ALKA RANJAN

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PROFESSIONAL SUMMARY

- Strong knowledge of Software Development Life Cycle (SDLC), waterfall, Agile/Scrum and Rational Unified Process (RUP)
- Experience in I.T. requirements gathering, Data Modeling, design, development, testing, and support with extensive work in Business Intelligence / Data warehousing technologies
- Good experience in Workday implementations, Workday business process configurations, Workday security, Workday Time Reporting, Client and Vendor management.
- Analyze, design, and create new complex custom reports relating multiple objects and including data transformations with standard Workday reporting functionality (ex: Report Writer, Calculated Fields)
- Have consulted with business and technical teams about interface design and maintenance; collaborate with other HRIS technical personnel on design decisions
- Extensive experience in Workday HCM involving various activities like Integrations, Reports and Workday lifecycle implementation phases like - Requirement gathering, Analysis, Design, Development, Testing, and Go-Live, Support phases
- Strong Experience with Workday Report Writer - Custom Reporting (Calculated Fields, Advanced, Standard Reports)
- Expertise in different kinds of testing such as UI, Functional, Regression, Integration, System, Black box, Database and UAT
- Experience in gathering User and System requirements and to document Process flows of Current and Proposed business functionality through Use Cases.
- Experience in Workday HCM Integrations like EIB, Cloud Connect, Core Connecter, Workday Studio, Business Process Flows, Case Tools, Business Analysis, and transforming them into Workday designs

SKILLS

Workday skills: Workday HCM, Core Connector, EIB (Enterprise Integration Builder), Workday Studio, Reports, Calculated Fields, iLoads, Web Services, and Security Groups
Database:　　　　　　　SQL, MySQL, Microsoft Access
Programming Languages: C, C++, Java, PHP, HTML, R programming, JavaScript, XML, Python
Application Software:　Tableau, MS PowerPoint, MS Word, Advanced MS Excel, MS Visio, MS Project, MS Dynamics, SharePoint, ServiceNow, Agile, JIRA, ITIL framework, AWS, UAT, ETL Tools, Google Analytics, AWS

WORK EXPERIENCE

Workday IT Analyst　　　　　　　　　　　　　　　　　　　　　　　　**August 2018 – Present**
Open Society Foundations　　　　　　　　　　　　　　　　　　　　　　　　New York, NY
- Involved in full life cycle including requirement gathering, analysis, design, development, testing, implementation, and maintenance
- Implemented inbound and outbound integrations using Workday EIB with XSLT specifications to transform the document format into the desired file format such as CSV or Excel, Web Services SOAP, REST, XML and XSLT
- Extracted data from legacy system performed a data transform to workday compatible format
- Tested several Business processes for security configurations for Initiate and Approval processes and built several Matrix Dashboard reports to track Performance, Merit, and Bonus process.
- Prepared Traceability Matrix to show the test coverage requirement vs. Test scripts and used Quality Center for bug tracking and reporting, also followed up with development team to verify bug fixes, and update bug status
- Executed automated test cases in Quality Center and reported defects in JIRA
- Created new integration to pull the employee's contact information using Core Connector Worker and Document Transformation which uses connector integrations XML Output as its data source input.
- Developed advanced reports from simple reports by using Calculated Fields, Sorting, Filtering Report Fields, providing Advanced Filtering Option, Creating Sub Filters and by using related Business Object
- Worked with Workday Report Writer and creating custom integrations with third-party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
- Deployed integrations and solutions from Sandbox to Production
- Co-ordinated with the implementation partner (IBM) to solve the issues related to migration or creation of custom object fields

Workday Analyst　　　　　　　　　　　　　　　　　　　　　　　　**December 2017 – July 2018**
Ioneq Inc　　　　　　　　　　　　　　　　　　　　　　　　　　　　　　Boston, MA
- Developed advanced, matrix custom reports, and a thorough understanding of Workday data sources and business objects.

- Acted as a liaison between the HRIS and IT technical teams; interacted with non-technical, functional users to develop business requirements for system enhancements
- Audited existing reports and calculated fields and identify opportunities for refinement as well as develop new reports.
- Developed advanced, matrix custom reports, and a thorough understanding of Workday data sources and business objects.
- Worked alongside the integration team to configure and test integrations between the Workday solution and the client's selected providers. Tested during Workday new version release process and any ad-hoc testing.
- Involved in the development and execution of custom-configured reports in Workday, and other systems, and provide detailed analysis and recommendations as needed.
- Analyzing the story point prioritization of Product Backlog, Sprint Backlog to manage current and subsequent release was done using JIRA

Business Data Analyst   **February 2014 – November 2015**
Canopus Infosystems Pvt. Ltd.   Indore, India
- Involved in Gap-Analysis for the proposed functionalities to understand the changes required and documented those changes.
- Created Use Case Diagrams, Data Flow Diagrams, Activity Diagrams, Sequence Diagrams, an Entity-Relationship (ER) Diagrams in MS-Visio when implementing enhancements to custom and vendor applications.
- Analyzed the story point prioritization of Product Backlog, Sprint Backlog to manage current and subsequent release was done using JIRA
- Performed data Extraction, Pre-processing & cleansing to remove redundant and unwanted data (ETL) to extract insights from unstructured data and Developed Tableau based Dashboard

Business Analyst   **May 2012 – January 2014**
Ahead Industries Pvt. Ltd.   Indore, India
- Lead requirements gathering sessions, process analysis and business interviewing activities to develop high quality Business Requirement Documents (BRD)
- Worked with users and stakeholders to analyze and validate requirements
- Managed project through status meetings, weekly reports, identifying risks, and tracking issues
- Responsible for specifications, implementations, and analytics and prepared business models, flowcharts, and diagrams and was responsible for specifications, implementations, and analytics

ACADEMIC PROJECTS

Accidents in US   **January 2017 – May 2017**
- Developed clear understanding of data visualization of Accidents in US by using Tableau   **(Tableau Project)**
- Created interactive dashboard to show different causes of accident at different places and found different findings for the cause of the deaths using pictorial diagrams and decision tree

Prediction Analysis - NYPD Frisk dataset   **August 2016 – December 2016**
- Developed a model using SAS by exploratory data, principal component analysis and regression to predict the outcome
- Validated the model by running it on test dataset and predicted 87% accurate model

EDUCATION

PACE University, Seidenberg School of CSIS   **August 2017**
Master of Science in Information Systems | GPA: 3.8   New York, USA
Shri Vaishnav Institute of Management, Indore, India   **May 2012**
Master of Business Administration in Human Resource and Marketing | GPA: 3.8   Indore, India
Prestige Institute of Management and Research   **May 2010**
Bachelor of Computer Applications | GPA: 3.9   Indore, India