**Syed ahmed** Workday consultant

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Biogen

Cambridge, MA

# **Professional summary:-**

* Over 8 years of IT experience in ERP, Core HCM, US Payroll, Benefits, Time Tracking, Absence, Compensation, Staffing, Authentication, Security Workday & PeopleSoft integrations and Other ERP tools.
* Hands-On Experience in Configuring Custom reports, calculated fields, Workday Studio, EIBs, Core Connector, Cloud Connector (CCB), Report Design, Business form Layout, Solution Manager.
* Experienced in configuring Compensation framework, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet client requirements.
* Thorough knowledge of HR processes such as employee record maintenance, Payroll, Benefits, Security, Pay Planning, Performance Management/Talent Management, Time Tracking / On-boarding.
* Experience in implementation of Workday HCM for various HR modules which includes Benefits, Payroll, Recruiting, Talent Management, Change Management, Compensation, Time tracking and Leave/Absence Management.
* Expertise in analysis of client's HR/Payroll business needs through client working sessions and day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Experience in various technologies involved in development (XML, XPath, XSLT, SQL, Web Services)
* Analytical exposure of UML such as Class Diagrams, Activity Diagrams, State Diagrams, Sequence Diagrams, Data Flow Diagram and Entity Diagram which included processes in payroll, secuirty, job benefits, compensation grades and packages.
* Experience of HRMS Workforce Administration (WFA) and Candidate Gateway, ESS, MSS and basic of NA Payroll.
* In-depth knowledge on EIB Inbound/Outbound integrations, Workday Core Connector, Workday Studio, Workday Report Writer and Calculated Fields.
* Well versed with Debugging tools like SQL trace, PC debugger & AE trace for troubleshooting and Performance Tuning.
* Workday Consultant experience in Human Resource including Workday Payroll, Business Analysis, Business Process Flows, Security, Reporting and Integration.
* Prepared documents for, Worker's Compensation, Time tracking to department and company.
* Accounting functions including Accounts Payable, Payroll, General Ledger Accounts using QuickBooks accounting software for video stores in multiple states.
* Hands on experience in inbound/ outbound integrations Using Core Connector, Workday Studio, working with EIB, Report Writer, BIRT Reports, Ad-Hoc Reports, Creating Workday Calculated Fields and Custom Reports.
* Expertise in Workday and PeopleSoft, American Payroll, Benefits Administration and Base Benefits.
* Worked on Workday Financials ad hoc data requests and reporting needs Supplier Invoices and Finance banking transactions.
* Helped in implementation of Workday Core HCM, Benefits, Payroll and Compensation.
* Developed integration using SOAP web services WSDL, XML, XSLT on the Workday cloud platform such as Payroll integration.
* Created Several Custom Reports on Ad-Hoc and Schedule Basis for Users and Support Team in Benefits, Time Tracking, Absence Management and Payroll.
* Ability to work cross-functionally with various stakeholders and team members.
* Developed testing strategies and verification scenarios along with project Scope and requirement documents, diagnose functional issues, report bugs, and take ownership of issue resolution.
* Worked with different staffing models, defining Hire restrictions to Job Management, Position Management and Headcount Management, experience in creating Job Profiles, Job Families and Job Family Groups.
* Experience on the features of creating integrations using Workday Studio.
* Functional understanding of SQL and its data management concepts.
* Strong working knowledge in software development methodologies like Rational Unified Process (RUP), Agile, Waterfall across the span of various projects.
* Experience in gathering and analyzing business requirements/processes and developed specified documents.
* Coordinated and supervised the daily activities of the Workday HR System and act as primary point of contact to monitor and triage production issues
* Analyzed client's HR/Payroll business needs through client working sessions and supported development of new business processes and a future state design.
* Served as a Workday Report Writer and created custom integrations with third party applications using Enterprise Interface Builder (EIB) and Workday Cloud Connect.
* Worked on various enhancements related to EIB Integrations, Core Connectors, CCB, and Custom Reports.

