What's New

Saba Cloud | Update 32 | November 2015

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Published: 11/25/2015

Part Number: G-SC-U32

Contents

New features at a glance

The below table summarizes the list of features introduced in the release and their potential impact on your environment.

Note: * **Enabled by default** does not necessary imply that the feature is immediately available to your users; it may require a user with an appropriate administrator role to turn on applicable functionality, business rules, etc.

Table 1: Summary of features

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
Platform	Restrict the number of records returned by a REST API			Y	Y	Developer
	Find/Search Profile Information API supports finding people based on their Company (com~pany_id)	Y				Developer
	Enrollment APIs support cus~tom fields	Y				Developer
	Security keyword attribute ad~ded to the person component for new user sign up	Y				Developer
	Position Management APIs	Y				Developer
	Course APIs enhancements	Y				Developer
	Offering API: Get all offerings of an instructor	Y				Developer
	Session Template APIs	Y				Developer
	Smart List APIs	Y				Developer
	Learning Subscription APIs	Y				Developer

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Fields of Study APIs	Y				Developer
	GET THE DETAILS OF AN ENROLLMENT API returns launchURL under learnin~ gAssignments	Y				Developer
	HireRight API has been updated to V1.1	Y	System ad~ min			System admin
	Support COST_CENTER as a unique identifier in Internal Or~ ganization import		System ad~ min			System admin
	New SUPPRESS_SCORE field in course data import object		System ad~ min			Learning admin End user Manager
	Support for sequencing of con~ tent and task assignments using class data import		System ad~ min			Learning admin
	Support multiple price list asso~ ciations for virtual class data import		System ad~ min			Learning admin
	Support to import registrations with past enrollment dates		System ad~ min			Learning admin
	Support payment options in re~ gistration data import	Y	System ad~ min			Learning admin
	Sequencing support for learning elements/modules in certifica~ tion/curriculum data import	Y	System ad~ min			Learning admin
	Support for reassigned target days in course and certification data import	Y	System ad~ min			Learning admin
	Import blended classes using data import	Y	System ad~ min			Learning admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Improved usability for Workday data integration	Y	System admin			System admin
	Filter active/inactive job types from Workday for import	Y	System admin			System admin
	WebEx connector supports SAML enabled WebEx environment	Y	System admin			System admin
	Configurable data type for custom fields on New User Signup Rule page	Y	System admin		Y	System admin
	Smart Lists are now domain-specific	Y	System admin			System admin
	Added domain-specific services		System admin	Y		System admin Manager
	New sign up rules are now domain-specific	Y	System admin			System admin
	Default group can configure the home page canvas		System admin			System admin
	New Source filter on My Plan page	Y				End user Manager
	Enhancements to Email Alerts UI	Y				System admin
	Consulting Admin can configure Notification parameters and view Locales	Y				System admin
	Enter long lists of organizations in CSV format for Smart Lists	Y				
	Badges are now domain-aware	Y	People admin			People admin
	OpenSesame usability and reliability enhancements	Y	System admin			HR admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Initiate auto-configuration of Planning@Work in Marketplace		System admin	Y		System admin
	Preview data reformatting in Workday connector before running import	Y	System admin			System admin
	Filter Certification, Competency, and Training data from Workday during export	Y	People admin			People admin
	Any custom field criteria for Smart Lists can have Any Type selection mode	Y	System admin	Y		System admin
	Support for Hebrew Locale			Y		
	Updated Resources portlet in Groups tab	Y				End user
	Finder configuration					All
	Use of certified 3rd party developed micro applications within the Saba Marketplace	Y				All
Analytics	New/Updated attributes	Y				Analytics admin Analytics user
	Data exported to Excel now supports data type formatting for the cell values	Y				Analytics admin Analytics user
	Report compensation data in the requested currency	Y				Analytics admin Analytics user
	Create complex filters using filter groups			Y		Analytics admin
	Create multiple charts in a single report	Y				Analytics admin Analytics user

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Is High Stake Test filter to re~ trieve only High-Stake test's data	Y				Analytics admin Analytics user
	Assigned Rooms report can in~ clude both classes and appoint~ ments for Rooms in the same report	Y				Analytics admin Analytics user
	Attributes to exclude HTML tags and show plain text data	Y				Analytics admin Analytics user
	Files downloaded as a back~ groud process	Y				Analytics admin Analytics user
Learning	Reassign subscription order from one learner to another		System ad~ min			Registrar
	New services to streamline the checkout process	Y	System ad~ min			System admin Learning admin
	Display the sooner to expire Training Units (TU) while making payments through TU	Y				Registrar End user
	Display check on training units	Y	Learning admin Registrar			Learning admin Registrar End user
	External learner can view the available training units outside the shopping cart	Y	System ad~ min			External user
	Validation of tax exempt	Y	System ad~ min			System admin Learning admin Registrar End user
	Organization discount on order		System ad~ min			System admin Registrar

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
						Internal/external user
	Associate promotion code with a catalog item, person, organiz~ ation, and audience type	Y	Learning admin			Learning admin
	View the promotion code de~ tails in the order details	Y	System ad~ min			Registrar End user
	External user can register for a curriculum/certification and pay for all course classes within a single order	Y				External user
	Improve tax management API	Y	System ad~ min			System admin
	Hide scores of completed courses		Learning admin			End user
	New keywords for certificate of completion notification events	Y	System ad~ min			End user
	New keywords for learning and Meeting notification events	Y	System ad~ min			End user
	Enhanced roster for learning administrators	Y				Learning admin
	Print and Export Certificate ac~ tions for ad hoc transcripts	Y				End user People admin
	Registrars can bulk assign learning as mandatory to learners	Y				Registrar
	Enhanced user experience for registrars while rescheduling an order item	Y				Registrar
	Enhanced visual indication for equivalent courses	Y				End user

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Configure the ability to select and modify session template		System ad~ min			Learning admin
	Copy feature of class to include policies	Y				Learning admin
	Override prerequisites	Y	System ad~ min			Learning admin Manager End user
	New business rule to reschedule order item when purchase order is expired		System ad~ min			Registrar End user
	Notes on completed courses	Y				End user People admin
	Recertification target days for recurring courses		Learning admin			Learning admin End user
	Enhanced OLSA integration to populate course description	Y				Learning admin
	Enhanced usability to display class and session timings up~ front	Y				End user
	New named query for qualified instructors in learning request notifications		System ad~ min			Instructor
	Allow manager to enroll direct team members into class from the member's plan page	Y				Manager
	Launch pin and expiration of content		System ad~ min			Learning admin Instructor End user
	Additional fields during class registration		System ad~ min			Learning admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
						Instructor Registrar End user Manager
	Drop policy by order date of session-based classes		System ad~ min			Learning admin End user Manager
	Visibility of Drop link for classes		System ad~ min			Learning admin
	Enhanced visual indication for certification/curriculum comple~ tion by equivalent	Y				End user
	New keywords for Content noti~ fication events	Y	System ad~ min			Learning admin
	Link to launch content outside of Saba Cloud	Y				End user
	New Mobile Content Player Template for mobile browsers		System ad~ min			End user
	Instructors can view private at~ tachments		System ad~ min			Instructor
	Search for tests using associated playmode templates	Y				Learning admin
	New Exam ID field for test as~ sessments		System ad~ min			Assessment ad~ min
	Playmode template enhance~ ments	Y	Assess~ ment ad~ min			Assessment ad~ min
	Multiple Hot Spot question type in test assessments		System ad~ min			Assessment ad~ min
	Content question type in test assessments		System ad~ min			Assessment ad~ min

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Question tags for all question types	Y				Assessment ad~min
	Role-based selection of as~sessors for essay questions in tests		Assess~ment ad~min			Assessment ad~min
	Unequal Matching question type in test assessments		System ad~min			Assessment ad~min
	Paper-Based Assessment (PBA) for surveys		System ad~min			Assessment ad~min
Perform~ance	Cascade goals to direct and in~direct team members	Y				Manager
	UI changes for Reviews on My Plan page	Y				All
	Display the overall review rat~ing as a percent		System ad~min			All
	Editable basic review fields of active review cycle	Y				Performance ad~min
	Added approval chain for Goals and actions taken on the goal is audited	Y	Perform~ance admin			Performance ad~min End user
	Approve and reject To-Do List items before adding to the plan	Y	Perform~ance admin			Manager End user
	People admin can access user's To-Do lists	Y	People ad~min			People admin HRBP | Perform~ance
Recruiting	Personal data protection for ex~ternal candidates	Y	Recruiting admin			Recruiting admin Applicants

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Approvers can approve or reject requests from email	Y	Recruiting admin Hiring ad~ min			Recruiting Ad~ min Hiring Admin
	Delete external candidates after a period of time	Y	Recruiting admin			Recruiting Ad~ min
	Add Hiring Managers and Re~ cruiters to Approval Chain	Y	Hiring managers Recruiters			Hiring managers Recruiters
	Internationalize job requisition details	Y				Recruiters Applicants
	Notification of new applicants on jobs dashboard	Y				Recruiting admin Hiring managers
	Candidate profile transfers to new internal profiles upon hire	Y	Recruiting admin		Y	Recruiting admin
	Import candidate resumes along with candidate import files	Y				Recruiting admin Hiring managers
	HireRight integration API up~ dated with new features	Y	System ad~ min			System admin Recruiting admin
	Three new privileges added for performing background checks	Y	Recruiting admin			Recruiting admin Recruiter
	Control which security roles can access certain tabs in the Hiring Team view		System ad~ min			System admin Recruiting admin Recruiter Hiring Manager
	New security privilege for pub~ lishing job requisitions to extern~ al job boards	Y	Recruiting admin			Recruiting Ad~ min

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Candidates can unsubscribe from emails about new job openings	Y				Candidate
	Search and add candidates from candidate pool to job requisitions from Hiring Team view	Y	Recruiting admin			Recruiting admin Recruiter Hiring manager
	Silent auditing enabled when recruiting admin approves on behalf of actual approver	Y	System admin Recruiting admin			Recruiting admin Recruiter Approver
Compensation	New percentage data type added to Library Fields	Y	Compensation admin			Compensation admin
	Improved logic for processing formula and rules	Y	Compensation admin			Compensation admin
	Data importing, processing, and reporting redesign for compensation plans	Y	Compensation admin			Compensation admin
	Custom fields of employees' person, internal are mapped correctly with Compensation library fields	Y	Compensation admin			Compensation admin Manager
Talent	Job Description tab in career path changed to Job Overview	Y	System admin			All
	Manager can view team members' career path even when To-Do list is not created	Y				Manager
	View direct team member's talent profile from Team Overview page	Y				Manager
	View team members' career paths in the Talent Profile dashboard	Y				Manager Talent admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Position Management methodology now available as a way to build a hierarchy		System admin	Y		HR admin People admin Position manager End user

Chapter 1

Platform

Topics:

- REST API enhancements
- Data Integration
- Enhancements to Marketplace connectors
- Configurable data type for custom fields on New User Signup Rule page
- Smart Lists are now domain-specific
- Enter long lists of organizations in CSV format for Smart Lists
- Any custom field criteria for Smart Lists can have Any Type selection mode
- Added domain-specific services
- New sign up rules are now domain-specific
- Badges are now domain-aware
- Default group can configure the home page canvas
- New Source filter on My Plan page
- Enhancements to Email Alerts UI
- Consulting Admin can configure Notification parameters and view Locales
- Auditing for Notifications
- Support for Hebrew Locale
- Updated Resources portlet in Groups tab
- Finder configuration
- Use of certified 3rd party developed micro applications within the Saba Marketplace

REST API enhancements

Find/Search Profile Information API supports finding people based on their Company (company_id)

How did it work?

The Find/Search Profile Information APIs did not support finding people based on their Company (company_id).

How does it work now?

The Find/Search Profile Information APIs now support finding people based on their Company (company_id). The following REST APIs are updated:

FIND PROFILE INFORMATION

Returns the profile information based on certain criteria.

```
https://<hostname-api.sabacloud.com>/v1/people?type=:type
    &f=(:searchFields)&q=(:query)
```

To find out people based company_id:

```
https://<hostname-api.sabacloud.com>/v1/people?type=internal&q=(company_id%3D%3Dcmpny000000000001885)
```

SEARCH PROFILE INFORMATION

Returns the profile information based on certain search conditions (using simple attributes)

```
https://<hostname-api.sabacloud.com>/v1/people/searchQuery?type=:type
    &f=(:searchFields)
```

To retrieve details of internal full time people based on company_id:

```
https://<hostname-api.sabacloud.com>/v1/people/searchQuery?type=internal
```

Request Body:

```
{
  "conditions": [
    {
        "name":"status",
        "operator":"==",
        "value":"Full Time"
    },
    {
        "name":"company_id",
        "operator":"==",
        "value":"cmpny000000000001885"
    }
```

```
]
}
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Enrollment APIs support custom fields

How did it work?

The Enrollment APIs did not support custom fields.

How does it work now?

The following Enrollment APIs now support searching, retrieving, adding or updating the custom fields.

FIND THE DETAILS OF THE ENROLLMENTS

Returns the details of the enrollments along with the ID and the Deeplink URL based on the provided search criteria.

```
https://<hostname-api.sabacloud.com>/v1/enrollment
    ?q=(:criteria_field==:field_value)&count=:count&startPage=:startPage
```

GET THE DETAILS OF AN ENROLLMENT

Returns the details of the enrollment.

```
https://<hostname-api.sabacloud.com>/v1/enrollments/
    :id/sections:regdetail,classdetail,actions,sessionsdetail
```

The following API has been added to allow adding or updating the custom fields of an enrollment:

ADD OR UPDATE THE CUSTOM FIELDS OF AN ENROLLMENT

Adds or updates the custom fields of an enrollment.

Note: Registrars, Catalog or People admins can update the custom fields of an enrollment of a user.

```
https://<hostname-api.sabacloud.com>/v1/learning/enroll/:regId/custom
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Security keyword attribute added to the person component for new user sign up

How did it work?

When adding a new user using the following REST APIs, the security keyword attribute was missing in the person component:

- CREATE A PROFILE [INTERNAL PERSON]
- CREATE A PROFILE [EXTERNAL PERSON]

How does it work now?

The security keyword attribute has been added to the person component for internal as well as external user creation. The following REST APIs are updated:

CREATE A PROFILE [INTERNAL PERSON]

Creates a new profile for an internal person.

```
https://<hostname-api.sabacloud.com>/v1/people?type=internal
```

The following attribute has been added:

Table 2: Calling Options

Name	Description	Sample Value	Data Type	Required?
securityKeyword	Security keyword used to apply the new user rule.		string	No

CREATE A PROFILE [EXTERNAL PERSON]

Creates a profile for an external person.

```
https://<hostname-api.sabacloud.com>/v1/people?type=external
```

The following attribute has been added:

Table 3: Calling Options

Name	Description	Sample Value	Data Type	Required?
securityKeyword	Security keyword used to apply the new user rule.		string	No

Note: Security keyword is not used for the person created by the admin on the UI. It is only used to apply the new user rule.

For more details on this API refer the **REST API Reference**.

Use Case

This enhancement ensures that the new user creation using the REST APIs is in sync with the new user signup on the UI.

Restrict the number of records returned by a REST API

How did it work?

Search REST APIs do not limit the number of records they return which impacts the performance of the REST APIs and at times also result in timeouts.

How does it work now?

It is now possible to set a limit on the number of records the Search REST APIs return.

Note: To enable this feature and configure the limit, submit a support request. For assistance, contact your Customer Success Manager.

By default this feature is disabled. It can be enabled for a site by setting **Allow search REST call result limit** to true under under **System** > **Sites** > **<*Sitename*>** > **Web Variables**.

This limit is configurable on a per site basis. The following site level properties are available under **System** > **Sites** > **<*Sitename*>** > **Web Variables** that allow configuring the record limits for the Search REST APIs:

- Search REST call records limit

  Note: The default value is 50000. If you set this to zero or a negative value, the default value is considered.

- Search REST call with details records limit

  Note: The default value is 10000. If you set this to zero or a negative value, the default value is considered.

The behavior of the Search REST APIs remains the same when the resulted records size is less than the provided default value.

When the **count** parameter (passed to the REST API) is greater than the limit set on the number of records, **itemsPerPage** in the REST call response will based on the limit otherwise on the **count**.

If the resulted record size is greater than the default size limit and the **startPage** (passed to the REST API) is greater than the maximum page number of the specified record limit, the Search REST API returns records of the maximum page number based on the specified record limit. For example:

Table 4: Scenario - Calls to Search REST API

Scenario	Record Limit/Count	Requested Page	Expected Result
includeDetails - false	5000/50 (**100** max page)	51	Returns 50 records from page **51**
includeDetails - false	5000/50 (**100** max page)	101	Returns 50 records from page **100**

Scenario	Record Limit/Count	Requested Page	Expected Result
includeDetails - true	1000/10 (**100** max page)	51	Returns 10 records from page **51**
includeDetails - true	1000/10 (**100** max page)	101	Returns 10 records from page **100**

Use Case

Too many records returned by the Search REST APIs resulted in multiple REST API calls and frequent timeouts. This enhancement will help improve the performance of the REST APIs.

Position Management APIs

How did it work?

N/A

How does it work now?

The following REST APIs are added:

GET THE META DETAILS OF POSITIONS

Returns the meta details of the positions.

```
https://<hostname-api.sabacloud.com>/v1/positions/meta
```

GET THE DETAILS OF A PARTICULAR POSITION

Returns complete information about a position based on the position's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/position/{position_id}
```

FIND THE DETAILS OF THE POSITIONS

Returns the details of the positions along with the ID, Name and the Deeplink URL based on the provided search criteria.

```
https://<hostname-api.sabacloud.com>/v1/positions
    ?q=(status%3D%3D300)&count=10&startPage=1
```

FIND THE DETAILS OF THE POSITION (Using POST - Range based search)

Returns the details of the position along with the ID, Name and the Deeplink URL based on the provided range based search criteria.

```
https://<hostname-api.sabacloud.com>/v1/positions/searchQuery
```

CREATE A NEW POSITION

Creates a new position.

```
https://<hostname-api.sabacloud.com>/v1/position
```

UPDATE THE DETAILS OF A POSITION

Updates the details of a position based on the position's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/position/{position_id}
```

FIND THE POSITIONS OF A PERSON

Returns the details of the positions based on the person's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/people/{person_id}:(positions)
```

ADD POSITIONS FOR A PERSON

Adds positions for a particular person based on the person's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/people/{person_id}/positions
```

UPDATE POSITIONS OF A PERSON

Updates positions of a particular person based on the person's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/people/{person_id}
```

DELETE POSITION OF A PERSON

Deletes a position of a particular person based on the person's ID and the position's ID that are passed as parameter values.

```
https://<hostname-api.sabacloud.com>/v1/people/{person_id}/positions/{position_id}
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Course APIs enhancements

How did it work?

N/A

How does it work now?

The following REST APIs are updated:

CREATE A NEW COURSE

```
https://<hostname-api.sabacloud.com>/v1/course
```

This API now allows:

- Adding a domain to the course (using the displayName lookup)
- Adding customFields of a course
- Adding prerequisites of a course (required as well as recommended prerequisites, using the courseNumber lookup)

- Adding the AudienceType of a course
- Adding the FieldOfStudy to the course (using the fos displayName lookup)

Request Body


```
{
    "featured": "false",
    "validTill": "0",
    "type": "0",
    "domain": {
        "displayName": "Domain2"
    },
    "audienceType": [{
        "audience_type_id": {
            "id": "audie000000000200000",
            "displayName": "CustomerType1"
        }
    }],
    "required_prerequisites": [{
        "courseId": {
            "id": "cours000000000202785"
        }
    }, {
        "courseNumber": "A"
    }],
    "recommended_prerequisites": [{
        "courseNumber": "WBT_BASE"
    }, {
        "courseId": {
            "id": "cours000000000200026"
        }
    }, {
        "courseNumber": "EMAY"
    }],
    "field_of_study": [{
        "fosId": {
            "id": "fldst000000000001001"
        },
        "credits": "2"
    }, {
        "fosId": {
            "displayName": "FOS1"
        },
        "credits": "5"
    }],
    "version": "v15",
    "customValues": {
        "@type": "map",
        "custom0": "1",
        "custom11": null,
        "custom10": null,
        "custom9": null,
        "custom13": null,
        "custom12": null,
        "custom14": null,
        "custom3": null,
        "custom4": null,
        "custom1": null,
        "custom2": null,
        "custom7": null,
        "custom8": null,
        "custom5": null,
```

```
        "custom6": null
    },
    "description": "hi, this is interesting",
    "avail_web": "true",
    "traininig_units": "12",
    "avail_call_center": "true",
    "price": "12",
    "avail_from": "2013-08-12T00:00:00",
    "recertWindow": "0",
    "disc_from": "2018-11-12T00:00:00",
    "title": "New_sept15",
    "abstrac": "null",
    "target_days": "0",
    "course_no": "00006728",
    "published": "false",
    "discontinued": "false"
}
```


UPDATE THE DETAILS OF A COURSE

```
https://<hostname-api.sabacloud.com>/v1/course/:courseid
```

This API now allows:

- Updating the domain to the course (using the displayName lookup)
- Updating the customFields of a course
- Updating the prerequisites of a course (using the courseNumber lookup)
- Updating the AudienceType of a course
- Updating the FieldOfStudy of a course (using the displayname lookup)

Request Body


```
{
    "featured": "false",
    "validTill": "0",
    "type": "0",
    "domain": {
    "displayName": "Domain1"
    },
    "audienceType": [
    {
      "audience_type_id": {
        "id": "audie000000000200000",
        "displayName": "CustomerType1"
      }
    }
  ],
    "required_prerequisites" :[{"courseId" : {"id" :
"cours000000000202785"}},{"courseNumber": "A"}],
    "recommended_prerequisites" :[{"courseNumber": "WBT_BASE"},{"courseId":
{"id": "cours000000000200026"}},{"courseNumber": "EMAY"}],
    "field_of_study": [{"fosId" : {"id":
"fldst000000000001001"},"credits":"2"},{"fosId": {"displayName":
"FOS1"},"credits":"5"}],
    "version":"v16",
   "customValues" : {"@type":"map" ,"custom0": "1",
    "custom11": null,
    "custom10": null,
    "custom9": null,
    "custom13": null,
```

```
    "custom12": null,
    "custom14": null,
    "custom3": null,
    "custom4": null,
    "custom1": null,
    "custom2": null,
    "custom7": null,
    "custom8": null,
    "custom5": null,
    "custom6": null},
    "description": "hi, this is interesting",
    "avail_web": "true",
    "traininig_units": "12",
    "avail_call_center": "true",
    "price": "12",
    "avail_from": "2013-08-12T00:00:00",
    "recertWindow": "0",
    "disc_from": "2018-11-12T00:00:00",
    "title": "New_sept15",
    "abstrac": "null",
    "target_days":"0",
    "course_no": "00006729",
    "published":"false",
    "discontinued": "false"
}
```


GET THE DETAILS OF A PARTICULAR COURSE

```
https://<hostname-api.sabacloud.com>/v1/course/:id
```

This API now also returns the following:

- Domain
- audienceType
- Prerequisites
- FieldOfStudy
- customFields

Return Values


```
{
  "language": [
    {
      "language_id": {
        "id": "lange000000000000001",
        "displayName": "English"
      },
      "str1": "0000000000",
      "id": "g12rc000000000203785"
    }
  ],
  "parent_id": null,
  "type": 0,
  "owner": [],
  "version": "v16",
  "avail_from": "2013-08-12T00:00:00.000+0530",
  "disc_from": "2018-11-12T00:00:00.000+0530",
  "title": "New_sept15",
  "validtill_type": 0,
  "avail_web": true,
```

```
  "published": false,
  "is_sensitive": false,
  "course_no": "00006729",
  "validtill_unit": 0,
  "vendor_id": null,
  "hide_classmates": false,
  "training_units": 0,
  "tags": [],
  "suppress_score": false,
  "abstrac": "null",
  "category": [],
  "test": false,
  "validtill_frequency": null,
  "validtill_daymonth": null,
  "validtill_start_daymonth": null,
  "avail_call_center": true,
  "field_of_study": [
    {
      "fosId": {
        "id": "fldst000000000001001",
        "displayName": "FOS2"
      },
      "credits": "2"
    },
    {
      "fosId": {
        "id": "fldst000000000001000",
        "displayName": "FOS1"
      },
      "credits": "5"
    }
  ],
  "allPrices": [
    {
      "displayValue": "0 USD",
      "curr_id": {
        "id": "crncy000000000000001",
        "displayName": "US Dollars"
      },
      "amount": 0,
      "id": "plent000000000205268"
    }
  ],
  "image":
"http://ind-hparikh/assets/spf/skin/wireframe/media/images/CoursesEcommerce.png",

  "recommended_prerequisites": [
    {
      "version": null,
      "title": "NETg and Skillsoft testing - Introduction1",
      "courseNumber": "NSI001",
      "courseId": {
        "id": "cours000000000200026",
        "displayName": null
      }
    },
    {
      "version": null,
      "title": "wbt_basic",
      "courseNumber": "WBT_BASE",
      "courseId": {
        "id": "cours000000000200060",
```

```
        "displayName": null
      }
    },
    {
      "version": null,
      "title": "EWJ Offering",
      "courseNumber": "EMAY",
      "courseId": {
        "id": "cours000000000200061",
        "displayName": null
      }
    }
  ],
  "required_prerequisites": [
    {
      "version": "v321",
      "title": "new1",
      "courseNumber": "00200932",
      "courseId": {
        "id": "cours000000000202785",
        "displayName": null
      }
    },
    {
      "version": null,
      "title": "alla_sb_data",
      "courseNumber": "A",
      "courseId": {
        "id": "cours000000000200030",
        "displayName": null
      }
    }
  ],
  "created_on": "2015-10-08T17:41:46.000+0530",
  "updated_by": "uone",
  "updated_on": "2015-10-08T17:45:14.000+0530",
  "created_by": "uone",
  "created_id": "emplo000000000001000",
  "reAssignedTargetDays": null,
  "consume_within_cert": false,
  "recertwindow_unit": 0,
  "audienceType": [
    {
      "audience_type_id": {
        "id": "audie000000000200000",
        "displayName": "CustomerType1"
      },
      "offering_temp_id": {
        "id": "cours000000000202858",
        "displayName": "New_sept15"
      }
    }
  ],
  "subscribed": false,
  "max_ct": null,
  "min_ct": null,
  "waitlist_max": null,
  "deepLinkUrls": [
   "http://localhost/Saba/Web_spf/Social/common/ledetail/cours000000000202858",

    "http://localhost/Saba/Web_spf/Social/common/ledetail/00006729"
  ],
```

```
  "description": "hi, this is interesting",
  "valid_till": null,
  "notify_before": null,
  "status": "INEFFECT",
  "recert_window": null,
  "featured": false,
  "createGroupPolicyVal": false,
  "target_days": 0,
  "customValues": {
    "custom0": "1",
    "custom11": null,
    "custom10": null,
    "custom9": null,
    "custom13": null,
    "custom12": null,
    "custom14": null,
    "custom3": null,
    "custom4": null,
    "custom1": null,
    "custom2": null,
    "custom7": null,
    "custom8": null,
    "custom5": null,
    "custom6": null
  },
  "securityDomain": {
    "id": "domin000000000001001",
    "displayName": "Domain2"
  },
  "id": "cours000000000202858"
}
```


GET ALL COURSES

```
https://<hostname-api.sabacloud.com>/v1/course
```

This API now also returns the following:

- Domain
- audienceType
- Prerequisites
- FieldOfStudy
- customFields

FIND THE DETAILS OF THE COURSES

```
https://<hostname-api.sabacloud.com>/v1/course
    ?q=(:criteria)&count=:count&startPage=:startPage
```

This API now also allows searching using:

- customFields

Example:

```
https://<hostname-api.sabacloud.com>/v1/course
    ?q=(custom0%3D%3D1)&includeDetails=false
```

FIND THE DETAILS OF THE COURSE (Using POST - Range based search)

```
https://<hostname-api.sabacloud.com>/v1/course/searchQuery
    ?count=:count&startPage=:startPage
```

This API now also allows searching using:

- customFields

Example (REQUEST BODY):

```
{
 "conditions" :
   [
  {
   "name" : "custom0",
   "operator" : "==",
   "value" : "1"
  }
 ]
}
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Offering API: Get all offerings of an instructor

How did it work?

N/A

How does it work now?

The following REST API is added:

GET ALL THE OFFERINGS OF THE INSTRUCTOR

Returns all the offerings of an instructor based on the employee's ID passed as the parameter value.

