Lakshmi Charan

Workday Consultant

Professional Summary:

* IT professional with 5 years of experience on Workday HCM, Compensation, Core hr, Payroll, Reporting, and Integrations.
* Thorough Comprehension of HR processes such as recruiting, hiring, employee record maintenance, payroll, compensations, advance compensations, merits, Training, Pay Planning, Performance Management, Applicant Tracking / On boarding.
* 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.
* Experience in workday HCM module developing studio integrations, EIB and Core connectors.
* Experience Working with cross-functional teams in configuring setup and designing integrations to comply with each other.
* 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.
* 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.
* Converted and extracted data from legacy system to workday.
* Good knowledge of Software Development Life Cycle and involved in all phases of a workday project.
* Good experience in requirements gathering, designing and analysis.
* Ability to work as an individual and as a proactive team member with minimum amount of supervision.

Stryker- Kalamazoo, MI June- Present

Workday Integration Consultant:

Responsibilities:

* Provide support to existing integrations and provide enhancements to Integrations.
* Solve tier1 and tier2 issues ASAP.
* Work with workday support on payroll reversal issues.
* Use Studio to debug integration issues and do code changes as needed.
* Develop the existing integrations using calculated fields, XSLT transformations and studio.
* Work with middleware teams to support data flow from workday to downstream systems.
* Work on SOAP and REST webservices to send employee data to middleware.
* Build custom reports to pull data for business team.
* Load new and modified existing FDT’s in to workday.
* Create test cases in workday functional testing for downstream systems to go live.
* Configured tenants for SSO setup.
* Lead workday 31 testing for all the integrations.
* **Environment:** Workday 31, Studio, Service now, MS Office suite, HPALM, Web services.

Franklin Templeton Investments- Tampa, FL Aug 2016- June 2018

Workday Techno Functional Consultant

Responsibilities:

* Configured integrations using cloud connect for third party payroll (PICOF).
* Developed integrations using EIB, core connector and studio with necessary transformations needed.
* Designed and built inbound and outbound studio integrations with RaaS reports
* Developed Applicant Inbound Integration using Workday Studio from iCIMS.
* Involved in the design phase and prototyping for further discussions with the client.
* Experienced to work with Workday Report Writer and creating custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Created new integration to pull the new hires information using Core Connector Worker and Document Transformation which uses connector integrations XML Output as its data source input.
* Used sequence generators, generating templates and validating inbound integration system results.
* Created Outbound Integrations for Internal applications like Telecom, Security Badge etc using EIB and Send it to respective applications.
* Involved in creating the Applicants, Hiring applicants into supervisory Organizations.
* Configure Workday Compensation business packages in which it includes all allowances based on employee's profile & benefits.
* Creating the new processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
* Assigning Organization Roles, Assigning User based Security Groups.
* Configure benefit plans, groups, and eligibility and enrollment event rules. Designed business processes to fit client's business needs and workflow.
* Lead meetings with business process owners, SME (subject matter experts), and Security Audit team for requirements gathering and verification stage.
* Maintain the Web services API by using XML & XSLT Editors.
* Used service now for tracking issues, development tasks.
* **Environment:** Workday HCM, EIB, ADP, Jira, MS Office suite, Workday Report Writer, Tenant, Workday Business Process. Framework, BIRT, Service now, ADP, Kronos.

Nationwide -Columbus, OH Aug 2015- July 2016

Workday Techno Functional Consultant:

Responsibilities:

* Involved in implementation of Workday core HR, benefits, Payroll and configured in Workday tenant.
* Worked on Supervisory Organization, Re-Organization, Matrix Organization, Sub ordinate Organization, positions, Region, Cost centers, Staffing models, Jobs and Position.
* Perform configuration work as needed to support new and existing functionality.
* Created advance payroll reports and termination due to death reports.
* Setup Compensation Eligibility Rules based on compensation grades and job profiles.
* Proposed Compensation for New Hire, Edit Government Ids, Edit workday Account.
* Manage functional support for core HR process, Compensation, Business Process and Security Groups.
* Worked on the Build and Test phases of the Project for Absences including Setting up the Time off Plans, Accruals, Balance Periods, Limits, Eligibility rules and validations, Business Processes and Notifications, Security Configuration, Custom (Advanced/Matrix/Trending) Reports using Calculated Fields and setting up the Tenant.
* Developed Inbound and outbound integrations using EIB, Web Services SOAP, WSDL, XML, and XSLT document transformation for several integrations from Workday to downstream internal and vendor systems and provided necessary security for related functional area to launch the EIB.
* Created security groups like User based security groups, Role based security groups and Job based security groups.
* Created and executed UAT scripts, staging test data, developing data validation reports, and tracking defects using HP ALM.
* **Environment:** Workday HCM, Workday Report Writer, EIB, Core Connectors and Workday Studio, XML, XSD, XSLT, HP.

Mphasis- Hyderabad Aug 2013- Dec 2014

Workday Consultant:

Responsibilities:

* Built both inbound and outbound Enterprise Interface Builders for pushing and pulling data from the legacy system.
* Developed simple and secure integrations using Workday Enterprise Interface Builder (EIB).
* Involved in data conversion from legacy system to workday.
* Worked closely with the conversion team to design extract reports and improve processes to streamline the conversion.
* Used sql to extract data from legacy server do data manipulation to load data in to workday as needed by the customer.
* Support data cleansing efforts by documenting and providing clients with information on data issues and inconsistencies.
* Assist clients with data extraction, explaining the conversion process, defining data requirements, and working with the client to correct data in their legacy systems and prepare for the data conversion cycle.
* Assigned Organization Roles, Assigning User based Security Groups.
* Build complex reports using all functions of Calculated Fields in tenant.
* Developed advanced reports using compensation data sources and on understanding the data behavior.
* Used Workday Studio to bring in daily worker data changes to Workday.
* Consult with clients on a variety of data integrity issues to identify/resolve all issues that could impact project scope and/or timeframe

**Environment:** Workday 25, EIB, Calculated Fields, Workday Security groups, XML and XSLT, studio, tenant, BIRT.

Technical Skills:

**Workday Skills:** Workday HCM, Recruiting, Payroll, Compensation, Benefits, Time Tracking, Security, Report Writer, Workday Studio.

**ERP:** PeopleSoft, Workday, New World, SAP.

**Web Integrations**: SOAP, WSDL, XML, XSLT

**Databases**: Oracle, SQL Server, MS Access

**Document Processing:** MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel

**Quality Management:** Test Director, HPALM

**Methodologies/ Frame work:** Rational Unified Process (Rational Rose, Requisite Pro, Clear Case, and Clear Quest), Waterfall, JAD, Data Modeling, Business Modeling, Visual Paradigm,

**Scripting language:** Java script, XML, XSLT, ETV, XTT.

**ETL\Reporting:** Informatica, SSIS, SSRS, Tableau, BIRT.

**Ticketing system:** Service now, JIIRA.

Certifications (Client based certified):

* Workday Report Writing
* Workday HCM Fundamentals
* Workday Integration Fundamentals