Name: Ramani

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**Workday Consultant**
**Location:** Willing to Relocate

**SUMMARY:**

* HCM/Payroll professional with 8+ years consulting experience using HCM software most recent Workday HCM. Complete 100% functional in HCM modules, Reporting, Testing, and Integration testing. Provide expert knowledge of HCM/Payroll and business processing. Provide solid project management/team lead experience along with expert functional consulting skills. Proven track record of delivering high - impact results to Fortune 500 companies. Implementing and configuring employee databases of 1, 000 including global employees.
* Workday HCM & Global Implementation Workday Report Writing Workday Business Processes
* Workday Benefits Workday Data Conversion Workday Functional B/A
* Workday Change Management Workday Test Lead Agile Methodology
* Workday EIBs-ILOAD-Cloud loader Cyborg HCM/Payroll
* Implemented 16+ Workday Global HCM Systems including combinations of HCM Core, Benefits, Payroll, Absence, Talent Management, and Recruiting modules.
* Implemented 10+ SumTotal HCM Systems including HCM Core, Payroll, Benefits, EEO, Interactive Workforce,
* Technical Lead on multiple project plans for Workday HCM and SumTotal (Cyborg) HCM system implementations, upgrades and HR/Payroll modules. Define project definition, workflow design, scope documents and implement SOW for projects related to SumTotal (Cyborg) HCM system.
* Test Lead creating testing strategy and managing testers on various functional areas. Expert at testing in the following areas: (business process, parallel payroll, integrations, benefit open enrolment, learning, talent management and recruiting. Take ownership and drive home final execution of established projects plans during testing phase activities.
* Workday Consultant performing a variety of roles for client based on the functional area needed.
* Foster strong customer relations with business lines by determining business processes, identifying system requirements, detailing design specs, developing business processing solutions, data flow charting, implementation, design data integrations, QA parallel testing and configuring global employees. Heavy SOX compliance usage and knowledge.
* Prepare Workday job aides and manuals for end users of the Workday HCM software.
* Participated in Train the Trainer for various clients in Workday
* Train Data Conversion Team and HRIS Leads on Confidential /EIBs creation.

**PROFESSIONAL EXPERIENCE:**

**Lead Workday HCM Consultant**

**JPMorgan Chase & Co, New York, New York**

**Nov 2024 - Present**

**Responsibilities:**

* Workday Data Lead Global Implementation with 18 countries. HCM and Foundation files and Data Validation for Go-Live.
* Task to keep track of the Global data gathering and conversion of the workbooks. Produce the data validation matrix to keep track of data issues and propose solutions.
* Using Mercer Data Connector for file uploads
* HCM and Compensation Region Template Workbooks for Mercer’s MDC software and loading the templates to identify and correct the data issues for 100% data loads.
* Task to keep track of the Global data gathering and conversion of the workbooks. Produce the data validation matrix to keep track of data issues and propose solutions.
* Using Mercer Data Connector for file uploads
* Create Test Scenarios for Confidential functional area and helping to identify test scenarios for Confidential using Smartsheet. This will consist of testing for Unit, E2E, Integration, Regression, and Parallel Payroll.
* Create Test Scenarios for Merit/Bonus and Open Enrolment benefits for E2E testing.
* Tasked to test the Confidential Integrations for both E2E and Regression testing.
* Assisting on data validation where is needed by functional areas
* Creating various HCM Benefits, and Payroll reports across the functional areas plus a few data transformation integrations.
* Integration Testing on multiple integrations.
* Worked with (3) ADPR developers on getting accurate data from ADP to be able to convert benefit date to WD for (2) catchup periods. Created the various healthcare group EIBs - this also included big bang approaches for re-validating Employee Data after catchup period.
* Created numerous HCM catchup data EIBs. Developed numerous Benefit and HCM reports for gold build and post live.
* Validating Payroll Inputs, Gross and Net Pay, Taxes etc for E2E and Payroll Parallel. Creating several new Payroll Reports.
* Benefit Catchup Data EIBs for both P3 Parallel Payroll, Readiness, and gold builds.
* Benefits, Reporting, Data Conversion and Validation
* Creating Benefit Data EIB conversion for live client on Workday for 3 testing builds.
* Workday HCM Consultant - ODFL
* Benefits, Reporting, Data Conversion/Validation, Integration Testing as needed for Go-Live July 2021
* Benefit Data ILOAD conversion and validation of workbooks for North America for E2E, P3 Payroll Parallel and Gold build. Providing metrics on data validations.
* Benefit Catchup Data EIBs for both P3 Parallel Payroll, Readiness, and gold builds.
* Tasked for creating, modifying and troubleshooting 80+ reports for E2E testing.
* Hypercare Benefit analysis, auditing of benefit plans and creating EIB’s for updating records

