leave, Attendance, WDM, WIM, Scheduler, and Analytics.
* Engaged with requirements gathering, assessments, interfaces, application configuration and support for Kronos Workforce Management Systems Conducted user interviews with various stakeholders and documented business (BRD) and functional requirements (FRD).
* Maintained and administered the Kronos/eTime application with knowledge of SQL.
* Worked on environment configurations necessary to successfully develop, deploy and maintain Kronos interfaces integrating HRMS (PeopleSoft), and Clocks like Kronos 4500.
* Worked on creating and managing Pay rules, pay code distributions, work rules, breaks and all related block components for Pay policies.
* Involved in the production support activities for Kronos application in Time and attendance, Absence management and Accruals modules.
* Have worked on the new accrual setup, related changes (process profiles, access profiles, interface changes), Employee Migration to new accrual plans and Oracle to kronos interface changes from end to end for 2017.
* Have involved in the configuration of Holidays for 2017, access profiles, display profiles and understand core user essential functions including Time card maintenance, Hyper find queries, reports, exceptions, schedules.
* Involved in the kronos Interfaces modification/deployment for employee process profile update and accrual plan changes.

**Kronos Consultant September 2014 to February 2016**

**AT&T, Dallas, TX**

**Roles and Responsibilities:**

* Make configuration changes based on the business requirements for WFC and other Kronos modules.
* Provided continuing support and configuration of Enterprise eTime system.
* Facilitating Kronos analysis meetings, setting up pay rules, configuring devices in DCM, and tweaking Connect interfaces (Oracle Employee Import and PeopleSoft Payroll Exports).
* Worked on full lifecycle, client implementations for Huron with WFM Time & Attendance software.
* Co-trained timekeepers, managers and directors on the use of Kronos workforce Timekeeper.
* Worked on the integrated external systems with Kronos WIM and Connect.
* Evaluate user needs and recommend best practices to implement new Kronos functionality, create presentation materials and lead presentations, develop requirements documentation, create business process flows and documentation.
* Review for accuracy, identify, and resolve any pay/leave codes and overtime errors found on employees' time cards.
* Develops and implements Workforce Management (WFM) Solutions for Huron
* Manages support for Analytics, Attendance, Advance Scheduling, Time Clocks, day to day operations and pay issues.
* Configuration of Workforce Timekeeper Pay Rules, Accruals, Wage Profile, Schedule Rules and Adjustment Rule, per DSR, in Kronos WFC v 6.3 and currently 7.0.
* Apply patches to Kronos WFC, update firmware on Kronos clocks as needed; apply Windows patches to Kronos application server as needed.
* Accountable for gathering new Kronos business requirements, developing and testing Kronos pay rules, pay codes, work rules, Function Access Profiles (FAP), Data Access Profiles, Labor Level Sets, Shift Guarantee's Holiday Rules and much more.
* Create and maintain application configuration relating to Kronos Timekeeper and Workforce Scheduler pay rules, work rules, pay codes, holiday table, accrual rules, profiles, Labor Level entries and sets, Hyperfind queries, Function Access Profiles, Genies, and Scheduler Org Map.
* Independently configured the Kronos workforce Central time-keeping system to ensure accurate time-keeping through maintenance of pay rules, schedule groups, security profiles, Labor levels, and accrual profiles.
* People Import update and Timecard/Schedule Inquiry (iSeries MQ web-service XML calls to KRONOSWFC).
* Provided onsite class training for all end users on the Kronos Timekeeper v6.1 product.
* Expert in Time & Attendance implementations and on various Kronos modules like Activities, Workforce, Timekeeper (WTK), Accruals, Workforce (7.0), Workforce Analytics (WFAN).
* Configure Work Rules, Pay rules, Employment Terms, Work Forms, FAPS, DAPS, GDAPs and other building blocks for Kronos Timekeeping and Activities modules.
* Responsible for developing Kronos Pay rules, Work rules, Paycode Profiles, Paycode, Wage Profiles, FAP's, Schedules, Labor Levels, Labor Level sets, and configuring Kronos4500 and 480 devices utilizing WDM and DCM.
* Involved in the process profile modification and deployment in Kronos WFC.
* Implement Kronos best practices to ensure efficient time-keeping for managers, employees, and payroll staff.
* Gathered requirements from concerned stake holders; analysed the As-Is scenario and developed To-Be state of the application.
* Experience including implementation of Kronos Workforce Centre Timekeeper, Scheduler, Connect/Workforce Integration Manager, Data Collection Manager/Workforce Device Manager, Kronos terminals.
* The process of upgrading interfaces & links from previous versions.
* Deploy different versions of interfaces through the Workforce Integration Manager (WIM) Tool.
* Performed analysis for developing Time Attendance/Payroll system, subsequent migration from MS Excel to automated system.
* Independently configured the Kronos Workforce Central time-keeping system to ensure accurate time-keeping through maintenance of pay rules, schedule groups, security profiles, Labor levels, and accrual profiles.
* Knowledge of HRIS Systems - ADP, Kronos, PeopleSoft, Oracle, SAP, Workday.
* Participate in technical discussions and business presentations on weekly basis.
* Maintain updated policies and procedures for time keeping and attendance processes and implemented in kronos.
* Aided Kronos application and patch upgrades.

