# Vijaya Chand Kakumani

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**Profile Summary**

Over 17+ years of IT experience with 12+ years of expertise as Workforce Management Consultant in UKG Pro WFM (UKG Dimensions Kronos) Scheduling and Advanced Scheduling, Timekeeping, Accruals and Infor Workbrain/WFM.

Worked on configurations in UKG Dimensions Kronos (UKG Pro WFM) Scheduling and Advanced Scheduling, Timekeeping, Accruals with functionalities Shift Templates, Pattern Templates, Schedule Rule Sets (Employee and Organization), Schedule Periods, Skills & Certifications, Workload Setup, Schedule Planner, Groups, Tag Definitions, Coverage Counting, Schedule Generation Strategy, Rules, Rule Sets, Procedure Sets, Indicators, Metrics, Display Access Profiles, Pay Policies setup with Pay Code Definition, Combined Pay Codes, Punch Round Rules, Exceptions, Breaks, Bonuses or Deductions, Overtimes, Zones, Combination Rules, Pay Code Distributions, Work Rules, Holidays, Holiday Credit Rules, Fixed Rules and Pay Rules, Functional Access Profiles, Workload Planner, Dataview Profile, Dataview Management and Employee Self Service (Request Subtypes), Business Structures.

Extensive Knowledge in Infor Workbrain/WFM with functionalities Time and Attendance, Labor Forecasting and Schedule Optimization, Payroll, Employee Availability, Employee Time off request, Employee settings, Fixed shifts, Employee Borrow, Labor Budget, Reports and Shift availability posting modules.

Experienced on CAWA tool to run Infor Workbrain scheduler jobs, to change schedule time or to suspend a scheduled job and resume any suspended jobs.

Worked on Service Now tool to track all the AYS tickets that I receive from all the employees with issues related to Timesheet errors, Payroll with missing hours, Balances not added as per rules, Absence, Access, shifts etc. and need to fix it based on the priority.

Workforce Management application (Workbrain, Kronos) experience covers various tasks such as Requirement and Design analysis, Application Configuration, Functional Configuration of rules based on state laws, Support (Operations) and maintenance of the application, Custom Code analysis, Functional testing, User Acceptance testing.

**TECHNICAL SKILLS**

WFM Tools UKG Pro WFM (UKG Dimensions Kronos), Infor Workbrain/WFM

Operating Systems Windows (9x, NT, 2000, 2003, Vista, 2007, 2008, 2010), Unix

Applications Infor HCM Workforce Management (Workbrain 5.0, 6.2), Learning Management System, Migration of Home Loans, Enterprise Guest Program, Point of Sale (POS), OMS, Missing Transactions Application, Polisy Restructuring, Resolve Online, Automated Clearing House, MS Office, Excel, Project, SharePoint, Citrix, Cognos

Languages SQL, Java, Python beginner

Testing Tools Selenium Web Driver, Jira, HP ALM, HP QC, IBM Clear Quest, Version One, Rational Quality Manager

Databases Microsoft SQL, SQL Server, Oracle, MySQL

Project Management Agile (Scrum), Waterfall and V Model

**PROFESSIONAL EXPERIENCE**

**Deloitte Consulting LLP                                                                                                                     Sep 2022 – Till Date**

**John Hopkins Hospitals, Baltimore, MD**

**UKG Pro Consultant (Scheduling and Advanced Scheduling, Timekeeping, Accruals) | JH Works**

* Understanding Business Requirements, engage with key stakeholders (including management, employees, and clients, if applicable), review business processes, and understand the organizational structure and operational procedures. This will provide insight into what features and functionalities are required in the system.
* Configuration Functional Requirements by Reviewing Current Configurations, Identifying Needed Changes, Implementing Changes, Testing, Reviewing and Adjusting.
* Configured Kronos WFC v8.0 features that includes Functional Access Profiles, Display Access Profiles, Pay Code distribution, work rules, pay rules, hyperfinds, holidays and accruals.
* Worked on functionalities Shift Templates, Pattern Templates, Schedule Rule Sets (Employee and Organization), Schedule Periods, Skills & Certifications, Workload Setup, Schedule Planner, Groups, Tag Definitions, Coverage Counting, Schedule Generation Strategy, Rules, Rule Sets, Procedure Sets, Indicators, Metrics, Display Access Profiles, Functional Access Profiles, Workload Planner, Dataview Profile, Dataview Management and Employee Self Service (Request Subtypes), Business Structures
* Documentation: Lastly, it's crucial to document all changes made to the configuration functional requirements. This helps in tracking changes, troubleshooting future problems, and providing a reference for future updates. It's also useful for training new staff members who need to understand the system.

**United Software Group Inc.                                                                                                                 Jun-2017 – Sep-2022**

