



SANTHOSH KUMAR MADDINENI

Workday Certified HCM and Integration Consultant

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SUMMARY OF EXPERIENCE

- 5+ Years' experience in Implementation and Support of Workday HCM delivery and experience in system testing, developing reports and interfaces.
- Experienced in developing test scripts and test scenarios. Assist business users in data validation and UAT testing.
- Experience in creating Supervisory organization, custom organizations, staffing models, Payroll, security groups, locations, positions, job requisitions, cost center, cost center hierarchies, customized report generation.
- Creation and set up of Security groups / assign roles.
- Experienced in EIB Inbound/Outbound Integrations, Report Writer and Calculated Fields.
- Experienced in developing Advanced Custom Reports and Matrix Reports in Workday.
- Configured various Business Processes like change job, request compensation change, payroll, hire, onboarding etc. based on client requirements.
- Expertise in all components of Workday's Integration framework such as Cloud Connect, EIBs, WWS and Custom Integrations using WD Studio.
- Troubleshooting of Change detection logic on payroll interfaces for functional teams across countries.
- Experienced in handling multiple integration file formats such as txt, csv, xml, json, edi, etc.
- Experienced in creating constrained and unconstrained security groups.
- Experienced in creating and maintaining General ledger reports using xls

transformations.

- Experienced in resolving day-to-day tickets on Payroll adjustments.
- Experienced in creating multiple payroll frequencies, eligibility rules, and pay groups.
- Experienced in creating Benefit Enrollments, Benefit plan types and Benefit plans.
- Experienced in Creating Time off Plans, Time off, Accrual and Absence.
- Compensation- Experienced in testing and rollout of merit and bonus compensation review process.
- Experienced in creating multiple Performance Review templates and attached to the compensation review process.
- Experienced in creating and deploying BIRT studio Integrations.
- Diagnosed functional issues, report bugs, and take ownership of issue resolution.
- Excellent communication skills combined with Workday functional expertise and project management.

EDUCATION

- Southern Arkansas University
Masters in Computer and Information Sciences, 2018
- Amrita School of Engineering – Bangalore
Electronics and Instrumentation Engineering (EIE), 2015

SKILLS & TRAINING

- Workday Modules – Core HCM, Advanced Compensation, Performance Management, Business Process, EIB, Payroll, Advanced Reporting and Security.
- Integration Technologies - Workday: WD Studio, EIB, Cloud Connect, WWS, WD Studio, PI and PECL.
- Document Processing: MS PowerPoint, MS Excel, SQL.

PROFESSIONAL EXPERIENCE

- Workday BIRT Specialist – Otis (Nov 2022 – Current)
- Workday Integrations Associate Consultant – OneSource Virtual (Feb 2022 – Oct 2022)
- Workday BIRT Consultant – Roswell Park
- Workday Consultant – Otis (Nov 2021 – Jan 2022, July 2020 – Oct 2021)

- Workday Integration Consultant – Maxim Integrated (Mar 2020 – July 2020)
- Workday Consultant – RELX (Sep 2018 – July 2020)

PATENT

Smart Power Bank for electrical Vehicle Application number: 6458271

PUBLICATIONS

Maddineni, S. K. (2024). Custom tax documentation in Workday using BIRT: Challenges and solutions in W-2 and 1095-C report design. *International Journal for Novel Research in Economics, Finance and ...*

Maddineni, S. K. (2023). Building cross-functional dashboards in Workday: from time off analytics to compensation reviews. *International Journal of Scientific Research & Engineering Trends*, 9(6).

Maddineni, S. K. (2021). Configuring and managing core HCM with Workday: From supervisory organizations to cost center hierarchies. *International Journal of Science, Engineering and Technology*, 9(6).

Maddineni, S. K. (2019). Toward AI-enhanced HR management: Predictive compensation reviews using Workday custom reports and calculated fields. *International Journal of Trend in Research and Development*, 6(4).

Maddineni, S. K. (2019). The role of workshops and country-specific localization in global Workday rollouts. *International Journal of Trend in Research and Development*, 6(2).

Maddineni, S. K. (2018). A practical guide to document transformation techniques in Workday for non-standard vendor layouts. *International Journal of Trend in Research and Development*, 5(5).

Maddineni, S. K. (2018). Post-production defect resolution in Workday projects: Insights from global implementation support. *International Journal of Science, Engineering and Technology*, 6(2).

Maddineni, S. K. (2018). XSLT and document transformation in Workday integrations: Patterns for accurate outbound data transmission. *International Journal of Science, Engineering and Technology*, 6(2).

Maddineni, S. K. (2018). Multi-format file handling in Workday: Strategies to manage CSV, XML, JSON, and EDI-based integrations. *International Journal of Science, Engineering and Technology*, 6(2).