***SUMMARY***

Pranay Dasari

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Workday HCM Consultant with 5+ years of experience in implementation, configuration, and support of Workday HCM solutions. Expertise in Core HR, Benefits, Compensation, Talent & Performance, Payroll, and Time Tracking. Skilled in Enterprise Interface Builder (EIB), Report Writer, Business Process Framework (BPF), and security configurations. Proficient in developing custom reports, dashboards, integrations, and data migration to automate HR processes. Adept at translating business requirements into scalable solutions, ensuring successful project delivery and system optimization.

# Technical Skills

## Workday HCM Modules:

Core HCM | Benefits Administration | Talent & Performance Management | Time Tracking | Absence Management.

## Configuration & Integration:

Business Process Framework (BPF) | Custom Reports | Dashboards | Calculated Fields | Enterprise Interface Builder (EIB) | Core Connectors.

## Databases & Query Tools:

My SQL | Data Migration & Validation | XML | XSLT.

## Project Methodologies:

SDLC | Waterfall |Agile (Scrum).

## Productivity & Collaboration Tools:

JIRA | ServiceNow | SharePoint | MS Office Suite (Excel, PowerPoint, Visio).

# Professional Experience

## Workday HCM Technical Consultant Athena Health, MA | Sep 2023 – Present

* Led requirement gathering and business process analysis for Workday HCM, Compensation, Talent Management, and Payroll.
* Automated 15+ business processes (e.g., Hire, Job Change, Termination), reducing manual effort by 30%.
* Configured security policies (Domain Security, BP Security) ensuring compliance with organizational standards.
* Built integrations via Core Connector, improving data accuracy by 99%.
* Developed 20+ advanced reports (Composite, Matrix) and dashboards for HR, Finance, and Payroll.
* Streamlined scheduled report delivery, reducing reporting time by 25%.
* Enhanced hiring workflows, requisition approvals, and compensation frameworks, improving process efficiency.

## Workday HRIS Consultant

**CGI Solutions, Mumbai, India | Jul 2020 - Dec 2022**

* Designed and implemented Business Process Security Policies for Advanced Compensation, Benefits, Payroll, and Workforce Planning, reducing security risks by 40%.
* Developed Merit and Bonus Grids with approval workflows, streamlining annual compensation processes.
* Established Supervisory Organizations, Position Hierarchies, and Compensation Grades for 5,000+ employees.
* Standardized organizational structures, improving reporting accuracy by 35%.
* Created 25+ custom reports and dashboards using Workday Report Writer.
* Implemented eligibility rules for HR analytics, enhancing data-driven talent decisions.
* Led UAT, SIT, and End-to-End Testing for Workday HCM modules.
* Provided post-production support, resolving 100+ tickets with 99.8% system uptime.

# Workday HCM Associate

**Cognizant Technical Solutions, Chennai, India | Jul 2019 - May 2020**

* Configured and tested Workday HCM modules, supporting 3 implementation projects.
* Executed data validation and migration, ensuring 99.9% data accuracy for 10,000+ employee records.
* Developed 15+ reports using Workday Report Writer for HR and Payroll.
* Created calculated fields and dashboards for workforce visibility.
* Conducted User Acceptance Testing (UAT) and System Integration Testing (SIT), resolving 50+ defects.
* Contributed to successful Workday HCM go-live for 5,000+ users.
* Provided Level 2 support, troubleshooting system issues within SLA.
* Optimized report performance, reducing processing time by 20%.

# Workday HCM Intern

**Big Bazaar Pvt. Ltd., Hyderabad, India | Jan 2018 - May 2018**

* Designed and deployed 12+ custom reports for HR and Payroll operations.
* Created interactive dashboards improving data visibility for 200+ managers.
* Conducted training sessions, achieving 100% adoption of Workday reporting tools.
* Developed user guides and training materials, reducing support queries by 30%.
* Automated reporting processes, saving 15+ hours monthly in HR administrative work.
* Identified system optimization opportunities with HR team collaboration.

# Education

## Master of Science in Business Analytics & Supply Chain Management

University of Massachusetts, Boston, USA | Jan 2023 – May 2024.

## Bachelor of Business Administration (BBA)

Vignan University, Guntur, India | Jun 2017 – May 2020.