**Nikitha Chilukuri**

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**Professional Summary:**

* Above 7 years of experience in software design, development and implementation of various commercial applications in workday.
* Engaged in data migration from Peoplesoft towards workday. Along with updating of existing solution from older versions while in charge of integration solution with code from partner company and producing successful builds.
* Extensively worked on all phases of the workday implementation lifecycle namely – requirement gathering, analysis, Design, Development and Testing.
* Worked with custom reports, calculated fields, workday studio, EIBS, Core Connector, Cloud Connector(CCB), Report Design, Business from Layouts.
* Created multiple reports and dashboards on Workday Prism data sources (Time and absence Management, Core HR information).
* Strong Functional Experience with HCM, Benefits, Recruiting, Payroll, Time Tracking, General Ledger, Accounts Payable, Accounts Receivables, Asset management, procurement and Treasury.
* Developed/Tested User Defined workday EIB’ to enable processing of large - volume transactions.
* Experience with Workday security groups like Role based security, User based, and Job based Security. Strong knowledge and experience in Agile and Iterative methodologies.
* Expertise in Workday and PeopleSoft Financials and HR, Payroll, Benefits Administration and Base Benefits.
* Experienced in creating the Technical Design Documents for the Integrations based on the Functional Design Documents.
* Expertise in developing and supporting Workday studio integrations.
* Broad expertise in building integrations related to Workday HR and Workday Finance.
* Developed detail test strategy, plans and scripts to test specific HCM Compensation business process in HCM.
* Extensively involved in trouble shooting and fixing problems at development, system testing and post-production stages for various HRMS modules
* Created Custom Reports using Workday Report Writer and WD Studio BIRT.
* Expertise in creating Workday Docs and Docs for Layouts.
* Expertise in Eclipse, XML, XSLT, and Web Services technologies.

**Technical Skills:**

* **ERP** **Tools** - PeopleSoft, Workday
* **Workday** **Tools** – Integrations, Studio, Prism, Reporting, Business Process Configurations, Workday Docs, Docs for Layouts
* **Programming** **languages** – SQL, XSLT, XML
* **Reporting** **Tools** – Workday Report Writer, WD Studio Report Designer.
* **Operating** **System** – Windows, Mac

**Professional Experience:**

**Role: - Workday Analyst**

**Humana, Louisville, KY Nov 2022 – Till date**

**Responsibilities:**

* Analysed business management needs through client working sessions and supported development of new business processes.
* Built and managed integrations using calculated fields, and condition rules, EIBs, Workday studio, XML, XSLT, and web service technologies.
* Using sequence generators, generating templates and validating inbound integration system results.
* Worked as the HCM functional analyst for the project and responsible for handling issues received from customers related to Core HCM, Time Tracking and Performance Management.
* Created and used calculated fields in reporting, business process, integrations and other areas within workday.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including bonus plan processing.
* Performed enhancements to existing integrations in the production tenant to resolve ad-hoc requests by following CAB (Change Advisory Board) process.
* Experience in loading inbound EIBs to mass update compensation changes, processing hires and terminations.
* Created complex integrations using custom reports, core connectors and workday studio.
* Worked on different workday releases and implemented automatically available and setup required features according to the new requirements.
* Performed testing during the new releases in business configuration, reports and integrations.
* Handling support tickets for various modules in workday like Core HR, Benefits, time Off, Compensation.
* Identified issues which are missing the functionality and provided solutions.
* Configured Business Processes to optimize/enhance it as per the new requirements from the business.
* Worked on the creation of benefit plans, job profiles, and job families.
* Created Supervisory Organizations, Cost Centres, Cost Centre Hierarchies, location hierarchies.
* Good experience in Configuring Business Processes and Security group’s assignments.
* Configured new Dashboards by using custom reports which are enabled as a worklets and providing security groups to restrict from specific users.
* Configured security, process flows, staffing models, and notifications for Business Processes within Workday system.
* Documentation of initial analysis, testing, defect fixing.
* Provided Daily status reports to onshore/off-shore managers and handling other project management activities such as daily status discussion, reporting, work assignments.

**Environment**: Workday (Core HR, Benefits, hire to retire), XML/XSLT, ETV, XTT, Workday Report writer, Workday security, Workday Studio, EIB, and Cloud connectors.

**Role: - Workday Configuration and Report Analyst**

**EY (Alpharetta, GA) Jul 2022 - Oct 2022**

**Responsibilities**:

* Configured HCM and Payroll modules like Time off, Benefits, Compensation, Payroll, Recruiting and tenants.
* Built Workday Reports and dashboards for Business and Executive leaders.
* Created Templates with mass data, validated an loaded into Workday using inbound EIB’s and iLoad’s.
* Responsible for Weekly, Bi-weekly payroll, using Workday Payroll, for approximately 10000employees.
* Experience in Data Mapping and Conversion of data from legacy Peoplesoft.
* Experience in creating advanced reports using workday Reporting tools (Report Writer, Calculated Fields).
* Deep understanding of workday HCM modules, including cire HR Benefits, Time tracking, and Compensation.
* Ability to analyse complex data and translate business requirements into actionable reports.
* Experience developing dashboards and key performance indicators(KPIs).
* Successfully configured and tested Workday modules to meet specific business needs.
* Implemented data governance and high quality initiatives to improve data accuracy and consistency.
* Created custom reports and dashboard to track key HR metrics and identify trends.
* Configured the Background connector for Rehire and existing employees in Recruiting.
* Handling independently the cases of day-to-day issues raised by business users in Core HCM and Compensation.
* Working as a first point of contact for the business in Core HR and Compensation.
* 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

**Environment**: Workday (Core HR, Benefits, Time off, Compensation, Payroll, hire to retire), XML/XSLT, ETV& XTT, Workday Report Writer, and Cloud Connector.

