###### Hymavathi Pothuri

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**WORKDAY INTEGRATIONS & REPORTING CONSULTANT**

* Senior HCM professional in **Workday HCM and PeopleSoft HCM** with **over 8 years** of experience
* **3+ years of experience as a Workday HCM Consultant** and was involved in two full implementation projects.
* Over **5 years of extensive experience as a PeopleSoft HCM Techno-Functional Consultant** where I was Involved in implementation, upgrade, maintenance &support of PeopleSoft HRMS projects.
* Experience in all phases of the Workday implementation lifecycle  – Requirement gathering, Analysis, Design, Development and Testing.
* Worked extensively on Payroll Interfaces and have designed and developed integrations in both **Workday Studio and EIB.**
* Maintained and created Workday **Supervisory Organizations, Locations, Positions, Cost centers, Cost Center hierarchies.**
* Worked on the Object Management Systems like **Role Based Security, User Based Security, Job Based Security groups.**
* Hands on experience in **inbound/ outbound integrations Using Core Connector, Workday Studio, managing business processes, working with EIB, Report Writer, Creating Workday Calculated Fields and Custom Reports.**
* Knowledge on **Compensation Plans** like Salary, Unit Salary, Hourly, Allowance, One Time Payment, Merit, Bonus, Commission, Stock
* Configured **PICOFs** to integrate with payroll vendors.
* Experience in designing Workday integrations using **PICOF.**
* Used **PICOF** to provide the integration files based on the requirement for payroll vendors.
* Expertise in advanced reports wherein I have used different business objects and related business objects in developing awaiting steps in performance business processes.
* Worked on **Compensation** Grades, Grade Profiles and Steps and **Compensation** Eligibility Rules
* Created standard/custom quarterly, annual and ad-hoc reports as needed by business and converted existing **PeopleSoft reports to Workday Reports** as part of migration.
* 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.**
* Worked with business process framework, well versed with multiple configuration options in staffing, compensation, benefit events, time off/leave events, Talent Management Events.
* Experience with **Web services, XML, XPATH and XSLT**.
* Expertise in **SQL, Eclipse, XML, XSLT, and Web Services** technologies.
* Created custom **Workday reports** and modify/troubleshoot existing custom reports
* Mapping PT employee data to WD Templates. Creating custom inbound **EIBs** to load part-time employee information into **Workday Tenant**. Processes include Employee Hire/Terminate
* Build custom inbound **EIB** to update contact information (phone, email, address).
* Skilled in both technical and functional design, coding, unit testing, and user acceptance testing to support multiple deliverables

**TECHNICAL SKILLS**

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| **Workday** | Workday Studio, EIBs – Enterprise Interface Builders, Core Connectors, Cloud Connectors, Migrations using iLoads& Solutions, Document Transformation - XSLT, XTT, Core HCM, Benefits, Payroll Interface (PICOF / PECI),Core Finance, Core Finance, Expenses, Calculated Fields, Reporting. |
| **PS Tools** | People Tools 8.4x,8.50, Application designer, Application Engine, Component Interface, File layout, Data Mover, Application Packages, Integration Broker, XML Publisher and AWE(Approval Workflow Engine) |
| **Programming** | SQL, PL/SQL, Dynamic SQL, T-SQL, Java, Visual Basic.Net, C++/C, JSP, ASP, PHP, Perl, JavaScript, XML, XSLT,XTT |
| **Operating systems** | Windows 2007/XP/2000/NT, UNIX (HP UNIX, IBM AIX), Linux |
| **Web Technologies** | Java Servlets, JSP & Struts, UDDI, JavaScript, JSON, DHTML, XHTML, XML, XSLT,XTT |
| **Design Tools** | Rational Rose, UML, MS Visio |
| **Database** | Oracle 11g/10g/9i/8i, OBI EE, SQL Server 2000, Microsoft Access, ODBC, JDBC |