```
https://<hostname-api.sabacloud.com>/v1/offering/instructor/<employeeID>
```

You can also add query parameters to this URL, for example:

```
https://<hostname-api.sabacloud.com>/v1/offering/instructor/emplo000000000200080

    ?q=(future_session%3D%3Dfalse, class_type%3D%3DInstructor-Led)
    &count=10&startPage=1&includeDetails=true
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Session Template APIs

How did it work?

N/A

How does it work now?

The following REST APIs are added:

FIND THE DETAILS OF THE SESSION TEMPLATES

Returns the details of the Session Templates along with the ID, Name and the Deeplink URL based on the provided search criteria.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate
    ?q=(:criteria)&count=:count&startPage=:startPage
    &includeDetails=:includeDetails
```

FIND THE DETAILS OF SESSION TEMPLATE (USING POST - RANGE BASED SEARCH)

Returns the details of the Session Template along with the ID, Name and the Deeplink URL based on the provided search criteria.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate/searchQuery
    ?count=:count&startPage=:startPage&includeDetails=:includeDetails
```

GET ALL SESSION TEMPLATES

Returns all Session Templates for which the user has access.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate
    ?count=:count&startPage=:startPage&includeDetails=:includeDetails
```

GET THE DETAILS OF A SESSION TEMPLATE

Returns complete information about a Session Template based on the Session Template's ID that is passed as a parameter value.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate/:id:(:searchFields)
```

GET THE META DETAILS OF SESSIONTEMPLATE

Returns the meta details of the SessionTemplate.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate/meta:(:searchFields)
```

CREATE A NEW SESSION TEMPLATE

Creates a new session template.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate
```

UPDATE THE DETAILS OF A SESSION TEMPLATE

Updates a Session Template.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate/:sessionTemplateId
```

DELETE A SESSIONTEMPLATE

Deletes a Session Template.

```
http://<hostname-api.sabacloud.com>/v1/sessiontemplate/:id
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Smart List APIs

How did it work?

N/A

How does it work now?

The following REST APIs are added:

GET ALL THE SMARTLISTS

Returns all the smartlists for which the user has access.

```
https:///<hostname-api.sabacloud.com>/v1/smartlists
    ?count=:count&startPage=:startPage
```

GET THE DETAILS OF A PARTICULAR SMARTLIST

Returns the details of a particular smartlist.

```
https:///<hostname-api.sabacloud.com>/v1/smartlists/:id
```

GET THE PERSON'S MATCHING CRITERIA OF A PARTICULAR SMARTLIST

Returns the person's matching criteria of a particular smartlist.

```
https:///<hostname-api.sabacloud.com>/v1/smartlists/:id/member
    ?f=:searchFields&count=:count&startPage=:startPage
```

Note: For these APIs, the Smart List must already be configured in the system.

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Learning Subscription APIs

How did it work?

N/A

How does it work now?

The following REST APIs are added:

CHANGE LEARNER OF A PARTICULAR LEARNING SUBSCRIPTION

Changes the learner of a particular learning subscription.

```
https://<hostname-api.sabacloud.com>/v1/learning/subscriptionorder/
    learningsubscription/{learning_subscription_id}/assignee
```

GET THE DETAILS OF A PARTICULAR LEARNING SUBSCRIPTION

Returns the complete details of a particular learning subscription.

```
https://<hostname-api.sabacloud.com>/v1/learning/subscriptionorder/
    learningsubscription/:learningSubscriptionId
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

Fields of Study APIs

How did it work?

N/A

How does it work now?

The following REST APIs are added:

GET THE META DETAILS OF FIELD OF STUDY

Returns the meta details of the Field Of Study.

```
https://<hostname-api.sabacloud.com>/v1/fieldofstudy/meta:(:searchFields)
```

GET ALL FIELDS OF STUDY

Returns all Fields of Study for which the user has access.

```
https://<hostname-api.sabacloud.com>/v1/fieldofstudy
    ?count=:count&startPage=:startPage&includeDetails=:includeDetails
```

GET THE DETAILS OF A PARTICULAR FIELD OF STUDY

Returns complete information about a field of study based on the field of study's ID that is passed as a parameter value.

```
https://<hostname-api.sabacloud.com>/v1/fieldofstudy/
    :id:(:searchFields)
```

FIND THE DETAILS OF THE FIELDS OF STUDY

Returns the details of the fields of study along with the ID, Name and the Deeplink URL based on the provided search criteria.

```
https://<hostname-api.sabacloud.com>/v1/fieldofstudy
    ?q=(:criteria)&count=:count&startPage=:startPage
    &includeDetails=:includeDetails
```

FIND THE DETAILS OF FIELD OF STUDY (USING POST - RANGE BASED SEARCH)

Returns the details of the field of study along with the ID, Name and the Deeplink URL based on the provided search criteria.

```
https://<hostname-api.sabacloud.com>/v1/fieldofstudy/searchQuery
    ?count=:count&startPage=:startPage
    &includeDetails=:includeDetails
```

For more details on this API refer the **REST API Reference**.

Use Case

N/A

GET THE DETAILS OF AN ENROLLMENT API returns launchURL under learningAssignments

How did it work?

The GET THE DETAILS OF AN ENROLLMENT REST API didn't return the launchURL under the learningAssignments section.

How does it work now?

The **GET THE DETAILS OF AN ENROLLMENT** REST API now returns the **launchURL** under the learningAssignments section.

Return Values:


```
    "learningAssignments": [
        "list",
        [
            {
                "@type":
"com.saba.learning.services.activities.RegistrationModule",
                "required": true,
                "endDate": null,
                "startDate": null,
                "expirationDate": null,
                "title": "pre test content1- Hila hoop",
                "masteryScore": 100,
                "maxAttempts": 0,
                "completionStatus": 100,
                "contentFormat": 7,
                "contentFormatVersion": "1.2",
                "subscriptionId": "ctnsr000000000004105",
                "launchURL":
"https://<hostname>/Saba/Web_spf/ATHDB1/wizard/player/

