Robert Pedigo
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Technical Skills

- **HR Analytics & Reporting**: · Payroll Systems & Integrations: ADP Celergo, Ceridian, SAP HCM, Workday, with expertise in implementation, configuration, and seamless data exchange; Extensive experience in analyzing and reporting HR data
- **HRIS Systems**: SAP SuccessFactors Employee Central, Business Objects, Hana, HCM
- **Database & Reporting Tools**: SQL, Python, MS Power BI, Access, Tableau Excel (Pivot tables, conditional formulas, VLOOKUP, INDEX MATCH)
- **Coding**: HTML, VBA, SQL, DAX, Python
- **ATS & Analytics**: Taleo ATS, Tableau
- **Ticketing Systems**: ServiceNow, JIRA, Salesforce

Professional Summary

Experienced HR Data Analyst with over 15 years in HRIS and payroll systems, data analytics, and implementations. Proven ability to deliver comprehensive data solutions, leveraging technical skills to meet organizational goals.

Professional Experience

Analytics Consultant | AspireHR (Contract through Falcon Consulting)
Plano, TX | Dec 2024 – Present

- **Client Collaboration:** Served as the primary analytics point of contact for multiple clients, gathering business requirements to tailor reporting solutions that drive actionable insights.
- **Report Development & Testing:** Designed, developed, and rigorously tested new reports to ensure data accuracy and consistency across various data sources, using detailed test cases and validation techniques.
- **Data Integrity & Issue Resolution:** Identified and resolved discrepancies in existing reports by performing root cause analysis, ensuring data integrity, and implementing process improvements. Python scripts for UAC testing.
- **Technical Expertise:** Leveraged SQL and advanced data manipulation techniques to extract, transform, and load (ETL) data, enhancing the quality and relevance of insights delivered.

Reporting Specialist | Deloitte (Contract through Pyramid Consulting)
Plano, TX | September 2025 – December 2025

- Created and modernized legacy HR reports within the SAP SuccessFactors Story Reporting environment

- Analyzed and advised on SuccessFactors data model structure, including schema configuration and reporting limitations
- Partnered with cross-functional teams on QA testing, validation, and issue resolution
- Troubleshot complex reporting issues across Story, Table, and People Analytics data sources

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Analytics Consultant | Southern California Edison (Contract through Anand PAG)
Rosemead, CA | April 2024 – July 2024
- Developed and optimized reports using SuccessFactors Story Report Designer.
- Built integrations for FTP daily data backups to a SQL Server data warehouse.
- Conducted UAT testing for accurate report validation.

Analytics Consultant | Lam Research (Contract through Xoriant)
Fremont, CA | July 2021 – December 2023
- Built and optimized reports using SuccessFactors Employee Central Online Report Designer.
- Delivered a range of global HR reports, including ad-hoc and scheduled reports.
- Integrated data from multiple systems to create comprehensive reports.

HRIS Analyst | James Hardie (Contract through Kforce)
Chicago, IL | December 2020 – July 2021
- Managed report creation and data handling in ADP and Workday environments.
- Documented processes for the creation of a new Shared Services department.
- Assisted in the implementation of ADP Celergo and tested SAP Business Objects Universe.

Data Manager | Kincentric (Former Aon Business Unit)
Deerfield, IL | May 2019 – July 2020
- Managed employee engagement survey data analytics and reporting.
- Maintained reporting on website requiring customization of HTML, Java
- Performed specialized analytics tasks, coordinating with HRIS and project support.
- Analyzed and manipulated data using advanced Excel functions and maintained database tables with SQL SPROCS.
- Python scripting for people hierarchy cleanup

Human Resources BI Analyst | Grainger (Contract through Advantech)
Lake Forest, IL | June 2018 – November 2018
- Created recruiting metric reports using SuccessFactors and SAP HCM.
- Set up custom analytics views in Tableau.
- Developed sophisticated Excel and Access-based reports utilizing pivot tables and conditional formulas.
- Python based scripts automating tasks and for data analysis

HRIS Analyst | Walgreens

Deerfield, IL | May 2014 – May 2018

- Supported HR information systems, managed Salesforce ticketing, and partnered with IT for system changes.
- Created and maintained reports in SAP Business Objects, SuccessFactors, and Ceridian SQL-based systems.
- Provided analytics on employee engagement and turnover, leading HRIS integration projects during acquisitions and mergers.

Education

Bachelor of Arts in Sociology

Western Illinois University, Macomb, IL | Graduated May 2001

- Double Minor: HR Management & Marketing Management

Key Skills Summary

- Proven expertise in HR analytics and reporting, with a strong focus on data accuracy and efficiency.
- Extensive experience with SuccessFactors, SAP, SQL, and other HRIS tools.
- Strong ability to integrate disparate data systems and produce actionable insights.