Shilpa.Dalibani
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Workday Consultant

EXPERIENCE SUMMARY

Over 8 years of experience in the field of Information Technology and also hold an experience as a Workday consultant for Integrations, Reporting and Workday Studio.

- Well versed with HCM Modules- from configuration setup to ongoing data maintenance, Various Payroll schedules etc.
- Experience in implementation, development, deployment, testing, configuring and analyzing of various modules in Workday HCM such as HR, Core HR, Payroll, Benefits, Compensation, Recruiting, Time Tracking, Absence Management, Business process configurations, Security, Report writing and Integrations.
- Experience with building custom reports, using calculated fields, data migration (inbound and outbound).
- Experienced in creating Advanced and complex integrations using Workday Studio, Document Transformation Process, Cloud connectors and Enterprise Interface Builder (EIB).
- Performed Data Migrations through iLoad and spreadsheets, involved in transformation of XML into XSLT for presenting data for different webservices.
- Created and maintained various types of Organizations like Supervisory Organizations, Matrix Organizations, Location and their Hierarchies, Cost Centers, Job Profiles, Job Family and their groups.
- Experience with different staffing models like defining Hire restrictions to Job Management and Position Management.
- Good knowledge and clear understanding on staffing models with hiring restrictions in Job Management, Position Management and Head Count Management.
- Experience in creating several Constrained and Unconstrained Security Groups like User Based, Role Based and Job Based, also maintaining the assignment related to these groups to various domain security policies.
- Experience in technologies involving SOAP development like XML, XSLT, Web Services and Excel functions.
- Ability to work efficiently both independently and team environments.
- Good communicative, interpersonal and leadership skills to perform and deliver timely results.

Education:
Bachelors in Electronics and Communication Engineering -JNTUH, 2014.

PROFESSIONAL EXPERIENCE:

CITI BANK,FL
Workday Consultant   **Mar2023-Till date**

Responsibilities:

- Develop and configure integrations between Workday and other systems using Workday Integration Cloud, Workday Studio, EIB (Enterprise Interface Builder), or other integration tools. Write code, scripts, or mappings to enable data transformation and synchronization.
- Experience with Recruiting/Talent Acquisition .
- Experienced on Workday HCM and , hands on configuration experience in the following workday taxonomies: Recruiting and Onboarding configuration.
- Data Mapping and Transformation: Map data fields and define transformation rules to ensure accurate and consistent data exchange between systems. Handle complex data structures, data formatting, and data validation to maintain data integrity throughout the integration process.
- Created reports and use them in auditing configuration change effectiveness.
- implemented new and enhanced existing Talent Review Cycle templates configurations including translation of Talent Review in various languages based on the business needs for 26 countries.
- Design, develop, and maintain Workday reports to meet the organization's reporting requirements. This includes creating standard reports, ad-hoc reports, and custom reports using Workday Report Writer or Advanced Reporting tools.
- Customize existing Workday reports to address specific business needs. This may involve modifying report filters, data fields, or report layouts to align with user requirements and improve data visibility.
- Workday Studio: Experienced in using Workday Studio to extend and integrate Workday functionality.
- Integration Development: Skilled in developing integrations between Workday Extend and external systems using integration tools and technologies.
- Create integrations to update custom fields using the REST API.
- Experience in using the XML, XPATH, WSDL and XSD.
- Ability to write XSL transformation to transform the web service (SOAP) requests to meet the requirements.
- Created reports with Workday Report Writer and creating custom integrations with third party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
- Document integration specifications, configurations, and mapping rules for future reference and knowledge sharing within the team. Maintain up-to-date documentation to facilitate integration maintenance, modifications, and troubleshooting.

UPS, ATL   **Apr2020 – Feb2023**
Workday Consultant

Responsibilities:

- Worked as techno functional consultant in implementation of different core HCM modules.
- Used EIB (Enterprise Interface Builder) for integrating location of employees, Performance ratings, assigning organizations and updating payroll IDs.
- Collaborate with stakeholders to understand business requirements and design solutions using Workday Extend. Analyze existing processes and workflows to identify areas where customization and extension are needed.
- Worked as senior Developer on the implementation of Business Assets, Customer Accounts and Revenue Management, Banking and Cash Management functional areas within workday Financials.
- Involved in post-production support in HCM, payroll and benefits and fixed many tickets and involved in the enhancements of reports and Integrations.
- Worked as security administrator, maintain the user access to implementation tenant and configured maintained user based and role-based security for professional, academic, and contingent workers.
- Configuration and Customization: Extend the functionality of Workday by configuring custom fields, reports, and business processes using Workday Extend tools such as Workday Studio. Implement and test the configured solutions to ensure they meet the defined requirements.
- Created new integration to pull the new hires information using Core Connector Worker and Document Transformation which uses connector integrations XML Output as its data source input.
- Workday implementation experience from requirement gathering to post deployment product support for payroll GL, procurement, expenses and Business assets.
- Developed many custom reports for the financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, AR and Banking and Settlements.
- Designs and runs reports on employee and contractor data. Maintains position management within workday.
- Worked with the Clients and their teams in end-to-end testing, preparing testing cases for client specifications. Worked in preparing many Specs for the different financial modules.
- Collaboration with Cross-functional Teams: Collaborate with functional analysts, business users, and technical teams to gather requirements, ensure alignment with business needs, and deliver successful outcomes. Participate in cross-functional meetings and provide expertise in Workday Extend. Prepare and record journal