?contextid=ctctx000000000461929&subscriptionid=ctnsr000000000004105
                &templateid=pltpt000000000000001",
                "signedOff": false,
                "additionalAttempts": 0,
                "learnerAttempts": 0,
                "offeringId": null,
                "completedOn": null,
                "assignmentId": "cninv000000000001160",
                "signOffRequired": false,
                "regId": "regdw000000000269310",
                "regModId": "regmd000000000224540",
                "instructors": [
                    "list",
                    []
                ],
                "contentFileExtension": null,
                "mstartDate": null,
                "mendDate": null,
                "compStatusDesc": "Not Evaluated",
                "madhocSessionInfo": null,
                "appliedTimeZone": null,
                "mcompletedOn": null,
                "contentContextId": "ctctx000000000461929",
                "learnerScore": null,
                "regModuleStatus": "NOT_EVALUATED",
                "classRooms": [
                    "list",
                    []
                ]
```


For more details on this API refer the **REST API Reference**.

Use Case

N/A

Data Integration

Support COST_CENTER as a unique identifier in Internal Organization import

How did it work?

Saba Cloud did not support COST_CENTER field to be defined as a unique identifier for the **Organization, Internal** object in data import.

How does it work now?

Saba Cloud now allows system administrators to define COST_CENTER field as a unique identifier for the **Organization, Internal** object in data import.

To define COST_CENTER field as a unique identifier, navigate to **System** > **Manage Integrations** > **Integration Studio** > **Configure**. On the Configuration page, select the "Organization, Internal" object from the **Object Name** dropdown list and select "COST_CENTER" from **Attribute** dropdown list, and then click the **Save** button. Once saved, you can import **Organization, Internal** object with COST_CENTER as a unique identifier.

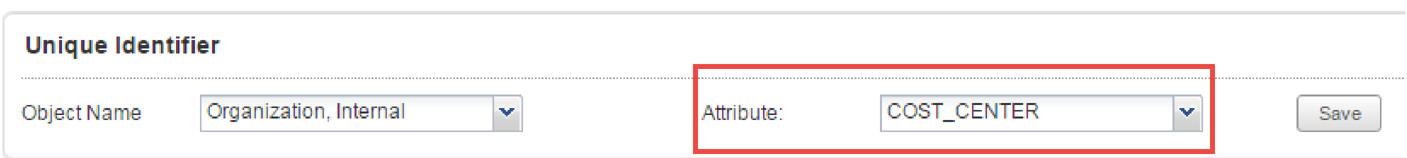


Figure 1: Defining COST_CENTER as a unique identifier

Use Case

Many organizations define their cost centers as unique entities and Saba Cloud must support import of such organizational data.

New SUPPRESS_SCORE field in course data import object

How did it work?

N/A

How does it work now?

This update enhances the **Offering Template** (Course) data import object to includes the following new field:

- SUPPRESS_SCORE

This field can be set to either TRUE or FALSE. If this field is set to TRUE, then the transcript score for the imported course is not visible from anywhere in the application to learners, managers, or administrators. By default, it is set to FALSE so that the transcript score for the imported course is visible.

Use Case

Organizations need to hide scores of completed courses from users; especially, if the score is zero.

Support for sequencing of content and task assignments using class data import

How did it work?

The class data import did not support sequencing of content and task assignments.

How does it work now?

This update provides support for content and task activity sequencing in class data import by adding the following new columns in the ILT Offering and WBT Offering data import objects:

- CONTENT_SEQUENCE
- TASK_SEQUENCE

Both the columns support an integer value as input. If the input sequence number is less than 0 (zero), then the import tool generates an error.

Since sequence is common between content and task, if tasks have sequence of say 1 and 2, then content sequence must be 3 and 4. Users must maintain proper sequence numbers to avoid conflict.

In case of any conflicts, data import resets the sequence numbers to the best fitting sequence. Sequence of content and task activities is not changed if the sequence column is not populated in the data file and if there is no conflict with other tasks or content.

Use Case

There is no option to define fixed sequence for learning assignments such as content and tasks via data import. They are added in a random order.

Support multiple price list associations for virtual class data import

How did it work?

Saba Cloud did not support multiple price list associations for virtual class data import.

How does it work now?

Saba Cloud now provides the ability to import virtual classes with multiple price list association using data import. The data file for **VC Offering** data import object now includes the following new fields:

- PL_CURRENCY - The price list currency code to associate with the class.
- PL_PRICE - The price list price amount to associate with the class.
- PL_NAME - The price list name to associate with the class.

Use Case

There is a need to include multiple price list associations for virtual classes using data import.

Support to import registrations with past enrollment dates

How did it work?

While importing registrations, the data import tool assumed the import date (system date during import) as the registration date. Resultantly, Saba Cloud did not allow system administrators to import registrations that occurred in the past.

How does it work now?

This update supports import of registrations that have occurred in the past by adding the following new field to the **Transcript** data import object:

- UPDATED_REGISTRATION_DATE

  Specify the past enrollment date of the registrations, which is prior to the system date during data import.

By providing STATUS = 100 (not evaluated), the **Transcript** import can be used to update the registration date without actually marking a registration as complete.

The **Transcript** import already has the START_DATE column that can be used to update registration date. If user has multiple registrations, then administrators can configure data import to use the START_DATE as part of unique ID so that it can lookup exact registration made on a specific registration date, and then use the UPDATED_REGISTRATION_DATE column to provide a new registration date.

Use Case

Organizations need to import registrations that have their enrollment dates in the past. This is helpful to account for manual processing of rosters for classes that may have occurred in the past.

Support payment options in registration data import

How did it work?

Saba Cloud did not support import of payment options using the registration data import.

How does it work now?

This update enhances the **Registrations** data import object so that it supports bulk import of the following payment options:

- Invoice Me

- Purchase Order
- Training Unit
- Subscription

The **Registrations** data file includes the following new fields for payment options:

- PAYMENT_TYPE
- PO_NUMBER1
- PO_AMOUNT1
- INVOICE_DETAILS
- INVOICE_CUSTOM0-9
- TU_AGREEMENT1
- TU_AMOUNT1
- SUBSCRIPTION_ORDER_NO

Use Case

Through Registration data import, administrators must be able to enroll learners to a class. If an order is paid for externally, then through the import, it should be possible to enroll learner to that class and the order must be created as a paid order in Saba Cloud.

Sequencing support for learning elements/modules in certification/curriculum data import

How did it work?

Data import has the option to add learning elements/modules to specific certifications and curricula; however, it did not allow adding them in a specific sequence.

How does it work now?

With this update, data import now supports sequencing option for modules and learning elements in certifications and curricula. Now, these elements are added as per the sequencing number passed in the data file.

The **Certification** and **Curriculum** data import objects are enhanced to include the following new columns:

- MODULE_SEQUENCE

  Sequence number of a module on the UI for a provided path. Expected values are 1, 2, 3 and so on.

- ELEMENT_SEQUENCE

  Sequence number of a learning element on the UI for a module. Expected values are 1, 2, 3 and so on.

Notes:

- Users must maintain proper sequence numbers to avoid conflict.
- If a sequence column is not provided, then the sequence does not change.
- If there are any conflicts in the input sequence numbers and existing data, then data import resets the sequence numbers to the best fit sequence.
- As there is only one sequence column for a learning element per row (ELEMENT_SEQUENCE), it is recommended to provide only one learning element per row. If users provide COURSE and CERTIFICATION both in one row, then the sequence is automatically set by data import for the second element.

Use Case

There is a need to support sequencing of learning elements/modules in certifications and curricula using data import.

Support for reassigned target days in course and certification data import

How did it work?

Saba Cloud did not support reassigned target days in course and certification data import

How does it work now?

With this update, data import now supports bulk import of reassigned target days for recurring courses and certifications.

The **Offering Template** and **Certification** data import objects are enhanced to include the following new column:

- REASSIGNED_TARGET_DAYS

Use Case

There is a need to support reassigned target days in recurring courses and certifications using data import.

Import blended classes using data import

How did it work?

Saba Cloud did not support the ability to import blended classes through data import.

How does it work now?

System administrators can now import blended classes through the new **Blended Offering** object in data import.

The **Blended Offering** data file includes the following fields:

- ID
- PART_NO - This field is unique for the blended class import.
- COURSE
- DESCRIPTION
- DOMAIN
- LANGUAGE
- START_DATE
- END_DATE
- DURATION
- CURRENCY
- OFFERING_PRICE

- MULTICURRENCY_PREF
- TRAINING_UNITS
- VENDOR
- ALLOW_DROP
- ALLOW_DROP_DATE
- AVAIL_FROM
- DISC_FROM
- DISP_FOR_CALL_CENTER
- DISP_FOR_WEB
- CUSTOM0-9
- COURSE_VERSION
- LOCALE
- TASK_NAME
- TASK_REQUIRED
- CONTENT_NAME
- CONTENT_REQUIRED
- CONTENT_STATUS
- CONTENT_SIGN_OFF
- CONTENT_MASTERY_SCORE
- CONTENT_ATTEMPT
- CONTENT_TYPE
- CONTENT_VERSION
- CONTENT_FOLDER_PATH
- SESSION_NAME
- SESSION_START_DATE
- SESSION_START_TIME
- SESSION_END_TIME
- SESSION_RETAIN_RESOURCES
- SESSION_RESOURCE_CONFLICTS
- IS_VIRTUAL_SESSION
- SESSION_VLE_PROVIDER
- SESSSION_WELCOME_URL
- SESSION_DIAL_IN_NUMBER
- SESSSION_ACCESS_CODE
- SESSION_HOST_CODE
- PERSON
- PERSON_PURPOSE
- IS_QUALIFIED
- ROOM
- ROOM_PURPOSE
- INVENTORY
- INVENTORY_PURPOSE
- INVENTORY_QUANTITY
- EQUIPMENT
- EQUIPMENT_PURPOSE
- EXCUSTOM1-10
- OWNER
- EVALUATION
- EVAL_VERSION
- EVAL_FOLDER_PATH

- EVAL_EVENT_TYPE
- EVAL_NO_OF_DAYS
- EVAL_ACQUIRER
- PL_CURRENCY
- PL_PRICE
- PL_NAME

Use Case

There is a need to support bulk import of blended classes using data import.

Enhancements to Marketplace connectors

Improved usability for Workday data integration

How did it work?

Before this update, all configuration options for Workday data integration were available in a dropdown menu next to **Test**.

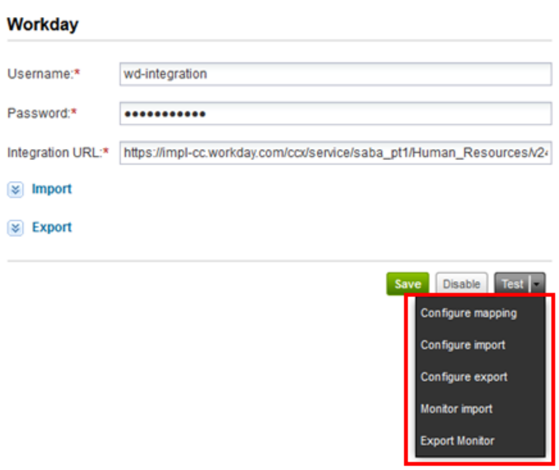


Figure 2: Workday data integration configuration before this update

How does it work now?

Data integration configuration options are now readily accessible in the Workday connector window.

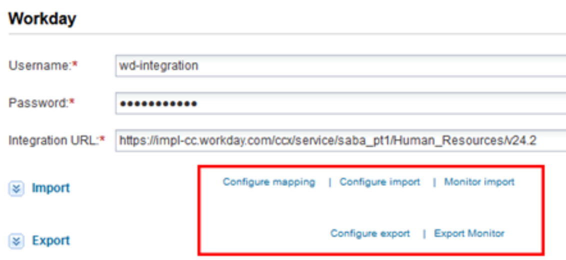


Figure 3: Workday data integration configuration after this update

Use Case

The data integration configuration options for Workday are now more easily accessible in the Workday connector window.

Filter active/inactive Job Types from Workday during import

How did it work?

Before this update, all job types were imported from Workday to Saba, regardless of whether they were active or inactive. This resulted in administrators having to verify the correct statuses in log files.

How does it work now?

Admins can now filter inactive jobs when importing job types from Workday to Saba in Marketplace. To do this, admins can go to **Admin** > **Marketplace** > **Click the Workday connector** > **Configure mapping** > **Select Workday: Job to Saba : Job** > **Click the Filter icon** then paste the following text: **wd:Job_Profile_Data/wd:Job_Profile_Basic_Data/wd:Inactive = false**. To include only **inactive** jobs, simply paste the following text in the field: **wd:Job_Profile_Data/wd:Job_Profile_Basic_Data/wd:Inactive = true**

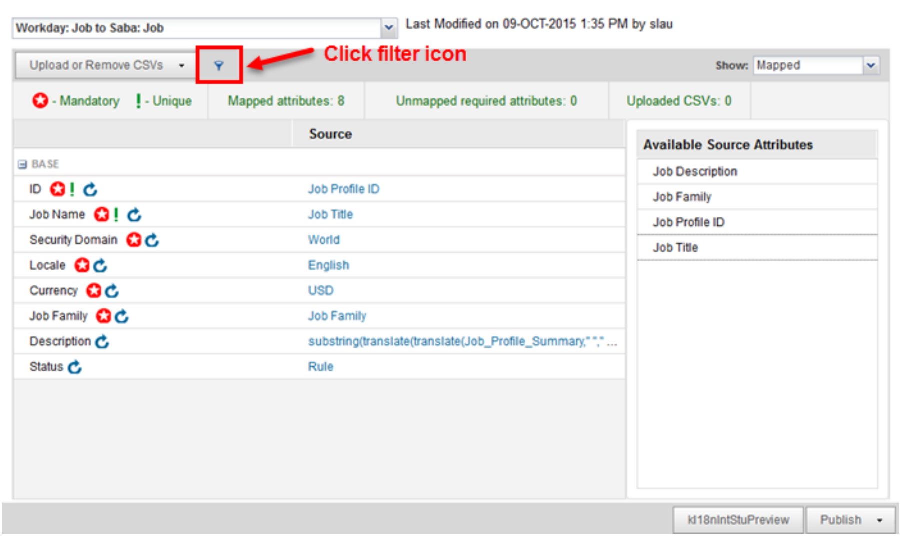


Figure 4: [Filter icon for job types in Workday]

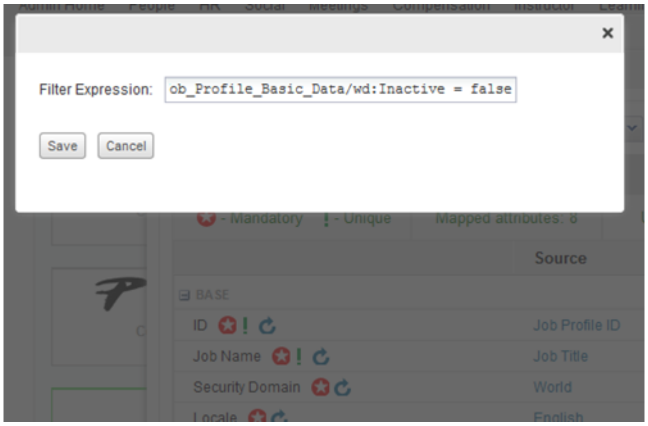


Figure 5: [Filter inactive jobs expression]

Use Case

If your organization does not require inactive job types to be imported from Workday to Saba, you can use an expression to filter inactive job types.

Filter Certification, Competency, and Training data from Workday during export

How did it work?

The Workday connector currently only supports filtering Certification, Competency and Training (Learning Transcript) data to be exported by the **Updated From date**.

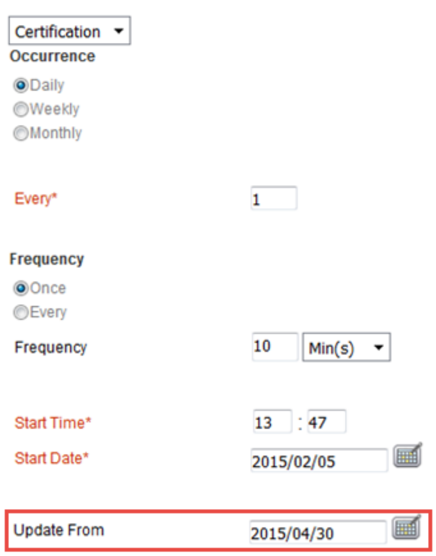


Figure 6: Filter by Update From date

How does it work now?

The Workday connector now offers more control over the Certification, Competency, and Training (Learning Transcript) data organizations want to export. You can now filter data exports by using one or more of the following filter conditions:

- Domain
- Person Domain
- Person Location
- Person Organization
- Include Expired Certifications
- Include Terminated Users

Figure 7: Added Export filters

Use Case

Customers now have more control over the data to be exported from Saba in order to keep Workday profiles in sync for certain groups.

Preview data reformatting in Workday connector before running import

How did it work?

The Workday connector allows organizations to change the **format of their data** at any time without having to change the source data format. However, testing the formatting change after it has already been configured can potentially cause data corruption in the system because the data is stored during the testing period.

How does it work now?

There is new a **preview** button on the connector configuration page that will allow admins to see a snapshot of the data without storing data or running an import job. Admins can then go back and change any mapping as necessary based on the preview data, and run the preview again until all fields are verified. The preview page shows a maximum of 10 records.

Note: The **Updated From** date will always be set as 01-01-1900 by default.

Note: If no records are retrieved from the source, then a message will be shown on the **Mapping Screen** with the message:

No records found with the given criteria; can't create preview.

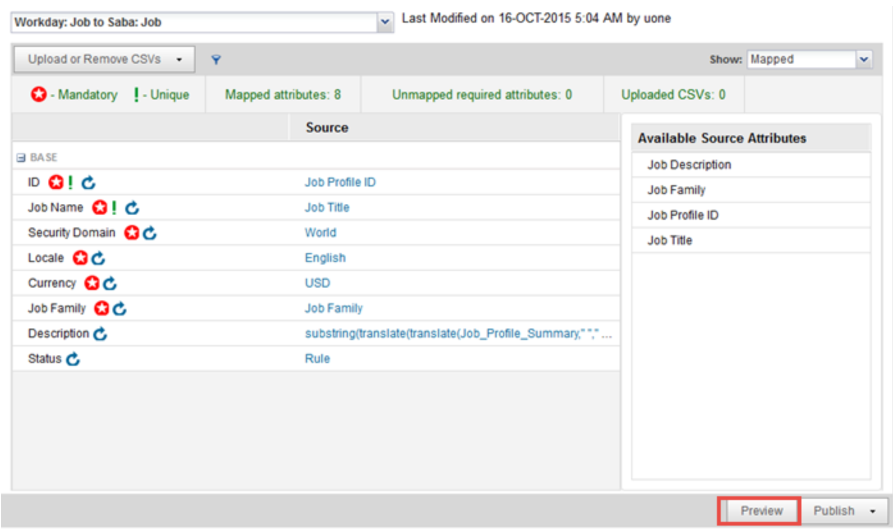


Figure 8: Preview button now available in mapping screen

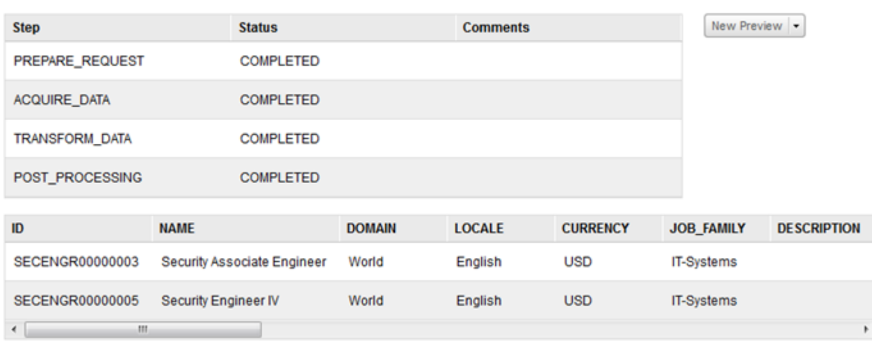


Figure 9: Sample Preview

Use Case

You can reduce the implementation time for the Workday connector and reduce the risk of data corruption in the system by previewing how your transformed data was mapped.

HireRight API has been updated to V1.1

How did it work?

The HireRight connector in Saba Marketplace was using HireRight API Version 1.0.

How does it work now?

The HireRight connector has been upgraded to HireRight API Version 1.1 in order to support new features for Recruiting.

Use Case

The HireRight API version has been upgraded for added support for the HireRight connector in Saba Marketplace.

