**Satish Baheti, PMP**

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**Professional SUMMARY: -**

* PMP Certified Project Manager.
* Overall 13 years of IT experience in ERP/PeopleSoft/AWS-Workday, Core HCM/FIN, US Payroll, Benefits, Time Tracking, Absence, Compensation, P2P, Security Workday & Banking and GL/Asset and Other SQL ERP tool.
* Hands-On Experience in Configuring/Creating Workday 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/FIN, Security, Compensation and Reporting issues.
* Experience in various technologies involved in development (XML, XPath, XSLT, SQL, Web Services).
* Analytical exposure of Prism Analytics. In-depth knowledge on EIB Inbound/Outbound integrations, Workday Core Connector, Workday Studio, Workday Report Writer and Calculated Fields.
* Workday Consultant experience in Human Resource including Workday Payroll, Business Analysis, Business Process Flows, Security, Reporting and Integration.
* 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. Experience in creating PECI, PICOF, Event Driven Integration, and Reconciliation Integration For ADP and other third party integrator.
* Project Financials & Financial/Portfolio Reporting, Status Reporting, Project Governance, Identification of missing roles/resources and resolution/escalation of same
* Business stakeholder communication, Issue/Risk communication/resolution/escalation – removing blockers and Project Planning, Change Management. Provide expert project guidance/support proactively through project completion
* Collaborate/work with project sponsors, business units and users to identify project scope and focus, develop or monitor project initiatives, implement project requirements/plans/processes/tools, assign/guide/monitor project staff, and assure project success.

**TECHNICAL SKILLS: -**

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| --- | --- |
| Workday/Cloud Skills | Workday HCM, Recruiting, Payroll, Compensation, Benefits, Time Tracking, Security, Report Writer, and Workday Studio, Salesforce Data Architect,AWS, IoT |
| Web Integrations | SOAP, WSDL, XML, XSLT, DT, AWS,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/Planning /Project Management Skills | Test Director, Win\Load Runner and Adaptive Insight for Planning, Project Management, Salesforce |
| Methodologies/ Frame work | Rational Unified Process (Rational Rose, Requisite Pro, Clear Case, and Clear Quest), Waterfall, JAD, Data Modeling,. |
| Database | Oracle 10g, 11g, SQL Server 2000/2005/2008 R2/2012 |
| Reporting Tools | Workday Report Writer, WD Studio Report Designer, SQR, Kronos. Prism-Data analytics tools like Prism. |
| Operating Systems | Windows Server 2000. 2003, XP, Seven, Vista. |

**Work Experience**

**Oakland County Michigan: Detroit, MI Aug 2019 Till Date**

**Workday Consultant and Senior Developer**

**Roles & Responsibility: -**

* Financial Chain Management process & Workday HCM Reports, Integration & Business process.
* Hands-On Experience in Configuring/Creating Workday Reports using BIRT.
* Hands-On Experience SQL and PL/SQL Store Procedures for report.
* Inventory Management using workday to manage Cost control reports and Data analytics tools like Prism.
* Working as a Workday Project Manager/Lead, Handling Conversion, Integration $& Development teams
* Working on Budgets with the projects
* Workday Foundation Data Model (FDM), Workday Composite Reporting, Workday Business Processes, Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable.
* Experience in creating PECI, PICOF, G2, Event Driven Integration, and Reconciliation Integration
* Experience in working with Kronos API with workday and other Framework.
* Experience on working on Adaptive Insight for Planning and Prism for data analysis.
* Worked extensively using excel spread sheet for workday conversion and matrix report.
* Helping team members if they need any tech assistance
* Helping Integration team to replace people soft and attach workday with Kronos
* Development team, provide guidance to create composite r& BIRT reports.
* Approving budget/planning and conducting meetings with directors
* Business stakeholder communication, Issue/Risk communication/resolution/escalation – removing blockers and Project Planning, Change Management. Provide expert project guidance/support proactively through project completion

