YOJAN

HR Transformation Lead

Bentonville,AR

SUMMARY

Visionary technology leader with a customer-first, product-led mindset and strong business acumen, driving HR transformation strategy through cloud adoption and legacy system modernization. Combines deep HR domain expertise with technical proficiency to streamline HR operations, enhance data-driven decision-making, and deliver seamless integration solutions that improve efficiency and customer experience.

EXPERIENCE

# HR Transformation Lead | Senior Software Engineer | SME

Walmart  02/2022 - Present  Bentonville, United States

Full Time

* As the Core HR Point of Contact, spearheaded the Workday-to-SAP Payroll integration on GCP/Hudi Cloud Platform, ensuring seamless data

synchronization and flawless HR data accuracy.

* Conducted comprehensive payroll comparative analysis, data mining, UAT, and production support—designing interim solutions while developing long-term system improvements and performing root cause analysis (RCA).
* Developed analytics dashboards to automate cross-platform reconciliation

(Infor, Workday, GCP Hudi), boosting data accuracy, reducing manual work, and unlocking insights.

* Authored comprehensive operational run books to standardize support

processes, ensuring compliance with data security policies and reducing incident resolution time.

* Primary HR Systems contact for compliance audits, data requests/purges, and SOX Controls collaborating with e-discovery team, Ethics & Compliance HR and Legal teams.
* As the Subject-Matter Expert (SME) for the Core HR Data Asset initiative, I led product specification development, data mapping, and integration catalog

design for the Unified Profile program. This effort accelerated client onboarding and established global data standardization.

* As Workstream Lead, drove the US,CA Job Pay Modernization initiatives by owning the Core HR Workstream—architecting HRDW integrations, streamlining data flows, and ensuring compliance across development, testing, and

deployment.

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| Major Project Initiatives | Description |
| SAP Payroll Modernization Initiative | Modernization of payroll systems by migrating from legacy Infor to SAP Payroll, while integrating with Workday HCM as the core HR system. |
| Core HR Data Asset Initiative | Strategic initiative delivering an HCM-agnostic HR data foundation to power enterprise reporting,  advanced analytics, and seamless system integrations. |
| Job Pay Modernization  - US and CA | As part of a modernization initiative, the organization transformed its job architecture and pay structures to adopt a more scalable, market-aligned compensation model. |
| Talent DA Migration to Workday - Compliance Initiative | Migrated legacy coaching and disciplinary records to Workday Talent & Performance module, establishing a centralized, compliant framework for employee relations documentation. |

SKILLS

# HRIS System / HRIS Integrations Expertise

Workday HCM, SuccessFactors Employee Central, PeopleSoft(Legacy), SAP HR, Infor Lawson, Infor Payroll

# Domain / Product Expertise

Deep expertise in HCM, Compensation, Absence,

Onboarding and Recruiting, Hire-To-Retire functional workflows, events and HR data

# Workday Integrations

WWS, Worker API, RaaS, EIB, XSLT, PECI, Cloud

Connector, Familiar on : Studio

# Cloud Platform

GCP Architecture, Google BigQuery, GCS, Looker BI, bash, Familiar on : Apache Hudi, gCloud CLI, PySpark, Dataproc, DAG, IAM

# Mainframe Technologies

COBOL, JCL, CICS, DFSORT, SyncSort, REXX,

EasyTrieve+, PeopleSoft SQR, Micro Focus COBOL/Visual COBOL CA-7, CA Endevor,

ChangeMan, BMC Control-M, XPeditor, Micro Focus COBOL Server, Familiar on: Microfocus EA, IBM Application Discovery

# Web Programming

SOAP, REST, XML, JSON, HR-XML, JS, ASP.Net,

VB.Net

# Data Platforms

SQL Programming, DB2 for Z/OS, DB2 UDB,

Teradata, Google BigQuery, GCS, MS SQLServer, VSAM, IDMS, Familiar on : Azure COSMOS DB,

Azure SQL, Apache Hudi

# Project Methodologies, Tools & Standards

Agile & Scrum, CMMI, Six Sigma, Jira, Clarity

Workbench, HP ALM, MS Project, devOPS, CI/CD best practises

# Data Governance & Compliance

Anonymity, SOX Controls, GDPR, PII, EEOC, PCI

# Scripting

bash, Unix Shell, Teradata Scripting, AIX Scripting

# Tools - Development & Operations

IBM Infosphere Datastage, IBM MQSeries, IBM WTX, SQLServerTools, SSIS, Visual Studio,

VSCode, IntelliJ, Eclipse, SOAPUI, Postman, Mongo Compass, Apache Airflow, Kafka

EXPERIENCE

# Senior Technical Expert | Project Lead

Walmart (Infosys Consultant)  11/2016 - 01/2022  Bentonville, United States

As, an IT Consultant from Infosys Technologies Ltd.

* Designed end-to-end Workday HRIS integrations for 10+ downstream systems (HR Data Warehouse, Azure SQL, Infor Payroll, MIM, Sedgwick) implementing both real-time and batch data pipelines to enable seamless data flows.
* Served as Subject-Matter Expert (SME) liaison between business stakeholders, program leadership, and functional teams - facilitating cross-functional

collaboration to drive alignment and successful project execution.

* Owned essential artifacts like Business or Functional Mapping , Integration Design Documentations.
* For the SAP HCM HR Optimization (HRO) initiative, As a consultant company

behalf, led global RFP processes, transformed hire-to-retire workflows (current & future state analysis) across international markets, and provided technical system assessments/estimations.