WebEx connector supports SAML-enabled WebEx environment

How did it work?

Earlier the WebEx connector did not work if the environment was SAML-enabled.

How does it work now?

The WebEx connector now supports a SAML-enabled WebEx environment.

For the Saba Cloud WebEx integration to work, during the runtime, Saba Cloud will automatically give the privilege to the integration user for scheduling meeting on behalf of any instructor in the system.

Use Case

N/A

OpenSesame usability and reliability enhancements

How did it work?

Saba provides an integration with OpenSesame in Marketplace, which has a rapidly growing adoption.

How does it work now?

Saba has implemented several enhancements to improve the quality of service for Saba's OpenSesame Marketplace integration users:

- Simplified configuration steps
- Improved logging and monitoring of the integration service

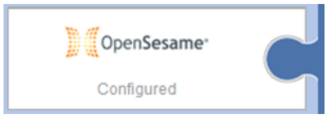


Figure 10: OpenSesame Connector

Use Case

OpenSesame provides a wealth of online training resources, which can be managed through Saba Marketplace.

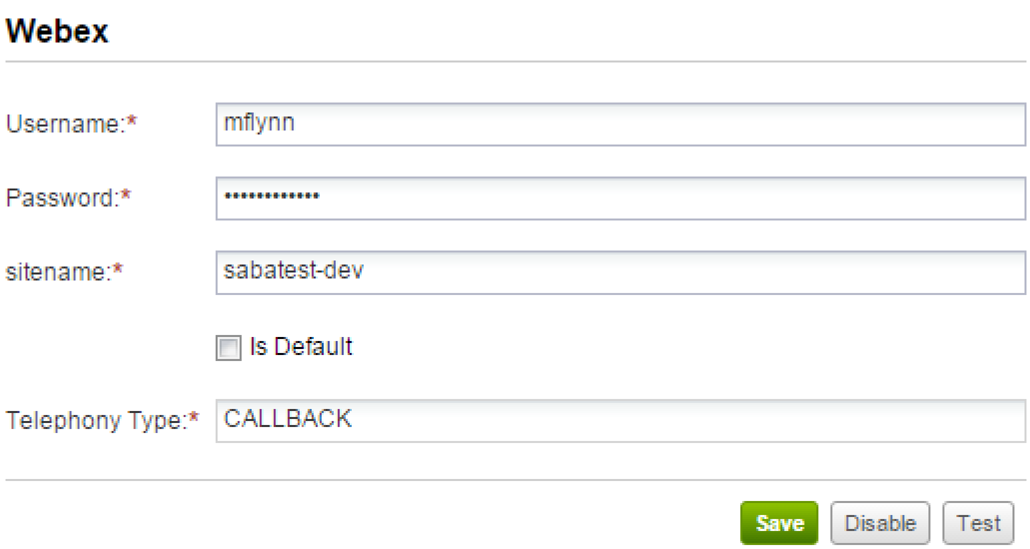
Telephony support for WebEx

How did it work?

Telephony support was not available while configuring the WebEx vendor in the marketplace.

How does it work now?

Telephony support is now available while configuring the WebEx vendor in the marketplace.



You can set the **Telephony Type** to one of the following values. Depending on this value, the instructor and learner will have the option to get a call back from WebEx or call in support:

1. NONE - Only the VOIP option is given to the learner and the instructor even if the Admin selects Telephone or Telephone and VOIP while creating the VC offering.
2. CALLBACK or CALLIN- Learner can call-in to the number given by WebEx or provide the number for WebEx to call back. This is a WebEx feature. The admin must select Telephone or Telehone and VOIP while creating offering.

   Note: WebEx does not support disabling VOIP, hence even if the admin selects only the Telephone option, VOIP will still be presented to learner and instructor.

Use Case

The instructor and learner will now have the option to get a call back from WebEx or call in support:

Initiate auto-configuration of Planning@Work in Marketplace

How did it work?

By default, the Planning@Work service was enabled and was not licensed.

How does it work now?

If a user does not have a license for Planning@Work and tries to drag the Planning@Work puzzle piece in Marketplace, then the *(120529) Planning@Work cannot be enabled as the service is off. Please contact your Account Executive to discuss enabling the service.* exception is shown. Also, the checkbox is not shown next to the **Planning@Work** service.

If a user has purchased the license for Planning@Work, then the system admin will be able to enable the Planning@Work service and configure it in Marketplace.

New Business Rule

A new business rule **Planning@Work on Talent Dashboard** has been added that if enabled, will display the **Workforce Planning & Modeling** link on the Talent Dashboard. By default this business rule is disabled.

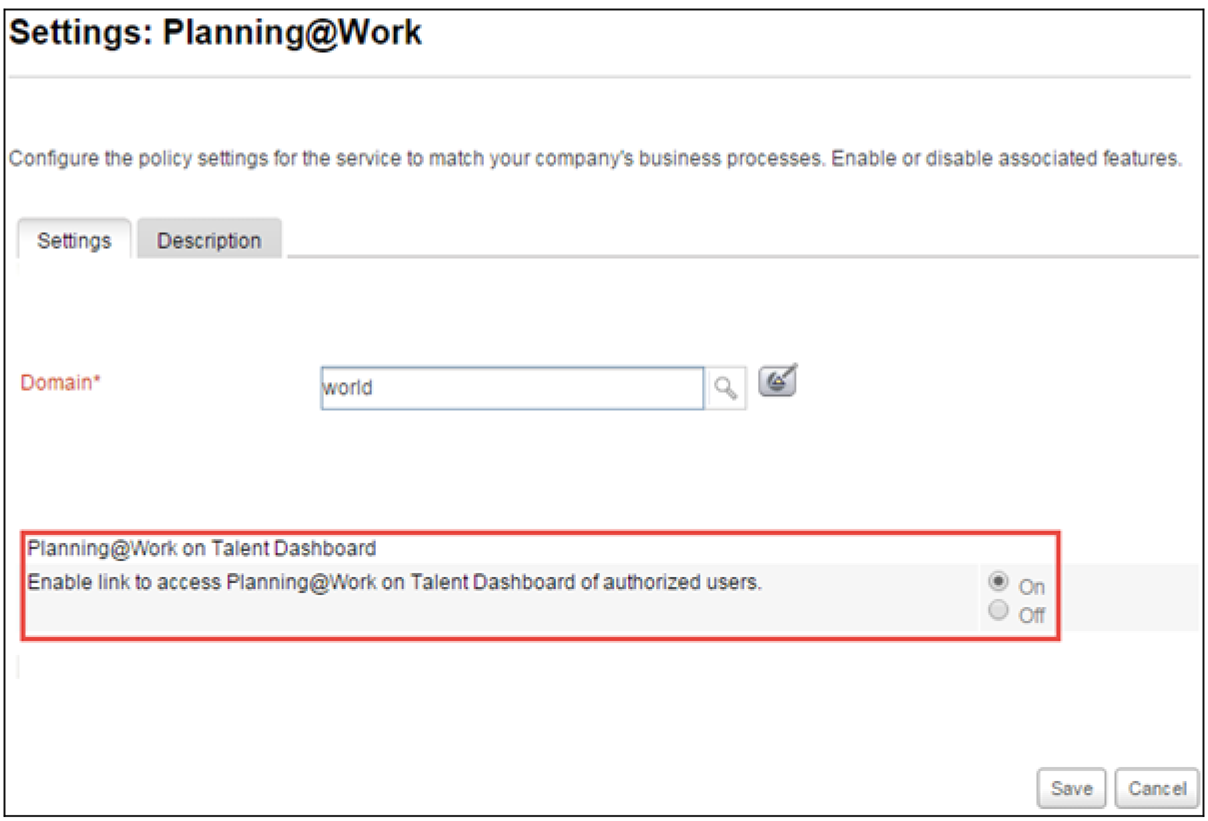


Figure 11: Planning@Work business rule

Use Case

Only after purchasing Planning@Work license, the **Planning@Work** service can be enabled so that the system admin can then configure it in Marketplace.

Configurable data type for custom fields on New User Signup Rule page

How did it work?

Earlier the user was not allowed to change the datatype for the custom fields shown on the signup rule detail page.

How does it work now?

The data type of **Person, External** component custom fields are now automatically synced to a new **NewUserConfig** component, where the **data type** is configurable to any of the following data types:

- Boolean
- Date
- Integer
- Real
- String(255)
- Time

Note: This is a one time process and it won't happen everytime you change the Person, External component custom field details.

To change the datatype or other properties for the custom fields/other attributes on the signup rule detail page, you should update the details from the NewUserConfig component.

No action needs to be taken. This update automatically syncs the existing custom fields data type with the **New User Config** custom fields data type and default values. For example, if the data entered in the Custom1 field in the Person, External component is identified to be a Date data type, then NewUserConfig custom1 data type will be recorded as a Date data type. Administrators can change the data types by navigating to **Admin > System > Configure System > Services > User Profile > Components tab > NewUserConfig**.

Note: Changes made to this component are reflected only on the Signup detail page and not on the Signup form.

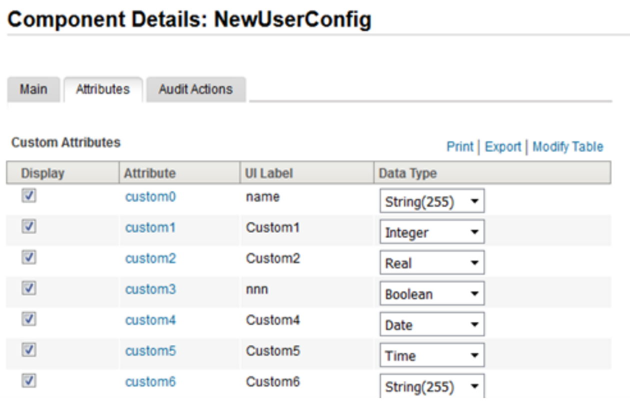


Figure 12: [NewUserConfig Component]

Use Case

When new users sign up for an account, the data type they enter for custom attributes is configurable so that the format of the data is be consistent with what is stored in the database.

Smart Lists are now domain-specific

How did it work?

Smart Lists were not domain-specific, which meant that they could be seen by unintended audiences.

Figure 13: [Smart Lists without domain field]

How does it work now?

Smart Lists are used for creating criteria that are used in multiple Prescriptive Rules. When creating or managing a Smart List, there is now a **domain field**, which offers full security control over Smart Lists. Domains from Smart Lists can be **inherited** from Prescriptive Rules, Audience Type, Group, or Security Role, depending on which context they are created in. For example, if you create a Smart List within an Audience Type, the domain of the Smart List would be inherited from the domain of the Audience Type.

All existing rules are set on **world domain**, but can be changed by an administrator.

Figure 14: [Smart Lists with added domain field]

Use Case

If users belonging to a specific domain are meant to see a Smart List, administrators can use the new domain field to control security access of Smart Lists.

Enter long lists of organizations in CSV format for Smart Lists

How did it work?

When creating Smart Lists and using Organization as a criteria, each organization had to be entered one by one.

How does it work now?

When creating Smart Lists and using Organization (name) as a criteria, you can now submit a list of comma-separated values (CSV) when there is a high volume of possibilities to choose from. You can copy CSV data from a file and paste it into the field.

Note: If the Organization name contains a comma, it will not be selected using CSV input, since the comma is used as a separator.

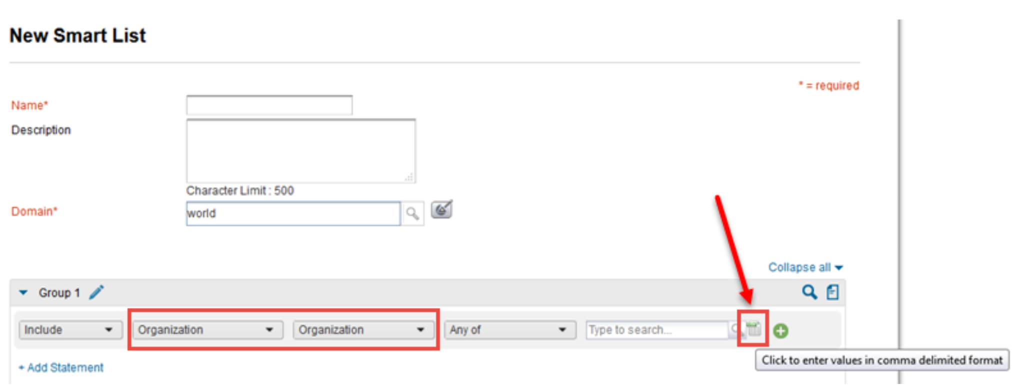


Figure 15: Enter values for Organizations in CSV format

Use Case

For a high volume of possibilities when using Organization as a criteria for Smart Lists, you can submit a CSV instead of entering organizations one by one.

Any custom field criteria for Smart Lists can have Any Type selection mode

How did it work?

When a user defines a **custom field** as a list of values (LOV) for use in a Smart List, the only selection mode available when creating the Smart List is **Exactly Matching**.

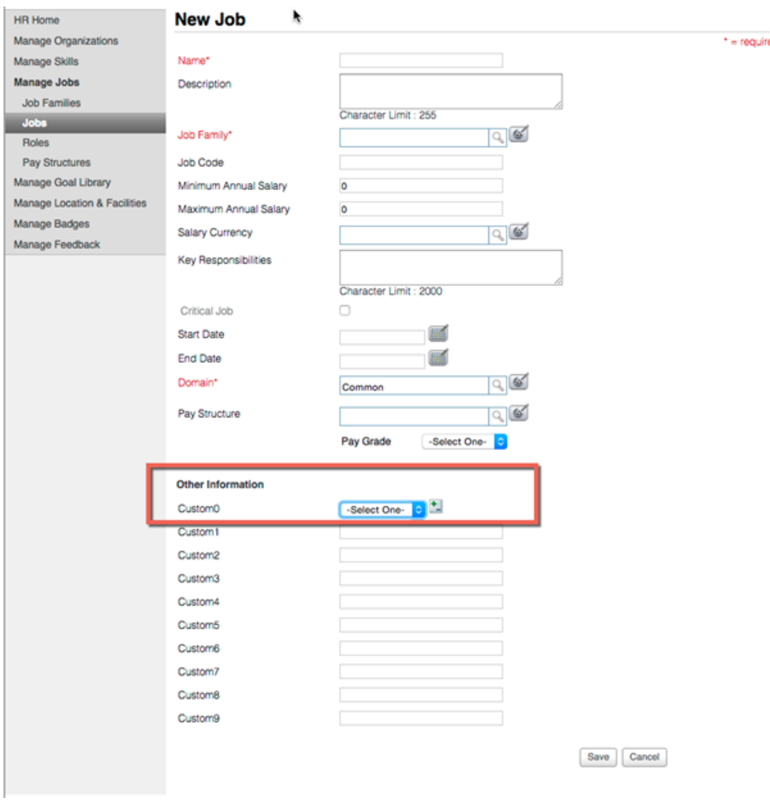


Figure 16: Custom field to be used as a list of values in a Smart List

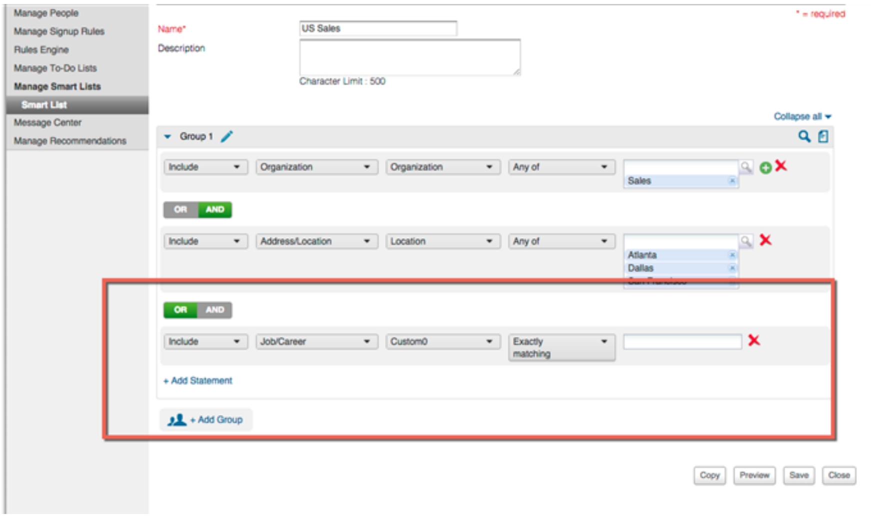


Figure 17: When custom fields are used in Smart Lists, they should be a LOV

How does it work now?

There is now support for LOV on **custom fields** for the following components:

- Organization, Internal
- Competency
- Student Curriculum
- Role
- Job Type
- Location
- Person (Internal/External)
- Audience Type
- Certification (Internal/External)
- Current/Completed Learning
- Curriculum
- Profile Custom Sections (20)

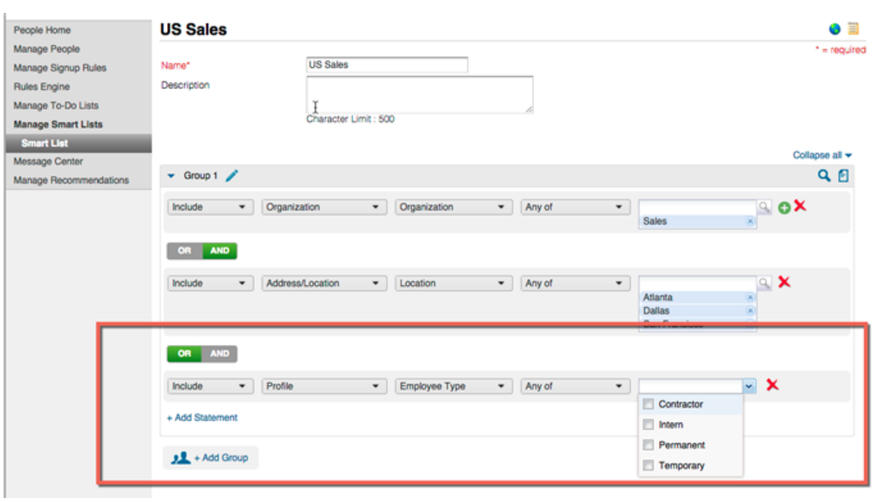


Figure 18: Custom fields can be a LOV when creating Smart Lists

Use Case

Any criteria with less than 10 items can have a selection mode of **Any Of**, instead of being limited to **Exactly Matching**.

Added domain-specific services

How did it work?

Before this update, some services were not domain-specific, which meant that there were services available to unintended audiences.

How does it work now?

The following services (**Admin** > **System** > **Configure System** > **Services**) are now domain-aware:

- Recommendations
- Skills
- Recruiting@Work + Internal Opportunities
- Impressions
- Sentiments
- Stars
- Goals
- Reviews
- Succession@Work

Selected customers can submit a request for Cloud administrators to enable a setting that would make **all** services in System Administration domain-aware. Once the service is domain-aware, the user's home domain is used to determine whether or not they should see a service.

Use Case

If your organization has a team that wants reviews features enabled but another team that does not, you can enable or disable a service by domain.

New sign up rules are now domain-specific

How did it work?

Currently, new sign up rules are not domain-specific. This means that customers who need to set up a single tenant for specific customers are not able to filter sensitive data when setting up a new environment.

How does it work now?

When creating **new sign up rules**, there is now a field to change the domain in order to partition data as necessary. Once the security domain is set, users cannot manage sign up rules from parent or parallel domains.

All existing rules are set on **world domain**.

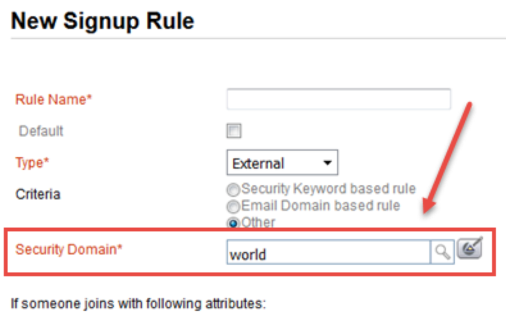


Figure 19: New security domain field in new user signup rules

Use Case

If you need to set up a single tenant for a customer to use, you can create domain-specific new sign up rules.

Badges are now domain-aware

How did it work?

Badges (Learning and Impression) are currently not domain-aware, so they can be seen by any user on the system.

How does it work now?

Learning Badges and Impression Badges are now domain-aware, which means they can have a domain attributed to them so that users can only view the badges they have the privilege to view, in addition to any badges they receive. Managers can always see all Impression Badges assigned to their team members, regardless of the domain the user or badge is associated with.

Note: All existing badges are on **world domain** by default.

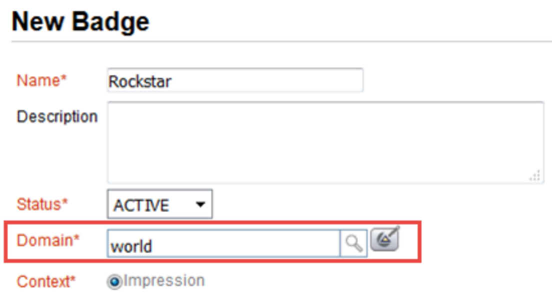


Figure 20: Badges are now domain-aware

Use Case

An India HR administrator can only manage badges that are associated with the India domain, for example.

Default group can configure the home page canvas

How did it work?

The ability to edit the canvas is currently configurable only by domain.

How does it work now?

The canvas on the home page can now be configured by a user's **default group** across several domains. Once the system is set to allow group configuration of the canvas, a **Group picker** is displayed instead of a **Domain picker** on **Home Page** > **Edit Canvas**. Based on the user's group and locale, they can edit the canvas body. To enable system canvas configuration based on a default group, go to **Admin** > **System** > **Configure System** > **Services** > **Foundation** > **Set/Select Canvas can be saved based on multiple parameters. Configure System Canvas by Default Group**.

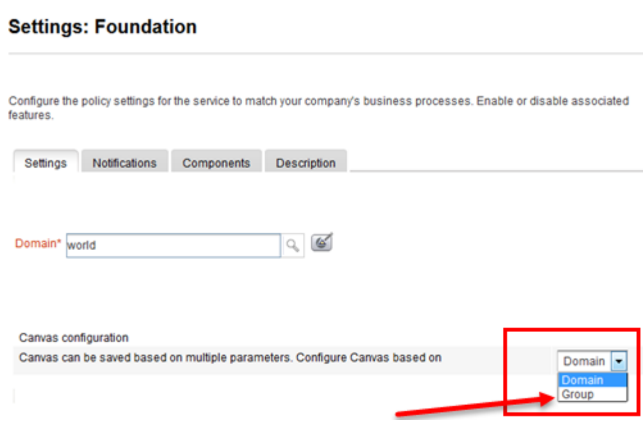


Figure 21: Foundation Settings

Users can determine their default group in the **Edit System Canvas** window:

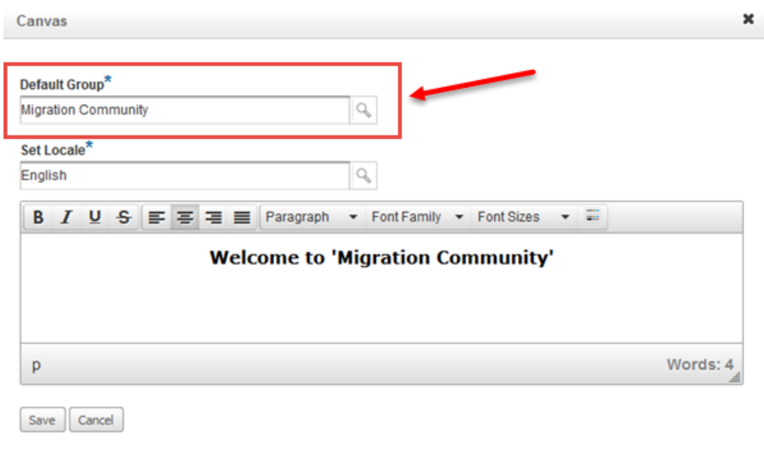


Figure 22: Edit System Canvas window

The current default group will be listed in the picker by default.

Initially the canvas data for the group will be blank or empty which the user needs to set.

Note: The superuser can search for any default group in the system and set the canvas data. A normal user with the **Edit Canvas** privilege can search only the user's default group of which he is a member/owner of.

Use Case

A default group of users across different domains can now have the ability to edit the home page canvas.

New Source filter on My Plan page

How did it work?

N/A

How does it work now?

This update adds a new **Source** filter on the **My Plan** page for learners. This filter allows learners to filter learning items on the page by the source who assigned those items to them.

To access the filter, navigate to **Me > Plan > Learning & Certifications**, and click the **Show filters** link.

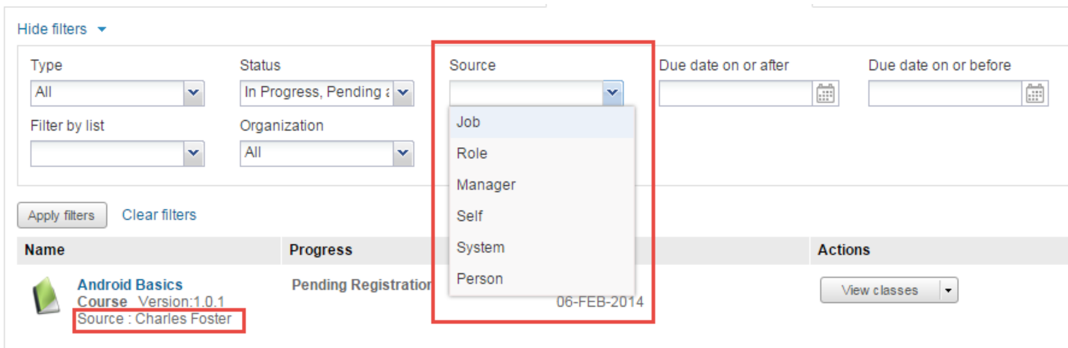


Figure 23: Source filter on Learning & Certifications tab of My Plan page

Learners can filter their learning items using the following source filters:

- Job
- Role
- Manager (Includes manager, indirect manager, and alternate manager)
- Self
- System (Includes prescriptive rule and new user sign-up)
- Person (Includes people administrator)

Additionally, the source of assignment is displayed below each learning item.

Use Case

There is a need to add a source filter on the **My Plan** page so that learners can filter their learning items by the source of assignment.

Enhancements to Email Alerts UI

How did it work?

N/A

How does it work now?

This update brings in the following enhancements to the **Admin** > **System** > **SMF** > **Email Alerts** UI:

1. The Alert Type **ALL** is removed and a new alert type **CANCELLED** is added to the dropdown. The Alert Type dropdown now allows selecting multiple values.

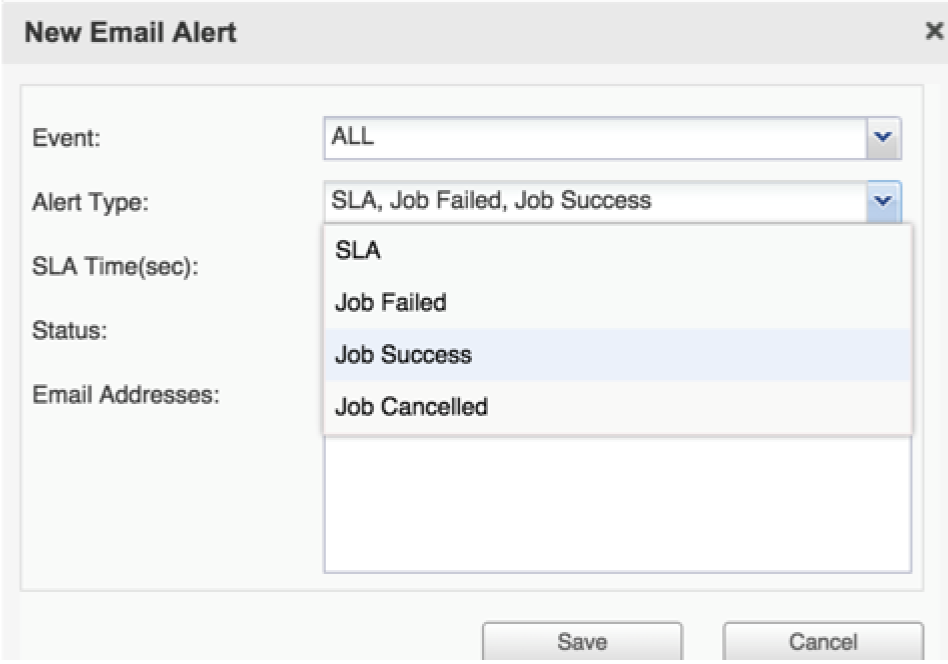


Figure 24: Changes to the Alert Type dropdown

2. The Async Event Names in the Event dropdown list are changed to a more readable format.

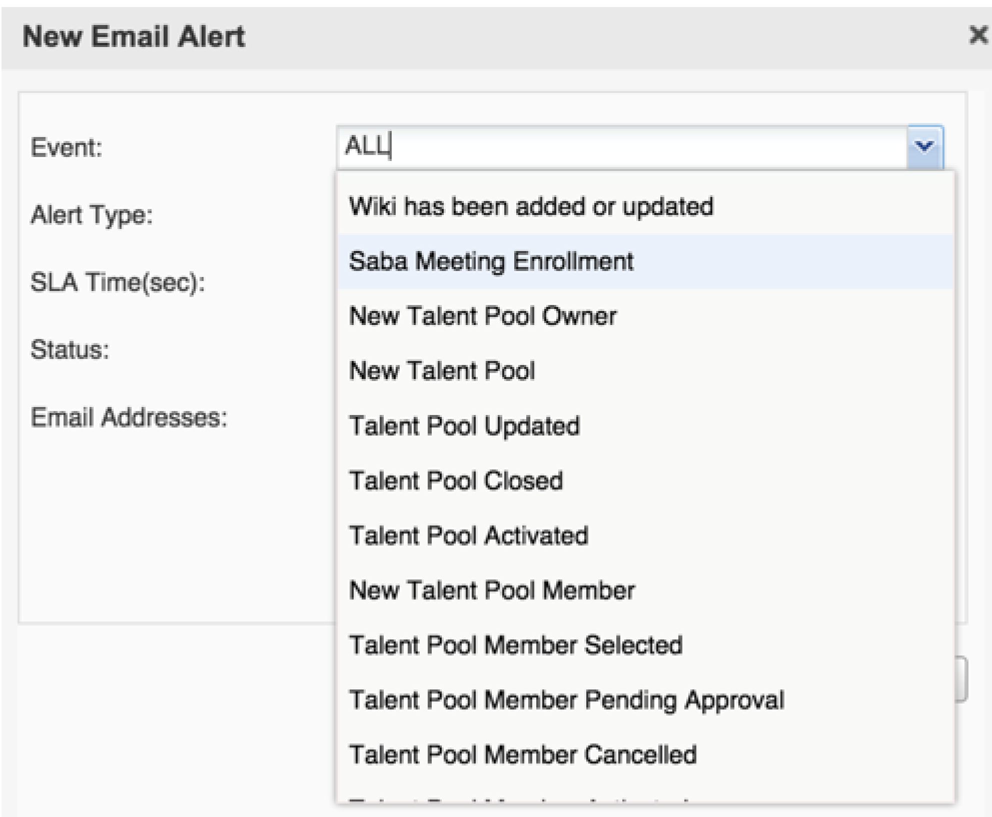


Figure 25: Changes to the Event dropdown

3. The SLA Time is changed to seconds in units instead of milliseconds.
4. A separate Notification template named **Job Alert Email** is created for Email Alerts under System (**System** > **Services** > **System** > **Notifications**).

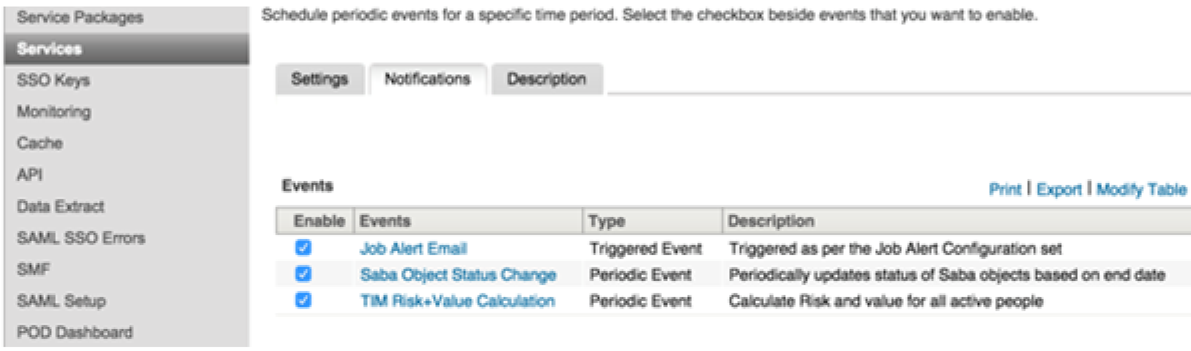


Figure 26: New notification template: Job Alert Email

Use Case

N/A

Consulting Admin can configure Notification parameters and view Locales

How did it work?

N/A

How does it work now?

This update introduces a new user role called **consulting_admin**. A user with this role will be able to perform the following admin tasks after logging in at https://<hostname>/Saba/securedlogin.jsp:

- Configure Notification parameters
- View Locales

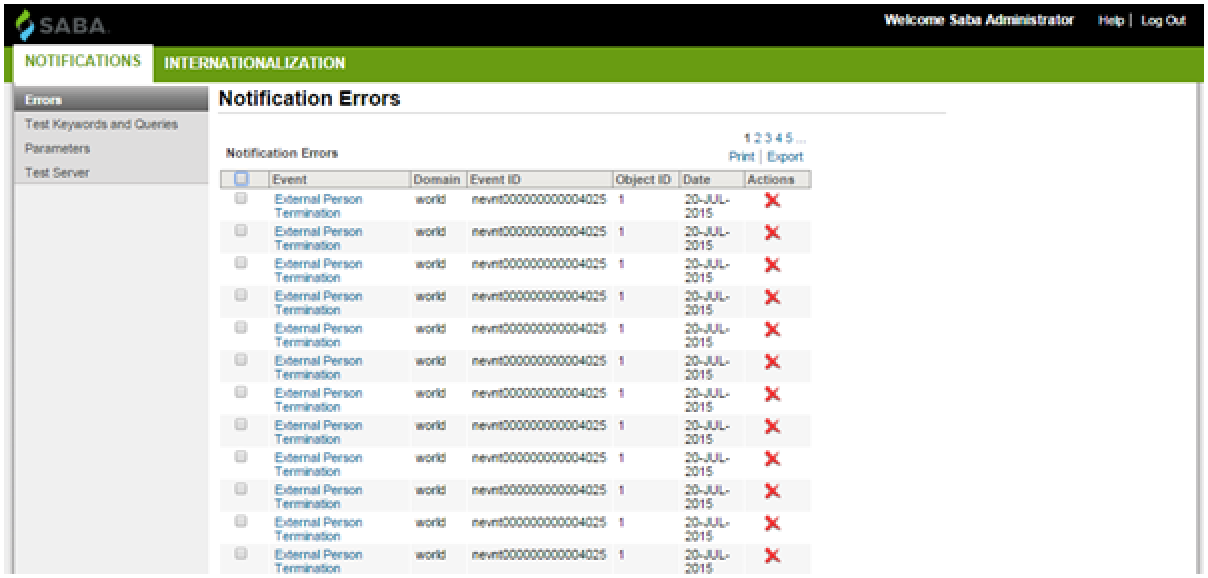


Figure 27: Consulting admin login

Note: To assign this role to a user, submit a support request. For assistance, contact your Customer Success Manager.

Use Case

N/A

Auditing for Notifications

How did it work?

Auditing was not available to track changes made to the notification events and actions.

How does it work now?

The following auditing is now supported for notification events and actions:

- Changes to the event attributes like Name, Description, Domain, etc.
- Adding, removing or updating of event actions.
- Enabling or disabling of events.
- Enabling or disabling of event actions

You can view the audit for any notification event by clicking the **Audit** link on the notification popup which opens the audit trail popup. The audit trail popup shows all the audit trail for that event.

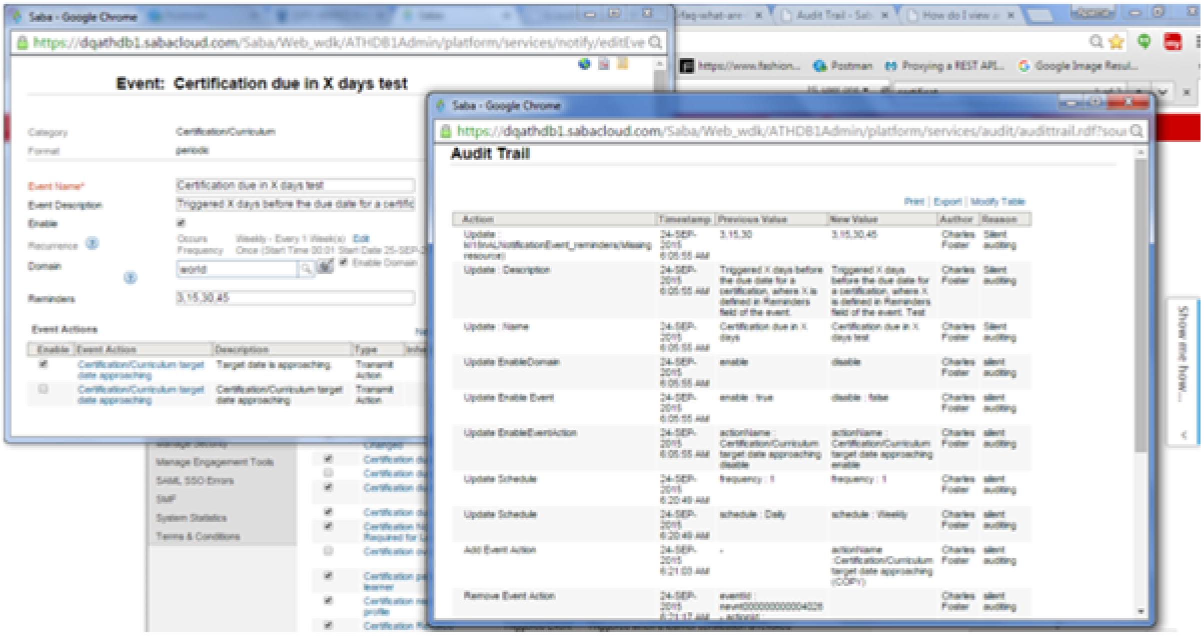


Figure 28: Audit Trail

Use Case

N/A

Support for Hebrew Locale

How did it work?

The Hebrew Locale was not supported.

How does it work now?

