

SHIVANI BHAGWAT GONGE

Workday HCM Functional Consultant | MBA Marketing | Fresher

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CAREER OBJECTIVE

MBA Marketing fresher with BCom (CGPA 8.08) and hands-on experience in B2B business development and market research. Additionally pursuing Workday Core HCM through structured self-study via Workday Community — covering Organizations, Business Process Framework, Compensation, Security, Reporting, and Implementation Methodology. Seeking a Workday Core HCM Functional Consultant role to apply both business acumen and HR technology knowledge in a consulting environment.

WORKDAY CORE HCM SKILLS

Core HCM	Supervisory Orgs · Company · Cost Center · Region · Pay Group · Effective Dating · Hire to Retire · Worker Types
Staffing	Position Management · Job Management · Headcount Management · Job Profiles · Job Families · Positions (Filled/Unfilled)
Business Process	Action · Approval · Approval Chain · Checklist · To Do · Notification · Review · Condition Rules · Workday Inbox
Compensation	Grades · Grade Profiles · Salary · Merit · Bonus · Allowance · Stock Plans · Compensation Review · Compa-Ratio
Security	Role-Based · User-Based · Job-Based · Domain Security Policies · BP Security Policies · Security Activation
Reporting & EIB	Simple & Advanced Reports · Calculated Fields · Dashboards · EIB Inbound/Outbound · Report Writer
Implementation	Workday Deploy · Config Workbooks · Fit/Gap Analysis · UAT · Go-Live · Hypercare
Other Skills	B2B Marketing · Market Research · CRM Basics · MS Excel · PowerPoint · Cold Calling · Customer Engagement

WORKDAY HCM SELF-STUDY (INDEPENDENT LEARNING)

Workday Core HCM — Structured Self-Study Program

2025 – 2026

Platform: Workday Community | 60+ Hours | 8 Modules Completed

- Completed in-depth self-study of 8 Core HCM modules — Organizational Structures, Staffing Models, Job Profiles, Business Process Framework, Compensation Management, Security Groups, Reporting & EIB, and Workday Deploy implementation methodology — independently, alongside MBA studies
- Designed a sample Configuration Workbook for a hypothetical IT company covering org structure, Position Management setup, Compensation Grade structure (G1–G8), and a Hire Business Process with 8 steps and 4 Condition Rules
- Mapped the complete Hire to Retire lifecycle across all 8 stages — Recruit, Hire, Transfer, Promote, Time & Absence, Benefits, Talent, Payroll, and Termination — with system actions, effective dating, and BP routing at each stage
- Practised 70+ interview Q&As across all Core HCM modules — demonstrating applied understanding of Workday concepts in real business scenarios

INTERNSHIP EXPERIENCE

Quantafic Business Solutions, Mumbai

Sept 2025 – Jan 2026

Business Development Intern | BFSI Sector | Product: Qverifi

- Presented the Qverifi product to banks and NBFCs to explain features and use cases
- Scheduled and conducted product demonstrations with potential clients
- Followed up with prospects to support lead nurturing and client engagement
- Understood customer requirements and communicated them to the internal team
- Assisted in identifying business opportunities in the BFSI sector

Teknocrat's Control System (I) Pvt. Ltd., Nashik

May 2025 – Aug 2025

Business Development Intern | Industrial B2B Marketing

- Studied and analysed B2B marketing avenues for industrial products
- Supported lead generation activities through digital and traditional marketing channels
- Assisted in identifying potential industrial clients and market opportunities
- Analysed different lead generation strategies used in B2B sales
- Contributed to research for improving marketing outreach and lead conversion

ACADEMIC PROJECTS**B2B Marketing Avenues & Lead Generation in Industrial Sales**

May – Aug 2025

OJT Project | Teknocrat's Control System | MET Institute, Nashik

- Studied B2B marketing channels used in industrial sales
- Analysed lead generation strategies and client outreach methods

Consumer Spending Behaviour with Digital Payment Methods — Nashik

2025 – 2026

Field Research Project | MET's Institute of Management, Nashik

- Conducted a survey of 100+ consumers using structured questionnaires
- Analysed usage trends of UPI, wallets, and card payments
- Identified key factors influencing digital payment adoption

EDUCATION

MBA (Marketing) — MET's Institute of Management, Bhujbal Knowledge City, Nashik

2024 – 2026

BCom — B.Y.K. College of Commerce, Nashik

2024 | CGPA: 8.08

HSC — Day Care Center Junior College, Nashik

2021 | 82.83%

SSC — Matoshree Savitribai Phule School, Nashik

2019 | 72.21%

TRAINING & CERTIFICATION**Workday Core HCM — Self-Study via Workday Community**

2025 – 2026

Modules: Core HCM · Business Process Framework · Compensation Management · Security · Reporting & EIB · Workday Deploy Implementation Methodology

ACTIVITIES & ADDITIONAL INFORMATION

MET Utsav 2025 — Member, Sponsorship Team

Task Force 2025 & E-POCH 2025 — Participant

Namami Goda Drive — Community Volunteer

Languages: English · Hindi · Marathi

Availability: Immediate | Open to relocation

Target Cities: Mumbai · Pune · Bengaluru · Hyderabad