**Reporting**

Advance, Complex, Matrix, Composite, Simple, Transposed, Trending

**Amazon Inc.**: **Seattle, WA March 2019 – August 2019**

**Workday Consultant & Senior Developer**

**Roles & Responsibility: -**

* Involved in Workday usage, Development, Enhancement, Upgrade, and Maintenance of FCM, HR, Benefits, Financial Core reports, Customer Invoices BIRT reports and Payroll.
* Participate in the disclosure sessions with customer and sellers, make the structure and mapping reports and present the equivalent for close down.
* 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.
* Experience on working on Adaptive Insight for Planning and Prism for data analysis.
* Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable.
* Designed and fabricated inbound and outbound studio combinations with RaaS reports and Analytical exposure of Prism Analytics. Experience on working on Adaptive Insight for Planning.
* Developed Applicant Inbound Integration utilizing Workday Studio from iCIMS.
* Experienced to work with Workday Report Writer and making custom incorporations with outsider applications utilizing Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Created new coordination to pull the new contracts data utilizing Core Connector Worker and Document Transformation which uses connector reconciliations XML Output as its information source input.
* Used grouping generators, creating layouts and approving inbound reconciliation framework results.
* Created Outbound Integrations for Internal applications like Telecom, Security Badge and so forth utilizing EIB and Send it to particular applications.

**Reporting**

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**Abbott Lab, Chicago, IL May 2018 TO March 2019**

**Workday Consultant**

**Roles & Responsibility: -**

* Hands on experience in Workday 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.
* Using Workday to create Integration & Analytics reports to help them Manufacture & Stock in the inventory.
* Experience on PL/SQL and Prism for Data Analysis.
* 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.
* Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable
* 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.
* Business stakeholder communication, Issue/Risk communication/resolution/escalation – removing blockers and Project Planning, Change Management.

**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

**GEICO Insurance**: **Washington, DC Sept 2016 – April 2018**

**Workday Consultant & Senior Developer**

**Roles & Responsibility: -**

* Involved in Workday Report Development, Enhancement, Upgrade, and Maintenance of FCM, HR, Benefits, Financial Core reports, Customer Invoices BIRT reports and Payroll.
* Participate in the disclosure sessions with customer and sellers, make the structure and mapping reports and present the equivalent for close down.
* 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.
* Experience in working with Kronos API with workday and other Framework like .Net and Java.
* Project Financials & Financial/Portfolio Reporting, Status Reporting, Project Governance, Identification of missing roles/resources and resolution/escalation of same
* Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable.
* Run predictive analyses like forecasting, and perform other common time-series operations within a robust UI
* Experience on working on Adaptive Insight for Planning.
* Designed and fabricated inbound and outbound studio combinations with RaaS reports
* Developed Applicant Inbound Integration utilizing Workday Studio from iCIMS.
* Experienced to work with Workday Report Writer and making custom incorporations with outsider applications utilizing Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Created new coordination to pull the new contracts data utilizing Core Connector Worker and Document Transformation which uses connector reconciliations XML Output as its information source input.
* Used grouping generators, creating layouts and approving inbound reconciliation framework results.
* Created Outbound Integrations for Internal applications like Telecom, Security Badge and so forth utilizing EIB and Send it to particular applications.

**Reporting**

Advance, Complex, Matrix, Composite, Simple, Transposed, Trending

**Blue Cross Blue Shields of TN: Chattanooga, TN Sept 2015 TO Sept 2016**

**Workday Consultant**

**Roles & Responsibility: -**

* 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.
* Using Workday to create Integration & Analytics reports to help them Manufacture & Stock in the inventory.
* Provide correct asset in stock and availability, Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable
* 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.

**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.

**NCR Corporations: Atlanta/New Delhi, India Feb 2015 to Aug 2015**

**Workday Consultant**

**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.
* Creating financial reports to help them cost control. Using accurate results inventory and maintain
* 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.
* Involvement in rectifying the data load errors in SAP BW systems.
* Enhancement of new fields in existing reports as per the user requirements.
* Actively attended on weekly client status calls.
* Strong knowledge to Fixing errors, analyze Data Issues, using filters to restrict data in SAP SLT process.

