**Karthikeya**

**Workday Techno-Functional Consultant**

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**SUMMARY**

I am an accomplished Workday Techno-Functional Consultant with 10+ years of expertise in Workday Studio, EIB, Core Connectors, XSLT, XPath, and Prism Analytics. With domain experience in healthcare, finance, insurance, and retail, he has delivered robust HRIS solutions including data conversions, Core HCM, Absence, and Time Tracking configurations. Skilled in XML transformations, REST/SOAP APIs, and agile project delivery using Eclipse, Oxygen XML, Jira, and ServiceNow, he ensures seamless HR integration and compliance.

* Designed Workday Studio integrations using Java, XSLT, and Eclipse to automate benefits, payroll, and attendance data transfers across internal and third-party HR platforms.
* Developed inbound and outbound EIBs with calculated fields and XML templates to streamline retro pay, job changes, and compensation workflow updates.
* Built Core Connector integrations for absence, time tracking, and position management, reducing manual updates and ensuring accurate downstream HRIS synchronization.
* Configured Time Tracking and Absence Plans including Time Entry Codes, Accrual Rules, and Period Schedules aligned with FMLA, PTO, and labor regulations.
* Created custom reports and analytics using Workday Report Writer and Prism Analytics for executive dashboards, HR metrics, and compliance monitoring.
* Migrated legacy HR data from PeopleSoft and SAP using EIBs, XSLT, and mapping templates to support go-live data readiness and audit compliance.
* Validated integrations using SOAP UI and Postman, ensuring accurate JSON/XML payloads for Workday Web Services and Report-as-a-Service APIs.
* Managed secure integrations with vendors like ADP, Alight, and Mercer using XML, XSLT, and SFTP to support payroll, benefits, and compliance processes.
* Executed mock conversions and parallel tests using Power BI, Python, and Excel VBA to reconcile HR data and validate conversion accuracy above 99%.
* Integrated Workday Time Tracking with physical clocks using RESTful APIs and middleware to improve real-time attendance visibility across departments.
* Configured HR core structures such as job profiles, supervisory orgs, and staffing models to support scalable talent lifecycle and workforce planning.
* Built onboarding workflows with automated checklists, offer templates, and eligibility rules to streamline new hire processing and reduce manual steps.
* Developed calculated fields and validations for retro pay, job changes, and benefit eligibility to ensure consistent rule-based logic across HR operations.
* Led sprint planning and defect tracking in Jira and ServiceNow as part of Agile SDLC, ensuring transparency and on-time delivery across releases.
* Documented integration logic and mapping rules for field transformations, security roles, and tenant configurations to support long-term knowledge retention.
* Tested Workday bi-annual releases by reviewing feature notes, regression testing configurations, and collaborating with stakeholders for impact assessments.
* Delivered hypercare support and training post-deployment through SME workshops, KT sessions, and issue resolution for HR, Payroll, and IT teams.

**TECHNICAL SKILLS**

* **Workday Tools:** Workday Studio, Workday HCM, EIB, Core Connectors, Workday Extend, Prism Analytics, Workday Absence & Time Tracking
* **Data Technologies:** XSLT 1.0/2.0/3.0, XPath 2.0, XML, JSON, Workday RaaS
* **Development & IDEs:** Eclipse, Oxygen XML, XMLSpy
* **Integration & APIs:** SOAP, REST APIs, SOAP UI, Postman
* **Version Control & CI/CD:** Git, Bitbucket, Jenkins
* **Reporting & Analytics:** Workday Report Writer, Prism Analytics, Power BI, Excel Macros
* **Project Management:** Jira, ServiceNow, SharePoint
* **Scripting & Tools:** Python, Excel VBA
* **Legacy Systems:** PeopleSoft, SAP HR
* **Compliance:** HIPAA, SOX, GDPR, ACA, FMLA, COBRA, ERISA

**EDUCATION**

* Bachelors in Computer Science

**WORK EXPERIENCE**

**Workday Integration Consultant**

**Jan 2023 – Present**

**Molina Healthcare, Long Beach, CA**

As a Workday Integration Consultant, designed, developed, and supported complex integrations across HR, Payroll, Benefits, and Time Tracking modules using Workday Studio, EIB, and Core Connectors for a leading healthcare provider. Specialized in transforming and routing XML data using XSLT, XPath, and Workday Web Services. Conducted UAT, post-production support, and collaborated on Workday Extend and Prism integrations. Ensured compliance with HIPAA and healthcare security standards across on-prem and cloud-based environments.