**Role: - Workday Consultant**

**Factset, India Jan 2020- Mar 2021**

**Responsibilities:**

* Involved in Development, Enhancement, Upgrade, and Maintenance of HR, Benefits, and Payroll.
* Created Condition Rules for Driving the Interview Business Process in Recruiting Functional Area.
* Created Custom Report for Time to Hire Reports in Recruiting Functionality.
* Developed the Workday Recruiting Inbound Integration from ICIMS.
* Lead the Technical team supporting Integrations, Reporting, and Production Issues in Workday.
* Designed and built inbound and outbound studio integrations with RaaS reports.
* Developed several reports using Workday Report Writer like Salary Changes, Severance, Payroll Earnings, Medical Enrollments, LTD Participants, Med, Dent, Vision, Salary plan etc. reports as part of Implementation.
* Perform configuration work as needed to support new and existing functionality.
* Clarified QA team issues and Reviewed test plans to make sure that all requirements will be covered in scripts and tested properly.
* Coordinated in performing Unit testing.
* Setup business process steps, such as Action, Approval, Approval Chain and Checklist, and how they work and integrate with security groups.
* Configuration of Workday’s business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
* Configured Workday compensation packages including salary, bonus, allowance, commission, and merit plans for multiple countries including merit and bonus plan processing.
* Configured Workday Benefits including groups, plans, coverage types, event types, and eligibility rules for multiple countries.
* Worked on Compensation Merit Process including Performance Ratings and Compensation Matrix.
* Developed Payroll Integrations ADP Tax Monthly, ADP Tax Quarterly using Workday Studio
* Developed Several EIB inbound and outbound integrations.
* Created several custom reports and exposed as web services for several vendor files.
* Created XSLT scripts for Integrations to transform XML data.
* Provided Mentorship and Design documents for Reports and Integrations.
* Worked extensively using excel spread sheet for workday conversion and matrix report.

**Environment**: Workday 25/26/27 Workday HCM (Core HR, Payroll, Benefits, Recruiting, Payroll, Absence Management) EIB, Workday Report Writer, Workday HCM, Report Writer, Calculated fields, EIB and Workday Studio

**Workday HCM Consultant**

**Cyient, India Mar 2018- Dec 2019**

**Responsibilities**:

* Worked collaboratively across HR, and Finance to gain maximum efficiency from the various modules used by HR and Payroll.
* Experience building and managing integrations with the Workday Integration Cloud Platform - Integration Platform-as-a-Service (iPaaS).
* Created different types of Supervisory Organization's, Positions and Profiles, Cloned business process.
* Involved in implementation of workday HCM for various HR modules such as Time Tracking, Benefits, Absence Management, Payroll and Compensation.
* Data migration of HCM data to Workday. Periodic meetings and matrix tracking to update status along with cost of project. Weekly project period tracing with report analysis.
* Configured PICOF Templates to send payroll changes data to ADP.
* Worked on Job Profile, Job Family and setting restrictions based on that. Also worked on transfer, demote, promote and termination of employees.
* Integrate Workday HCM data and create XSLT scripts for integrations to transform XML data.
* Build and implement efficient HR service delivery models and organizational designs using Workday.
* Implemented SaaS HCM solutions as required.
* Built Integrations in Workday **Financials data module** which includes data relative to **Accounts, Accounting, Business Plans, Financial Reporting,** and **Tax.**
* Worked on complete cycle of Compensation (Compensation Criteria, Plans & Grades), Configuring Security to the employees in an organization.
* Monitored workers' compensation claims and coordinated work between employee and insurance carrier.
* Integrate Workday to packaged Software's and custom applications using SOA.
* Provided analysis on system configuration, data mapping, and testing HR functions.
* Maintain and modify existing Workday integrations. Building Custom EIB's and CCB integrations.
* Create the data mapping to ensure a seamless conversion of Payroll, HR & Benefits data and validate integrity of data with the client.
* Addressed issues identified during the go -live process to ensure an error-free transition to ongoing support.
* Provided Pre and Post production support for Recruiting and post production support for other HCM modules like Time Tracking, Absence Management, Benefits etc.
* Audit reports to show actual payroll payment and department budget for all incumbents before pay confirms.

## **Environment**: Workday 28/27 Workday studio, XML, Web Services, XSLT 2.0, Report Writer, BIRT.

**Junior QA Tester**

**AGS. India May 2016 – Feb 2018**

**Responsibilities**:

* Involved in reviewing business and technical requirements and translated them as test cases.
* Worked closely with the QA manager, developers and Senior QA engineers to understand needs, preferences, workflows, priorities, and schedules and to execute test strategies.
* Created detailed test cases for Manual Testing according to business requirements and functional requirements.
* Formulated Test plans from Business Requirements/Function Specifications documents.
* Ensuring proper documentation for the Software code changes.
* Responsible for designing, developing test plans, use cases and test scripts.
* Developed the test scripts and analysed the results in various stages of the application including integration, regression, functional and acceptance testing.
* Involved in gathering and creating requirements and also worked on databases.
* Generated Test data for various types of testing to valid data, Invalid data, Partial data, and bad data testing.
* Reported defects about any failures during test execution process, in Quality Center.
* Actively participated in Status Reporting meetings.
* Performed Unit, Integration, Regression and system testing.
* Implemented RDBMS to add the additional condition for the system to support a tabular structure for the data with enforced relationships between the tables.

**Environment**: HP Quality Centre, Junit, HTML, JDBC, Oracle, SQL, Eclipse, RDBMS, Tomcat, Windows, MS Office.