VIKAS YARALAGADDA

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SYNOPSIS

Around 4 years of experience in Workday ERP and HR Operations (Workday Product Management). Collaborative engagement with various stakeholders: Global HR teams, Technology, Compliance, Talent Management and Compensation teams.

PROFESSIONAL EXPERIENCE

Organization: Nexux System Pvt Ltd
Designation: Workday techno Functional Consultant
Duration: October 2021 till Date

Roles and Responsibilities:

Workday Product Core:
- Worked on Business Process configurations, modifications and troubleshooting issues.
- Working on requirements and issues related to Security Configuration and Business Processes by working with Service Partners.
- Analyzing and troubleshooting Time Off and Leave related requirements and issues for global HR Operations.
- Handling requirements and queries on Talent and Calibration process during Mid-Year and Year End performance process for Americas and EMEA region.
- Configuring and maintaining Talent Pools for business requirement.
- Working on EIB templates with data load team and troubleshooting errors.
- Coordinating with various stake-holders across the globe and across different divisions on Workday related requirements and issues.
- Worked on Exit Surveys (Workday and Integration with Third Party Systems)
- Analyzing and responding to Workday related queries addressed to Workday Product Management team by various stake holders.
- Requirement gathering from stake holders and preparing BRD on security, business process, any other new projects' related information and coordinating with Service partners at each phase of the projects.
- Managing and coordinating with Technology team during integration, migration and testing phases with in-house teams.
- Performing impact analysis on enhancements of Business Processes, Security Configuration with upstream and downstream applications.

Reporting & Analytics:
- Taken complete ownership of Workday Reporting and Security Configuration.
- Worked on Advanced, Matrix, Trending and Composite reports.
- Configured various dashboards for Employee and Manager Self Service.
- Experienced in using Solutions and Object Transporter (independent and configuration packages) to migrate reports and objects.
- Worked on creating Scorecards for headcount and various turnover details.

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- Formulated Governance and standards for Workday Reporting process flow for the team.
- Configuring and managing alerts using reports and in business processes.
- Training HR and non-HR stake holders on Workday reporting and HCM fundamentals.
- Performance fine tuning of frequently used reports
- Performing regular audits on existing Reporting and Security processes ensuring adherence to the process.

HR Operations:
- Internal job shadowing with Performance Evaluation team during Mid year and Year end Performance Evaluation process for Americas and APAC population
- Job shadowing with Business Objects reporting team during high requirement inflow.
- Helping Technology team during Data mapping testing with Data Warehouse and Workday.

Organization: Nexus system Pvt Ltd
Designation: Workday Report analyst
Duration: August 2020 September 2021

Roles and Responsibilities:

- Understanding Business Requirements document and coming up with Design document.
- Developed both Inbound and Outbound Enterprise Interface Builder (EIB) integrations in Workday and delivering the output file to SFTP server.
- Developed Core Connector and DT Integrations for worker.
- Worked on the creation of Security Groups and Roles as per requirement.
- Testing the development activity by including all types of possible scenarios in the Test Case.
- Supported QA by providing KT session to the team and resolving the defects raised by them.
- Having good knowledge and hands-on experience in **Workday Fundamental HCM, Reporting, Integration, and Absence Management.**
- Worked on **Report Writer, Calculated fields, BIRT, EIB, and Core Connector**.
- Experience in Workday Report Writer and Calculated Fields.
- Involved in creating/modifying custom reports (Advanced, Matrix, Simple etc.) using Workday Report Writer Tool
- Experienced in scheduling of reports, migrating reports using Object Transporter and Solutions and working with Alerts.
- Have in-depth knowledge in creating **EIB** Inbound and Outbound **Integrations**,
- Work experience in **Configuring Business Processes, Security configurations.**
- Migration of reports using Solution and Object Transporter and configuring Dashboards.
- Experience in development, testing and implementation phases of Software Development Life Cycle.
- Documentation of initial analysis, testing, defect fixing.
- Organizing meetings and calls with clients and team on a weekly or monthly basis.

EDUCATIONAL QUALIFICATION

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Graduation: Bachelor of Computer Science and Engineering (CSE), GPA: 71%.
University: VRS & YRN College Of Engineering & Technology, Chirala. (JNTUK University)

DECLARATION

I hereby declare that all the above details are true to the best of my knowledge. Given the opportunity, I would prove to be an asset to the organization I serve. Thank you.