* Created scalable Workday Studio integrations using Eclipse, Java, and XSLT to automate benefits enrollment processing to ensure timely data sync between third-party vendors and HRIS.
* Built outbound and inbound EIB integrations using XML templates and calculated fields to streamline compensation adjustment workflows, increasing audit accuracy across pay periods.
* Designed XPath-based transformations for payroll data feeds to enhance time and labour compliance with internal policies and external regulatory requirements.
* Maintained complex PECI/PII integrations with ADP and Kronos to ensure secure data delivery and consistency in global payroll operations.
* Implemented custom reports using Workday Report Writer and BIRT to drive strategic insights across HRMS modules and improve executive decision-making.
* Used Workday Web Services (SOAP/REST) for real-time attendance data sync with external biometric systems, ensuring timely payroll closure.
* Validated XML/JSON payloads using SOAP UI and Postman to improve integration accuracy and reduce turnaround time for issue resolution.
* Developed XSLT maps and routing logic for Benefits Eligibility integrations to conform with ACA and COBRA mandates.
* Configured Workday Core Connectors for Position Management and Absence Management to automate hiring and leave workflows across business units.
* Created custom Workday Calculated Fields to manage retro pay calculations, supporting equitable and compliant payroll distribution.
* Integrated third-party benefits vendors (e.g., Alight, Fidelity) using SFTP and Workday Document Transformation for seamless data exchange.
* Collaborated with HR, IT, and compliance teams on GDPR-sensitive integrations involving HRIS data masking and anonymization.
* Set up Workday Studio exception handling and logging mechanisms to reduce integration failures and enhance production support.
* Participated in SDLC Agile ceremonies and used Jira for sprint planning, test case tracking, and story point estimations.
* Deployed Workday Prism Analytics dashboards for headcount and overtime analytics to optimize resource allocation and budget forecasting.
* Utilized Git and Bitbucket for version control and deployment of Workday Studio artifacts in a CI/CD environment with Jenkins.
* Troubleshot and resolved Workday integration errors using WSDL tracing, Cloud Connect monitoring, and Workday Community solutions.
* Managed Workday Tenant Configurations across sandbox and production for Integration System Users and permissions.
* Coordinated Workday RaaS (Report-as-a-Service) with middleware APIs for real-time data delivery across multiple platforms.
* Documented technical specifications, XSLT logic, and Workday reference IDs to support transition planning and knowledge retention.

**Environments**: Workday Studio 2023R2, EIB, Core Connectors, XSLT 3.0, XPath 2.0, XMLSpy, Oxygen XML Editor, Eclipse IDE, Workday Web Services, SOAP/REST APIs, Git, Bitbucket, Jenkins, Jira, Postman, SOAP UI, ADP, Kronos, Alight, Prism Analytics, Workday Extend, Healthcare HRMS Suite.

**Workday Absence and Time Tracking Consultant**

**Jun 2020 – Jan 2023**

**Charles Schwab, Lone tree, CO**

Worked as a Workday Absence and Time Tracking Consultant for a major finance enterprise, configuring business processes, validation rules, and time calculations. Customized Absence plans, Time Entry Codes, and Time Calculation Groups to align with FMLA, PTO, and company-specific compliance policies. Developed advanced EIB integrations, created XPath/XSLT-based validations, and collaborated with payroll and HRIS teams for seamless downstream processing. Enabled self-service capabilities and mobile usability through Workday UI enhancements and real-time notifications.

