

Experience Summary

- ✓ Certified Workday Core HCM & Absence and Leave Consulting Core.
- ✓ ERP professional with 6.11 years of experience including SAP HCM and 3+ years of experience in Workday.
- ✓ Worked on Core HCM and Absence implementation project.
- ✓ Part of Design sessions.
- ✓ Prepared Design Session Presentation for Workset A, Workset B and Workset C.
- ✓ Experience in creating Time off Plan and Leave of absence.
- ✓ Worked on Various Calculations in Absence.
- ✓ Hold strong grip over Organizational structure, Core Compensation, Business process with condition rules.
- ✓ Experience in Roles and Security groups – Role based, User based and Intersection security groups.
- ✓ Having experience and knowledge on web services for Mass data upload via EIB – change job, hire, termination etc
- ✓ Experience in Creating Calculated fields using different functions to meet business requirements
- ✓ Good Knowledge in advance reports and matrix reports.
- ✓ Experienced in working with multi-cultural global teams and having demonstrated ability to work with various stakeholders.
- ✓ Interacted with key users directly for problem resolution, implementing configuration changes and enhancements to meet business requirements.
- ✓ Experienced in creating conditional rules, routing restrictions, validation conditions in Business Process
- ✓ Thorough knowledge of the different stages of a project and a well-developed aptitude for meeting deadlines, recognizing potential bottlenecks and taking the required corrective action.
- ✓ Experienced in working with multi-cultural global teams and having demonstrated ability to work with various stakeholders.
- ✓ Quick learner, flexible and mentor; Self-Starter, highly organized, passionate about technology and takes pride in solving complex problems.
- ✓ Interacted with key users directly for problem resolution, implementing configuration changes and enhancements to meet business requirements.
- ✓ Experienced in Onshore-offshore teams coordination, Organizing Daily sync up calls, tracking progress, nurturing team members, status reporting to all stake holders on daily/weekly basis.
- ✓ Experienced in creating conditional rules, routing restrictions, validation conditions in Business Process

Certifications and Trainings

Certified in Workday HCM Services Core and HCM Services Practical (Aug 2020).

Certified in Workday Absence and Leave Consulting Core

EMPLOYMENT DETAILS

✓ KPMG Global Services	Oct 2021 – Present
✓ HCL Technologies, Bangalore	March 2021 – September 2021
✓ Accenture Solutions Pvt Ltd.	Feb 2020 – October 2020
✓ Wipro Technologies, Hyderabad	March 2017- Feb2020

MAJOR PROJECTS & EXPERIENCE:

- ✓ Consumer Goods Company
- ✓ Pharmaceutical Company
- ✓ Energy and Utilities Industry
- ✓ Insurance Companies

Workday Skills:

Organizational Structure:

- Creation of Supervisory organization.
- Staffing Models (Position and Job Management), Role Assignments and Organizational Assignments.

Absence Management:

- Part of Design Session
- Creating Time Off Plan and Leave of Absence
- Various Calculations in Absence.
- Supported Testing

Compensation:

- Creation of Compensation Package, Grade, Grade Profiles.
- Eligibility rules and Bonus Plan.

Business Process and Security:

- Worked on Business Process modifications as per the requirement (Condition Rule, Advanced routing and Optional step configuration)
- Creation of Role based and User based security group.
- Assigning/Modifying the security groups to different Business process and Domain.

Reports:

- Creation of Simple and Advanced Reports.
- Knowledge on creation of Calculated fields.

Advance Loads:

- Good understanding in Advanced loads, Reference IDs.
- Worked on Inbound EIB's.

Workday Release Management

- Leading workday Release in my current Organization.

Tenant Build Activities:

- Leading P0 Build for New Projects.

Responsibilities:

- ✓ Gathered requirements from the business users for new enhancements/ functionalities and configured the system as per the client requirements.
- ✓ Post Go Live Support
- ✓ Created Supervisory Organizations, Matrix Organizations, Cost Centers, Location, and its hierarchies. Configured and Tested Business Process and notifications in core HR: Hire, Job Change, Termination, Create Positions, Requisitions, Termination, & Contract Contingent.
- ✓ Assign project responsibilities to the team members and making sure they are delivered on time. Instruct the team members in resolving their issues related to understanding of business requirements, Configuration changes and preparation of test data.
- ✓ Identifying business scenarios and performing unit testing, document preparation.
- ✓ Coordinated extensively with technical team, for successful delivery of enhancements.
- ✓ Validate quality deliverable and maintain deadlines and execute work as planned and balanced delegation of work among team members.
- ✓ Gave demos and presentations for leadership, Management teams on Open Enrollment, SAP Benefits and Payroll Process.
- ✓ I run daily standup meetings with onsite coordinator and weekly status calls with offshore/onsite Project Managers.
- ✓ Designed Functional specifications based on client requirements.

Education

- ✓ B Tech (Information Technology) with 75% from West Bengal University of Technology in the year 2016

Awards:

- ✓ Rock Star Award in Q3, 2023
- ✓ Top Performer 2022 at KPMG
- ✓ Wow Award, KPMG
- ✓ Star Performer in a quarter Q3 2019.
- ✓ Certificate of Appreciation from Client.
- ✓ Certificate of Recognition.

I hereby declare that the above mentioned information is true to the best of my knowledge.

Date: 05.02.2024

Place: Bangalore

Sheikh Haadi