**Kronos Analyst April 2012 to August 2014**

**T-Mobile, Bellevue, WA**

**Roles and Responsibilities:**

* Provide production support to WFC, WFA, Leave, and Process Manager.
* Worked on Creation/maintenance of Kronos pay rule configuration, timecard calculation interpretation, schedules (basic scheduling).
* Utilized technical ability to create, maintain, and support Kronos WIM Interfaces.
* Help HR and Payroll departments transition outdated time and attendance systems to Kronos electronic system.
* Work with Kronos implementation team to complete a successful implementation of Kronos eTime.
* Create new punch export (out of eTime), punch import (into WFC6).
* Implemented Kronos applications on various mobile platforms; worked with Work Force Device Manager (WDM).
* Continuously looking for areas to improve the Kronos processes, configuration and user experience for a more efficient and accurate timekeeping solution
* Involved in support, analysis, change management, and implementation across the core WFC, calculated accruals, absence management, device manager, data collection.
* Perform technical configuration, interface, reporting, and other application technical tasks for Kronos Workforce Central Versions 5.2.
* Extensive experience WFM solution concepts such as Benefits, Time & Attendance, Entitlements Time & Attendance, Entitlements, accruals and employee scheduling.
* Perform technical configuration, interface, reporting, and other application technical tasks for Kronos Workforce Central Versions 5.2.
* Create and maintain Terminals in Kronos Device Manager.
* Make configuration changes based on the business requirements for WFC, WAT and other Kronos modules.
* Responsible for Identifying required pay code Profiles, work rule Profiles and Labor Level Sets.
* Interacting with the Payroll coordinators to gather the requirements and implement them in the Kronos.
* Project planning and assigning resources for various stages like development / testing.
* Gathered the Clients AS-IS time keeping (Kronos) and payroll (Benefits) functionality, analysed to map with SAP Best Practice and designed TO-BE document.
* Maintained Kronos issues log pre-implementation and parallel testing of Kronos Timekeeping, Payroll and Basic Scheduler.
* Developed and automated interfaces between KRONOS and ADP Horizon to update and add employees using ORACLE SQR/SQL.
* Developed Best Practices for the Kronos System and document procedures to adhere to Keep Integration Manager look up tables up to date after new rules have been added to the Kronos system.
* Worked also in process with respect to Time and Attendance, Leave Management, Payroll, provided after hour support.
* Involved with all the phases of Software Development Life Cycle (SDLC) methodologies throughout the project life cycle; used agile methodology in implementing the necessary change in the Kronos Work Force Central.

**Kronos Business Analyst February 2010 to March 2012**

**Good Year, PUNE, INDIA**

**Roles and Responsibilities:**

* Created and/or modified many KRONOS WFC / KRONOS WIM Interfaces.
* Propose and implement a balancing process to confirm pay code/hours totals between Kronos and payfiles created for SAP Payroll process to reduce/eliminate errors in employee paycheck.
* Performs Kronos upgrades, tests on newly developed pay rules, troubleshoots existing pay rule configurations.
* Responsible in reviewing high-volume timekeeping data using Kronos Timekeeping System.
* Working as a Kronos Application consultant to Support the Kronos Workforce Central.
* Prepared the requirement documents to configure the Workforce Timekeeper.
* Analysed user requirement and impact on exiting system caused by proposed changes and defined business needs.
* Delivered the comprehensive Functional Specifications and System Design Specifications (SDS) and System Requirement Specification (SRS).
* Worked with the Subject Matter Experts (SME's) from different business areas to gather User and business requirements, translated them into functional and technical requirements.
* Created Use Cases and used MS Visio/UML to model Use Case Diagrams, Activity Diagrams, and business for the applications design.
* Developed use cases from requirements and created UML diagrams such as use case diagrams, activity diagrams and sequence diagrams.
* Performed GAP and Risk analysis of existing system and evaluated benefits of new system.
* Interacting with the Payroll coordinators to gather the requirements and implement them in the Kronos.
* Designing custom reports using stored procedures and interfaces as add-ons to the existing Kronos reports.
* Interfacing with Business Users, Kronos Vendor and Developers to provide support for Kronos Workforce.
* Participates in projects and other activities related to all Kronos modules, from initiation through transition to operations.
* Compile reports, statements, and summaries related to time-keeping and submit them to appropriate internal customers.
* Trouble shooting internal customer issues to find resolutions in the use of Oracle and Kronos- Time Keeping applications.
* Monitoring and enhancement in Web Services (Oracle Service Bus).
* Gathering requirements for business definition.
* Creating Business Requirement Document (BRD), Functional Requirements Specification (FRS), and technical requirement specification for application development.
* Facilitated JAD sessions with management, development team, users and other stakeholders to refine functional requirements.
* Facilitated JAD sessions and design meetings with the Stakeholders, SME's and Leads of Interfaces.
* Involved in collecting the business requirements to set rules for proper data transfer from Data Source to Data Target in Data Mapping.
* Played key role in defining test automation procedure and standards, creating Win Runner and Quick Test Professional scripts for all the modules, which reduced the regression cycle drastically and improved the testing efforts for daily builds and tested condition performance of the application from various dimensions.
* Involved with database team related to Data Modeling, System/Data Analysis, Design and Development for both OLTP and Data warehousing environments and performed numerous SQL queries.

**EDUCATION:**

Bachelors in Computer Science