entries related to Accounts payable, Accounts receivable, Payroll, Cash, Assets, and Accruals.

- Developed custom integration using Workday Studio and Cloud Connectors
- Designed and developed several integrations using EIB and workday cloud connect.
- Worked with the team members for designing and code review for each integration.
- Developed many composite reports, BIRT layout reports and custom dashboards.
- Worked on Data Conversion and mapping using EIB and iLoad for Assets, Composite Assets, Customer Invoices, Bank Account Conversion Data from PeopleSoft system into Workday.

Oscar Health, NY   **May2017-Dec2019**
Workday Consultant

Responsibilities:

- Used Enterprise Interface Builder (EIB), Workday Studio (XML & XSLT), Core Connector Builder (CCB) and iLoad's, to work on various inbound and outbound integration for transferring data from a third-party system to Workday and Workday to a third-party system.
- Designed and developed integration for Benefits and Compensations, both in Workday Studio and EIB.
- Worked on report writing tools to create simple, custom and advanced reports by incorporating wide range filters, sub-filters and prompts in the reports for different data sources like all workers, Contingent workers and Active workers.
- Created reports for various modules like Benefits, performance Management and Compensations.
- Created Custom and Calculated Fields like Extract Single instance, Arithmetic Calculations, formatting date fields, lookup related values, evaluate expressions and true or false conditions for reports in various areas of Workday that include Core HCM, Compensation, Benefits, Hiring and Performance Management.
- Performed complex integrations using Workday Studio.
- Configured Business Process- Hire based on position Management, assigned Benefits for new hires and setup Workday accounts.
- Created and assigned Subordinate and Superior Organizations to various Supervisory Organizations.
- Created User based and Role based security groups and assigned them to domains and Business processes of various functional areas like Contact information, Benefits etc. Assigned these security groups to new hires.
- Performed HR management functions for assigned organizations in security groups.
- Day to day support for various issues related to Workday HCM, reporting, security and Benefits.

- Worked with Clients to implement, support and integrate Workday HCM technology solutions into the Business environments.
- Involved in end-to-end testing, third party testing and integration testing.

Bhavitra Technology , India   **Feb2015 - Mar2017**
Workday Consultant

Responsibilities:

- Involved in configuring and testing Workday BPs for HCM including Hire, Change Job, Request Compensation, Job Application, and Termination etc.
- Configure, Develop and Test Cloud Connect HCM between Workday and External Systems
- Participating in re-engineering of Core HCM, Benefits, Compensation and Payroll BPs.
- Building Custom Integration (EIB), Custom report, and Calculated Fields and Writing XSLT generate customer specified output format.
- Developed Outbound and Inbound Payroll integrations using EIB, Web Services, Document Transformation and Workday Studio for several integrations from Workday to downstream internal and vendor systems.
- Worked on Workforce planning by creating Eligibility, workforce analytics in workday for measuring statistics of the project. Reporting test status on a weekly basis - publish reports on Defect Management, Test Progress and Test Metrics.
- Understands key components of the system and all interactions, including but not limited to Payroll, the HR Help Desk, Benefits, Absence, Compensation, Self Service and Talent Management.
- Coordinates all HR User Acceptance Testing to ensure that all business processes and system functionality are fully tested and function.
- Maintains a broad understanding and consults on how HRIS and other key systems supporting HR operate and interact.
- Have efficient knowledge in using HPQC to create and track the Bug's.
- Develops and executes unit and system integration test plans.
- Helped in testing the Integrations on all the Workday tenant prototypes P1, P2, P3 and Gold Tenants. Performed System Integration testing of the all-in scope inbound and outbound integrations.
- Setup custom security roles and setup the security process flow according to business requirements
- Moving custom reports & security setup within different workday tenants and validated data in all tenants through various EIBs and I-Loads.