**Verizon Inc**

**Infor Workbrain & UKG Kronos Operations and Functional Consultant** l **VZTime Application**

* Understanding Business requirements and updating functional requirements for Time and Attendance, Payroll Export, Feeders Import, Schedule Optimization, Time off Request, Employee Availability and Absence.
* Validated timesheet feeds for 13200 employees who uses Kronos as timekeeping and identified the issues related to any employee timesheets, fixed it in Kronos and re-run the jobs so that all the employee’s timecard details loaded into the Workbrain properly and are in sync with Kronos.
* Configured new Accruals that were added to the Kronos system based on the labor laws, performing User Acceptance Testing and pushing it to Prod environment after getting Business team approval.
* Discuss the issues with the Payroll & Finance and coming up with solution to modify existing functional requirements, product designs, schedules, and potential problems.
* Thorough understanding of the Payroll process that happens on Weekly & Biweekly Monday’s, generating EPL and GPM files based on the pay groups and send the employee time details to the payroll team
* Handling Operational duties like fixing the VZTime issues that are facing by the employees related to timesheet, login issues, Balances, Absence, Time Off, Reports
* Generating various reports that includes Time and Labor and sharing the same with the Finance team
* Every Monday validating the direct keyers timesheets or the imports of the time details that comes from different feeders like Verint, IEX, CATs, Kronos, vBuild, Livesource, NAT system, My Attendance and Webservices keyers through TE system/ECS system.
* Monitoring all the VZTime scheduler jobs that we run through ESPx tool and incase if any jobs failed due to an issue, finding the root cause and documenting it, getting it fixed by the Dev team.
* Participate in Production issue analysis and fixes.
* Proposed and implemented couple of changes to the existing outbound process like Project Reporter Time and Labor, Payroll edits.
* Loading Holidays to all the employees for all the employees to the entire year.
* Running Employee on demand whenever HR system updates employee details that are not in sync with employee details in VZtime.
* Responsible to handle all ESPx jobs used to run the VZTime scheduler jobs and make sure all the jobs are triggered at the specified time and if any job held without triggering, then identify the root cause and fix it.
* As part of Operational (Maintenance) support I need to make sure all the tickets that we receive through Service now AYS are fixed on time and close it before SLA time as specified in the agreement.

**GAP Inc., San Francisco**, CA **Jun** **2017 – Jan 2020**

**Infor Workbrain Consultant**| **Workbrain upgrade from 5.0 to 6.2 Cloud**

* Understanding Business requirements and preparing functional requirements for Time and Attendance, Labor Forecast and Schedule Optimization, Schedule Fairness, Fixed Shifts, Schedule an Event, Time off Request, Shift Trade, Employee Borrow, Employee Availability and Labor Budgeting.
* As a consultant, participate in discovery session to provide input on functional requirements, product designs, schedules, and potential problems.
* Review the proposed technical design to ensure the accuracy, compliance, and completeness to mitigate risks.
* Analyze the custom code and document the behavior which will be used in requirements gathering phase.
* Transitioned with all client requirements, prepared detailed Test Scenarios followed by test cases and get it approved by the client, created Test Data.
* Execute the test scenarios and document the defects.
* Responsible to understand Workbrain Process specified in the requirement, detailed study of the Business Requirement Docs and preparing Functional requirements, design, implementation, execution and automation of Test Cases.
* Help developers in debugging the reported defects.
* Participate in Production issue analysis and fixes.
* Participated in the design & development of Automation Test Strategies involving automated test sets using GUI Verification, User-defined Functions, Data-Driven tests, Smoke test sets, Functional & System test scripts and Regression test scripts.

**Synegen**  **Mar** **2017 – Jun 2017**

**Test Lead**| **Genesis & GRS Academy Learning Management System**

* Collaborated closely with internal clients to drive requirements, Test design and implement solutions that solved the needs of the business while scaling for a high-growth organization.
* Provided a post-implementation analysis and review of the current configuration and where configuration did not meet requirements submitted proposals to the Change Management Board which were accepted.
* Created automation scripts using Selenium Web Driver

**Accenture** **Mar-2010 – Oct-2016**

**BestBuy Inc,** Minneapolis, MN

**Workforce Management Consultant** l **Time and Labor Center (TLC) Infor Workbrain**

* Responsible to understand Workbrain Process, US retail stores, districts and territories as specified in the requirement, Detailed study of the Functional Specification document and Business Requirement Docs
* Design, Implementation and Execution of Test Cases using Quality Center.
* Involved in execution of test cases in HP ALM, logging and tracking defects in ALM Tool.
* Participated in the design & development of Automation Test Strategies involving automated test sets using GUI Verification, User-defined Functions, Data-Driven tests, Smoke test sets, Functional & System test scripts and Regression test scripts.
* Creation of test automation plans, test cases and automated test scripts to test the TLC application using Selenium Web driver and core java.
* Executing jobs in UNIX to sync up the data entered in various systems.
* Developed Selenium Keyword Driven framework from the scratch using Web Driver and Core java.
* Involved in User Acceptance Testing (UAT) and Supported Business Team on test data.

**Target Inc,** Minneapolis, MN

**Workforce Management Consultant | Workbrain QA**

* Responsible to understand Workbrain Process, US retail stores, districts as specified in the requirement, Detailed study of the Functional Specification document and Business Requirement Docs
* Design and execution of test cases in HP ALM
* Logging and tracking defects in ALM Tool.
* Participated in the design & development of Automation Test Strategies with Selenium Web driver involving automated test sets using GUI Verification, User-defined Functions, Data-Driven tests, Smoke test sets, Functional & System test scripts and Regression test scripts.
* Involved in User Acceptance Testing (UAT) and Supported Business Team on test data.

**IBM**  **Jun-2007 – Mar-2010**

**Visa Inc, Foster City, CA**

**Application Programmer| Visa Resolve Online (VROL)**

* Assigning work to the Team members who are working in the same module.
* Tracking status of the Test Cases at the end of the day
* Involved in writing and executing the Test Cases.
* Detailed study of the Use Case and Business Requirement Docs
* Design, Implementation and Execution of Test Cases using Rational Test Manager
* Defect Reporting using Rational Clear Quest

**VXL Instruments**                                                                                                                                    **Jul-2005 – Mar-2007**

**Software engineer** | **XLManage, WinCE.Net for C7V7, CLE & PLE Terminals, GIO for Terminals**

* Performed different types of testing like Sanity testing, Functional testing, Regression Testing, Usability Testing, Retesting and Bug reporting and defect tracking.

●      Developed automation scripts using Win runner.

●      Defect Reporting using Rational Clear Quest

**EDUCATION**

**Master of Computer Applications**

Manipal Institute of Technology, Manipal, India