**NARENDRA KUMAR YARRAMREDDY**

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**Senior HRIS Consultant**

**Broad Functional Perspective: Stake Holder Management |Requirements Gathering & Analysis | As-Is / To-Be Analysis | Impact Analysis |Data Conversion | Implementation| Testing| Enhancements |BAU Support | End User Training.**

**Over 16+ years of ERP experience across various industries including Pharma & Finance, 7+ years as Workday consultant .**

**Experience in Implementation of Workday HCM** including Benefits, Payroll, Advanced Compensation, Recruiting, Talent Management with expertise in Workday Report Writer - Custom Reporting (Calculated Fields, Advanced, Standard Reports)

**Techno-evangelist, valued for configuring Compensation Framework**, providing support and guidance to a geographically distributed workforce and/or HR Business Community to meet customer requirements.

**Extensively worked on the Object Management Systems** - Role-Based Security, User Based Security, Job Based Security Groups; created the Functional and Technical Design Mapping Template for the Workday I Loads and Solutions for data migrations.

**Strong Experience with Gathering Requirements**, Gap Analysis, Writing Product Requirements, Functional Specifications and Test Plan Documents encompassing systems testing and validation of test results against system requirements

**Excellent interpersonal, communication and organizational** skills, data analytical, organizational, and problem-solving skills.

**Proven ability to mentor and work with teams** of multi-culture, multi-domain across the globe. Excellent ability to work with different teams, people and manage business expectations and deliverables while working in a team or as an individual

 **PROFESSIONAL CERTIFICATIONS**

 Workday HCM, Core and Advanced Compensation (partner).

**Technical Skills**

HCM Product Workday HCM, PeopleSoft.

Workday HCM Modules Core HCM, Recruiting, Compensation, Benefits, Payroll, Time Tracking, Absence Management,

 Learning Management, Talent, Payroll.

Workday Tools Report Writer, EIB, Calculated Fields, BIRT and Object Transporter

Languages C, C++, People Code, XML and XSLT

Package MS Office

Database Oracle 12c and SQL Server 2014

Ticketing Tools ServiceNow, JIRA, and HP-Quality Centre

**Career Summary**

**Client: Fluence Energy, Arlington, VA (Remote)** Sep 2023- Till date

**Workday Business Architect**

*Requirement gathering sessions, Impact Analysis, BRD Preparation Data Conversion , s well as designing & implementing new enhancements, Stakeholder management, change management, Custom Reports, EIB load, user training, Project Management , Release Management..*

**Requirements Gathering & Business Analysis:** Gathering requirements from various stakeholders, estimation of the effort, and Preparing the BRD docs and , Project plan .

**Implementation** :**Time tracking module** implementation for the US and Germany.

 Enabling domain and business process policies related to Time ,Configuration of Time entry codes ,Time entry template ,Calculation tags ,eligibility rules ,Time code groups.

Time entry validations ,business process , custom reports to track employee time ,Business process ,Alerts to submit time .

**Job Architectures :**Revamped all the existing Job Architecture and configured new Job Profiles ,Job Families and Compensation ranges for various Countries .

Configured Various eligibility rules to default Compensation Ranges

Impact analysis regarding Job profile change on different downstream systems

**Core Compensation** : Experienced in configuring Compensation framework, providing support and guidance to a geographically distributed workforce

Configured various Compensation components like Grades , Grade Profiles ,various Compensation Plans .

**Advanced Compensation :** Involved in Year-end merit review of compensation which include rolling out merit, bonus and stock plan and leading the entire process from start till end.

Experience in Advanced Compensation supporting end-to-end consolidated merit process including bonus and stock planning from configuration to release of merit statements.

Experience in configuring Grids, Proration rules , Compensation Matrices, core cards, Scorecard results.

Configured Merit, Bonus, Stock Plans based on business requirements.