- Maintaining Security within Workday application – Adding/Removing users within the security groups. Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
- Created Security groups and made changes in the role assignment access of employees.
- Defect Resolution particularly in Security, HCM, Benefits, Core Compensation, Advanced compensation, Talent, and Performance management modules.
- Continuously looking for areas to improve the Kronos processes, configuration, and user experience for a more efficient and accurate timekeeping solution.
- Primary role as Inbound Integration creation using Studio to load Payroll data into Workday system using Web services.
- Worked on Studio for doing several Modifications on Payroll by splitting the pay codes for Deferral Percent and Deferral Amount.
- Created Test Plan and Test Scenarios and Performed Functional, Performance, Integration, Regression Testing, UAT, SRT and Dress Rehearsal Testing.
- Coordinates all HR User Acceptance Testing to ensure that all business processes and system functionality are fully tested and function accurately as one integrated system.
- Responsible for Tracking and preparing the report of testing activities like testing results, test case coverage, required resources and defect triage.
- Received and sorted payroll changes (new hires, promotions, awards, absence deductions, final settlements and housing and relocation advances).
- Designed business flow diagrams and processes, which included processes in Staffing, job benefits, Advance compensation grades and packages.

Itelligence India Software Solutions LTD.   **May2014 - Feb2015**

SAP Analyst

<u>Responsibilities:</u>

- Worked as a SAP Support Analyst at Intelligence.
- Providing 1st Level Support for Intelligence Customers & internal employees.
- Alert Monitoring in it: admin tool - Monitor and receive incoming alerts. Create incidents for alerts, Perform associated activities as per the documented procedures.
- ISP Solution manager Tool - Incident Logging, Categorize & Dispatch the tickets as per the documented procedures.
- Experience in executing transport requests between Development, Quality and Production Systems.
- Generating Hosting Monthly reports.
- User administration (Resetting passwords, locking and unlocking user ids)
- Call Management – Responding to incoming internal and external customer calls.

- To prioritize workload and escalate very high priority tickets to the respective teams who will be taking care of it.
- Incident management (facilitate incident resolutions on SLA based)
- Work with other teams to restore service to SAP systems resulting from unplanned outages
- Retrieving and reviewing Customer Early Watch Reports for customers.
- Service Desk Provisioning- Generating respective Itelligence tickets for the customer tickets by login into customer's ticketing tools and updating the daily logs in both the tickets.
- Knowledge about configuration of customer complaints, sales process such as Return, Credit/Debit memo.
- request, subsequent Free-of-charge delivery, Delivery free of charge, etc.
- Knowledge of configuration of special sales process such as consignments, contract and agreements
- Customization knowledge in various areas in SD module including Organization Structure, Logistics General, Logistics Execution.
- Practical and system knowledge of business scenarios like Inquiries, Quotations, Contract and Sales Order processing, partner determination, text determination, Output determination.

Shilpa D

- Brooklyn, NY, US

Contact Information

- 25n-a13-tnx@mail.dice.com

- 6318094387

Work History

Total Work Experience: 10 years

- **Workday Consultant CITI**
  Mar 01, 2023

- **Workday Consultant UPS**
  Apr 01, 2020

- **Workday Consultant Oscar Health**
  May 01, 2017

- **Workday Consultant Bhavitra Technology**
  Feb 01, 2015

- **SAP Analyst Itelligence India Software Solutions LTD**
  May 01, 2014

Education

- **Bachelors** | JNTUH

Skills

- **qa** - 7 years
- **reporting** - 7 years
- **benefits** - 6 years
- **consulting** - 6 years
- **eib** - 6 years
- **hr management** - 6 years
- **integration** - 6 years
- **security** - 6 years
- **system integration testing** - 6 years
- **workday** - 6 years
- **xml** - 4 years
- **payroll** - 3 years
- **transformation** - 3 years
- **business process** - 5 years
- **performance management** - 5 years
- **xslt** - 5 years
- **customer care and billing** - 3 years
- **integration testing** - 3 years
- **report writing** - 3 years
- **configuration** - 3 years

Work Preferences

- Desired Work Settings: Remote or Hybrid
- Likely to Switch: False
- Willing to Relocate: True
- Travel Preference: 0%
- Work Authorization:
  - US
- Work Documents:
  - Employment Auth. Document
- Security Clearance: True
- Third Party: False
- Employment Type:
  - Full-time
  - Contract - Corp-to-Corp
  - Contract - W2
  - Contract to Hire - W2

Profile Sources

- Dice: https://www.dice.com/employer/talent/profile/3c87db69b0458ac1085558535c009c67