**Sr Workday HCM Consultant**

**Horizon Blue cross Blue Shield -** **Newark, NJ**

**Feb 2023 – October 2024**

**Responsibilities:**

* Benefit + HCM Catchup Data EIBs for both Parallel Payroll, Readiness and Gold builds. Prepare EIB list for acquisition.
* Benefit Integration testing and Benefit Reporting.
* Assisting in Payroll Input files and HCM workbook where needed.
* Creating 1095 Import EIB for corrections and for IRS transmitting kickouts.
* Global HCM, Benefits, Reporting, Data Conversion/Validation, Integration Testing for Go-Live Sept 2019
* Reporting Lead - creating report matrix from gathering requirements, creating custom reports and testing of global reports.
* Created compensation reports for validating configured advanced compensation plan for employee records
* Created Matrix Global headcounts plus 85 production reports for function areas of Benefit, HCM, Talent, Payroll using External Payroll Results, and creating both schedule plus alerts.
* Data conversion and validation of workbooks for 60 countries and North America. Benefit and HCM Integration testing.
* Small Acquisition conversion with EIBs, Workday 32 Testing plus much more.
* Global Data Conversion of HCM and Benefit Workbooks plus verification of the data.
* Data gathering and preparing (2) separate US Benefit Group iLoad Templates workbooks involving 20 Benefit Plans.
* Assisting in data gathering and reviewing (60+) Global HCM Workday Data ILOAD plus Cloud loader Templates for E2E.
* Create custom workday reports for validating HCM and Benefit data against the HCM and Benefit Template workbooks.
* Create Benefit Matrix validation spreadsheet for Director of Benefits. Benefit Integration testing.
* Post live employee benefit data loads and creating custom reports for auditing HCM and Benefit data
* Creating Payroll 401K related reports for auditing, HCM Data Conversion Workbooks plus verification of the data.
* Data gathering and preparing EIB workbooks involving College Terminated Employee, Previous System Job History,
* Data validation of all workbooks, and custom report writing pertaining to Terminations and Previous System History data.
* Benefit Data Conversion and Validation of benefit Workday data to Oracle HCM.
* Responsible for validating (30) workday benefit plans converting to Oracle 30 benefit plans.
* Provide validation on Benefit Plans, Coverage, Rates, Dependents, Beneficiary, Contact Information and Demographics data.
* Create custom workday reports for validating Benefit data against the Oracle data conversion data.
* Create Matrix validation spreadsheet for PM and Management team.
* Providing validation for all HCM and Benefits for acquisition of Care1st (ADP data) to Oracle for E2E and Production cutover.
* Providing consulting service for writing all WD Custom Reports for retiring of WD applications according to Confidential Retirement Application team.
* Processing Benefit 1095-C for Jan-Jul 2018. Creating process to develop Oracle 1095 Template using Workday 1095 data for loading into Oracle 1095 tables. Merging both Workday & Oracle 1095 Jan-Dec 2018 for complete year of data for IRS.