**Release Management:** Presented workday new features as part of new releases and implanted the Quick one.

**Impact Analysis :** Experience in impact analysis before configuring any new feature or module in workday.

**Client: Regeneron Pharmaceuticals , Tarry Town, NY.** Jan 2023- Aug 2023

**Lead Consultant – Workday (Onsite)**

*Requirement gathering sessions, Impact Analysis , BRD Preparation as well as designing & implementing new enhancements, Stake holder management, change management, Custom Reports, EIB load, user training, Project Management , Release Management ,Global Expansion.*

**Requirements Gathering & Business Analysis :** Gathering requirements from stake holders ,analyse the feasibility ,Impact analysis and preparation of BRD , demoed the new features ,Providing the estimates **.**

**Global Expansion :** Configuring the Business Process **,**notifications,Custom objects ,Custom reports ,EIB load ,Data validation , different organization types ,Job Profiles, Job family groups ,Pay groups etc..

**Core Compensation** : Configuring new Compensation components like Grades, Grade Profiles, Salary Plans, Allowance Plans, One-time Payment Plans, compensation Packages etc ..

**Advanced Compensation : Implementation of Advanced Compensation as part of Phase X .**

Business requirement sessions with stake holders **,**Identify Planers ,controllers, Creating Merit Plans, Bonus Plans, Stock plans, Compensation Matrix, Score cards, Score card Results, Proration Rules ,compensation review templates ,Validation Rules ,Parallel events ,launching annul global process ,hyper care support.

 Experience in Advanced Compensation supporting end-to-end consolidated merit process including bonus and stock planning from configuration to release of merit statements.

 To provide consulting on business requirements in the existing process configurations and simplifying the same

 Worked on various projects related to Advanced Compensation and performance modules based on strategic decisions taken by management on Compensation review process - Merit/Bonus & stock process.

 Conducting Business requirement sessions with business users to implement new functionality or changing the existing Functionality.

 Involved in Mid-year and Year-end merit review of compensation which included rolling out merit, bonus and stock plan and leading the entire process from start till end.

**Release Management** : Configure set up required features in Preview tenants , present new features to business , identify quick wins ,impact analysis ,user manuals for new features .

**Client: TIAA (Financial Services), Charlotte, NC.** Apr 2022- Dec 2022

 **Senior Consultant – Workday (Onsite)**

*Participating in requirement gathering sessions, Impact Analysis as well as designing & implementing new enhancements, Stake holder management, change management, data conversion, Hyper care management, user training, Project Management.*

**Configuration & Modification:**

**HCM Core**: Designed new approval steps, notifications, entry conditions on business process, text & validation rules, New custom objects. Configured the new documents for various countries based on business requirement.

**Core Compensation:** Created new one-time payment plans, Allowances, eligibility rules including end-to-end testing of output on PICOF.

**Advanced compensation**: Implemented advanced compensation for multiple countries, requirement gathering, creating new Merit, Bonus, Stock plans and configuring business process, Participation rules, compensation templates, validation rules, compensation Matrix, Merit statements.

 Conducting Business requirement sessions with business users to implement new functionality or changing the existing

 Functionality and involved the global annual merit process.

**Talent and Performance:** Enabled workday skill cloud and loaded skills and competencies to workday from legacy system, creating gigs.

Worked with EIBs, Core Connector, Cloud Connector (CCB), Report Design (BIRT), Custom reports, Matrix, Composite, calculated fields.

 **Initiatives Taken:** implemented severance functionality for USA employees.

**Benefits**: Involved in all phases of benefits projects including discovery/design, configuration, testing, end user training and cutover.

optimized the Benefits configuration through redesign and configuration of eligibility and event rules to accommodate new requirements post go-live.

Configured new providers, benefit plans, rates, coverages, eligibility rules and reports for Open Enrolment.

Configuring the business Process definitions for Change Benefits, Open Enrolments, Change Benefits Elections.

Configuring Custom Objects and inbound EIB’s to load bulk data pertaining to Compensation plans, Job Classifications, Benefit Annual Rate etc. design and develop BIRT reports to generate COBRA letters.

