



SUMMARY

Customer-driven HRIS professional that develops strategy and roadmap for delivering successful solutions, analyzing detailed business requirements and specifications for the application. I provide support including Workday implementations and system upgrades, automation, testing, production support. I offer expertise in Core HCM, Onboarding, Advanced Compensation, Global Mobility, Talent Management, Performance, Security, Integrations (Certified), Reporting & Analytics, Absence Management, Recruiting, People Analytics, Data Loads, Documentation, Change Management with 16 years of overall experience in Workday and PeopleSoft HCM.

EDUCATION

RGM CET, JNT University

Bachelor's in Electrical Engineering (B.Tech)
2003- 2007

SKILLS

- Workday Functional Lead, Configurator, System Manager, Security administrator, Reporting Lead, Business Analyst, Tenant Administrator, Training Coordinator
- Process Improvement, Standardization
- Project Management, JIRA: PI planning, User Stories
- Experienced with project managing the system implementations, maintenance, and manage project deadlines
- Expertise in estimations, planning, design solutions, development, testing and deployment activities
- Excellent documentation and presentation skills
- Workday Talent & Performance, Advanced Compensation, Learning, Core HCM, Security, Reporting, Recruiting, Onboarding, Absence, Business processes, Calculated fields, Integrations, EIBs, Data Loads, BIRT Reporting, Complex reports, Discovery Board, People Analytics, Workday Journeys
- Proficient in developing Advanced, Matrix, Composite, Transposed/nBox reports, Trending reports
- ServiceNow, JIRA, Smart Sheets, Workday Studio

LinkedIn: [Viswakala Gorla](#)

CERTIFICATIONS

- Workday HCM Integration Certified
- People Tools Certified
- Agile Safe Certified Professional, Agile for HR Certified.

PROFESSIONAL EXPERIENCE

Principal Workday Consultant

Cerence | 2023 - Present

- Deliver and maintain HRIS Roadmap and Project Scoping
- Elicit Business Requirements and Solution Designing
- Implement/enhance/deploy and maintain Workday HCM Projects related to Talent and Performance, Advanced Compensation, Core HCM, Onboarding, Absence, Recruiting, Reporting, Integrations (EIBs), BIRT and Security
- Develop system mock ups, fine-tune the requirements to support HRIS strategy
- Administer tenant management, community requests, training coordinator
- Document functional/technical specifications per the Change Management standards
- Configured Business Processes, rules, tenant setups, questionnaires, reports, dashboards, calculated fields, BIRT
- Developing Advanced, Matrix, Composite, Transposed reports, nBox reports
- Support Leaders with Discovery Dashboards and People Analytics
- Configure Workday Learning, campaigns, learning board for required Learning, Compliance training, coordinate with internal external content providers ex: LinkedIn
- Support Quarterly SOX Audit Processes
- Manage Semi Annual Workday Upgrade Release

Systems Manager SME, Workday

GlaxoSmithKline | 2021 - 2023

- Leading changes globally and attribute to process simplification, standardization of global process and systems changes. Act as the business product owner for Workday and HR persistent teams and take accountability for system-based VOC and fix issues noted by submitter in partnership with Tech teams
- Serve as a subject matter expert for Workforce Management processes and Global Mobility providing a standardize and simplify processes to remove the pain points for the HR hubs personnel
- Create detailed mock-ups of solutions before they are built
- Deliver required solutions for the processes such as Hire, Change Job, Terminations, Probations, International Assignments, Permanent Relocation, Personal Information, Visa and Work Permit, Onboarding changes etc.,
- Responsible for writing user stories on JIRA, System Demos, Capturing Business Value
- Work with Documentation Analyst to keep knowledge articles up to date
- Designed automatic email reminders for key processes using RPA and Workday Integration
- Reviewing latest workday features to provide support and implement process and/or system changes, to ensure shared learning, and to maximize standard process adoption

