

VENKATA SAIKRISHNA

Workday Consultant

PROFESSIONAL SUMMARY:

- Over all 3 years of IT experience as a **Workday Consultant**.
- Integral in maintenance and creation of Workday Supervisory Organizations, Business Process, Locations, Positions, Company, Cost centers, and Hierarchies.
- Experience in understanding the Client Business Requirements, Organizational Hierarchy Setup, Configurable Security Setup and Tenant Setup.
- Worked with different Staffing Models, defining Hire restrictions to Job Management, Position Management.
- Hands on experience with Compensation Module like creating Compensation Grades, Compensation Eligibility Rules, Allowance Plans, Salary Plans, Hourly Plans.
- Experience in creating Job Profiles, Job Families, and Job Family Group.
- Experience with Workday security groups like Role based security, User based Security, Intersection, and Job based Security.
- Experience with creating Staffing models for Supervisory Orgs, Reorganizations and business process framework, Organization Types, Organization Hierarchies.
- Strong Experience with Workday Report Writer - Custom Reporting (Calculated Fields, Advanced, Standard Reports).
- Hands on experience in inbound/ outbound integrations using EIB and core connectors.
- Troubleshooted day to day issues arising in Workday, reporting issues to identify and fix root causes.

TECHNICAL SKILLS:

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|-----------------|---|
| ERP Systems | Workday |
| Workday Modules | Core HCM, Workday Reports |
| Workday Skills | Business Processes, Notifications, Alerts, Security, Integrations-EIB, Core Connectors, Reports, Calculated Fields, Compensation, |
| Windows | Windows 7, Windows 8/8.1, Windows 10 |

PROFESSIONAL EXPERIENCE:

Working as Workday Consultant in Value Momentum, from Aug-2018 to Till Date.

Role: Workday Consultant

Responsibilities:

- Created Supervisory Organizations, Cost Centers, Cost Centre Hierarchies, and location hierarchies' maintenance, Staffing Models, Job details Positions and Job Requisitions.
- Setup end to end recruiting process for clients from creating business processes like job application, Offer, Hire, and Onboarding, setup external career site, questionnaires, offer letters and review documents.
- Staffing Movements, An employee changes in position, inbound process and outbound process.
- Termination Process, initiate termination process, review termination process, to do tasks
- Worked on the creation of benefit plans, job profiles, and job families.
- Configured Workday compensation packages including salary, bonus, allowance, commission, and compensation eligibility rules based on management levels, job profile, and job family.
- Managed job description and workflow of employee data for compensation module including job families, pay ranges and supervisor setup.

- Setup Merit plans including merit and bonus plan processing and created the business process for bonus plan, merit plan, salary plan and hourly plan.
- Worked on several calculated fields like look up related value, Evaluate Expression, True or false conditions, Arithmetic Calculation, formatting date fields etc...
- Performed arithmetic calculation in Matrix report for counting, averaging, summing, ranging between maximum and minimum.
- Worked with Simple and Advanced Reports, defining columns, business objects, fields.
- Setup security groups, domain security policies and business process security policies.
- Worked with Business Process and configurations various business process on Compensation, Talent Management, Recruiting, Benefits.
- Configuration of Workday's business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
- Developing the integrations using tool Enterprise Interface Builder (EIB), Core connector
- Designed and built both inbound and outbound EIB in various segments of Workday system.

Environment: EIB, Web services, Workday Report Writing, custom Reports, calculated fields, compensation, MS PowerPoint, MS Excel, Windows.

EDUCATION:

- MBA in HR and Marketing from **KL University in 2018.**

DECLARATION:

I do here by declare that all particulars mentioned above are true to the best of my knowledge.

Hyderabad