# **TECHNICAL SKILLS:-**

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| Workday Skills | Workday HCM, Recruiting, Payroll, Compensation, Benefits, Time Tracking, Security, Report Writer, and Workday Studio |
| Web Integrations | SOAP, WSDL, XML, XSLT, DT, Calculated fields, Custom reports, Cloud Connects, Core Connectors, EIBs. |
| Document Processing | MS Office MS Word, MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel. |
| Quality Management | Test Director, Win\ Load Runner |
| Methodologies/ Frame work | Rational Unified Process (Rational Rose, Requisite Pro, Clear Case, and Clear Quest), Waterfall, JAD, Data Modeling, Business Modeling, Visual Paradigm, |
| Data Modeling | Visio, Rational Rose |
| ETL\Reporting | Informatica, Business objects (BOXI) R3 with Crystal Report, BIR |
| Database | Oracle 10g, 11g, SQL Server 2000/2005/2008 R2/2012, MS Access. |
| Reporting Tools | Workday Report Writer, WD Studio Report Designer, SQR, Kronos |
| Operating Systems | Windows Server 2000. 2003, XP, Seven, Vista. |
| Testing Tools | Load Runner, QTP, QC |

# **work experience:-**

**Biogen Cambridge, MA**

**Workday Consultant Jan 2017 to Present**

# **Roles & responsibility:-**

* Configuration of Workday's business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
* Involved in creating the Technical Design Documents for the Integration's based on the Functional Design Documents.
* Managing Data conversions, HR and Compensation related Custom Reports, Security Management, Business Process configuration and configuring the application according to customer requirements and developing system Integration.
* Collected and Clarified client requirements, business needs and project objectives, via feedback sessions and client meetings, in collaboration with all stakeholders.
* Develop, maintain & troubleshoot data integrations with other systems including third party systems. Managed system security, worked and updated on user roles.
* Hands on experience in Standard Reports, Calculated fields and Custom reports Created and maintained custom and ad-hoc reports as well as, run scheduled reports needed by end-users and Create Custom Workday reports and modify/troubleshoot existing custom reports using Calculated Fields.
* Experienced to work with Workday Report Writer, Business Intelligence Reporting Tool (BIRT), and worked on custom integrations with third party applications using Workday Core Connector & EIBs.
* 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.
* Developed Core connector and Document Transformation integrations to get changes file of CSV format from XML Output.
* Developed simple and secure integrations using Workday Enterprise Interface Builder (EIB) and worked with Workday Studio and Cloud connectors to fix integration related issues.
* Implemented Workday Techno Functional and Data Migration using EIB, Core Connectors and Workday Studio in addition to creating Simple and Advanced reports.
* Built an integration to report taxes to ADP for periodic, monthly and quarterly tax filing.
* Created new integrations to pull new hire information using core connector worker and delivered using document transformation, which uses core connector XML outputs as its data source input.
* Configured business process for Hire, Create Requisition, Propose compensation, Assign Organizations and created web service in the integrations to replicate the BP automatically.
* Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
* Used sequence generators, generating templates and validating inbound integration system results.
* Worked on configuring Domain Security Policy and Business Process Security Policy.
* Developed test cases and test scenarios to perform UAT, SAT on the newly developed integrations.
* Experienced in using Excel (Macros) to maintain the project status and to do tasks across the agile development process.
* Day to day support of Workday HCM, Security, Payroll, Compensation and Reporting issues.
* Developed Finance Integrations like loading suppliers Invoices, maintaining daily transactions to the clients and property Tax assessments vouchers integrations.
* Worked on Financials Modules like Ledger accounting, journals, Supplier Invoices and Accounts and payable Cash Management Reports.
* Maintained and worked all types of integrations, which included updating Web Service versions in Studio code, XSLT transformations, changes to Core Connectors and other technical assistance where needed.
* Prepared documents for, Worker's Compensation, Time tracking to department and company.
* Accounting functions including Accounts Payable, Payroll, General Ledger Accounts using QuickBooks accounting software for video stores in multiple states.
* Hands on experience in inbound/ outbound integrations Using Core Connector, Workday Studio, working with EIB, Report Writer, BIRT Reports, Ad-Hoc Reports, Creating Workday Calculated Fields and Custom Reports.

**Environment**:- Workday Report Writing, custom reports, calculated fields, Custom Objects, EIB, Workday Studio, Core Connecter, XSLT, XML, Document Transformation, compensation, Talent Management, Recruiting, Benefits, Payroll, Implementation Tenant, Sandbox Tenant, Production Tenant.