**PeopleSoft /Workday Consultant Jan 2010 to Feb 2015**

**Royal Bank of USA/UK: Cap Gemini India Inc.: Gurgaon (HR)**

**Client: RBS-UK/USA**

* Involved in Design, Development, Testing, and Enhancement of Core HR/CRM/ELM, Payroll, Base Benefits modules and eProfile, Profile Management.
* Involve in POC for PeopleSoft to Workday, Business Process Integration, and EIB for Report Generation. Work with Studio for Design of Interface and Test on Workday Tenant.
* Extensively work on Recruitment, Talent acquisition, ePerformance, and Succession Planning.
* Lead Core HR Bundles and Patches upgrade and incident management for all other HCM modules.
* Involve in Retrofit and Fit Gap Analysis for Bundles and Patches for Upgrade from 9.1 to 9.2.
* Salesforce Data Architecture and Management Designer for CRM tools.
* Functional Analysis/Requirement Gathering/Fit-Gap of Workday and HCM Critical HCM business process using Sharepoint tracking system. Follow the Agile methodology and MS-Project for Overall Project Health.
* Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable

**Jan 2007 – Jan 2010: Senior Technical/BA Consultant: Tech Mahindra Inc., Pune, India**

**Client: Westwood University, Denver, CO, USA**

* Extensive experience working for Client ERP Implementation, digitizing and automated the entire paper based processes for an US Educational University.
* Functional Analysis/Requirement Gathering/Fit-Gap of Workday and HCM Critical HCM business process using Sharepoint tracking system. Follow the Agile methodology and MS-Project for Overall Project Health.
* Involved in the development of SQRs related to the Students and other related information to different banks and other institutions in terms of Student Financial aid and Financial Aid.
* Worked on re-Implementing of PeopleSoft HRMS & Campus Solution and Global Payroll - payment transaction system and third party integration with mainframe systems, developed complex custom policy transactions for University System.
* Problem-oriented interfaces, conversion and iterated multilevel software design is based on computational data model, situation business-model.
* Workday Data Conversion, Workday Budgeting, General Ledger, Cost Allocations, Interfaces, Project Accounting, Report Writer, Financial Statements, Accounting procedures, Accounts receivable and accounts payable

**April 2004 – Jan 2006: Technical/BA Consultant: Canadian Systems. Inc. Toronto Canada.**

**Scope: PeopleSoft Campus Solution and Core HR implementation and support**.

* Worked as a System Analysts for the PeopleSoft Campus Solution HRCS project
* Worked on customization of pages, records, using PeopleTools and PeopleCode.
* Customized SQL Views, records and People Code functions like SQL Exec, Scroll Select etc.
* Worked on data migration.

**Dec 1994 – March 2004: Other IT and Non IT Experience**

* **As R&D Engineer with Pyrotech Electronics Pvt. Ltd (Udaipur/New Delhi, India) : 3 Years**
* **As IT Manager for a Reputed Educational College in India: 2 Years**
* **As System Administrator for an US based IT Company in India: 2 Years**
* **As Hardware and Software Support Engineer for and IT Hardware Company: 3 Years**

**EDUCATION & CERTIFICATIONS**

* B. E. in Electronics Engineering, University of Amravati (M.S) India from June/1990-Dec/1994
* Diploma in Electronics Engineering, Board of Technical Education, Mumbai (M.S) India.

**ACHIEVEMENTS & AWARDS**

* PMP Certified Project Manager.
* AWS Certified Solutions Architect – Associate and Professional Level
* Salesforce Data Architecture and Management Designer
* 1Z0-241 People Tools 8 Application Developer I Certified Expert.
* 1Z0-242 PeopleSoft Application Developer II: App Engine & Integration Certified Expert
* 1Z0-584 Oracle Fusion Human Capital Management 11g Human Resources Certified Implementation Specialist.
* Professional Certification Sun Certified System Administrator for Solaris 7

**Company Hold H1b Since 2016 and Valid Until 2022 with Approved i140 with same employer.**

**Employer: Vensar Technology Inc.**

**Contact Person : Sam**

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**Fax: 224-365-0339**

**Vensar Technology Inc.**

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