Saba Cloud now supports the Hebrew locale (he-IL). This is not enabled by default.

Note: To enable this locale, submit a support request. For assistance, contact your Customer Success Manager.

Use Case

The users can now login to Saba Cloud using the Hebrew locale.

Updated Resources portlet in Groups tab

How did it work?

The **Resources** portlet of the **Groups** tab shows all the folders in the **Folders** portlet. When the user clicks any group name, it redirects the user to that group's resource folder and then from there user could not navigate back to the parent folder. Also, the **Featured** portlet within **Resources** portlet shows the featured categories for both system and group.

How does it work now?

The **Resources** portlet of the **Groups** tab shows only folders and its sub-folders in that group only. User can also navigate up and down within folders (using the **<** and **>** links. On clicking the folder name, the details or listing of folder will be shown in-line on the right-hand side.

Note: The user needs to remove and add the **Resources** portlet again or click **Reset View** to reflect the changes.

A **Browse** portlet has been added in **Groups** tab in which:

- Only respective group's category and folders will be shown.
- On clicking the folder name, the user will be navigated to its Category details page.
- User can use < and > to navigate within the folders.

  Tip: The **Browse** portlet must be placed on the right hand side to be seen as a narrow column.

The **Featured** portlet has been removed from the **Resources** portlet and shown as a separate portlet in which:

- Only Featured category and folder of that group will be shown.
- If the group doesn't have any **Featured** folder or a category, then the **No featured content yet**. message will be shown in the portlet.

Use Case

The **Resources** portlet has now been updated and will show the folders and sub folders within it corresponding to the group.

Finder configuration

How did it work?

Whenever a user changes any finder query or adds/removes any finder attribute, the scripts generated by the genMesg tool removes all the finder configuration changes.

How does it work now?

The scripts generated by the genMesg tool now retains the user changes and removes the configuration of deleted attribute. This is applicable to both, the changes made by the user and the changes that are applicable to all users. User's change will not be retained in the case of changed attribute name.

Use Case

N/A

Use of certified 3rd party developed micro applications within the Saba Marketplace

How did it work?

This is a new feature.

How does it work now?

Saba has introduced a microapp framework which will allow using certified 3rd party developed micro applications within the Saba Marketplace.

Note: Currently there are no microapps that are available, but Saba teams are working in conjunction with select Partners to make them available shortly.

For more information, please contact Saba Support.

Use Case

N/A

Chapter 2

Analytics

Topics:

Framework enhancements

Data exported to Excel now supports data type formatting for the cell values

How did it work?

The report data that was exported to Excel was exported as text and not as a particular data type.

How does it work now?

The report data that is exported to Excel is now exported as appropriate data types (as indicated in the **Analytics To Excel data type Mapping** table below) and hence supports data type formatting for the cell values.

The following table shows the data types of the Analytics attributes and their Excel counterparts:

Table 5: Analytics To Excel data type Mapping

Data Type (Analytics)	Data Type (Microsoft Excel)
Date, Time	DATETIME
Boolean	LOGICAL
Integer (Excel data format as 0), Float (Excel data format as 0.00)	NUMBER
String	TEXT

Use Case

This enhancement makes it possible to add filters and perform sorting and other functions on the exported data in Excel.

Report compensation data in the requested currency

How did it work?

Compensation data in the report was always shown in the user's default currency. It was not possible to select a currency for the compensation data in the report.

How does it work now?

It is now possible to report the compensation data in the requested currency. You can use the **Report Currency** filter to select one of the following options for the currency in which data should be converted for that particular report:

- CORPORATE - Corporate Currency
- PLAN - Plan Currency
- USER - Employee's Local Currency

The selected currency will be applicable to the entire report.

Note: For reports where the **Report Currency** filter is not used, the compensation data will be reported in the user's default currency.

Use Case

N/A

Create complex filters using filter groups

How did it work?

You could use AND and OR as the logical operator in case of more than one filter, however it was not possible to group filters.

How does it work now?

It is now possible to create complex filters and configure them more concisely using the filter grouping functionality.

Note: By default, the filter grouping functionality is disabled. To enable this functionality, submit a support request. For assistance, contact your Customer Success Manager.

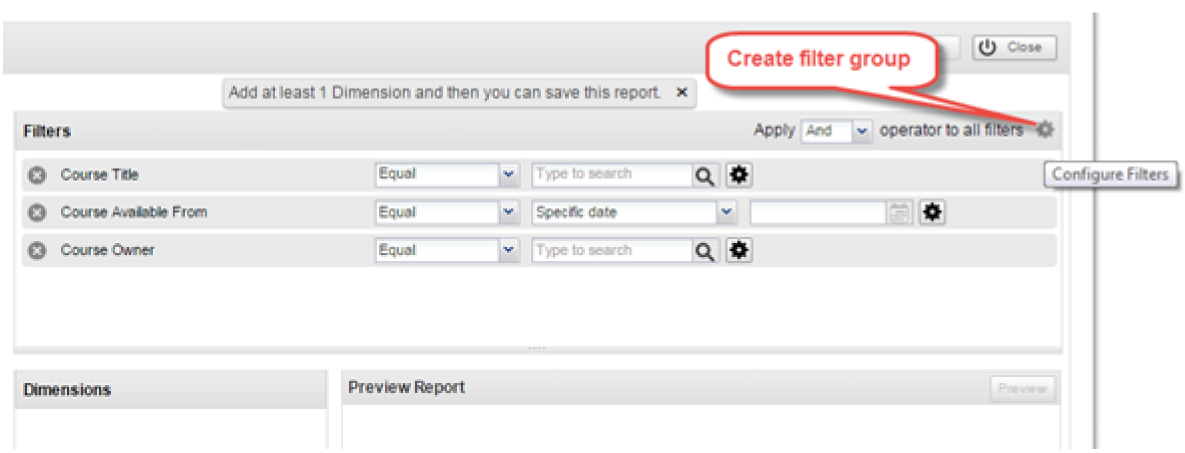


Figure 29: Filters

You can create a filter group (i.e. secondary filter group) by clicking **Add a group**. A filter group can have multiple individual filters.

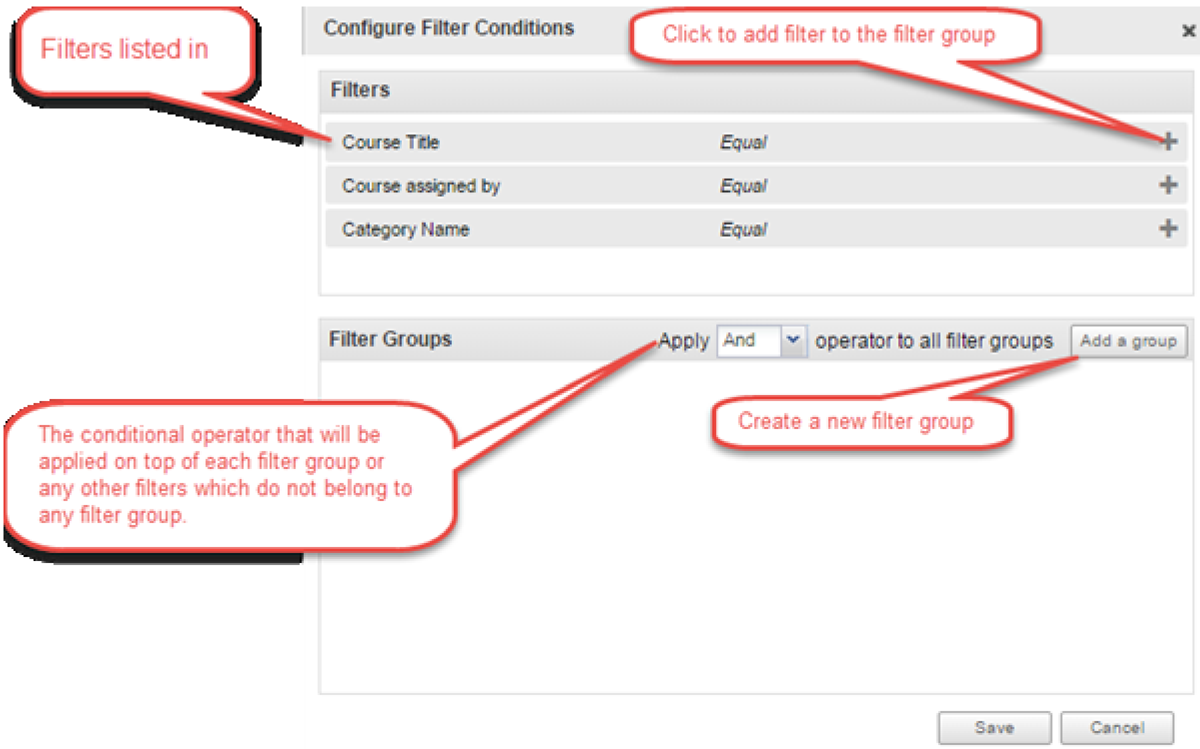


Figure 30: Configure Filter Conditions

The **Configure Filter Conditions** popup lists the selected filters in read only mode. You can create the required groups and add the individual filters to the appropriate group by clicking **+**.

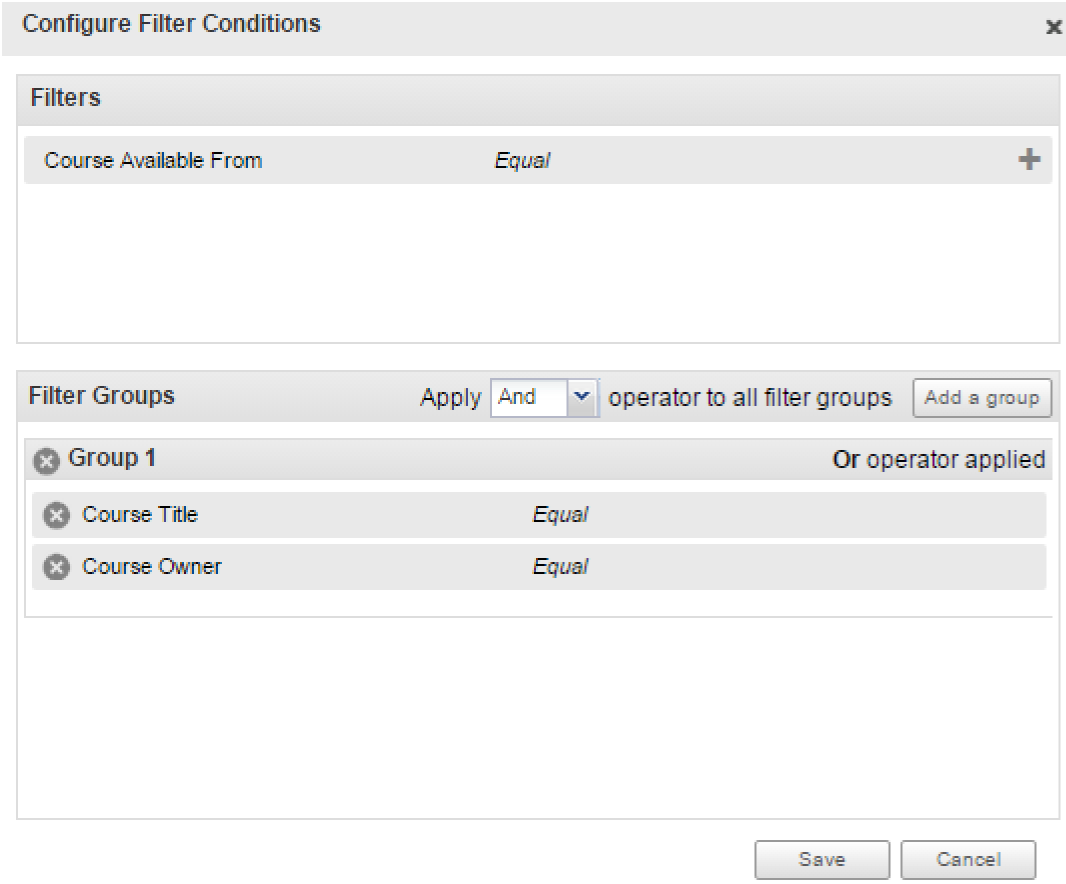


Figure 31: Configure Filter Conditions

You can also select the logical operator which will be applied at the group level (i.e. primary filter group) as well as to all those filters which do not belong to any filter groups. This means that this logical operator will be applied between the individual filters that belong to the primary filter group and also between each of the secondary filter groups.

Note:

The logical operator for each secondary filter group will be the inverse of the logical operator used for the primary filter group. For example, if the logical operator for the primary filter group is AND then the logical operator for each secondary filter will be OR and vice versa.

After you've configured the filter conditions, a notice indicates the same.

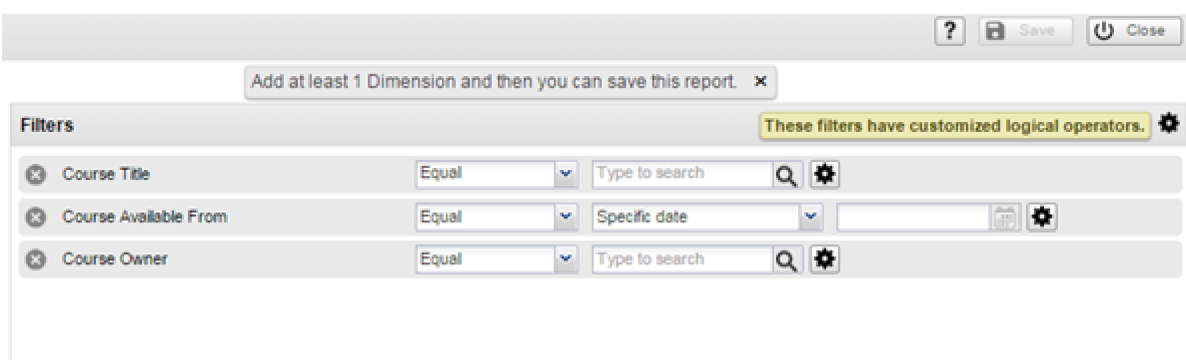


Figure 32: Filters Configured - Note

Use Case

This enhancement makes the filter configuration more concise.

Create multiple charts in a single report

How did it work?

It was only possible to have a single chart per report.

How does it work now?

It is now possible to create multiple charts in a single report. You can create a new chart by clicking **Add Chart**.

Note:

By default 10 chart visualizations will be allowed.

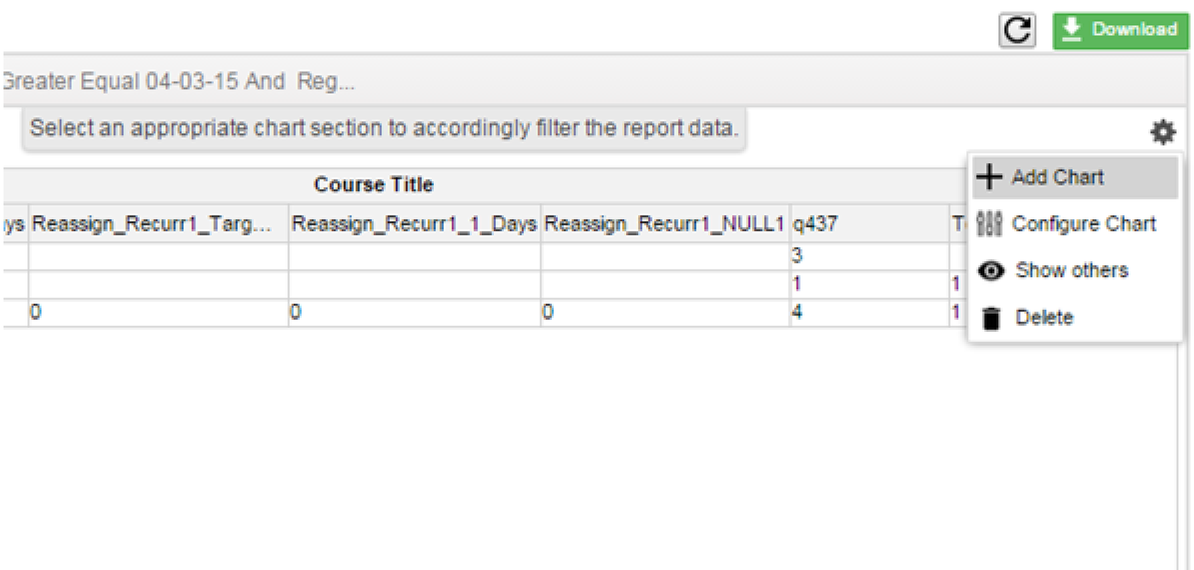


Figure 33: Add new chart

Key in the chart name and configure the new chart.

Note: The name of the existing charts will be the same as the name of the report that holds it. You can change the chart name, if required.

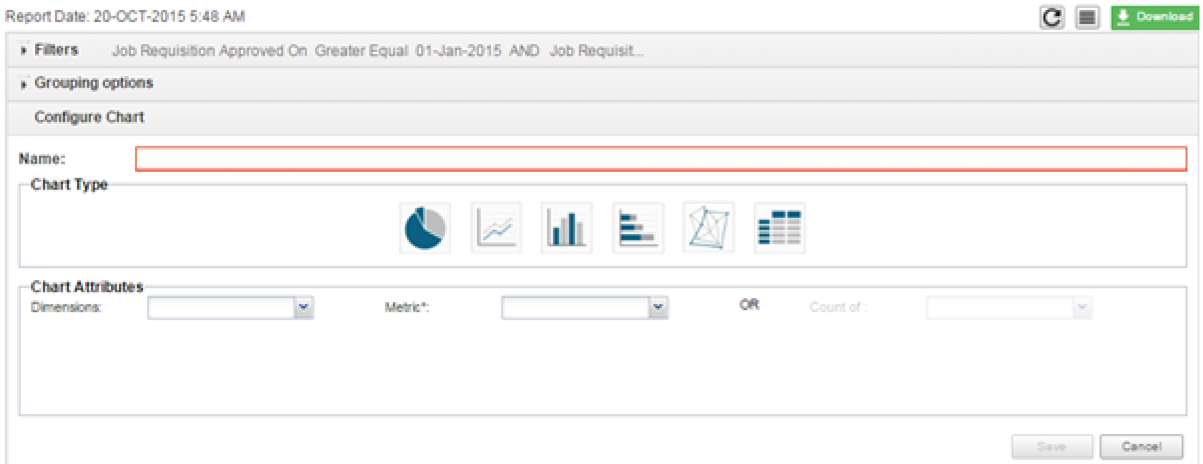


Figure 34: Add chart

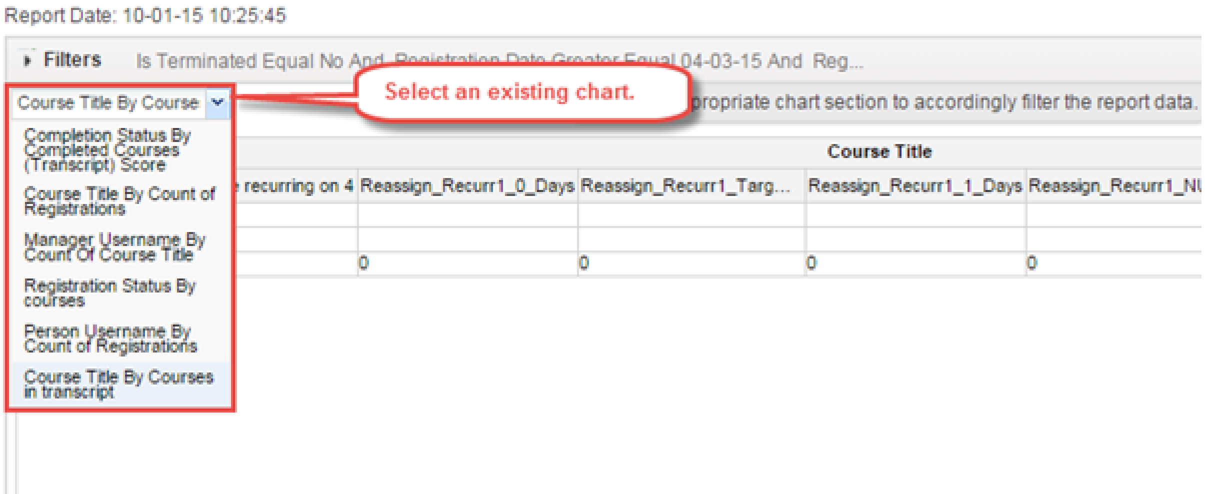


Figure 35: View existing charts

You can select one of the existing charts from this dropdown list.

When a report is pulled in a dashboard, you can choose a chart from the various charts.

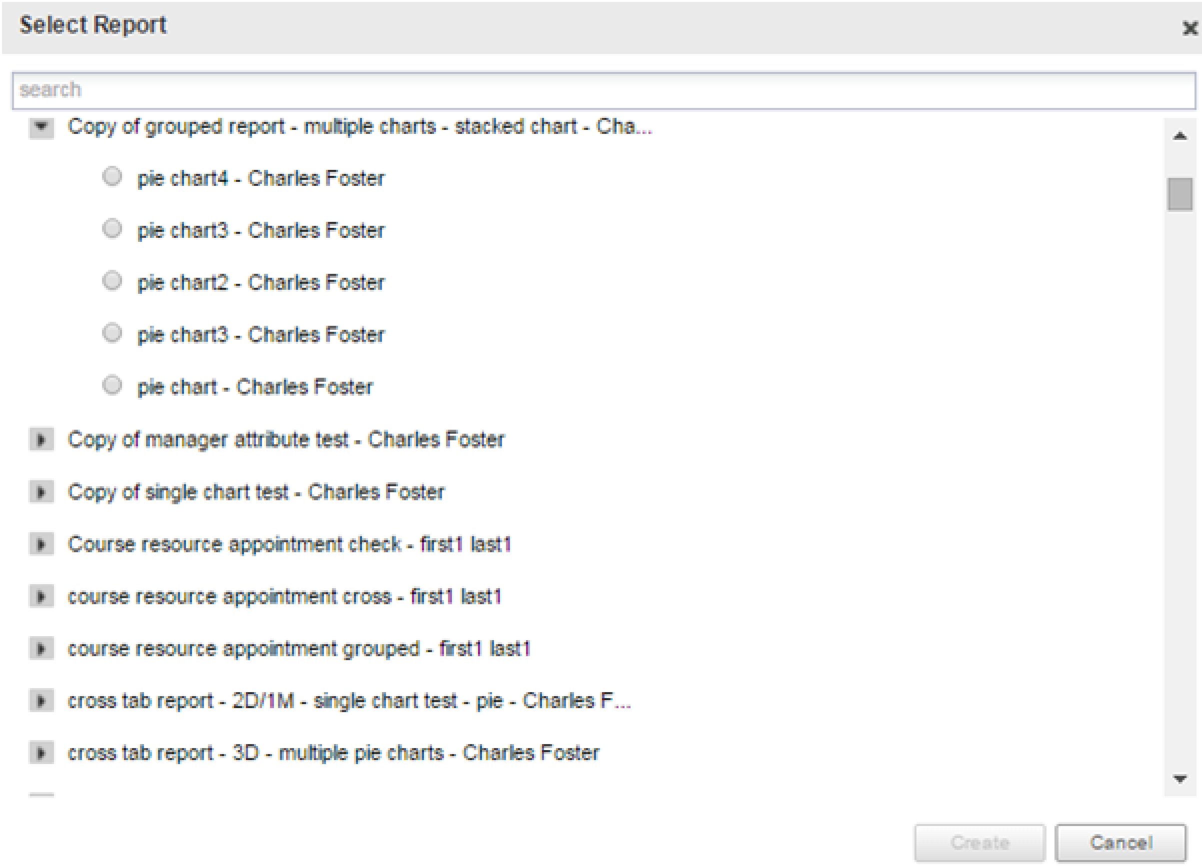


Figure 36: Choose a chart

Use Case

This enhancement brings in more flexibility that provides visualization choices as multiple visualizations are created for the report.

Is High Stake Test filter to retrieve only High-Stake test's data

How did it work?

The Questions and Responses of the High-Stake tests were available to any user having access to Analytics.

How does it work now?

It is now possible to use the **Is High Stake Test** filter to control the visibility of the High-Stake tests. You can pull the Is High Stake Test filter and set it to Yes, along with other required attributes. Setting this filter to Yes only displays the high stake test's data for the user who fulfills the required criteria.

Note: If you pull this filter and set it to No or do not pull this filter, in either case, the report will not display the high stake assessment data.

Use Case

The High-Stake tests are meant for highly confidential scenarios. No one other than the authors should be able to access the questions and results.

Assigned Rooms report can include both classes and appointments for Rooms in the same report

How did it work?

It was not possible to include both classes as well as appointments for Rooms in the same report.

How does it work now?

It is now possible to include both classes as well as appointments for Rooms in the same report.

Use Case

User will be able to pull data for Classes and Appointments for Rooms in the same report.

Managers can access the Analytics dashboards from Team View (My Team)

How did it work?

It was not possible for the managers to access the Analytics dashboards from Team View (My Team).

How does it work now?

It is now possible for the managers to view the following dashboards:

- My Team > Learning > Compliance Dashboard
- My Team > Learning > Enrollment Dashboard

These dashboard will include details of certification / courses / curricula status for the team members.

Use Case

This enhancement will provide Managers the ability to access the Analytics Dashboard from Team View.

Attributes to exclude HTML tags and show plain text data

How did it work?

A few attributes that had HTML tags were showing up incorrectly in the report.

How does it work now?

The following are the attributes which will now only show plain text data without any HTML tags.

Table 6: List of attributes to exclude HTML tags

Entity Name	Attribute Name
Anonymous Survey	Question Response
Anonymous Survey	Question Text
Anonymous Survey	Question Comments
Assessment Question Details	Assessment Question Feedback Wrong
Assessment Question Details	Assessment Question Feedback Correct
Assessment Question Details	Assessment Question Feedback Common
Assessment Question Details	Assessment Question Hint
Assessment Question Details	Assessment Question Note
Assessment Question Details	Assessment Question
Assessment Results	Assessment Question Response
Assessment Results	Assessment Description

Entity Name	Attribute Name
Assessment Results	Assessment Question Comments
Assessment Results	Assessment Question Text
Badges	Badge Description
Blogs/Workspace/Chan~ nelVideo	Content Description
Bookmark	Bookmark Description
Candidate Details	Candidate Experience Rating
Career Interests	Career Interest Description
Certification Details	Certification Learning Item Description
Certification Details	Certification Description
Channel/Conference	Channel Conference description
Checklist Details	Held Checklist Overall Comments
Checklist Details	Checklist Evaluator's Instructions
Checklist Details	Checklist Description
Classes	Class Notes
Classes	Blended Class Description / Instructor-Led Class Description / Remote Lab Class Description / Simulation Class Description / VoD Class Description / Web-Based Class Description / Virtual Class Description
Courses	Prerequisite Course Description
Courses	Course Abstract

Entity Name	Attribute Name
Courses	Course Description
Courses Catalog	Course Abstract
Courses Catalog	Course Description
Curricula Details	Curricula Description
Curricula Details	Curricula Learning Item Description
Discussions	Discussion Category description
External Work	External Work Responsibilities
External Work	Work Scope
File/URL	File or URL Description
Goals	Goal Description
Goals	Progress Log Comments
Goals	Goal Category Description
Groups	Group Description
Held Checklist Details	Held Checklist Item Comments
Ideas	Idea Description
Impressions	Impression Comments
Issues	Issue Description
Job Offer	Job Offer Referral Source Notes

Entity Name	Attribute Name
Job Offer	Job Offer Offer Letter
Job Offer	Job Offer Offer Comments
Job Requisition Details	Job Requisition Notes
Job Requisition Details	Job Requisition Educational Qualifications
Job Requisition Details	Job Requisition Company Description
Job Requisition Details	Job Requisition Qualifications
Job Requisition Details	Job Requisition Job Description
Job Source Details	Job Board Description
Learner Certification Details	Learner's Rating Comment
Learner Curricula Details	Learner's Rating Comment
Learning Request	Learning Request Notes
Module Details	Content Question Response
Module Details	Content Question Text
Orders and OrderItems	Subscription Description
Package Details	Package Description
Person Details	Short Term Aspirations
Person Details	Long Term Aspirations

Entity Name	Attribute Name
Person Details	Objective
Person Jobtype	Job Family Description
Person Jobtype	Person Job Type Description
Person Organization	Person Organization Mission Statement
Prescriptive Rule Details	Prescriptive Rule Description
Recruiting Assessment Details	Assessment Question Comments
Recruiting Assessment Details	Assessment Question Response
Registration	Instructor Notes
Resource Assignment	Resource Description
Resource Assignment	Appointment Notes
Resource Assignment	Instructor Organization Mission Statement
Review Cycle Details	Review Cycle Description
Review Details	Review Ack Comments
Review Details	Review One on One Comments
Review Details	Review Description
Review Rating Details	Rating Rater comment
Review Section	Additional Info Question

Entity Name	Attribute Name
Review Section	Additional Info Question Response
Review Section	Review Section Skill Behavior Indicator Rater Comment
Review Section	Review Section Skill Behavior Indicator
Review Section	Overall Section Comments
Review Section	Review Section Item Rater Comments
Review Section	Review Section Description
Skills	Skill Description
Survey And Evaluations	Question Comments
Survey And Evaluations	Question Response
Survey And Evaluations	Question Text
Talent Pool	Talent Pool Pool Description
Transcript	Learner's Rating Comment
Transcript	Transcript Notes

Use Case

N/A

Files downloaded as a background process

How did it work?

Users had to wait till the requested report export files such as .CSV, .XLS or .PDF were downloaded.

How does it work now?

Users no longer need to wait till the requested report files such as .CSV, .XLS or .PDF are downloaded. These files are now downloaded as a background process. The users are notified once the download completes.

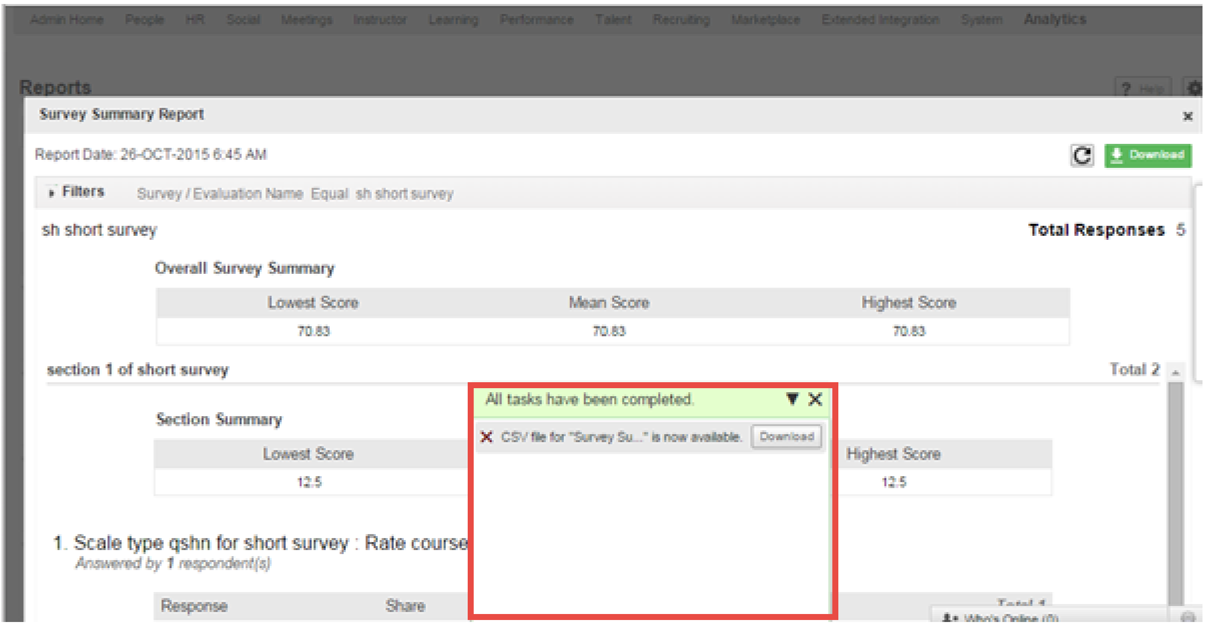


Figure 37: Files downloaded in background

Use Case

This enhancement allows the users to continue working with the application whilst the files are being downloaded in the background.

Data sorting for the group reports

How did it work?

In a group report, there was no sorting on the report data.

How does it work now?

In a group report, the data is now sorted first by the available grouping levels and then by the first dimension in that report.

Note: You cannot change the sorting order by clicking on the report columns like in the Flat list reports.

Use Case

N/A

New reports

How does it work now?

The following reports are added:

Certification Gap Analysis by Role

This report displays Learners and Managers data to identify the status of assigned as well as unassigned certifications.