**Digikey Electronics Charlotte, NC**

**Workday Consultant Oct 2015 to Dec 2016**

# **Roles & responsibility:-**

* Developed MTD, YTD, QTD Payroll Reports for Payroll Partner and Payroll Admin
* Involved in gathering, analyzing, and documenting business requirements, functional requirements and data specifications.
* Involved with implementation and support of Workday Core HCM, Benefits, Compensation, Advanced Compensation, Talent and Recruiting modules.
* Setup Compensation Eligibility Rules based on compensation grades and grade profiles.
* Helped in creating Team Time-off summary reports for Absence Management
* Worked in configuring various Business Processes and created Custom Reports for Recruiting Module
* Involved in Development, Enhancement, Upgrade and Maintenance of Workday HR, Base Benefits, Benefits Administration, Absence Management, Payroll and Time & Labor.
* Participated in product feasibility studies, functional specifications, system prototyping and deployment.
* Worked on setting up the entire framework of Time tracking including- Creating Time Entry Codes, Groups, Time Entry Templates and the Business Process for Entering Time, Setting up Period schedules, Worker eligibility rules.
* Worked with sales team, to deliver professional and concise demonstrations of Payroll, Human Resources, Applicant Tracking and Time and Attendance software
* Configured functionality for new areas within Workday HCM System and providing real-time planning and analysis visibility to all levels of management.
* Used EIB (Enterprise Interface Builder) for integrating location of employees, Performance ratings, assigning organizations and updating payroll Ids.
* Analyzed the functionality of Time & Labor pages, components, records and menus. Tested the functionality of Time & Labor workflow related to payroll.
* In addition to developing integrations exposure to functional and technical support for HCM, Payroll, and Time Tracking.
* Analyzed client's HR/Payroll business needs through client working sessions and Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Worked on implementing all building blocks of the Workforce Time and Attendance module as well configure the web server and app servers for the Workday environment.
* Worked with Core HR and Talent Management modules on planned activities and coordinate across offshore teams, tasks, issues and risks of functional process.
* Involved in full cycle implementation projects with responsibilities including Core HCM, Workday Benefits, Configuration & Prototype Testing, Payroll, Time Tracking, Enhancements and Absence, Performance Management, Advanced Compensation and Recruiting.
* Participated in product feasibility studies, functional specifications, system prototyping and deployment.
* Maintain and support all the HR Business processes e.g. Compensation, Hiring, Performance and talent management etc. implemented in Workday.
* Worked on Inbound and Outbound Connectors to send the Employee Change details.

**Environment**:- Workday 24, Workday EIB, Core Connecter Developer, Workday Integration Server, Workday studio Web Services, XML, XSLT, XPath, SOAP UI, Oxygen**.**

**Huron Consulting Group Chicago, IL**

**Workday Consultant Dec 2014 to Sep 2015**

# **Roles & responsibility:-**

* Build new integrations using Report Writer, Workday Studio and Document transformation.
* Created Advanced Reports using Calculated Fields, Sorting, Filtering Report Fields, providing Advanced Filtering Option, and Creating Sub Filters by using related Business Objects.
* Determine the Data Source and use appropriate Business objects to deliver the required report for the end user.
* Experience on the features of creating integrations using Workday Studio.
* Excellent Knowledge functional areas in workday, good experience in navigations and core concepts.
* Created calculated fields for Custom Reports and ensure to deliver custom reports.
* Worked with creation of Worklets, developing a custom Worklet.
* Defining sharing options, setting up transfer ownership.
* Propose Compensation for New Hire, Edit Government Ids, Edit workday Account.
* Creating Integration Systems, Modify Integration Systems, Integrating Sequence Generators, Launching the integration Systems.
* Using EIB configuration, transform the format of workday report into required file format using XSLT or build in transformation (CSV, EXCEL).
* Experience in creating the Applicants, Hiring applicants into supervisory Organizations.
* Worked with setting up reports as a Web Service.
* Defining outputting of report to Work let options or chart options.
* Worked on several modules of reporting including HCM, Payroll, Benefits, Talent Management, compensation, finance and other functional areas.
* Build end user manual for workday core HCM and Payroll and was involved in multiple cross functional meetings with HCM team and the customer in architecting the Data flows between Workday and the third-party staffing provider.
* Involved in implementation of various modules of Workday HCM (Payroll, Compensation Benefits, Performance management, Time Management).
* Worked to implement Workday Core HCM, Benefits and Payroll modules, and integrate with customer vendor systems.
* Designed and implemented various integration including Payroll, Benefits and Internal EIB's / Cloud Connectors Outbound Integration.