Workday Senior Application Engineer

Citrix Systems | 2020 - 2021

- Design and deploy Talent Review processes such as Performance Reviews, Succession Planning, Talent reviews, Career profile, Assess Potential, Succession Planning, Mentorship
- Design and Configure Talent Card, Business processes, EIBs, Tenant Setups
- Build dashboards, reports for Recruiting and Payroll
- Research, test, and implement new system functionality made available by Workday, provide system and process expertise, consulting on design and implementation of new processes or changes to existing processes
- Streamline Workday Security requests partnering with Service Now application team
- Conducted research and prepared reports on various topics related to the company's operations and industry trends
- Leading Workday Automation Team to build test scripts for Workday Semi-Monthly Upgrade testing

Assistant Manager, Workday

KPMG | 2019 - 2020

- Conduct training sessions with internal teams on Workday Talent and Performance areas, Calculated Fields, Reports
- Demonstrate design options in Workday by creating quick prototypes
- Help team delivering presentations On Application Support model
- To conduct data conversion activities, EIBs to support data loads

PeopleSoft Application Developer

IBM | 2011- 2019

Project: Daimler, Sandvik

- Retrofitting code changes and perform Smoke and Regression testing for HCM Core and write and modify test scripts, migrating code and fixes
- Performing analysis, bug-fixing, testing, developing new customizations, writing technical/functional documentation, Unit test scripts, and Release documents covering the modules ESS, MSS, Workforce Admin, Recruiting & ePerformance, eSalary, Payroll Interface, Candidate Gateway and Workflow
- Responsible for maintaining security module across HCM, CRM, ELM applications such as create/Update Roles and Permissions and update page/component access and extend/remove user access
- Responsible for performing data uploads for Compensation, Core HR areas of the application
- Acted as test lead to provide estimates, distribute, monitor updates, coordinate team members, and drive testing for closure. And taken part of development and fixing for multiple country release roll out changes, and Reorganization major activities
- Develop PeopleCode, App engines, SQR changes required for business according to the requirement or fix needed

Package Solution Consultant, Workday

IBM | 2011- 2019

Project: Citrix

- Gathering requirements to develop new and improved Performance Management process, Goal and Feedback processes for the entire organization in Workday
- Developed reporting dashboards and Worklets for Employee and Manager Dashboards and Admin Dashboards
- Experienced in developing Advanced, Matrix, Composite, Transposed reports.
- Developed several EIBs to support data loads for Contribution process, performance form updates, configured Templates, Business Processes, and validation and condition rules
- Responsible to work through new ideas and posting queries on workday community and reaching out to SME, and handle communications on ongoing workday enhancements, and gather team updates

PeopleSoft Application Developer

Accenture Services Pvt Ltd | 2007- 2010

Project: Sandvik

- Responsible for support and enhance PeopleSoft HCM 9.1, CRM, ELM applications, and I was responsible for resolving the defects in stipulated time and assisting the testing team in understanding the fix to perform system test and executing changes if any
- Worked on SQR reporting, People Code, Interface Views, and Application Engines
- Worked on Application Designer, Application Packages, Workflow Technology, PS Query
- Worked on upgrade analysis of ePerformance module in HCM 9.0
- Responsible for maintaining security module across HCM, CRM applications such as create/Update Roles and Permissions and update page/component access and extend/remove user access
- Responsible for analysis, bug-fixing, testing, developing new customizations, writing technical/functional documentation, Unit test scripts, and migration documents covering the modules ESS, MSS, Workforce Admin, Recruiting, Admin Approval

Employment History:

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|---|------------------|---------------------|-------------------------------------|
| • Cerence (Full Time) | Dallas, USA | 12/2023 - Till Date | Principal Workday Consultant |
| • Ken Technologies (Cerence - Contract) | Dallas, USA | 02/2023 - 12/2023 | Principal Workday Consultant |
| • GlaxoSmithKline(Full time) | Bangalore, India | 08/2021 - 02/2023 | Systems Manager SME , Workday |
| • Citrix Systems(Full time) | Bangalore, India | 01/ 2020 -07/2021 | Workday Senior Application Engineer |
| • KPMG(Full time) | Bangalore, India | 07/ 2019 - 01/2020 | Assistant Manager, Workday |
| • IBM(Full time) | Bangalore, India | 07/2011 - 07/2019 | Package Solution Consultant |
| • Accenture (Full time) | Bangalore, India | 08/2007 - 11/2010 | Software Engineer |