* Designed and implemented Workday Absence Plans using eligibility rules, accruals, and override setups to meet FMLA and PTO compliance across financial departments.
* Developed Time Tracking configurations including Time Entry Codes, Time Calculation Groups, and Period Schedules to ensure payroll readiness for union and non-union employees.
* Created and scheduled EIB integrations using XML templates and Data Transformation logic to support downstream payroll systems like ADP and SAP Payroll.
* Configured Absence Calendar, Leave Types, and Time Entry Validation Rules to reduce data inconsistencies and improve employee compliance.
* Used XSLT transformations for absence file outputs, supporting accurate external vendor processing with WageWorks and Mercer.
* Enabled mobile time entry and absence request capabilities via Workday Mobile and adaptive UI configuration to boost self-service adoption.
* Integrated Workday Time Tracking with payroll using Core Connectors and calculated fields for automated data flow and validation.
* Implemented Time Off Requests validations using XPath filters and condition logic to ensure eligibility alignment with finance shift codes.
* Conducted end-to-end UAT, scenario testing, and defect resolution for time entry, absence processing, and accrual balance reporting.
* Leveraged Workday Security Groups and Integration System User roles to control access to sensitive HRIS data related to absences and overtime.
* Created custom reports and dashboards using Workday Report Writer and Prism Analytics to monitor leave trends and cost impacts.
* Automated holiday calendars and time-off adjustments using Workday’s Business Process Framework and condition rules.
* Maintained data quality by setting up validations for time blocks, absence types, and overlapping entries using Workday-delivered error messages.
* Collaborated with HR, Payroll, and Compliance teams to adjust rules in response to FLSA, DOL, and SEC policies in financial operations.
* Facilitated Time Clock Integration with physical devices using middleware solutions and REST APIs for real-time attendance syncing.
* Used Jira and ServiceNow for issue tracking, configuration changes, and testing lifecycle management in Agile environments.
* Participated in semi-annual Workday updates testing, focusing on time tracking feature enhancements and regression impacts.
* Documented process flows, test scripts, and configuration guides for internal HRIS audit and future onboarding.
* Provided post-go-live hypercare and knowledge transfer sessions to HR and Payroll support staff across finance divisions.
* Enabled Workday Delivered Alerts and Notifications for time entry reminders, missing punches, and upcoming leave expirations.

**Environments**: Workday Absence Management, Workday Time Tracking, EIB, Core Connectors, XSLT 2.0, XPath, Oxygen XML, Eclipse, Workday Report Writer, Prism Analytics, ADP, SAP Payroll, WageWorks, Jira, ServiceNow, Workday Mobile, REST APIs, Workday 2021R2 – 2022R2, FLSA, SEC, DOL, Finance HRMS Suite.

**Workday Core HR Consultant**

**Aug 2018 – Jun 2020**

**Cigna, Austin TX**

Served as a Workday Core HR Consultant for a global insurance organization, managing end-to-end HCM configuration, security, and data conversion processes. Led Workday tenant setup, built supervisory org structures, and configured job profiles, positions, and staffing models. Customized business processes across hire, termination, and job change events. Executed mass data loads using EIB and XSLT-transformed files. Partnered with compliance and payroll teams to ensure regulatory alignment with insurance industry standards and SOX/HIPAA controls.

* Configured supervisory orgs, job profiles, compensation grades, and staffing models to align Core HCM architecture with insurance hierarchy policies.
* Designed hire-to-retire business processes with condition rules and routing steps to automate HR workflows and reduce manual intervention.
* Migrated historical employee data using EIB templates, XSLT transformations, and custom-delivered templates to enable seamless system go-live.
* Built calculated fields, validation rules, and defaulting logic for dependent eligibility, position restrictions, and job change events.
* Executed EIB loads for bulk hiring, terminations, job changes, and rehires across underwriting, claims, and actuarial departments.
* Managed Workday security domains and role-based access configurations to ensure segregation of duties and data confidentiality in accordance with HIPAA and SOX.
* Conducted Workday HCM data audits and discrepancy reports using Workday Report Writer and Prism Analytics to maintain data integrity.
* Integrated HRIS data feeds with payroll and benefits systems including Fidelity, ADP, and SAP using outbound XML structures.
* Validated XML/XSLT integrations for benefit elections, 401(k) deferrals, and insurance coverages to match plan provider specs.
* Configured onboarding tasks, offer letter templates, and checklists to enhance candidate experience and automate post-hire actions.
* Designed eligibility rules and condition logic to drive compensation adjustments based on performance and internal equity for actuaries and claims adjusters.
* Participated in semi-annual Workday upgrades, regression testing, and release note analysis to adapt configurations to new features.
* Used Jira and ServiceNow to track issues, change requests, and test scripts during iterative sprint cycles in an Agile SDLC.
* Collaborated with HR compliance teams to ensure alignment with ACA, COBRA, and ERISA insurance regulations.
* Created position management configurations to optimize workforce planning and reduce unnecessary position duplications.
* Delivered core HR reporting packages for executive dashboards using Workday dashboards and calculated fields.
* Supported Open Enrollment, Life Event, and Annual Review cycles by ensuring business process readiness and field validations.
* Documented technical configuration workbooks, decision logs, data mapping, and stakeholder sign-offs for internal audit and support reference.
* Developed cross-functional workflows to ensure alignment between Core HR, Absence, Time Tracking, and Benefits systems.
* Conducted end-user training and SME workshops for HR Business Partners and Payroll Leads to ensure successful adoption.