**Environment**:- Workday Integrations, Studio, XML, XSLT, Workday Report Writing, calculated fields, compensation, Talent Management, Recruiting, Benefits, Payroll, Headcount, Implementation Tenant, Sandbox Tenant, Production Tenant.

**Qualcomm Farion Technologies Bridgewater, NJ**

**Workday Consultant May 2014 to Dec 2014**

# **Roles & responsibility:-**

* Created and established intricate matching process to assign PO status along with relative PO data to records inappropriately labeled Non-PO, improving reporting accuracy.
* Developed multiple reporting processes from system generated extracts to MS Access processing to MS Excel summary and chart generation to Power Point dashboard presentations enabling quicker reporting at quarter end.
* Designed a historical Open PO process to allow open PO trending by writing formulas in OBIEE based on PO line creation and closed dates, applying multiple report filters, gathering invoice data and calculating results using MS Access routines.
* 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.
* Experienced in Workday Functional testing and creating test cases and scenarios.
* Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups.
* Led activities for retiring old legacy systems supporting compensation/payroll
* Created Simple and Advance reports in Payroll and Benefits.
* Developed simple and secure integrations using Workday Enterprise Interface Builder (EIB).

**Environment**:- Workday HCM, Workday Integrations, EIB, Reports, HR payroll, BIRT, PeopleSoft , Workday Studio.

**Citigroup Richmond, VA**

**Workday Consultant Jan 2013 to Apr 2014**

# **Roles & responsibility:-**

* Developed integration using web service SOAP, WSDL, XML, XSLT on the Workday cloud platform for as Workday Finance inbound integrations.
* Extensively involved in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules.
* Involved in Loading Data from External Systems & created Complex reports.
* Performed functional configurations and created requirements for technical configuration.
* Developed reports in Workday Core HCM and support Complex integrations with reporting technology to ensure any critical issues are resolved quickly.
* Responsible for Delivering of Workday Integrations that were built using EIB's, Cloud Connect and Workday Studio.
* Developed Workday Inbound Studio integrations using Web services.
* Created Test Strategy and added custom test scripts in addition to the delivered test scripts for Functional testing.
* Defines Test Strategy and Test Approach. Manages the overall test project plan, time tracking, defect management, issue resolution, and risk management.

**Environment**:- Workday, Workday Studio, XML, Web Services, XSLT 2.0, Report Writer, Oxygen, Kronos.

**Walmart Sunnyvale,CA**

**Workday Consultant June 2011 to Dec 2012**

# **Roles & responsibility:-**

* Involved in Development, Enhancement, Upgrade, and Maintenance of HR, Benefits, and Payroll.
* Participate in the discovery sessions with client and vendors, create the design and mapping documents and submit the same for sign off.
* Designed and built inbound and outbound studio integrations with RaaS reports
* Developed Applicant Inbound Integration using Workday Studio from iCIMS.
* 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.

**Environment**: Workday Report Writer, Calculated fields, PICOF, PECI, Workday Cloud Connector, Studio, Workday Security.

**Cadence San Jose, CA**

**Business Analyst July 2010 to May 2011**

# **Roles & responsibility:-**

* Designed a project document based on the methodology of SDLC (System Development Life Cycle) and developed business process model which will be helpful for performing Existing and future business process.
* Implementation of Leave Management Module, Compensation Module.
* Identified and defined actors made use cases and grouped them and prepared data flow diagrams, activity diagrams, sequence diagrams, state transition diagrams in MS Visio.
* Performed SharePoint Power user responsibility to manage, Update and establish permissions to documentation.
* Formulated Test plans, Test cases and scenarios for core subsystems. Performed Unit Testing, System Integration Testing, Software Quality Testing and Regression Testing.
* Leverage HRMS capabilities to meet the needs of HR stakeholders by analyzing and understanding the capabilities of HRMS for supporting HR processes.
* Developing Technical Requirements with end to end matching from Business rules to Data elements.
* Worked with lifecycle designer designing and testing interactive, paper and application driven forms. Also, developed and debugged and modified schema for application driven forms.
* Drafted and maintained business requirements and align them with functional and technical requirement.
* Facilitate monthly meetings with clients to document requirements and explore potential solutions.

**Environment**: - Windows 2007, Microsoft Visio, UML, XML, SQL Server, SQL Developer.