

Hari Krishna M

Summary:

- A result oriented professional with **6.10 yrs.** of experience in Software Engineering with **3.10 yrs.** of relevant experience in **Workday Consultant.**
- Exceptional ability in understanding the business needs and improving the process.
- Excellent communication skills and proven experience in working independently as well as in a team.
- Involved in preparing business requirement documents and analysis of client functional requirements.
- Extensive knowledge on Complete **Tenant configurations** – (Supervisory Organizations, Roles, Compensation, Business Processes)
- Configuration of **Supervisory Organizations, Job Profiles & Positions, Compensation** (salary plans based on different grades, grade profiles and allowances), **Security and Business Processes.**
- Day to day support of **Workday HCM, Security, Compensation, reporting issues** and implementing enhancements when needed.
- Created **Custom Reports and scheduled reports** as requested by end-users.
- Worked on modifying/troubleshooting/enhancing existing **custom reports** using **Calculated Fields.**
- Created and used **calculated fields in reporting, business processes, and** integrations within Workday.
- Experience in performing HCM tasks like defining **Job Profiles, position creations, employee hiring, transfers, promotions, demotions and terminations** etc., as part of Workday Testing requirements.
- Understanding and careful analysis of the Internal HR team requirements.
- Setting up the Email notifications and Business Process configurations.
- Excellent object management skills in Workday like configuring **Supervisory/Matrix Organizations** (Divide organizations, Inactivate Organizations, create subordinates).
- Extensive knowledge on other HCM Org structures like Custom Organizations and Service Center Organizations.
- Experience in creating Job Profiles, Job Families and Job Family Groups, also worked with the creation and maintenance of position and job staffing models.
- Experienced in **WORKDAY security** related to creating and assigning Users / Roles Permissions.
- Involved in **Workday HCM for various HR modules** such as **Compensation, Time Tracking, Security and Absence Management.**
- Excellent interpersonal skills with a strong desire to achieve specified goals.
- Support the team with product backlog grooming activities
- A valuable team player with capability to share the team vision and achieve goals and deadlines

Work Experience:

- Working as Workday Consultant at CTS from Mar- 2019 To till date (Parent Company- Riosoft Technologies)
- Worked as Workday Developer for TCS from Aug- 2014 To Feb 2019

Education:

MCA from JNTU University, Kakinada in 2013.

Technical Skills:

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|------------------------|--|
| ERP Systems | Workday, PeopleSoft |
| Workday Modules | Core HCM, Compensation, Benefits and Absence management. |

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| Workday Skills | Integrations-EIB, Studio, Reports, Calculated Fields, Business Processes, Dashboards. |
| Database Technologies | Oracle 10g, 11i |
| Operating Systems | MS-DOS, Windows XP/ 7, Windows Server 2008, UNIX |

Professional Background:

Project#1

NCR – Workday Implementation/Enhancements

NCR Corporation

Mar 2019 -Till Date

Description:

The NCR Corporation (formerly National Cash Register) is US-Based computer hardware, software and Electronics Company that provides products and services that enable businesses to connect interact and transact with their customers. Its main products are self-service kiosks, point-of-sale terminals, automated teller machines, check processing systems, barcode scanners, and business consumables. They also provide IT maintenance support services.

Roles &Responsibilities

- Understanding and analyzing the Business Requirements by studying the Functional Documents.
- Responsible for data migration from legacy system to workday using EIB.
- Worked with workday studio to fix integration related issues.
- Built many Enterprise interface builders (EIB's) on inbound and core connector worker and benefits On outbound's
- Create the new workday studio programs to sending AI-Statement to worker documents using BIRT layout.
- Creating the custom reports as per the client requirement and preparing the UTP documents.
- Created Workday Studio inbound studio programs to load compensation information from ADP to workday.
- Hands-on experience In Migrating the XSLT Code, Reports from Lower tenet to Sandbox and Production using Object Transporter.
- Created EIB Inbound Integrations for loading the employees personal Information like, Emergency contacts, Compensation, One-time payments, Bank account information, cost center information.
- Created EIB outbound Integrations, written XSLT code and sending data from workday to downstream systems.
- Hands-on experience in creating the calculated fields using different functions for complete logics.
- Supporting the Different teams in UAT phase as well as with test factory teams during integration testing phase.
- Involved in calls with client and update the work status as well as clarifications if any.

Environment: Workday HCM, Workday Studio, XML, Web Services, XSLT 2.0, Report Writer.

Project#2:

TCS
Toyota

Aug 2017 – Feb 2019

Description:

Toyota Motor Corporation, usually shortened to Toyota, is a Japanese multinational automotive manufacturer headquartered in Toyota, Aichi, Japan. In 2017, Toyota's corporate structure consisted of 364,445 employees worldwide and, as of September 2018, was the sixth-largest company in the world by revenue. As of 2017, Toyota is the world's second-largest automotive manufacturer. Toyota was the world's first automobile manufacturer to produce more than 10 million vehicles per year which it has done since 2012, when it also reported the production of its 200-millionth vehicle. As of July 2014, Toyota was the largest listed company in Japan by revenue.

Roles & Responsibilities:

- Experienced to work with Workday Report Writer and creating custom integrations with third party applications using Workday Core Connector and Enterprise Interface Builder (EIB).
- Knowledge of Domain, Role and User based security.
- Using sequence generators, generating templates and validating inbound integration system results.
- 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.
- Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
- Developed Several Complex Integrations using Workday Studio and EIB.
- Created test data and executed Test cases for System testing. Created test scenarios and test cases and coordinated the testing effort with all the stakeholders for System and UAT.
- Day to day support of Workday HCM, Security, Payroll, Benefits, Compensation and Reporting issues
- Involved in the design phase and prototyping for further discussions with the client.
- Experienced to work with Workday Report Writer and BIRT tool and creating custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
- Created and used calculated fields in reporting, business processes, integrations and other areas within Workday.

Environment: Workday HCM, Core Connectors, Absent management, Workday Studio, XML, XSLT, Xpath, Oxygen XML.

Project#3

Catamaran, Schaumburg, IL USA

Catamaran Rx

Aug 2014 –Jul 2017

Roles&Responsibilities:

- Lead day-to-day operations of the PeopleSoft Technical teams (including Off-Shore) with business assignments, technical development, support, and issue resolution
- Technical Lead for FY14 Compensation, Pharma Spin-off from PeopleSoft HCM system, eV3 applicant conversion into PeopleSoft and Resume Parsing integration with PeopleSoft
- Ensure project team follows methodology selected for projects and produces quality deliverables
- Participated in the design effort by assisting in the development of design specifications applying business expertise and best business practices.

- Highly experienced with PeopleSoft Manager Self Service & Employee Self Service applications

Environment:PeopleSoft HCM 9.1, People Tools 8.51, Oracle 11i