* Designed. Implemented Pipelines from SAP HR to Data Service Layer/MDM Repository via HR-XML, ensuring real-time and batch data synchronization across enterprise applications for UK and China HRO implementations.
* Led a team of 25+ (Senior developers, analysts, testers) and managed third-party vendors to ensure on-time delivery as part of Onshore-Offshore delivery model.
* Led project planning (WBS), execution tracking, milestone reporting, and onsite coordination, measured through defined performance metrics.

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| Major Project Initiatives | Description |
| Workday HRIS Implementation (Multiple Phases for HO, Retail, Supply Chain and Manufacturing Business Segments) | Workday was deployed as the new HR platform migrated from  Lawson, SMART and DC TnA. |
| SAP HR Implementation for UK & China Workforce | SAP HRIS was deployed as the new enterprise-wide HCM platform for UK and China Markets. |

# Technology Lead

Walmart (Infosys Consultant)  02/2012 - 10/2016  Bentonville, United States

As a Consultant - From Infosys Technologies Ltd

* Analyzed point solutions across diverse markets, localization requirements and Conceptualized and architected end-to-end data solutions for expanded HRDW for both operational and analytical models.
* Designed HR catalogs, optimized data models, and delivered PoC for DB2(operational)-Teradata(analytical) integrations.
* Designed and Integrated HRDW with SuccessFactors LMS across 10 markets, enabling batch EDF data flows to support global learning/performance systems via foundational and expanded HRDW architecture.
* Led a team of 15+ (Senior developers, analysts, testers) entire SDLC Coverage.

STRENGTHS

## People

a

Customer Experience, Cross-

Functional Influence, Culture & Engagement

## Domain Expertise

a

Business Analysis, Functional Mappings, Product Design, Workflows, Business Objects

## SDLC Coverage

a

End to End Technology and Engineering application

development (SDLC) ownership

## HR Transformation

a

Strategic Vision,Process Optimization, Data Driven, Team Collaboration,

Operational Excellence

## Data & Solution Architecture

a

Data Analysis, Data Governance, Data Compliance

## Legacy Modernization

a

Assessments, Strategic re-engineering and re-architecting, Decision Factors

## Outbound Integration Specialization

a

Integration Platforms (API, Middleware, ETL, Pub/Sub),

Transformation & Mappings, Hybrid Integration Patterns (Cloud, legacy), HRIS platforms (Workday/SAP), and cloud services (GCP/Hudi).

## Project Management

a

Planning, Team Motivation, Problem Solving, Communication, Hands-On Technical Leadership,

EDUCATION

# Bachelor of Computer Science Engineering

## Sri Venkateswara University, Tirupati

 2001

INTERESTS

B

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| Major Project Initiatives | Description |
| Domestic & International HRDW(HR Data Warehose) Expansion | The objective is to develop an  expanded model for a centralized operational data store (ODS) and  analytical data warehouse to support global operations. |
| Multiple Learning & Talent Initiatives - “LMS International - Compliance” ,  "Manage Associate Talent",  "Performance Objectives Reporting" Projects | Establish automated HR data pipelines to SuccessFactors Cloud to support  global talent initiatives and maintain full compliance. |

AI & LLM Models

Business Strategy

B

Industry Trends

B

EXPERIENCE

# Senior Technology Analyst

Walmart (Infosys Consultant)  12/2007 - 01/2012  Bentonville, United States

As a Consultant - From Infosys Technologies Ltd

* Successfully led the end-to-end migration from Legacy PeopleSoft HR System to Lawson HRIS in phased migration approach.
* Evaluated PeopleSoft downstream impacts, then architected and implemented Lawson-to-HRDW integration pipelines with end-to-end data propagation for 30+ critical applications including Infor Payroll, HRDW, Finance, and Retail Link.
* Led a team of 15+ (developers, analysts, testers) and managed third-party vendors to ensure on-time delivery.

ADDITIONAL EXPERIENCE

# Asst Professor / Lecturer

## PBRVITS\_Official

 2001 - 2003

Engineering College, Computer Science Department

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| Major Project Initiatives | Description |
| PeopleSoft To Lawson Migration ( Two Major Rollout Cycles) | This initiative focused on migrating the Client’s HR processes from PeopleSoft to Lawson, targeting  entire workforce comprising Home Office (HO) and Field and Supply Chain populations. |
| PeopleSoft Sunset - Interfaces | Converted legacy PeopleSoft interfaces to LAWSON- compatible solutions post-migration to reduce  operational costs and simplify support |

# Applications Programmer | Programmer Analyst

Infosys  01/2004 - 11/2007  Plano, United States, Chennai, India

Client : JCPenney Inc

* As an application programmer, in mainframe technologies specializing in Payment/Credit Systems (Visa, MC, Amex, Discover, JCP). Developed and

supported existing workflows and compliance-focused system enhancements.

* As a Web developer who developed and supported chargeback systems and built a new ECS (Error Correction System) portal, improving payment dispute resolution, fraud compliance, and risk operations dashboards using .Net Technologies.
* As an Onsite Operations Analyst, Delivered 24/7 L1-L3 support for

critical Finance, Stock Ledger, and Credit Maintenance systems, ensuring high availability and performance.

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| Major Project Initiatives | Description |
| Operational Support - Center Of Excellence | Production Support for Client's Operational Excellence Platform |
| JCP Credit Maintenance | Various Credit Card System Maintenace and enhancements as part of compliance and  operational enhancements. |