**Workday HCM Consultant**

**Tara Softech Services Pvt. Ltd, India**

**Jun 2019 – May 2022**

**Responsibilities:**

* Data Conversion - Started day 1 of Global Design Session to end of Life Cycle Phase1 through Hypercare.
* Report directly to Director Global HR Tech & Program Management, Director Global HRIS.
* Responsible for creating the Data Validation Overview for satisfying both Executive Steering committee and Workday DA review process. Created the Data Validation Metrics on my data validation of Setup Configuration and Gathering EE Workbooks proving the accuracy of the Confidential and EIBs into Workday and this is used for partial decision of Go-No.
* Responsible for creating all data validation reports used for comparing against data gathering workbooks for both Setups and Employee Confidential - all tenant builds. Heavy calculated field designing used for reports.
* Responsible for creating the Legacy to WD data mapping master spreadsheet utilize the HCM Configuration workbook.
* Assisted the Tableau person on instructing the configuration of each data file and data loading.
* This cyborg system was on a standalone backup server that wasn't maintained or used for several years.
* Created multiple GL Ledger and Payroll reports for business units and for validation of payroll results and to compare against the GL Integration data to ensure 100% data accuracy.
* Creating many Report Writing reports for users during testing phases for employee lookups and validating against PeopleSoft HR/Payroll data. Heavy calculated field designing used for reports.
* Creating multiple HCM and various Payroll production reports from GL, Taxes to YTD Earnings/Deductions.
* Created HCM and Payroll EIBs during Parallel Payroll testing phase and working directly with Payroll team on testing.
* Responsible for creating the Data Validation plan. Created the Data Validation Metrics using my data validation results on the Setup and EE ILOAD Workbooks - proving the accuracy of the Confidential and EIBs into Workday.
* Responsible for creating all data validation reports (65+) used for comparing against each data gathering workbooks for both Setups and Employee Confidential - all tenant builds. Heavy calculated field designing used for reports.
* Test Lead/Data Conversion- Day 1 of Global Design Session to end of Life Cycle Phase1 through Hypercare. Report directly to Sr Director HR Systems.
* Team Lead of 5 Workday testers. Created the Test Plans for P2, End to End, UAT, P3, P3 Integration Testing, Regression, and US Parallel Payroll. Assisted Payroll Manager in creating (4) Parallel Payroll testing cycles plans. Interviewed and hired Workday testers.
* Set-up meeting with Function workstream Leads to define scope of each testing phase and gather requirements for test scenarios. Review and approve all test scenarios that are to be developed. Guide and assist Functional Leads in writing proper test scenarios as needed.
* Participate in daily defect triage, scrum and payroll parallel meetings. Attended weekly Workstream Lead meeting to update statuses to stakeholders on weekly Quality Centre progress.
* Assisted other independent workday payroll consultant on any parallel payroll testing on each cycle, create EIB’s and performed necessary data entry as required.
* Created Parallel Payroll testing metrics to ensure all steps were tested properly and passed
* Created various audit reports and running DAX Audit reports as supplemental to my data validation for gold build to help identify any data anomalies.
* Responsible for creating EIBs for both End-to-End and Parallel Payroll Testing phases. Performed online HCM transactions for multiple Benefit H&W, Benefit Retiree, Parallel Payroll Integrations transaction sand performs complete testing of those integrations E2E and P3 builds.
* Trained HR Team users in the HCM EIB creations for cutover data phase.

**Workday Benefits Analyst
InnoEye Technologies, Hyd, IND
August 2016 – May 2019**

**Responsibilities:**

* Gather business requirements through design partner sessions with customers.
* Served as the conduit between the customer community (internal and external customers) and the software development team through which requirements flow.
* Experienced in Workday Implementation, business processes, report generation and security architecture, HR Business Acumen, Strong understanding of workflows in HR and within WD.
* Provided support regarding the administration of compensation programs
* Provided support regarding business unit compensation request
* Supported the year end salary planning and pay review process for equity, bonus and merit
* Assisted with compensation-related projects as requested to ensure defined objectives and times constraints are met
* Demonstrated business acumen, consulting, and analytical/problem solving and critical thinking skills.
* Designed and implemented requirements in Workday HCM, Compensation, Recruiting, Talent, Absence, Security and Reporting, demonstrated configurations through the use of prototyping, Workday's Implementation Methodology and use it on all projects
* Worked with developers, project managers, business analysts, and quality assurance staff to ensure that they fully understand the requirements, which includes reviewing high-level technical designs and detailed testing documentation
* Create a Compensation Grade Hierarchy, Automatic Compensation Grade Step Progression Schedules, Request Grade Change, Adjustments to Compensation Grades Assigned to Job Profiles,

**TECHNICAL SKILLS**

**Workday HCM Modules:**

* Core HCM, Benefits, Payroll, Absence Management, Talent Management, Recruiting
* Compensation, Advanced Compensation, Open Enrollment, Time and Labor

**Workday Tools & Technologies:**

* EIBs (Enterprise Interface Builder), iLoad, Cloud Loader, Workday Studio
* Report Writer (Custom and Advanced Reports), Calculated Fields, Dashboards
* Business Process Configuration, Security Configuration, Testing (Unit, E2E, UAT, Regression, Parallel Payroll)

**Data Conversion & Validation:**

* Legacy to Workday data mapping, Workbook preparation, Data Validation Matrix creation
* Mercer Data Connector, ADP, Oracle HCM data reconciliation

**Integrations:**

* Inbound/Outbound Integrations, Workday Integration Testing, Workday Studio
* Integration with Third-party Vendors (ADP, Oracle, Taleo)

**Testing & Quality Assurance:**

* Test Strategy & Plan creation, Scenario Design, Execution across P2, P3, UAT, Hypercare
* Defect Management, HP Quality Center, Smartsheet, Audit Reporting

**Reporting & Analytics:**

* Payroll, Benefits, GL, Compliance (1095-C, 401K)
* Global Headcount, Talent, Custom Dashboards, Alerts & Scheduled Reports

**Project & Team Leadership:**

* Test Lead, Data Conversion Lead, Reporting Lead
* Team Management, Client Training (Train-the-Trainer), Stakeholder Engagement

**Development Tools & Methodologies:**

* Agile, Scrum, Jira, Rational Rose, MS Visio
* SQL, Oracle, Taleo ATS, Tableau (collaborated for dashboards)

**EDUCATION:**
* Bachelor’s In Mechanical Engineering - JNTU University In