Note:

This report is useful in cases where the certifications related to optional roles are not assigned but may need tracking.

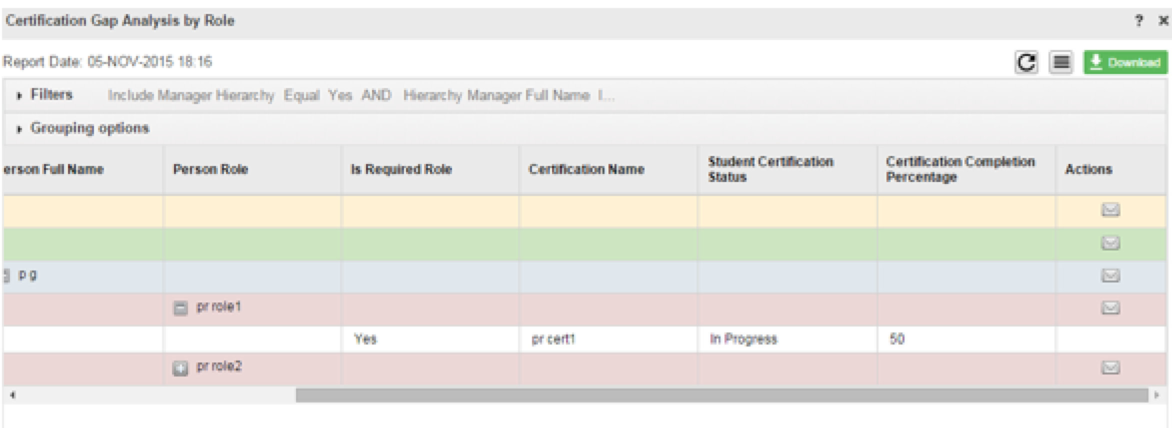


Figure 38: Certification Gap Analysis by Role Report example

Team Goals

This report allows viewing the details of the goals assigned for the manager's team.

Note:

This report displays the total goal count for a team member and expanding the rows displays the goal details including the goal status.

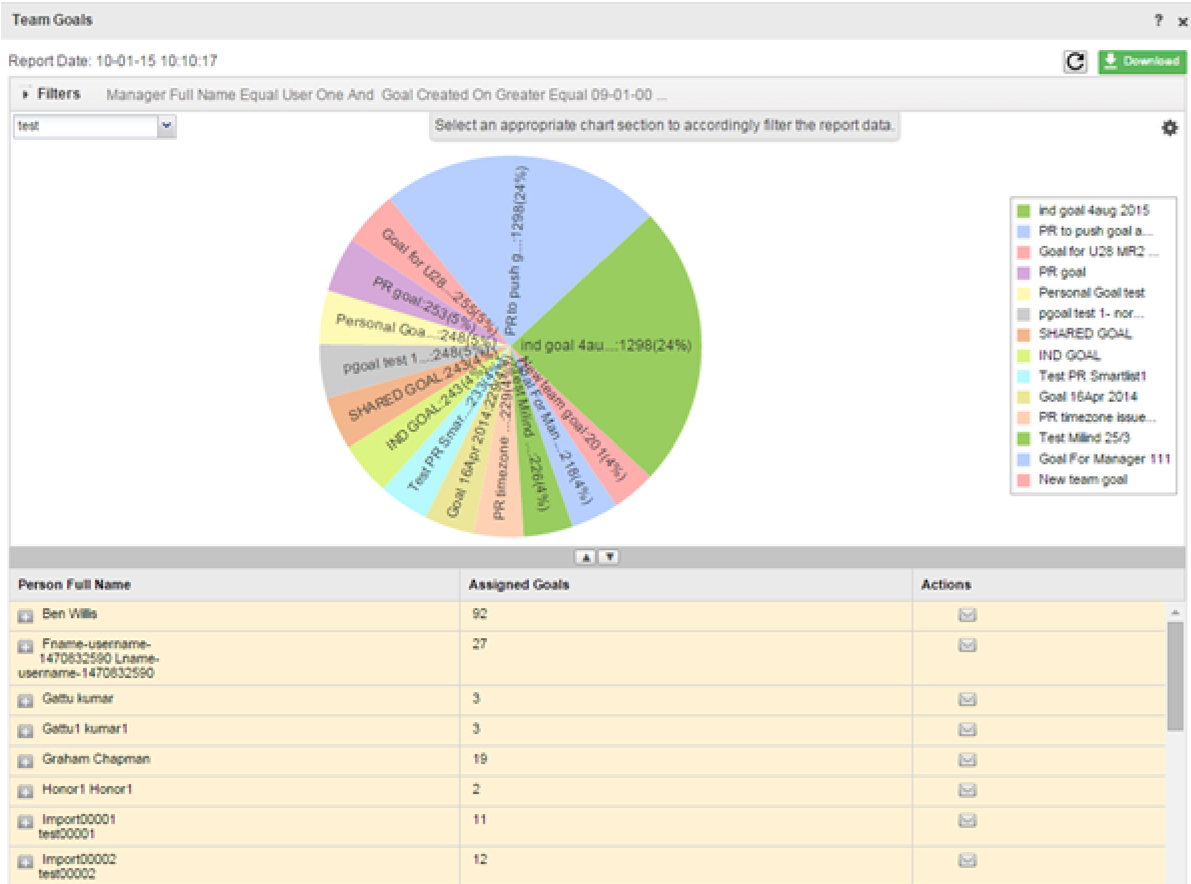


Figure 39: Team Goals Example

Survey Summary Report

This report provides a summary of the chosen survey inclusive of the overall and section summaries.

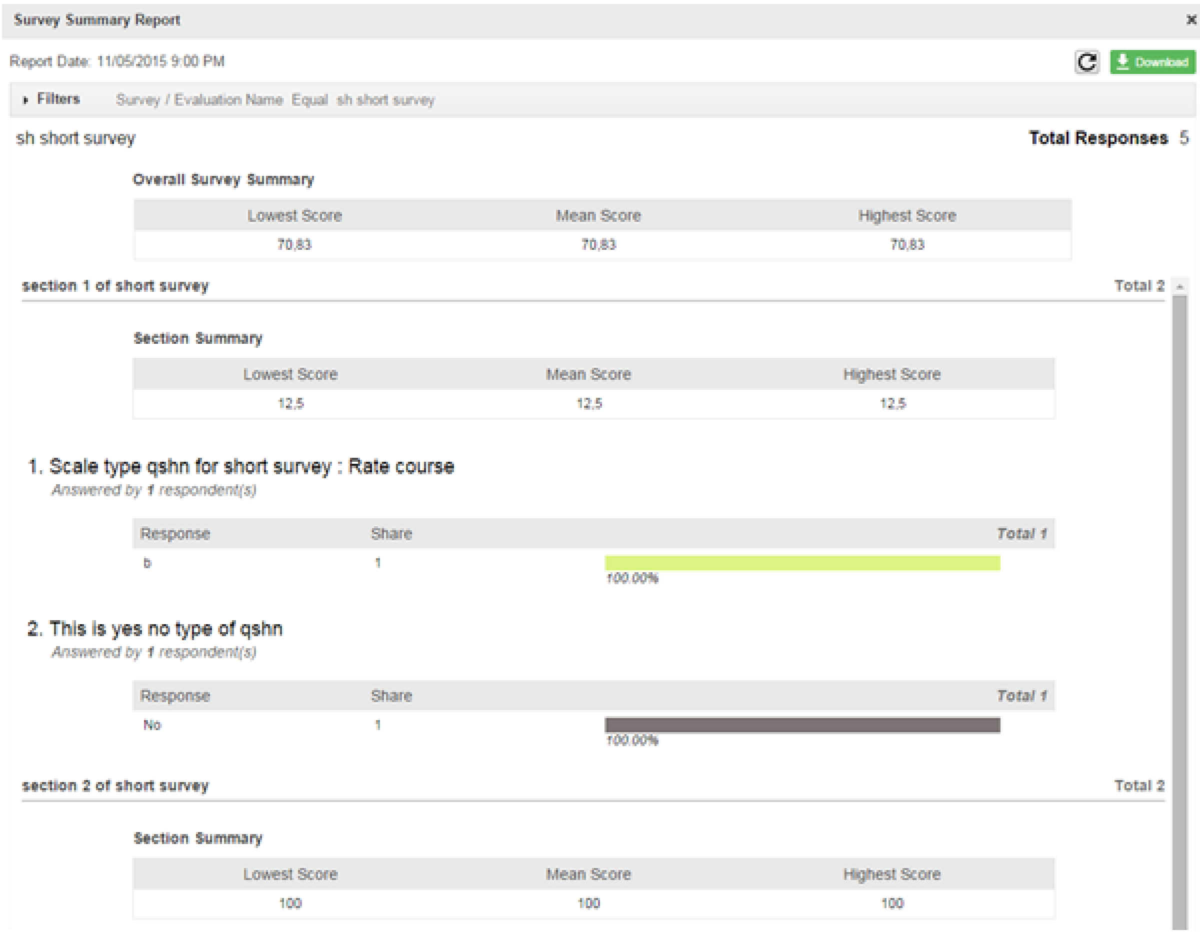


Figure 40: Survey Summary Report Example

Use Case

N/A

New/Updated attributes

Learning

How did it work?

N/A

How does it work now?

The aggregation function for the following metric attributes has been changed to Average which was earlier SUM:

- Completed Courses (Transcript) Score
- Curricula Learning Item Score

Note: These attributes will show the average of scores in the group level summary in a grouping report and the Average score for the selected combination of attributes in a flatlist and other reports.

The following report attributes are added to the Learning entity in Saba Analytics:

Table 7: Learning Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Assessment Results	Average Points for Assessment Question	Metric	Available	Average points for question by users
Courses	Is Sensitive Course	Dimension		Shows Yes if the Course is marked sensitive else shows No
Certification Details	Is Cert Mandatory for Job Role?	Dimension	Available	If the Certification is Mandatory for Job Role
Certification Details	Is Module Required?	Dimension	Available	If the Module is required for the Certification
Certification Details	Job Family of the Role having certification	Dimension	Available	Name of the job family of the job role having certification
Certification Details	Certification Audience Type	Dimension	Available	Audience Type name of the certification
Classes Catalog	Scheduled class open enrollment date	Dimension	Available	Scheduled class open enrollment date
Classes Catalog	Scheduled class enrollment closes before date	Dimension	Available	Scheduled class enrollment closes before date
Content Details Catalog	Custom0	Dimension		Custom0 field value of the content inventory component
Content Details Catalog	Custom1	Dimension		Custom1 field value of the content inventory component
Content Details Catalog	Custom2	Dimension		Custom2 field value of the content inventory component

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Content Details Catalog	Custom3	Dimen~ sion		Custom3 field value of the content inventory component
Content Details Catalog	Custom4	Dimen~ sion		Custom4 field value of the content inventory component
Content Details Catalog	Custom5	Dimen~ sion		Custom5 field value of the content inventory component
Content Details Catalog	Custom6	Dimen~ sion		Custom6 field value of the content inventory component
Content Details Catalog	Custom7	Dimen~ sion		Custom7 field value of the content inventory component
Content Details Catalog	Custom8	Dimen~ sion		Custom8 field value of the content inventory component
Content Details Catalog	Custom9	Dimen~ sion		Custom9 field value of the content inventory component
Module Details	Subscription Created On	Dimen~ sion		Date on which subscription created
Module Details	Subscription Created By (Username)	Dimen~ sion		Username of the user who has cre~ ated the subscription
Module Details	Subscription Created By	Dimen~ sion		Full name of the user who has cre~ ated the subscription
Module Details	Subscription Updated On	Dimen~ sion		Date on which subscription up~ dated
Module Details	Subscription Updated By (Username)	Dimen~ sion		Username of the user who has up~ dated the subscription
Module Details	Subscription Updated By	Dimen~ sion		Full name of the user who has up~ dated the subscription

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Resource Assignment	Inventory Custom0	Dimen~ sion		Custom0 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom1	Dimen~ sion		Custom1 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom2	Dimen~ sion		Custom2 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom3	Dimen~ sion		Custom3 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom4	Dimen~ sion		Custom4 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom5	Dimen~ sion		Custom5 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom6	Dimen~ sion		Custom6 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom7	Dimen~ sion		Custom7 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom8	Dimen~ sion		Custom8 field of Inventory Com~ ponent
Resource Assignment	Inventory Custom9	Dimen~ sion		Custom9 field of Inventory Com~ ponent
Transcript	Transcript Updated By (Username)	Dimen~ sion		Username of the user who has up~ dated the transcript
Transcript	Transcript Updated By	Dimen~ sion		Full Name of the user who has up~ dated the transcript
Survey And Evaluations	Average Points for Survey Question	Metric		Average Points for Survey Ques~ tion

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Subscription Title	Dimen~ sion		Subscription Title
Orders and Order Items	Subscription Number	Dimen~ sion		Subscription Number
Orders and Order Items	Subscription Description	Dimen~ sion		Subscription Description
Orders and Order Items	Subscription Available From	Dimen~ sion		Subscription Available From
Orders and Order Items	Subscription Discontinued From	Dimen~ sion		Subscription Discontinued From
Orders and Order Items	Subscription Display for Learner	Dimen~ sion		Subscription Display for Learner
Orders and Order Items	Subscription Display for Call Center	Dimen~ sion		Subscription Display for Call Cen~ ter
Orders and Order Items	Subscribed to Entire Catalog	Dimen~ sion		Subscribed to Entire Catalog
Orders and Order Items	Subscription Training Units	Dimen~ sion		Subscription Training Units
Orders and Order Items	Subscription Valid for Days	Dimen~ sion		Subscription Valid for Days
Orders and Order Items	Subscription Cannot be can~ celled after days	Dimen~ sion		Subscription Cannot be cancelled after days
Orders and Order Items	Maximum Registrations for Subscription	Dimen~ sion		Maximum Registrations for Sub~ scription
Orders and Order Items	Subscription Days to Notify Before Expiry	Dimen~ sion		Subscription Days to Notify Before Expiry

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Subscription Domain	Dimension		Subscription Domain
Orders and Order Items	Subscription Price	Dimension		Subscription Price
Orders and Order Items	Subscription Currency	Dimension		Subscription Currency
Orders and Order Items	Subscription Item Name	Dimension		Subscription Item Name
Orders and Order Items	Subscription Item ID	Dimension		Subscription Item ID
Orders and Order Items	Subscription Item Type	Dimension		Subscription Item Type
Orders and Order Items	Subscription Item Criteria	Dimension		Subscription Item Criteria
Orders and Order Items	Subscription Limit in Cost Price	Dimension		Subscription Limit in Cost Price
Orders and Order Items	Subscription Limit in Cost Currency	Dimension		Subscription Limit in Cost Currency
Orders and Order Items	Subscription Custom0	Dimension		Subscription Custom0
Orders and Order Items	Subscription Custom1	Dimension		Subscription Custom1
Orders and Order Items	Subscription Custom2	Dimension		Subscription Custom2
Orders and Order Items	Subscription Custom3	Dimension		Subscription Custom3

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Subscription Custom4	Dimen~ sion		Subscription Custom4
Orders and Order Items	Subscription Custom5	Dimen~ sion		Subscription Custom5
Orders and Order Items	Subscription Custom6	Dimen~ sion		Subscription Custom6
Orders and Order Items	Subscription Custom7	Dimen~ sion		Subscription Custom7
Orders and Order Items	Subscription Custom8	Dimen~ sion		Subscription Custom8
Orders and Order Items	Subscription Custom9	Dimen~ sion		Subscription Custom9
Orders and Order Items	Subscription Created By	Dimen~ sion		Subscription Created By
Orders and Order Items	Subscription Created By (Username)	Dimen~ sion		Subscription Created By (User~ name)
Orders and Order Items	Subscription Created On	Dimen~ sion		Subscription Created On
Orders and Order Items	Subscription Order Number	Dimen~ sion		Subscription Order Number
Orders and Order Items	Subscriber Name	Dimen~ sion		Subscriber Name
Orders and Order Items	Subscription Order Item Status	Dimen~ sion		Subscription Order Item Status
Orders and Order Items	Subscription Order Item Price	Dimen~ sion		Subscription Order Item Price

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Subscription Order Contact	Dimen~ sion		Subscription Order Contact
Orders and Order Items	Subscription Order Status	Dimen~ sion		Subscription Order Status
Orders and Order Items	Subscription Order Created On	Dimen~ sion		Subscription Order Created On
Orders and Order Items	Subscription Method of Payment	Dimen~ sion		Subscription Method of Payment
Orders and Order Items	Training Unit Name	Dimen~ sion		Training Unit Name
Orders and Order Items	Training Unit Available From	Dimen~ sion		Training Unit Available From
Orders and Order Items	Training Unit Discontinued From	Dimen~ sion		Training Unit Discontinued From
Orders and Order Items	Training Unit Valid Till Days	Dimen~ sion		Training Unit Valid Till Days
Orders and Order Items	Training Unit Price	Dimen~ sion		Training Unit Price
Orders and Order Items	Training Unit Currency	Dimen~ sion		Training Unit Currency
Orders and Order Items	Training Unit Domain	Dimen~ sion		Training Unit Domain
Orders and Order Items	Training Unit Agreement Number	Dimen~ sion		Training Unit Agreement Number
Orders and Order Items	Training Unit Agreement Organization	Dimen~ sion		Training Unit Agreement Organiz~ ation

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Training Unit Agreement Expiry Date	Dimen~ sion		Training Unit Agreement Expiry Date
Orders and Order Items	Training Unit Agreement Number of Units	Dimen~ sion		Training Unit Agreement Number of Units
Orders and Order Items	Training Unit Agreement Units Used	Dimen~ sion		Training Unit Agreement Units Used
Orders and Order Items	Training Unit Agreement Units Available	Dimen~ sion		Training Unit Agreement Units Available
Orders and Order Items	Training Unit Agreement Status	Dimen~ sion		Training Unit Agreement Status
Orders and Order Items	Training Unit Agreement Source Agreement	Dimen~ sion		Training Unit Agreement Source Agreement
Orders and Order Items	Training Unit Agreement Source Company	Dimen~ sion		Training Unit Agreement Source Company
Orders and Order Items	Training Unit Custom0	Dimen~ sion		Training Unit Custom0
Orders and Order Items	Training Unit Custom1	Dimen~ sion		Training Unit Custom1
Orders and Order Items	Training Unit Custom2	Dimen~ sion		Training Unit Custom2
Orders and Order Items	Training Unit Custom3	Dimen~ sion		Training Unit Custom3
Orders and Order Items	Training Unit Custom4	Dimen~ sion		Training Unit Custom4
Orders and Order Items	Training Unit Custom5	Dimen~ sion		Training Unit Custom5

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Orders and Order Items	Training Unit Custom6	Dimen~ sion		Training Unit Custom6
Orders and Order Items	Training Unit Custom7	Dimen~ sion		Training Unit Custom7
Orders and Order Items	Training Unit Custom8	Dimen~ sion		Training Unit Custom8
Orders and Order Items	Training Unit Custom9	Dimen~ sion		Training Unit Custom9

Use Case

N/A

Social

How did it work?

N/A

How does it work now?

The following report attributes are added to the Social entity in Saba Analytics:

Table 8: Social Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Groups	Is Group Picture Uploaded	Dimen~ sion		Is Group Picture Uploaded
Groups	Group Picture Update Date	Dimen~ sion		Date on which the Group Picture was updated

Use Case

N/A

Core Profile

How did it work?

N/A

How does it work now?

The following report attributes are added to the Core Profile entity in Saba Analytics:

Table 9: Core Profile Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Person Details	Is Profile Picture Uploaded	Dimen~ sion		Is Profile Picture Uploaded
Person Details	Profile Picture Update Date	Dimen~ sion		Date on which the Profile Picture was updated
Person Manager	Direct Reportees	Dimen~ sion	Available	Number of direct reportees of a person
Person Manager	All Reportees	Dimen~ sion	Available	Number of reportees of a person (Direct and Indirect)

Use Case

N/A

Profile

How did it work?

N/A

How does it work now?

The following report attributes are added to the Profile entity in Saba Analytics:

Table 10: Profile Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Person Organization	Person Organization Vertical	Dimen~ sion	Available	Vertical associated with the intern~ al/external organization.

Use Case

N/A

Compensation

How did it work?

N/A

How does it work now?

The following report attributes are added to the Compensation entity in Saba Analytics:

Table 11: Compensation Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Compensation Cycle Details	Report Currency	Dimen~ sion		Report Currency. **Note:** This can only be used as a Filter and not as a dimen~ sion on a report.

The following report attributes are renamed:

Table 12: Compensation Details

Attribute Name	Renamed to
Personal Outcome Percent	Recommended Personal Outcome Percent
Personal Outcome Amount	Recommended Personal Outcome Amount

Use Case

N/A

Performance

How did it work?

N/A

How does it work now?

The following report attributes are added to the Performance entity in Saba Analytics:

Table 13: Performance Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Goals	Goal Created On	Dimen~ sion		Date on which goal was created
Goals	Goal Assigned On	Dimen~ sion		Date on which goal was assigned
Reviewer	Approver Comments	Dimen~ sion		Comments added by Approver for the review

Use Case

N/A

Recruiting

How did it work?

N/A

How does it work now?

The following report attributes are removed from the Recruiting entity in Saba Analytics:

Table 14: Recruiting Details

Dimension Name	Attribute Name	Attribute Type	Dashboard	Description
Job Requisition Details	Recruiter Type	Dimen~ sion		Type of the recruiting e.g. Inter~ viewer, Screener

Use Case

N/A

Chapter 3

Learning

Topics:

E-commerce

Reassign subscription order from one learner to another

How did it work?

If a learner is not assigned to any subscription, the registrar has a privilege to assign a learner to the subscription order. There was no provision to change the learner, once assigned to the subscription order.

How does it work now?

The registrar can now change the learner assigned to the subscription order, if the **Can change learner** privilege is enabled for the **Learning Subscription** component for that registrar. By default, this privilege is disabled.

When this privilege is enabled and a learner is already assigned to the order, then the **Change Learner** link will appear under **Actions** column corresponding to that order. If a learner is not assigned, then **Assign Learner** link will appear which will be replaced with the **Change Learner** link once a learner is assigned.

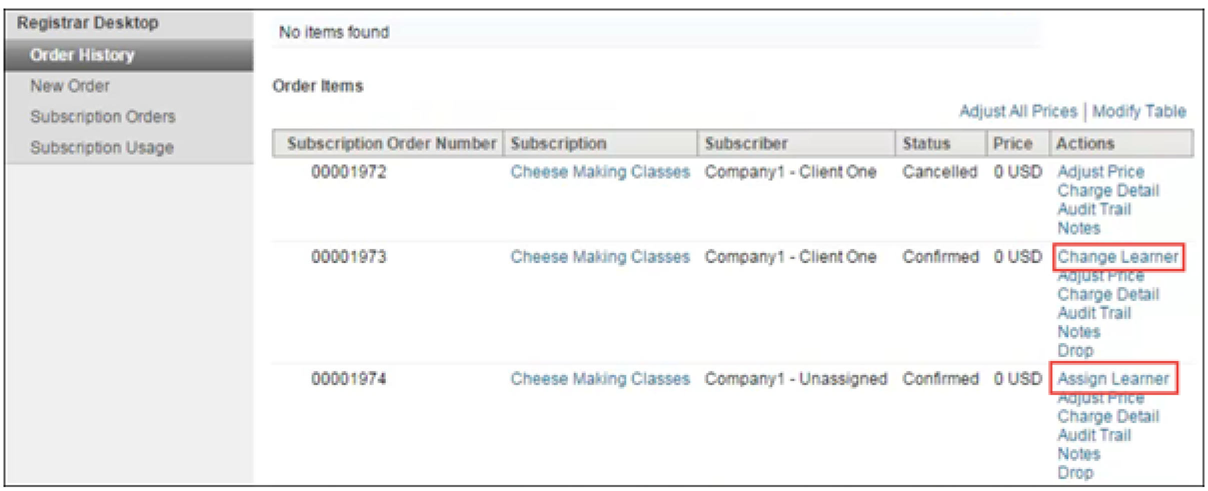


Figure 41: Change learner for subscription order

Use Case

Registrar can now transfer the subscription from one learner to another.