Assisted the integration team to design, build and test CCBs and custom benefit integrations.

Create custom/ad-hoc reports in Workday and other HR Systems as needed to meet business needs and objectives, often combining data from multiple sources to achieve desired results.

Work with the end users to draft reporting requirements and develop new reports

**Client: AstraZeneca Pvt. Ltd (Bio Pharma). Wilmington, Delaware** Mar 2018 – Mar 2022

**Senior Consultant – Workday (Onsite)**

*Brought workable insights & recommendations in monitoring & tracking the project tasks, working in close relation with end-users by setting up conference calls. Also, participating in requirement gathering sessions, conducting impact Analysis, document the requirements as well as designing & implementing new enhancements*

**Process-Driven:** Designed & developed the change management, cut-over, migration, development, and testing strategies

**Business Analysis & Requirements Modelling:** Performed Business Analysis & Requirements Modelling; developed Analysis Diagrams depicting various perspectives of the System’s Structure & Behaviour i.e., Activity diagrams, Sequence diagrams, State diagrams, Data models, and Use - Case Realizations

**Analytical Skills:** Applied pragmatic overview in steering Feasibly Study & Fit-Gap Analysis for new projects

**Incident & Change Management:** Tracked the Incidents, Changes, Issues & Risks; updated the stakeholders on regular intervals

 **Subject Matter Expert** for the Configuration of Workday Compensation and BAU Functions; led the configuration of the

 Advanced Compensation Module and Global Annual RPD (Merit) Process

 Experienced in configuring Compensation framework, providing support and guidance to a geographically distributed workforce

 Experience in creating Job Architecture and Compensation Architecture , revamping Job Profiles ,Job Families , Compensation Grades , Grade Profiles ,Compensation Plans .

 Experience in Advanced Compensation supporting end-to-end consolidated merit process including bonus and stock planning from configuration to release of merit statements.

 To provide consulting on business requirements in the existing process configurations and simplifying the same

 Worked on various projects related to Advanced Compensation and performance modules based on strategic decisions taken by management on Compensation review process - Merit/Bonus & stock process.

 Conducting Business requirement sessions with business users to implement new functionality or changing the existing Functionality.

 Involved in Mid-year and Year-end merit review of compensation which include rolling out merit, bonus and stock plan and

 leading the entire process from start till end.

 **Technically savvy with Core Compensation** **Process** viz. Creation of New Allowance Plans, One-Time Payment Plans, Job Profiles,

 Job Classifications, PICOF Testing and Bonus Plans.

**Documentation:** Displayedproficiency indocumenting the development phases (Technical Design Document, Unit Test Plan & Unit Test Results)

**Client: Abbott Labs (Healthcare), Greater Chicago Area** May 2017 – Feb 2018

**Workday Functional Consultant (Offshore)**

*Served as Workday Consultant for inclusion of new functionalities as per the changing business needs of HR Systems; assisted with on-going day-to-day Workday Compensation, Creation of Job Profiles, Grade Profiles, Compensation Plans and Performance Support*

**Enhancements & Modifications:** Skilfully modified configuration of existing business processes of organization as per the new business requirements

**HCM Core**: Designed new approval steps, notifications, entry conditions on business process, text & validation rules

**Core Compensation:** Created new one-time payment plans, Allowances, eligibility rules including end-to-end testing of output on PICOF

**Business Requirement Sessions:** Holds the distinction of conducting the sessions with business users to implement new functionality or changing the existing functionality in Workday Tenants

 **Extended support for Production & On-going Development Testing** tasks for new requirements from the stakeholders

 **Created Unit Test Scenarios** to share the client; also prepared proper data to test

 **Knowledge Transfer:** Efficiently & effectively provided KT on Merit, Bonus & Stock to the Operations Team

**Client: Aon (Financial Services), Charlotte, NC** May 2016 – Apr 2017

**PeopleSoft Technical Consultant (Offshore)**

*Gathered and analysed the requirements, created specifications, and developed online customizations as per business needs to provide an end-to-end integration*

