**Ramesh A**   
**(Workday HCM Consultant)**



**PROFESSIONAL SUMMARY:**

●An ERP Consultant with overall 5+ years of professional IT experience with 3+ years of extensive Workday experience.

●Exceptional experience in Workday’s Core HR, Staffing and Compensation Functional areas.

●Hands on experience in Configuring Organizations, Business process and creation of Custom Reports.

●Experienced on Compensation elements configurations and updates.

●Involved in requirements analysis, integrations, testing and system documentation support. ●Creation of various calculated fields to use in custom reports.

●Configuring EIB Inbound and Load data into workday with webservices.

●Creation of various custom reports as per the requirements.

●Working on various enhancements related to EIB Integrations, Custom Reports and Configuration changes.

●Experience with creating Staffing models for Supervisory Orgs, Reorganizations and business process framework, Organization Types, Organization Hierarchies.

●Good experienced in developing technical solutions for the Workday platform using EIB and Web Services.

●Workday training includes Fundamentals, Simple Inbound Integrations, Business Processes, Calculated Fields, Report Writer, and Security Fundamentals.

●Experience in writing SQL queries and have exposure to different databases, includes SQL Server.

●Possess Good communication skills, keen to adapt to new technologies and effective Team Player.

**TECHNICAL SKILLS:**

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| Workday Functional Areas | Workday HCM, Staffing and Compensation |
| Workday Integration Inbounds | EIB |
| Workday Other Skills | Business Process, Calculated Fields and Report Writer |
| Workday Security | Domain security for functional area and Business process, Security groups (Constrained and Unconstrained) |

**EDUCATION:**

●**Bachelor of Technology**: Mechanical Engineering from Jawaharlal Nehru Technological University – Kakinada.

**PROFESSIONAL EXPERIENCE:**

**Tata Consultancy Services**

**Project: Support/Enhancement of Workday HCM**   **(May’ 19 – Till date)**   
**AIMS Community College, USA**   
**Workday HCM Functional Consultant**

**Roles and Responsibilities:**   
 ●Responsible to work on workday application incidents raised by business end users.

●Troubleshoot the issue to find the root cause of the incident and provide them a solution.

●Written custom validations on business process object as per business requirement. ●Modified Business process as add/remove steps from the existing configurations.

●Changed the security groups on business process security policy functional areas.

●Modified step condition rules for existing business processes.

●Developed custom Integrations to update Compensation Eligibility rules, Grade and Grade profiles.

●Developed Inbound integrations to load job profile and matrix organization per business requirement.

●Clarify the end user queries and guide new users about workday system functionality. ●Communicate end users for better understand of the case and update the status of incident. ●Responsible to Loaded new set of setup data through EIB.

●Create and modify condition rules as per new business policy changes.

●Configured new work schedules as requested by the business operations user.

**Project: Support of Workday HCM Safeway, Phoenix, AZ**   
**Workday Reports Developer.**

**Roles and Responsibilities:**

**(Nov’17 – May’ 19)**

●Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR application report consumer groups.

●Generate different kinds of reports - Simple, Advanced and Matrix reports to meet client requirements within the workday tenant.

●Create calculated fields for Custom Reports to ensure required report delivery.

●Developed advanced custom reports, composite reports and matrix reports in Workday and test developed reports.

●Designedand built both inbound and outbound EIB integrations in various segments of Workday system.

●Created Organizations (Locations, Supervisory Orgs, Business Units, Cost Centers, Custom orgs, Organization Hierarchy (Location Hierarchy).

●Create reports by using appropriate data source and business objects to deliver output for end users.

●Created report on Employee Convert to Contract to full time Employee List.

●Created report on Contingent workers, converting the contingent workers into employees.

●Extensively worked on Workday application in creating reports, calculated fields, basic integrations using EIB, data conversion and Migrations.

●Developed custom reports for the hcm modules like Core HR.

●Used Report Writer to create new Custom reports with appropriate Data Sources, Objects and Fields   
●Supported Customer resources in development and troubleshooting of reports and integrations.

**Project: Support of PeopleSoft HCM Amdocs**

**(April’16 – Oct’17)**

**PeopleSoft Developer**

**Responsibilities:**

●Analyzed the requirement documents to understand the customer business requirement. ●Customized system applications and designed many applications as scratch.

●Work with incident request raised at user end.

●Interact with onsite team to know status of project on daily basis.

●Responsible to work on support issues.

●Consulting with the Solution Architect on business prospective implementation workflow. ●Collaborating with overseas team-mates on daily/weekly discussions.

●Analyzing the issues and providing resolutions reported by users   
●Working on Incidents, Service Request and EWO’s (Enhancement Work Orders).

●Developed custom advanced custom reports, calculated fields, complex xslt logic   
●Coordinate with other team members for defect deliveries and production support activities. ●Conduct knowledge sharing sessions to newly joined team members.