**PROFESSIONAL EXPERIENCE**

**Clorox, Pleasanton, California Aug’15 - Till Date**

**Workday Consultant**

**Responsibilities:**

* Lead Workday process design effort for Global Workforce Administration and U.S.
* Worked on Outbound Integrations from **Workday to SAP HUB ECC**
* Worked on **Workday integrations (Inbound/Outbound) using, Workday Studio, Document Transformation (DT), Enterprise Interface Builder (EIB)**
* Worked on **Compensation Components, Elements and Plans like Salary, Unit Salary, Hourly, Allowance, One Time Payment, Merit, Bonus, Commission, Stock.**
* Spearheaded the implementation of clients HR Shared Services Center using Workday as the HRIS platform to support **33k employees globally across 26 countries for Workforce Administration, and US Payroll for 23K employees.**
* Led design of the Shared Services operating model, knowledge capital build, training development, implementation of Shared Services enabling technologies and Business Readiness Simulation testing.
* **Configured security, process flows**, and notifications for Business Processes within Workday system.
* Configured major group structures such as job codes and supervisory organizations.
* Coordinated activities across four vendors **(Talx, ADP, Taleo, and PeopleSoft/Oracle),** consistently meeting budgets, time constraints, and milestones.
* Worked with the client to help convert legacy data into Workday Test Conversions to third party systems
* Worked as a core member of Workday Update team and providing feedback and documenting the process to help in future updates of the system.
* **Created ad-hoc integrations for job changes, Organization Changes, Address, Person Update, Salary, Supervisor, Terminations and locations.**
* **Support for Performance Reviews forms, Employee data (e.g. names, address, personal info), Organizations, Supervisors and Matrix orgs, Job, Job History**
* Configured Payroll integrations using **PICOF**and workday studio.
* Created custom reports and calculated fields for Payroll and purposes.
* Used **PICOF** to provide the integration files based on the requirement for payroll vendors (Master data, Compensation data, Time offs, Leaves, Dependent and payment elections.
* Participated in the discovery sessions with client and vendors, create the design and mapping documents and submit the same for sign off.
* Developed simple and secure integrations using Workday **Enterprise Interface Builder (EIB).**
* Served as a Functional Analyst by analyzing SAP system functionality and partnered with the HR and Payroll teams to review system functionality to ensure accuracy.
* Responsible for data migration from legacy systems to workday systems using **I Loads and EIB**.
* Developed various calculated fields on specific reports to pull the required data.
* Developed advanced reports wherein I had to use different business objects and related business objects in developing awaiting steps in performance business processes.
* Worked on setting up **scheduling of reports** and understanding the required permissions for report sharing.
* Worked on setting up security on reports, performing specific authentications on reports.
* Setting my compulsory data input fields on the reports and optional fields as per business requirements were another main activity done on reporting.
* Developed **advanced reports** using compensation data sources and on understanding the data behaviors using the data sources developed the reports.
* Worked on developing the reports for business partners for specific purposes.

**Environment: Workday Studio, EIB, Workday Report Writer, Workday HCM, Report Writer, Tableau, Calculated fields, EIB and Workday Studio**

**PVH Corp, Bridgewater, NJ May’ 2013 – Jul’ 2015**

**Workday Consultant**

**Responsibilities:**

* **Participated in data requirements / process design sessions, data conversion, proof-of-concept, data analysis, audit compliance, technical specification design, regression testing.**
* **Participated in the design sessions, create the design documents and get sign off for each integration.**
* **Created Ad hoc, Standard, Custom reports. Experience in creating Calculated Fields**
* **Worked on Agile Project management and used Bug tracking tools such as Rally and Jira.**
* **Worked on Design and development of integrations with Time and attendance, Recruiting & Benefits systems.**
* **Facilitating test processes, writing and reviewing Unit Testing and UAT test plans and scripts as needed.**
* **Mapping and integrating local business processes with global business processes for all steps of worker life cycle.**
* **Involved in data conversion from legacy system and creation of iload files.**
* **Experience in Customizing Business Process (BP’s) and other Condition rule within BPs.**
* **Adding security groups.**
* **Created ad-hoc integrations for job changes, Organization Changes, Address, Person Update, Salary, Supervisor, Terminations and locations.**
* **Support for Performance Reviews forms, Employee data (e.g. names, address, personal info), Organizations, Supervisors and Matrix orgs, Job, Job History**
* Worked on setting up scheduling of reports and understanding the required permissions for report sharing.
* Day to day support of Workday HCM, Security, Compensation and Reporting issues
* Creating the new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams
* 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 and used calculated fields in reporting, business processes, integrations and other areas within Workday.
* Knowledge of Domain, Role and User based security
* Worked on several country payroll integrations (India, UK, Australia, Malaysia – Singapore, South Africa, Korea, Japan, Indonesia, Mexico, Honduras, Gaugamela and North America payroll.
* Designed and developed a set of integrations to integrate Workday HR with Recruiting system.
* Used workday Studio and configured integrations to move data from Workday to SAP for North America payroll
* Worked on setting up security on reports, performing specific authentications on reports.
* Setting my compulsory data input fields on the reports and optional fields as per business requirements were another main activity done on reporting.
* **Participate in unit testing, Working closely with Testers to help them in set up test environments ready for testing. Worked closely with PM’s, Meet with customers for successful implementation of projects in time.**

**Environment: Workday, SharePoint, Tableau, Rally, Jira, windows 8, Erwin, XML, XSLT, Calculated fields, EIB and Workday Studio**

**Bayer Crop Science, Durham, NC Feb’ 2012 – Apr’ 2013**

**PeopleSoft Functional Consultant**

Responsibilities:

* Worked on gathering requirements on personal profile section of the employee self-service application where employee can be able to update their personal information – Name, Email and phone numbers and emergency contact.
* Also gather requirement around manager self-service functionality like manager view setup, change/termination process setup and print/download/save functionality of the forms.
* Helped the clients build the workflow matrix, which identifies the groups or person receiving notification during approval process. PeopleSoft roles where used while identifying the person during approval chain. Functionality was added were managers or HRBP can approve or reject the request through emails. Part of Early Engagement/Strategic team streamlining projects and determining appropriate approach.
* Piloted test projects efficiently and effectively.
* Worked on helping creating job templates for various jobs posed on the internal and external career site using TAM Gateway.
* Worked with configuration of Taleo enterprise edition 7.5 (applicant tracking system) and integration with PeopleSoft position management. Role includes taking requirements around the new hire import process and eventually getting entered into PeopleSoft
* Worked on designing the workflow for position request from department chair and escalation to HR department and having it approved from Budget. The system was designed flexible to add approver ad-hoc to fit in the requestor needs.
* Conducted Scrum meetings in the absence of Scrum Masters and very familiar with the processes
* Worked on supporting e-performance project (integrated with NA Payroll and HR core) where managers can upload the documents under each direct reports and report goals and reviews.
* Formulated test plans, test cases and scenarios for core subsystems. Performed Unit Testing, System Integration Testing, Software Quality Testing, A/B & Regression testing, etc.
* Working in conjunction with other System Analysts to get more understanding of the technology to determine if reusable services are available or if a new service needs to be created
* Worked on helping users work on the CRM tool to add new ticket, open exiting tickets, include customer information and interested party information for communicating the status of the case.
* Help with taking requirement and laying out the PeopleSoft HR 8.3 application security policies

# Environment: PeopleSoft HRMS 8.42, 8.8(HR, Base Benefit, Benefit Administration, Workforce Administration Module), Taleo ATS 7.5 SDLC, RUP/Agile, Primavera, Windows XP, SharePoint, MS Visio, Clear Quest, UML, Web Analytics, Web Trends, Access, MS-Excel, Outlook, Power Point, Mockup screen

##### **Blue Shield, SFO, CA**

**PeopleSoft Consultant Apr’11 – Feb’12**

**Responsibilities:**

* Resolved critical issues on portal solutions (Pagelets) by working closing with the end user
* Optimized Application Engine, which improved the process execution time to complete in 20 minutes.
* Enacted SQR to fetch terminated employees’ details and attached the script to SQR nightly batch process.
* Customized SQL views, records and People Code functions comprising SQLExec and Scroll select.
* Created a custom program as clone of pay003.sqr to create generate pay stub for an employee for a range of pay end dates.
* Hands of experience in Absence Management module.
* Troubleshot and resolved locked/ABEND Application Engine program issues by analyzing state and temporary tables.
* Proposed and identified the solutions to operate with minimum developments and operational efficiency.
* Participated in deep technical discussions on various modules with peers, which enabled the team to resolve issues within SLA.
* Involved in online changes to the delivered pages, components, menus and translate values.
* Developed and modified People Code to implement specific business rules and validations to enable the system to perform the business process.
* Developed an application engine program using File Layouts to load New Hire interface file with all New Hired employees’ information after each day and load them into the people soft tables.

**Environment:** PeopleSoft HCM 8.9, People Tools 8.49, People code, App Engine, Process scheduler, Application designer, File Layout, PS Query, SQR

**Glaxo Smith Kline, Mumbai, India July’ 2008 – Feb’ 2011**

**PeopleSoft Technical Consultant**

**Implementation of PeopleSoft HRMS 8.9**

**Responsibilities:**

* Involved in Design, Development, Testing, and Enhancement of **PeopleSoft HRMS for HR, Payroll and Base Benefits modules.**
* Created and modified Components, File Layouts, Pages, Records, Fields, Process Definitions and registering Components in Portal, Menu and Permission Lists.
* Developed number of **interface reports using SQR** to read the data from file and load it into PeopleSoft tables and send data from PeopleSoft to other external applications.
* Involved in online changes to the delivered pages, components, menus and translate values.
* Developed an **Application Engine** Programs like Blue cross blue shield and HRIS Premiums Interface.
* Developed and modified People Code to implement specific business rules and validations to enable the system to perform the business process.
* Developed an application engine program using File Layouts to load New Hire interface file with all New Hired employees’ information after each day and load them into the people soft tables.
* Worked on interface programs for migrating data from other systems to People Soft.
* Also involved in acquiring Specifications from the functional team and modifying the SQR’s as per the SPECS.
* Extensively used process scheduler for scheduling recurring process for conditional Scheduling of successive process for setting up the reports to run at specific time and implementation of batch processing.
* Used File Layout Definition to get data from the legacy system to people soft tables.
* Modified, designed, configured and built fields, records, sub records, setting up keys to records, assign table edits like prompt table.
* Active role in changing the SQRs as per the change requests from the users.
* Involved in Unit testing of people soft delivered and modified functionality & customized SQR programs using HR, Benefits and Payroll Modules.
* Handled bundles for the process of solving the issues in the enhancements
* Conducted meetings with the Users and the testing team and involved in discussing their problems and helped them out in finding the proper solutions for their requirements.

**Environment:** PeopleSoft HRMS 8.9, People Tools 8.46, Application designer, People Code, Process Scheduler, PS-Query, SQR, SQL Plus, Application Engine, Oracle 9i, MS Excel, Crystal Reports, Windows NT/2000