**Production Support:** Diligently **troubleshot various Payroll Production Issues & Bugs** on regular basis

**Modifications:** Made modifications and enhancements on existing SQR Reports and Application Engine Programs

**Collaborative Approach:** Coordinated with development, production support, client domain teams and external client users on on-going BAU items

**Initiatives:** Played a crucial role in creating new run control records, pages & components and used process scheduler to define process definitions and recurrences, thereby attaching and scheduling the batch objects like SQR and Application Engines

Dexterously used **PeopleSoft Security** to provide access to the PeopleSoft Objects; *worked on creating Permission Lists, Roles and User Profiles*

Involved in **Integration Testing** of major processes viz. Pay Sheet Creation, Pay Calculation as well as Pay Confirmation Processes

**Client: Highmark (Healthcare), Pittsburgh, PA** Jun 2014 – May 2016

**PeopleSoft Techno-functional Consultant (Offshore)**

*While working in techno-functional role; collaborated with Application Designer to create record definitions, pages & and components. Additionally, drove SQR functions to design different kinds of interfacing processes to integrate with legacy systems*

Rendered **technical support of PeopleSoft HRMS Modules**; resolved day-to-day issues raised by HRMS Users

Deftly created **Run Control Records, Pages, and Components** as per client requirements; used process scheduler for setting up the report to run at specific time intervals and process monitor to monitor the status of report.

Expertly, customized few Application Engine Programs, whilst meeting the business needs of the client in NA Payroll Module

Also, modified and debugged existing People Code Programs for production support to resolve issues; customized custom PS query reports to meet business needs

**Client: H&R Block (Tax Consulting), Kansas City, MO** Jan 2012 – May 2014

**PeopleSoft Developer (Offshore)**

*Environment: PeopleSoft HCM 9.2, People Tools 8.53, SQR, App Engine, People Code, PS Query, File Layout, XML Publisher, Component Interface, PS Security, Process Scheduler, PHIRE*

*Applied technical skills in designing, developing, testing, and enhancing PeopleSoft HR Modules. Tapped to create the Application Engine Program to Auto creation of user profiles with defaults access roles for the new employees*

**Generated the reports:**

For **PCD Team** to generate the employee appraisal grade details based on the search criteria HR Status, Start DOJ, End DOJ, and Appraisal Year

Using SQR that give information about time not reported, time that needs approval, time that entered over 8 hours per day and time that uses holidays

Successful in **designing and implementing custom employee performance appraisal** (e-performance) system within the existing ESS and MSS Modules

Moreover, **developed SQR, Application Engine Processes & SQL Scripts** to load data from flat files into PS HR tables encompassing Bulk Job Codes, Preferred Job Title, ID Type, ID Information, and Other Personal Data

Developed reports in 'Time and Labour' for Unapproved Time, Absence History, Comp Time, and Reported Time

**Initial Career Glimpse**

**Client: Asda Stores (Retail) Leeds, UK**  Jun 2010 – Dec 2011

**PeopleSoft Developer (Offshore)**

*Developed:*

Interface using Application Engine to convert all open vouchers from legacy system into PeopleSoft Accounts Payable

Purchasing Interface with File Layout, Application Engine, AE People Code & Component Interface to load data from flat file into temporary staging tables

 Developed Billing Interface, designed to import billing information from a flat file and load it into billing staging tables

**Client: GE-Money, Norwalk, Connecticut** Feb 2008 – Jun 2010

**PeopleSoft Consultant (Offshore)**

Customized and created Fields, Records, Views, Pages, Components and Menus as per the client’s requirements

Added & modified People Code according to Business Rules as a part in development

Scheduled & Monitored SQR Reports, SQR Processes and Application Engine Programs

**Academic Credentials**

**Master of Computer Applications (MCA)** | JNTU, Hyderabad