**Environments**: Workday HCM, Core HR, Compensation, Benefits, EIB, XSLT 2.0, XPath, XML, Workday Report Writer, Prism Analytics, ADP, Fidelity, SAP Payroll, Eclipse, Oxygen XML, Jira, ServiceNow, Workday 2018R2 – 2020R1, HIPAA, SOX, ACA, COBRA, ERISA, Insurance HRMS Suite.

**Workday Data Conversion Specialist**

**Feb 2015 – Aug 2018**

**Flipkart India**

Worked as a Workday Data Conversion Specialist for a global retail chain, managing full-cycle data migration from legacy HR systems to Workday HCM. Developed XSLT-based transformation scripts and executed EIB loads for employee, job, position, and compensation data. Created field mapping documents, conversion workbooks, and validation frameworks to ensure data integrity and audit readiness. Coordinated parallel testing, mock cutovers, and post-load reconciliations, ensuring compliance with labor laws and internal HR policies.

* Developed XSLT transformation scripts and XPath queries to cleanse and reformat raw HRIS data for Workday EIB ingestion to support HR master data readiness.
* Created detailed data mapping templates between legacy systems (PeopleSoft, SAP HR) and Workday Core HCM to ensure accurate field alignment and referential integrity.
* Executed bulk loads using EIBs for Personal, Job, Compensation, and Organizational data sets, ensuring seamless integration during go-live.
* Used Oxygen XML Editor and Eclipse IDE for schema validations, WSDL compliance, and XML data correction workflows.
* Built automated data validation scripts in Excel VBA and Python to verify pre-load and post-load results and accelerate testing.
* Coordinated multiple mock conversions and reconciliation cycles across Workday tenants to ensure conversion accuracy and process maturity.
* Conducted Workday RaaS report validation using sample XML files and SOAP UI for confirming API output precision.
* Partnered with HR, Payroll, and IT stakeholders to finalize transformation logic and source-to-target mappings per regional retail regulations.
* Maintained audit logs and change control documentation in SharePoint to support SOX and GDPR audit requirements.
* Configured and tested calculated fields used in inbound and outbound data sets, supporting dynamic job and location mappings.
* Resolved data integrity issues during parallel testing phases by debugging XML structures and running Workday delivered diagnostic reports.
* Delivered training sessions and knowledge transfer documents for HRIS teams and IT staff on the conversion lifecycle.
* Used Git for version control of XSLT templates and mapping files during collaborative development across conversion teams.
* Identified legacy system data gaps and implemented enrichment strategies to ensure compliance with federal and local employment laws.
* Supported position-to-job conversion logic by collaborating with Workday consultants and retail workforce planners.
* Used ServiceNow and Jira to track defects, manage conversion tasks, and perform root cause analysis.
* Aligned employee record migration with union and non-union rules in retail branches to ensure payroll continuity.
* Prepared delta load strategies for cutover weekend using Workday’s EIB scheduling, Data Push Services, and temporary holding templates.
* Led issue resolution calls with vendors and internal teams to resolve errors related to date formats, duplicate entries, and key mismatches.
* Created Power BI dashboards and Excel macros to report on data load completion, error rates, and reconciliation metrics.

**Environments**: Workday HCM, EIB, RaaS, XSLT 1.0/2.0, XPath, XML, SOAP UI, Eclipse, Oxygen XML, Git, Jira, ServiceNow, SharePoint, Python, Excel VBA, Power BI, PeopleSoft, SAP HR, GDPR, SOX, Retail HRMS Systems.