New services to streamline the checkout process

How did it work?

The promotion and redemption functionality was not governed by its corresponding service and was functioning independently.

How does it work now?

Two new services are introduced under the E-Commerce service:

- Promotion
- Redemption Order

Promotion service

Promotion can be used to promote the commercial learning products. Promotions offer discounts on the courses and classes available for commercial learning. By default this service is enabled. To disable or enable this service, contact your system administrator. When this service is enabled, the following clickpaths will be available:

- Admin Home > Learning Admin portlet > More actions > New Promotion link
- Admin > Learning > Learning Home > Top Learning Activities > Manage E-Commerce > New Promotion link
- Learning > Manage E-Commerce > Promotion
- Apply Coupon code from the Checkout screen for learner and registrar flow

Redemption Order service

A redemption order is an order that consists of a single learning item available for redemption to external learners through a catalog. It is similar to a voucher or a pre-paid set of credits that can be redeemed by external learners. By default this service is enabled. To disable or enable this service, contact your system administrator. When this service is enabled, the following clickpaths will be available:

- Admin Home > Learning Admin portlet > More actions > New Redemption Order
- Admin > Learning > Learning Home > Top Learning Activities > Manage E-Commerce > New Redemption Order
- Learning > Manage E-Commerce > Redemption Order
- Buy for others link from the class details page
- Redeem icon on the top right side

Figure 42: New services under E-Commerce

Use Case

System admin can now enable or disable the **Promotion** and **Redemption Order** services on need basis.

Display the sooner to expire Training Units (TU) while making payments through TU

How did it work?

When a learner chooses to make a payment using TU, the payment page displays all the training units available. The TUs are randomly displayed, hence there is a possibility that the learner may fail to identify the TUs that are going to expire soon to use them during payment.

How does it work now?

Now when a learner chooses to make a payment using TU, the payment details page will sort the available training units based on their expiry date. The page will display the sooner to expire training units first.

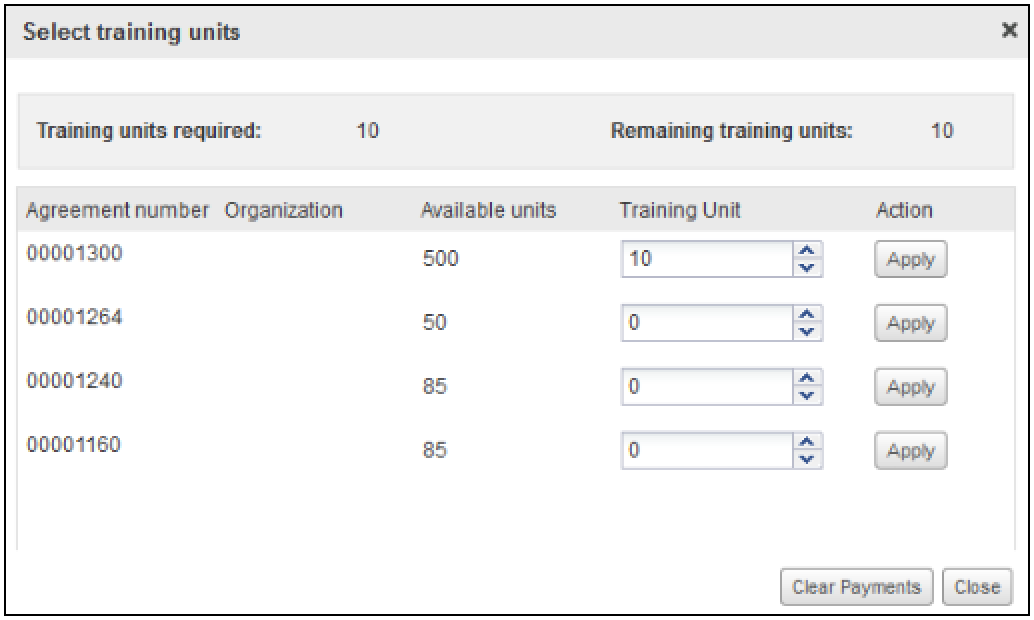
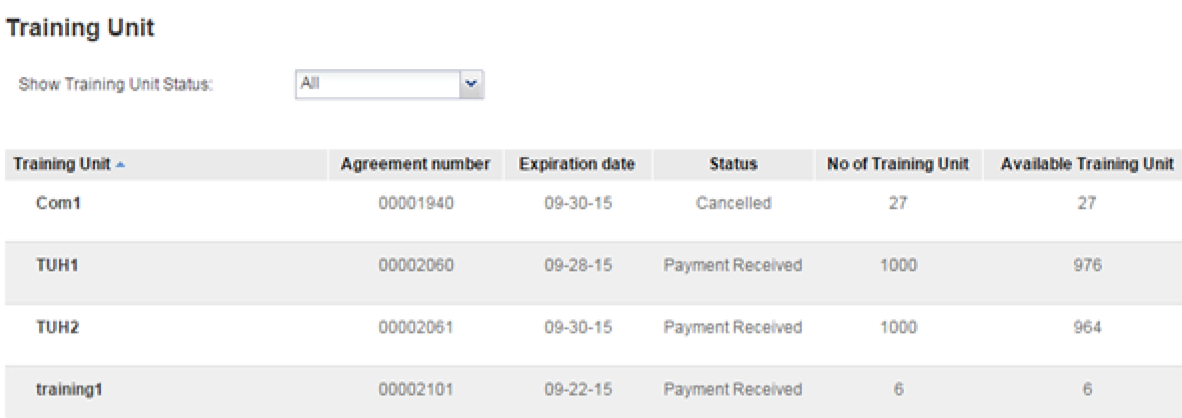


Figure 43: Payment through TU

The external learner can navigate to **ME** > **Training Unit** and view the active and expired training units associated with them.



Training Unit	Agreement number	Expiration date	Status	No of Training Unit	Available Training Unit
Com1	00001940	09-30-15	Cancelled	27	27
TUH1	00002060	09-28-15	Payment Received	1000	976
TUH2	00002061	09-30-15	Payment Received	1000	964
training1	00002101	09-22-15	Payment Received	6	6

Figure 44: Training units visible to external user

Use Case

Learner can utilize the training units for payment before they expire.

Display check on training units

How did it work?

When a training unit (TU) is created by a catalog admin or a registrar, then all the training unit agreements (TUA) related to that TU were available for payment for both admins and end users.

How does it work now?

A new checkbox **Display for learner** has been added on the **New Training Unit** page that lets the catalog admin and registrar decide whether the TUAs of that TU will be displayed in the payment to the learner or not. By default, the **Display for Learner** checkbox is enabled.

All the TUAs by default will be visible to the catalog admins and registrars. Only the TUAs related to the TU where the **Display for Learner** was enabled will be visible to learners.

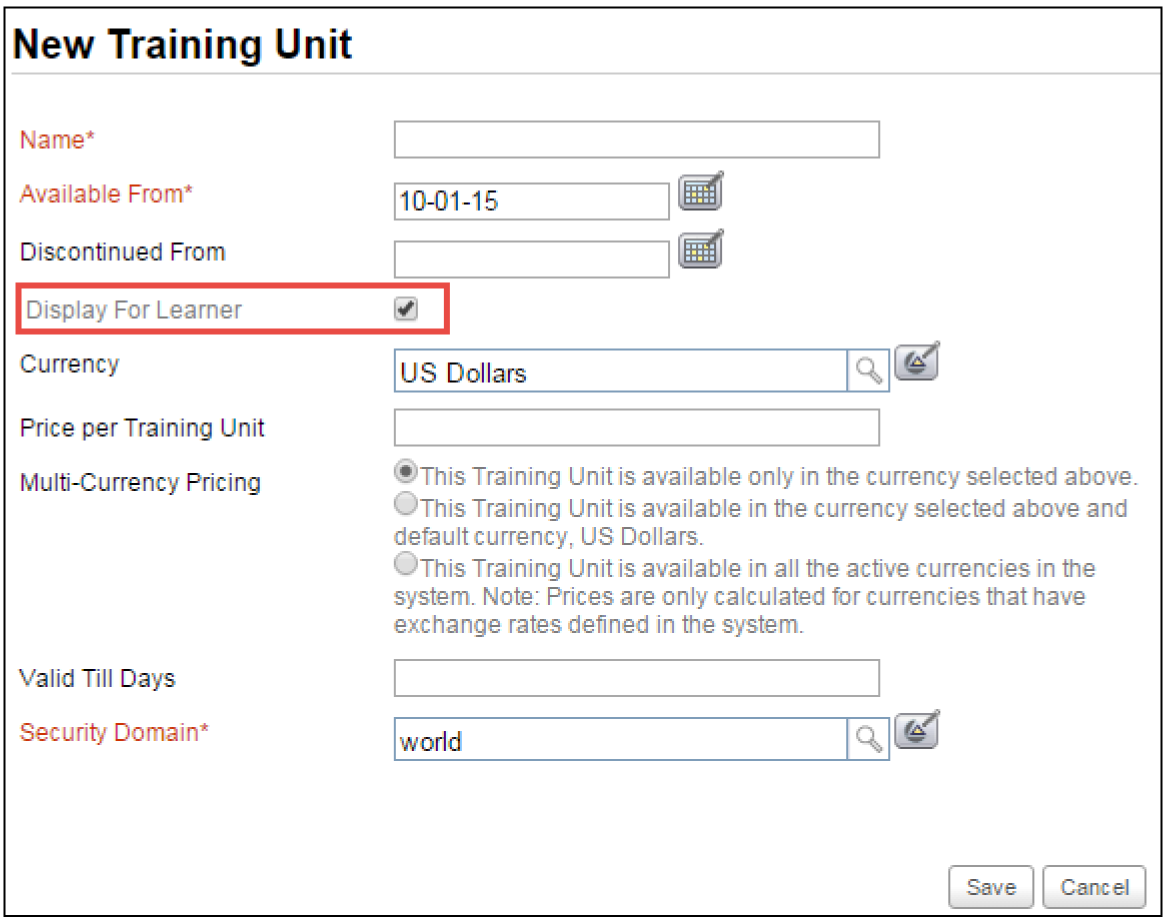


Figure 45: New Training Unit

Use Case

The new visibility check for the training unit will help the admins display only the selected TUs to the learners.

External learner can view the available training units outside the shopping cart

How did it work?

The external learner could view the count of remaining training units only in the shopping cart.

How does it work now?

Saba Cloud now lets the external learner view the available training units outside the shopping cart in **ME** > **Training Unit** provided the **Training Unit** service is enabled. The **Training unit** page by default displays active training units associated with the learners organization along with the available training units and expiry date. This page also shows expired and both active and expired training units.

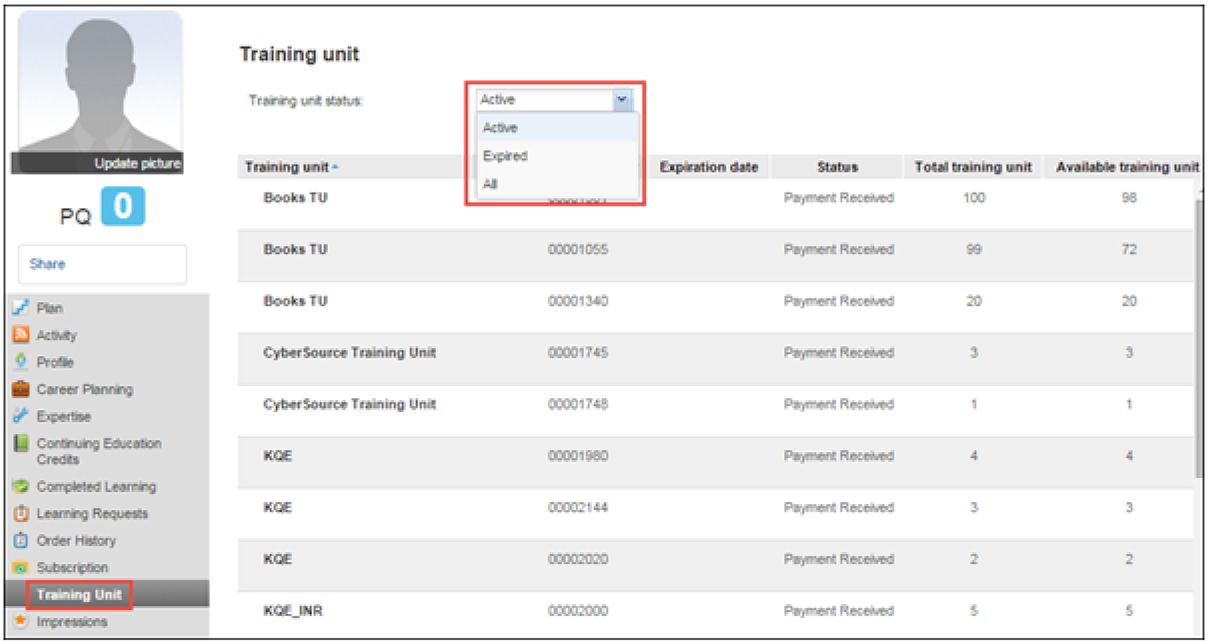


Figure 46: Training Unit

Use Case

This new page displays the available training units for all the TUs in one place and will be very effective for the learner.

Validation of tax exempt

How did it work?

The external user had an ability to only apply and remove tax on their entire order. There was no provision for the admin to check the learner's tax exempt status and to reject the tax exemption.

How does it work now?

A new value **OnWithValidation** has been added to the existing **Enable tax exemption** properties under **Site properties** of the microsite. When **OnWithValidation** is mentioned, the exemption functionality is enabled and the exemption will be validated using client's provided REST service. Once this value is selected, the system admin needs to mention REST service end point in **Tax exemption service URL** to validate tax exemption. This is done so that when a learner places an order and selects tax exemption on the order, then the mentioned URL will check whether tax can be exempted or not for this learner.

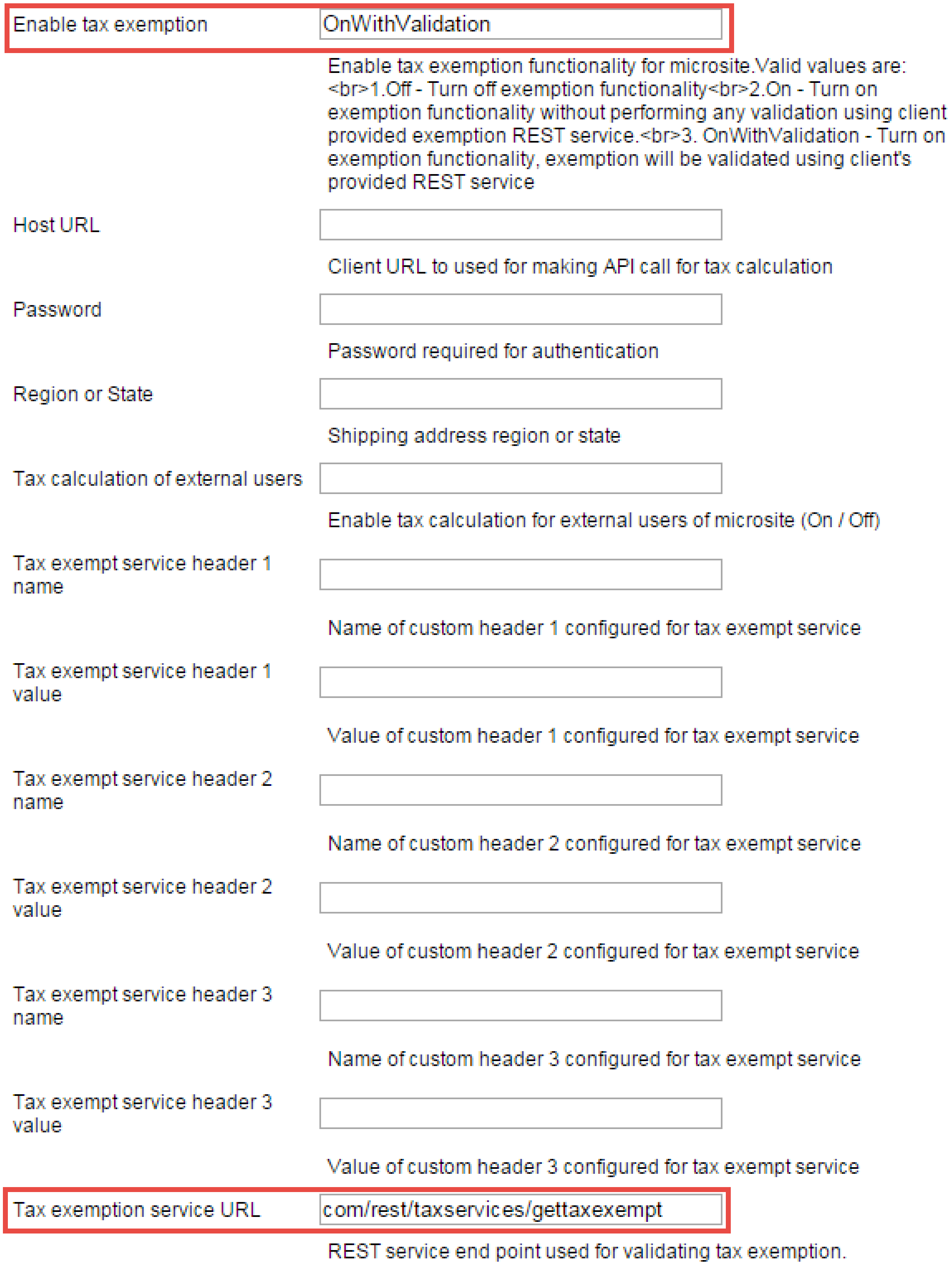


Figure 47: Tax exemption property

If the learner's tax can be exempted, then on selecting **Apply for tax exemption** on the Checkout page, the tax exemption successful message appears. The Tax column then shows the value as zero. If the tax is not exempted, then the failure message appears along with the valid reason of failure.

Note: The tax exemption feature is available for all the users. It is applicable on subscriptions as well.

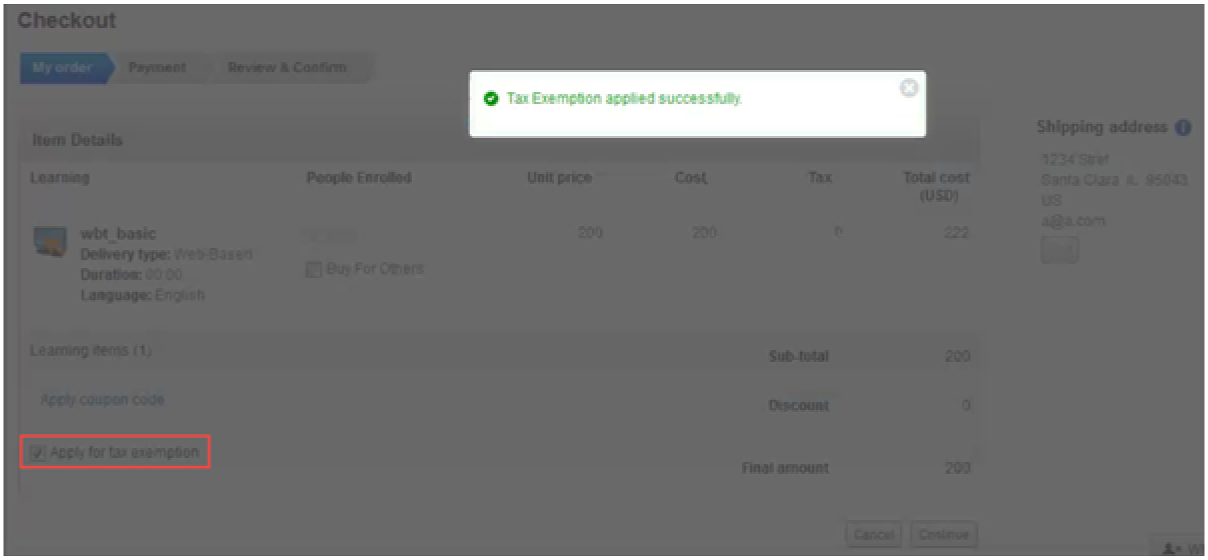


Figure 48: Tax exemption successful

Use Case

The tax exemption feature is improvised using the validation feature so that not all learners will be able to exempt tax.

Organization discount on order

How did it work?

N/A

How does it work now?

An organization discount is a discount that is applied to all the orders belonging to that organization. This discount is applicable on all the orders that are created by internal/external person and internal/external registrar belonging to the organization provided HR admin sets some discount in the organization details. This feature is governed by the **Enable organization based discounts on orders** business rule under **Orders** > **Internal Orders** service. By default this business rule is disabled.

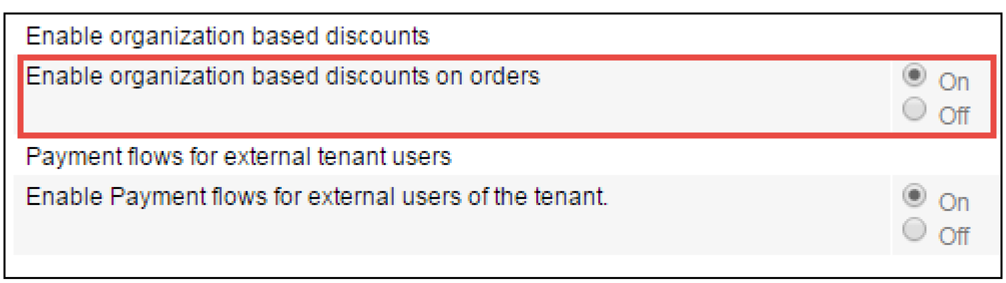


Figure 49: Enable organization discount on orders business rule

There is a possibility that a user would be part of many organizations hence in case of registrar's flow always order contact's organization is considered to use the organization discount for that order. Likewise for learner's flow, learner's organization will be considered as he/she would be the order contact.

The internal/external user and internal/external registrar can avail the promotion code discount too along with the organization discount. If the discount is added to the organization, then the discount is automatically applied to all the orders belonging to that organization.

The internal and external learner can view the organization discount in the Order payment flow.

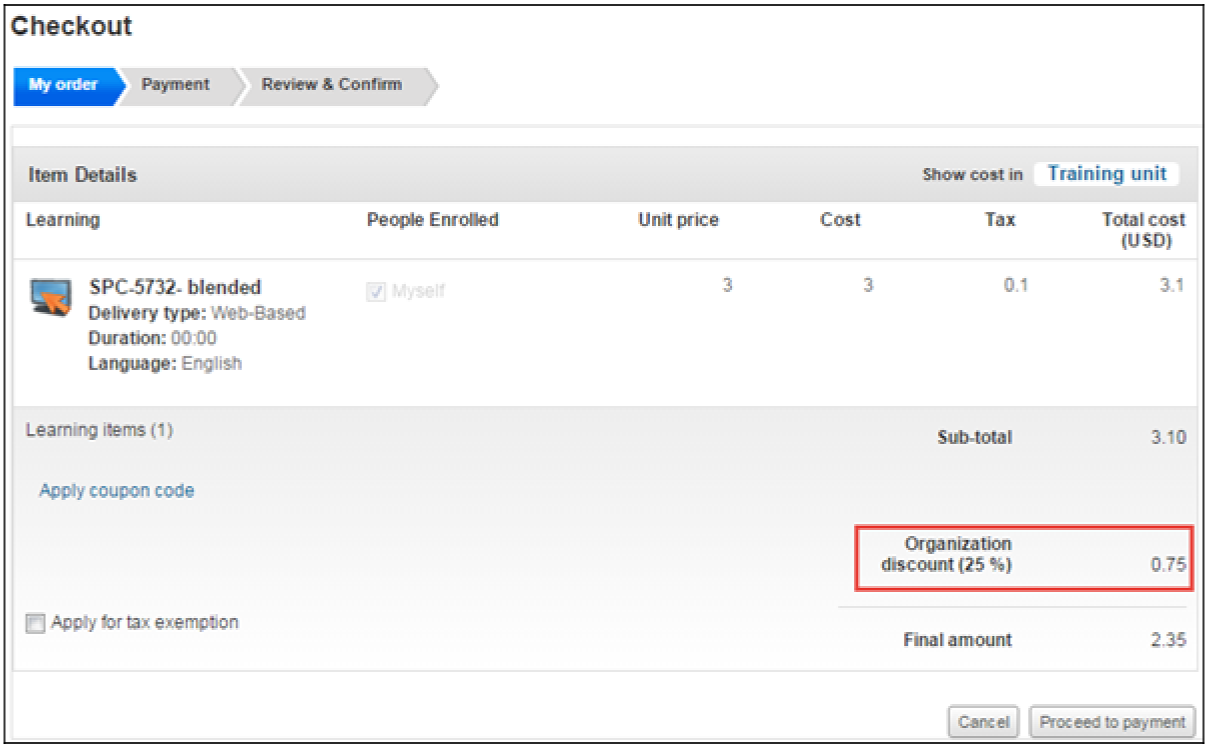


Figure 50: Learner's view on applied organization discount

When an internal/external registrar is placing an order and organization discount is applied, then the discount information will be shown on the Review screen. The registrar can anytime view the discount details on Order History page.

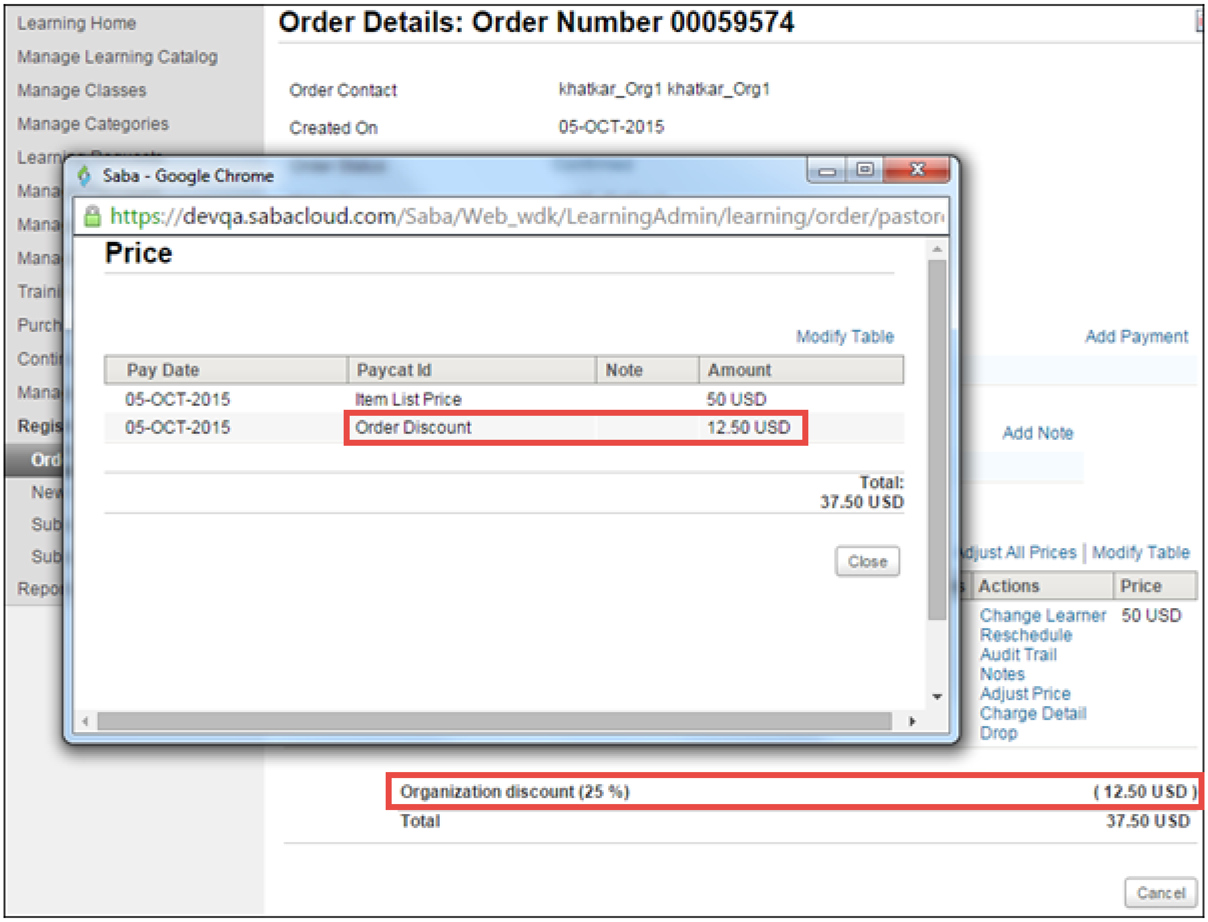


Figure 51: Registrar's view on applied organization discount

Use Case

This discount provides the user to avail more discounts on their order.

Associate promotion code with a catalog item, person, organization, and audience type

How did it work?

The promotion code was associated to Microsite and it used by the buyer to apply discounts on the entire order.

How does it work now?

Saba Cloud now lets the admin to add restriction on the usage of promotion code by associating it with catalog item, audience type, person, or organization. If a user and organization is directly associated with the promotion code or the promotion code is associated with the audience type, then only those users can avail that promotion code to enjoy the discounts.

Note: Promotion code will not be applicable for users who are selected through **Buy for others** and unassigned learners only if any one of audience type, person, or organization restriction is added to the promotion code.

In case the promotion code is not tied with any of the above, then that promotion code will be available to all users.

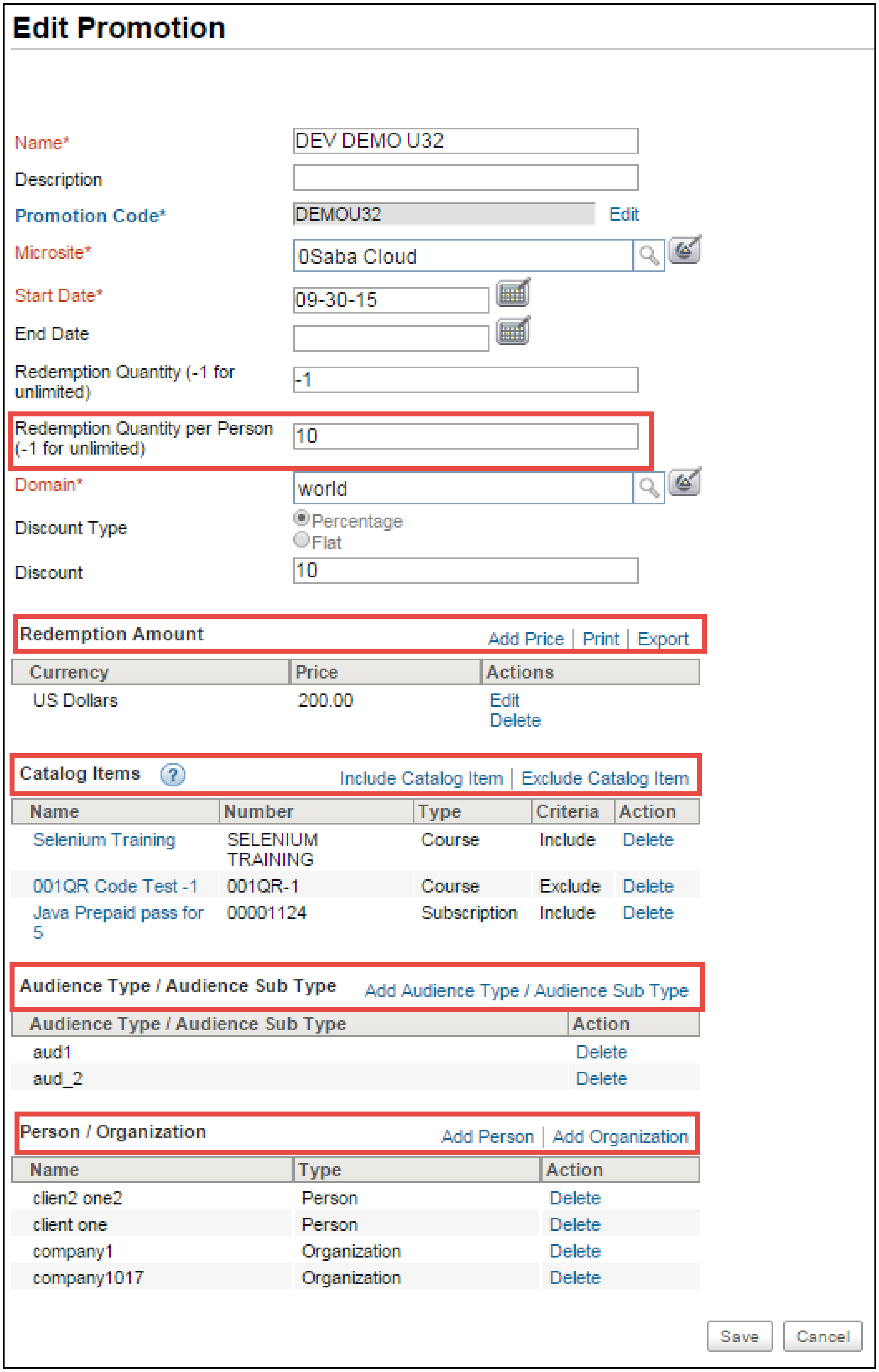


Figure 52: Add catalog item, person, organization in promotion code

The following new fields are added to promotion code:

1. **Redemption Quantity per Person (-1 for unlimited)**: Specify a value that will restrict the user from availing same promo code more than the specified usage limit.
2. **Redemption Amount**: Usage of promotion code restricted on the overall discount amount.
3. **Include/Exclude Catalog Items**: The user can associate the following catalog items to the promotion code. The user has the ability to include and exclude the catalog items from the promotion code. If any catalog items are included in the promotion code, then that promotion code will be applicable only for those items. Similarly, in case if any catalog items are excluded in the promotion code, then that promotion code will not be applicable to those items. If none of the catalog items are associated to the promotion code, then that promotion code will be applicable to the entire catalog. The subscription and package options are dependent on their corresponding services. If the service is enabled, only then admin can associate those items to the promotion code.
    - Course
    - Class
    - Subscription
    - Package
4. **Add Audience Type/Audience Sub Type**: Add audience and audience sub type to be associated with the promotion code.
5. **Add Person/Add Organization**: Add person and/or organization to be associated with the promotion code.

The promotion code is applicable to only those catalog items that are defined on the coupon details page. The learner associated with the order item is considered for the validation of audience type, person, or organization. The promotion code discount can be flat or percentage discount based on the coupon definition.

Note: The coupon code discount will be applied on the adjusted price of item.

Use Case

The promotion code can be restricted to be used only by specific catalog items, people, organization, and audience type.

View the promotion code details in the order details

How did it work?

If a promotion code is used for any order, than the end user or the registrar could not view the promotion code and its details.

How does it work now?

Saba Cloud now lets the end user and registrar view the applied promotion code and its details in the order's history page. The registrar can also search for the orders using the **Promotion Code** field. Similarly, the **Promotion Code** field is also displayed on the **ADMIN** > **Learning** > **Manage E-Commerce** > **Promotion** page.

Figure 53: Promotion code field

When a registrar opens any order on which the promotion code has been applied from **Registrar Desktop** > **Order History**, then it will be shown at bottom of the page. For old orders where the promotion code was applied at the order level, the promotion code and discount will be shown at the bottom of the page.

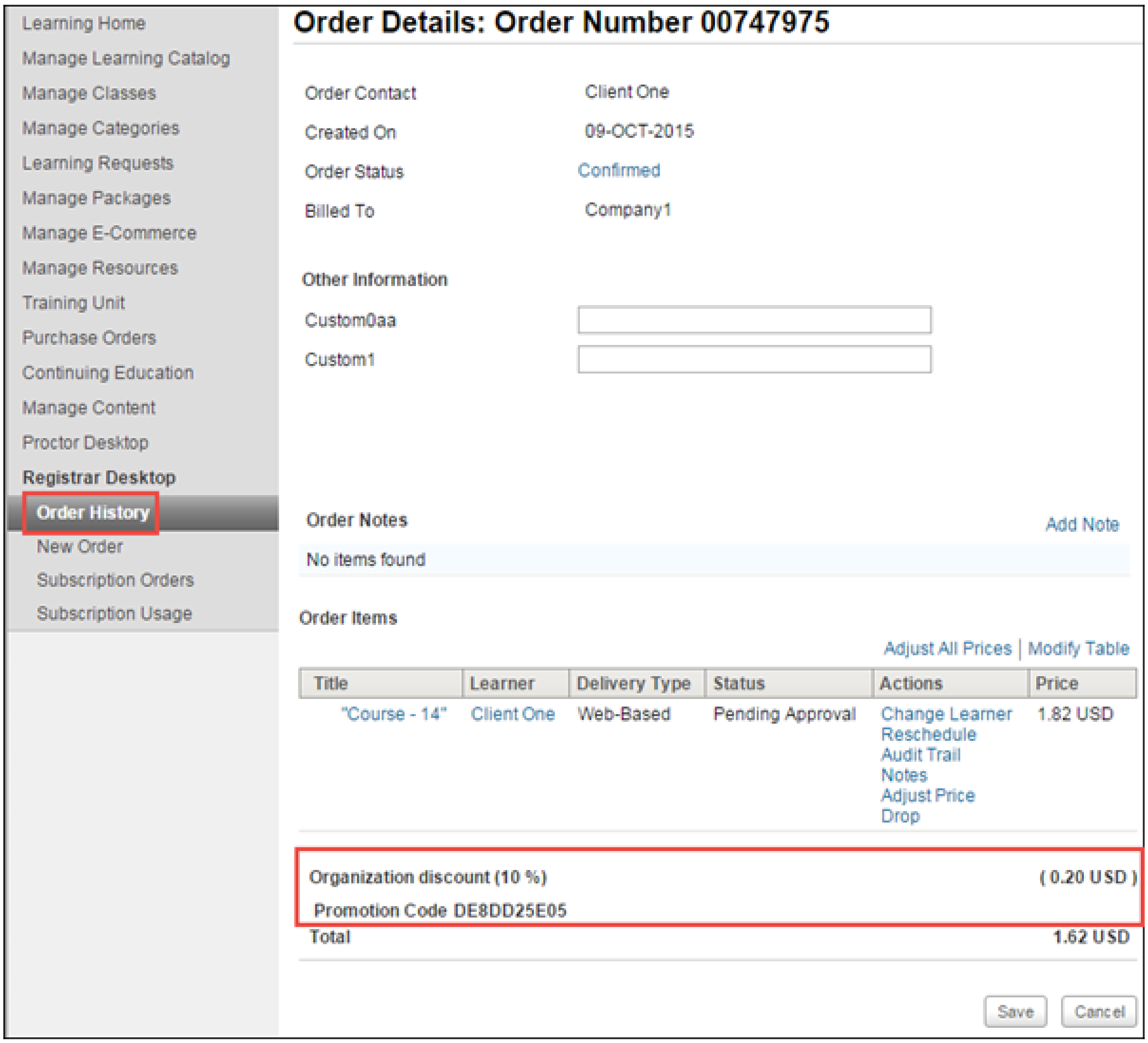
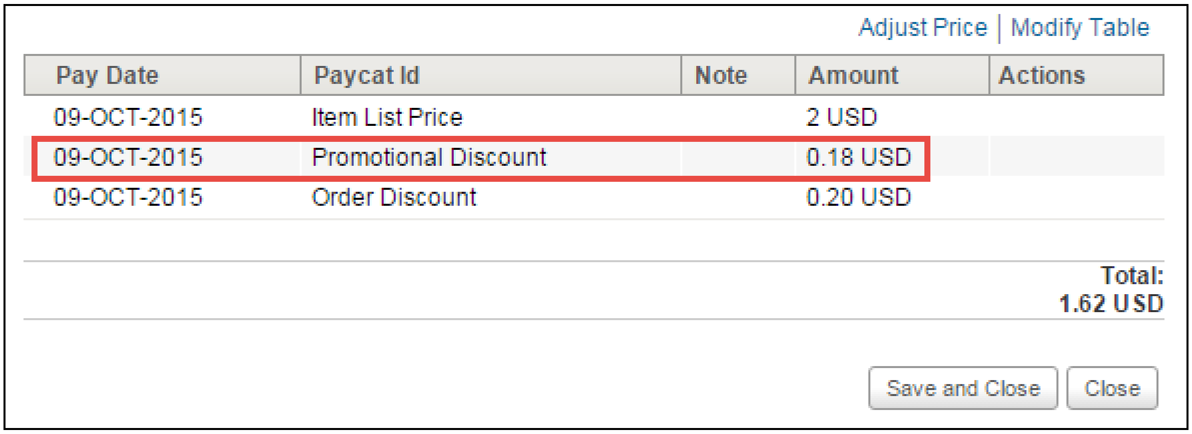


Figure 54: Promotion code & details in Order History

The new orders where the promotion code discount is applied at the order item level, only the promotion code will be shown at the bottom of the page. Promotional discount will be displayed in the Adjust Price window or Charge details window.


Adjust Price | Modify Table

Pay Date	Paycat Id	Note	Amount	Actions
09-OCT-2015	Item List Price		2 USD	
09-OCT-2015	Promotional Discount		0.18 USD	
09-OCT-2015	Order Discount		0.20 USD	

Total:
1.62 USD

Save and Close | Close

Figure 55: Promotional discount details

The end user can also view the promotion code details in the **Order Confirmation** page by navigating to **ME** > **Order History** > **View Details** link of that order.

Use Case

End user and registrar can now see which promotion code has been used and its details.

External user can register for a curriculum/certification and pay for all course classes within a single order

How did it work?

The internal user could register for a certification/curriculum and pay for all the course classes at once within a single order. This feature was not extended to external user.

How does it work now?

Saba Cloud now lets the external user register for a certification or curriculum and pay for all the classes within a single order at once instead of enrolling and paying for each course individually. Once the user registers for the certification, he/she can select the modules and complete the registration. The cost of each class will be displayed along with the class details. The total cost of the certification path is displayed at the top with the path details.

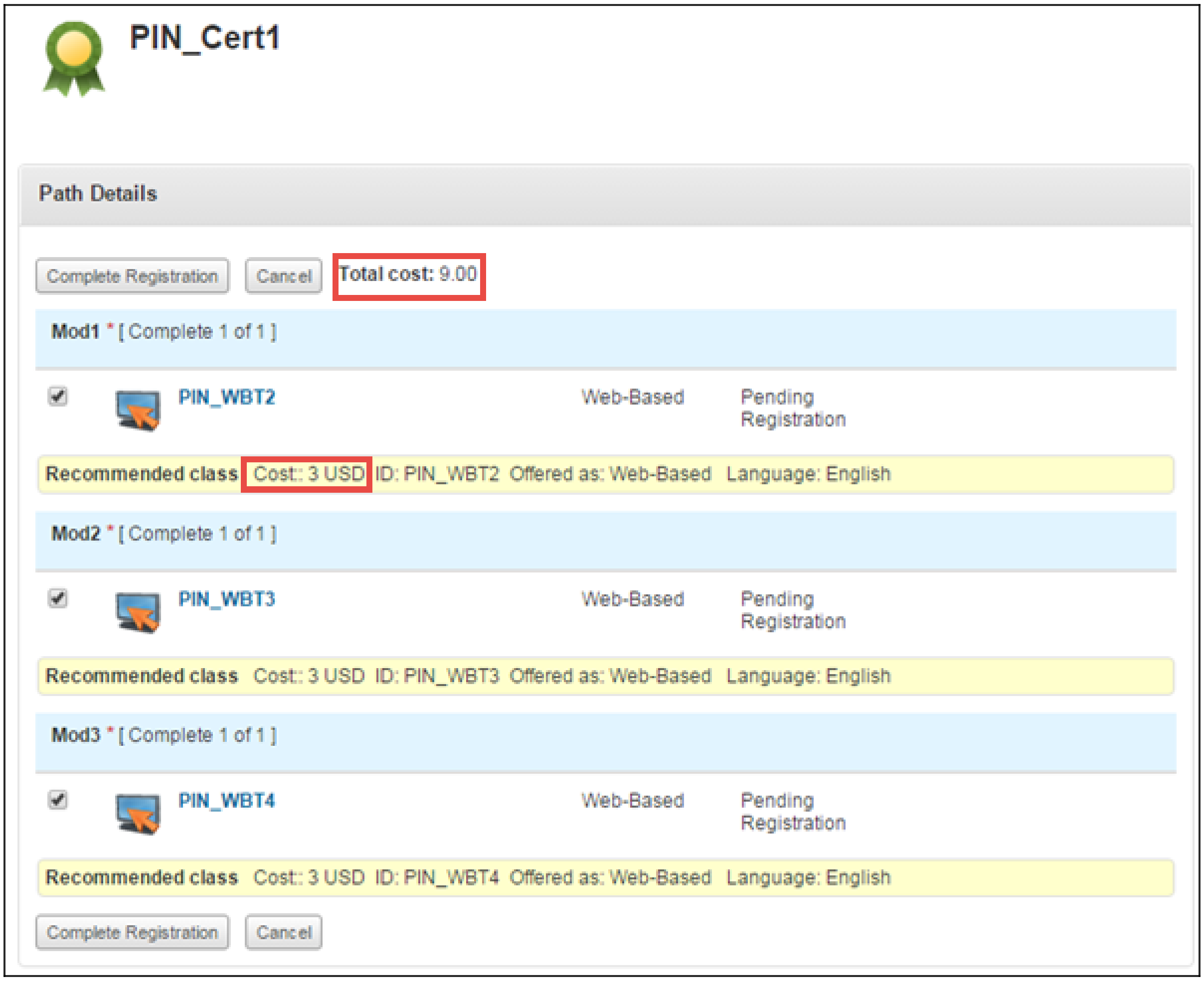


Figure 56: Certification path details

On clicking **Complete Registration**, the item and payment details will be displayed on the **Checkout** page. The user will be then redirected to the payment gateway and on payment, an order confirmation message will be shown.

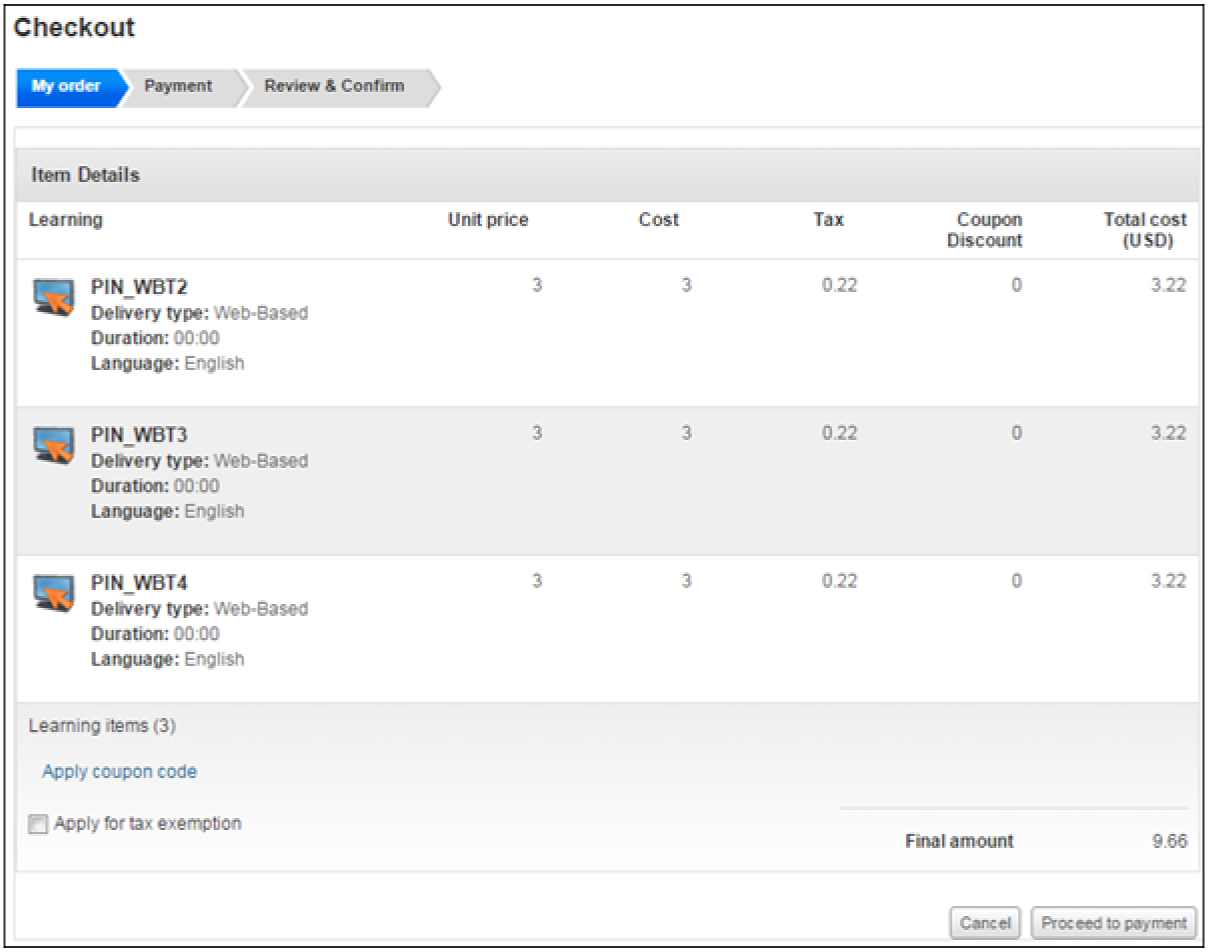


Figure 57: Checkout

Use Case

The registration and checkout process of the certification for an external user has been simplified where the external learner can now directly register for a certification & place an order for all courses in the certification at once.

Improve tax management API

How did it work?

The current tax configuration properties for microsite only allows to send the username and password as header parameters to retrieve the information from the third party site.

How does it work now?

Saba Cloud now lets the user configure the following custom headers that can be used to retrieve more information from the third party Tax site, when calling the Tax Management API. The following tax headers will be sent with every request to tax engine.

The user can set the header name and its value.

Note: Headers will be sent with request only if the name and value pair has some values. Also, if the specified header name is not as per HTTP header's standard, then the service will ignore it.

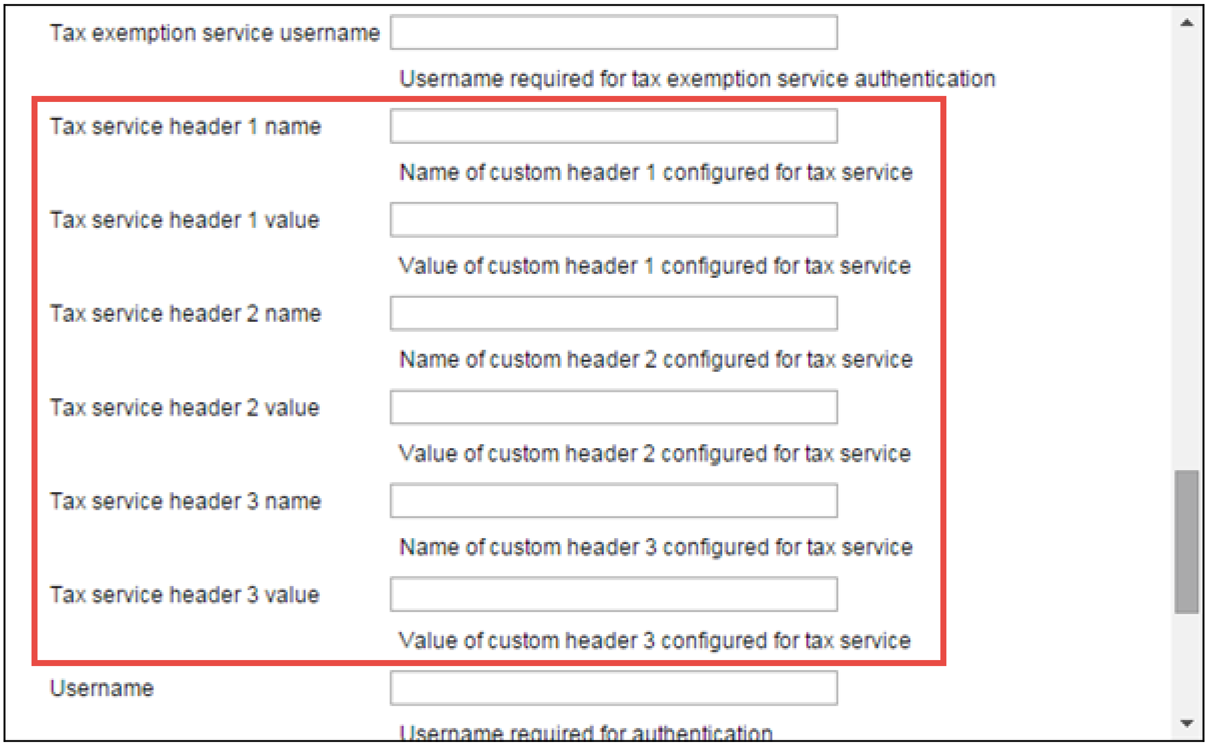


Figure 58: Custom headers for Tax Configuration

The sample header sent by the Tax service is:

```
{Accept=[application/json, application/*+json], cache-control=[no-cache],
connection=[Keep-Alive], Content-Length=[795], content-type=[application/json],
host=[taxpro-amitv.rhcloud.com], name03=[value3], pragma=[no-cache],
user-agent=[Java/1.8.0_25], x-client-ip=[121.244.152.202],
x-forwarded-host=[taxpro-amitv.rhcloud.com], x-forwarded-port=[80],
x-forwarded-proto=[http],
x-forwarded-server=[taxpro-amitv.rhcloud.com],
x-request-start=[t=1442991630246354]}
```

Similarly, the custom headers are provided for Tax Exemption service too. The sample header sent by the Tax Exempt service is:

```
{Accept=[application/json, application/*+json], Authorization=[Basic
dGF4ZXhlbXB0dXNlcjp0YXhleGVtcHRwYXNzd29yZA==], cache-control=[no-cache],
connection=[Keep-Alive], Content-Length=[322], content-type=[application/json],
exemptheader2=[exempt header value 2], host=[taxpro-amitv.rhcloud.com],
pragma=[no-cache], user-agent=[Java/1.8.0_25], x-client-ip=[121.244.152.202],
x-forwarded-host=[taxpro-amitv.rhcloud.com], x-forwarded-port=[443],
x-forwarded-proto=[https], x-forwarded-server=[taxpro-amitv.rhcloud.com],
x-forwarded-ssl-client-cert=[], x-request-start=[t=1442991459086128]}
```

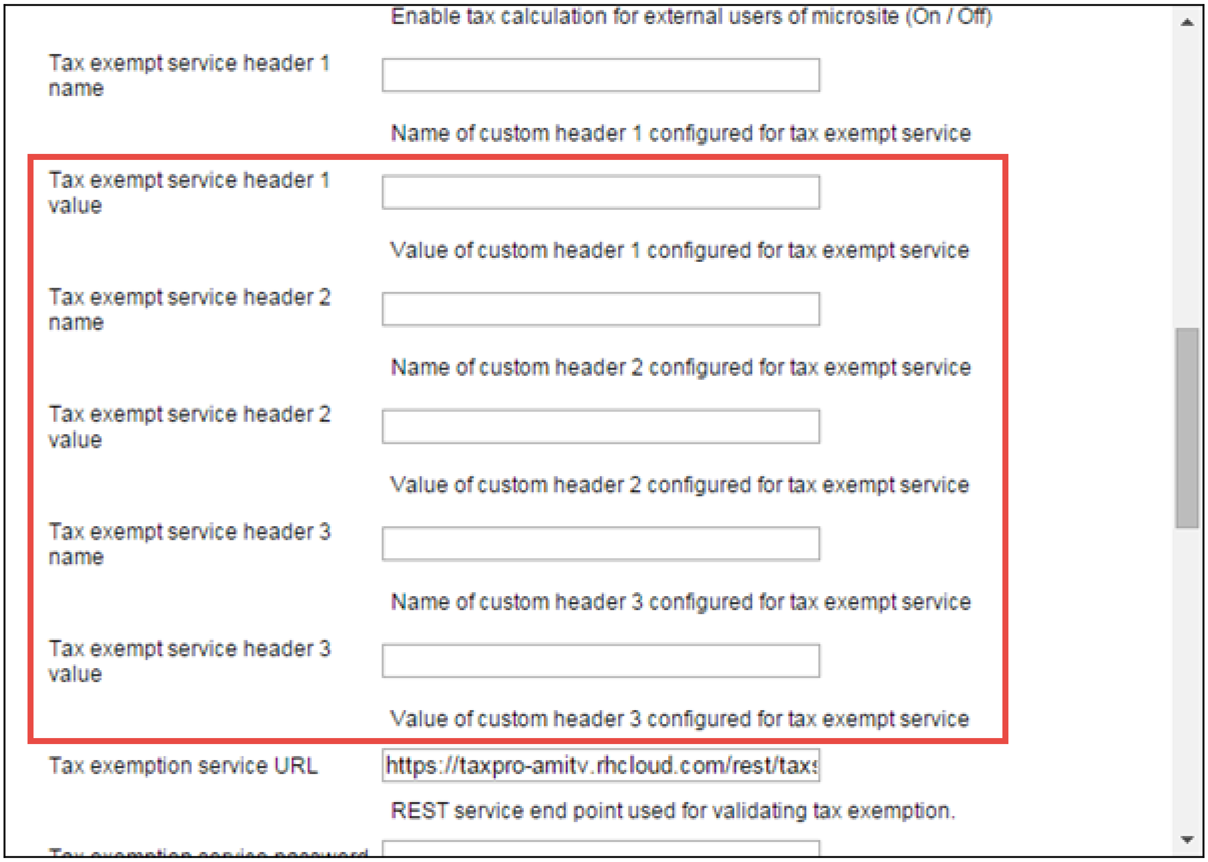


Figure 59: Custom headers for Tax Exempt

Use Case

The header for Tax service and Tax exempt are updated to add some more information.

Courses and Classes

Hide scores of completed courses

How did it work?

Saba Cloud did not have the ability to hide scores of completed courses. Transcripts displayed the score to all users who had access to the course.

How does it work now?

Saba Cloud now provides the ability to hide scores of completed courses from all users on a course by course basis. While creating a course, learning administrators can select the new **Hide Score** checkbox if they want to hide transcript score on course completion and to hide score of all content activities for any registrations of such a course. The **View Results** link in **Actions** column for the content activity does not display score information.

Once a course is created, the checkbox cannot be edited. This checkbox is cleared by default.

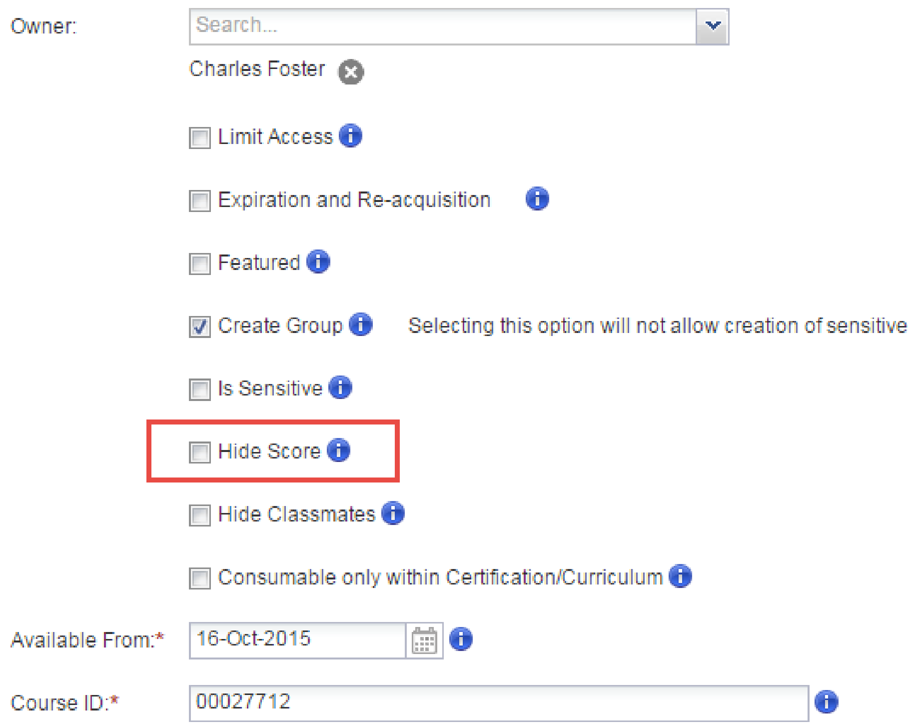


Figure 60: Hide Score of completed course

Note: Even though the **Hide Score** checkbox is enabled for a course, the score is displayed when the course is added as an ad hoc transcript to a learner.

Use Case

Organizations need to hide scores of completed courses from users.

New keywords for certificate of completion template

How did it work?

The Certificate of Completion template included the Course Field of Study and Course Field of Study by Criteria keywords; however, they also provided their total item count. The template also contained Custom Attribute 0-9 keywords.

How does it work now?

This update adds the following new keywords to Certificate of Completion template under the keyword type Class:

- Course Field of Study (No Total)
- Course Field of Study by Criteria (No Total)
- Course Field of Study by Job Role (No Total)

- Custom Attribute 10
- Custom Attribute 11
- Custom Attribute 12
- Custom Attribute 13
- Custom Attribute 14

Use Case

There is a need to add more keywords for certificate of completion template.

New keywords for learning and Meeting notification events

How did it work?

N/A

How does it work now?

This update adds the following new keywords to various learning and Meeting notification events:

Table 15: New keywords

Event	Keyword
Registration events for all classes (ILT, Blended, WBT, VC)	Learner user name
Events for held certification	Learner user name
Events for held curriculum	Learner user name
Events for learning requests	Learner user name
Events for recurring course assignment	Learner user name
Saba Meeting events (Enrollment, reschedule and cancellation)	Leader
Saba Meeting events (Enrollment, reschedule and cancellation)	Participant user name

Note: To specify keywords for comma-separated instructors in a class while configuring notification template, enter the keyword value as follows:

@Reg_Class_Instructor@@delimiter=,@

Use Case

There is a need to add more keywords for various learning and Meeting notification events.

Enhanced roster for learning administrators

How did it work?

Saba Cloud displayed the old class roster page to learning administrators. The enhanced roster page was available only to Instructors.

How does it work now?

With this update, Saba Cloud displays the enhanced class roster page even to learning administrators. The enhanced roster page is the default roster view for classes now.

To access the enhanced roster for session-based classes, they can either click the **Roster** link for a class on the class search results page, or edit a class and then click the **Roster** button at the bottom of the class details page.

To access the enhanced roster for Web-based classes, they can edit the class and then click the **Results** button at the bottom of the class details page.

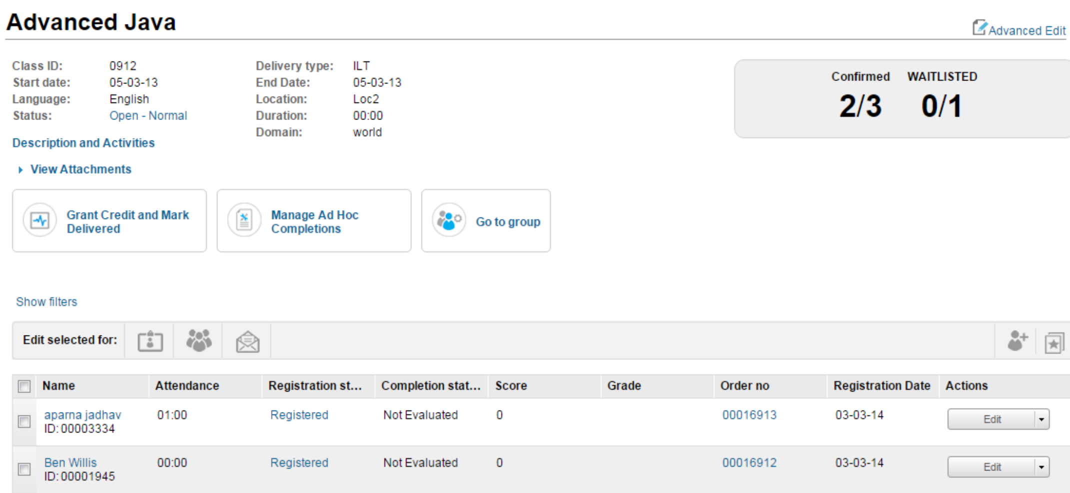


Figure 61: Enhanced Class Roster UI for Learning Administrators

Learning administrators can still access the old roster page by clicking the **Advanced Edit** link for the class.

Note: All functionality from the old roster page is maintained in the new roster page, except for CPF registrations. CPF registrations can be performed through the old roster page by clicking the **Advanced Edit** link.

Use Case

To improve usability and consistency, learning administrators need access to the enhanced roster page for classes.

Print and Export Certificate actions for ad hoc transcripts

How did it work?

The **Print Certificate** and **Export Certificate** actions were available only for normal completed courses. However, they were not available for ad hoc transcripts.

How does it work now?

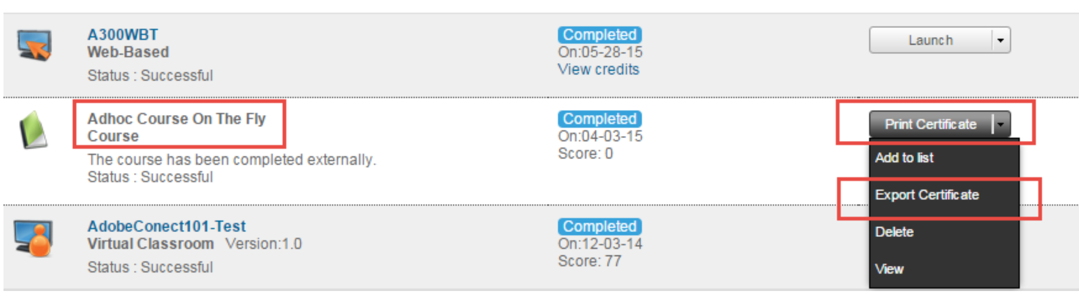
This update adds the **Print Certificate** and **Export Certificate** actions for ad hoc transcripts. This ability to print or export a certificate of completion is valid for ad hoc transcripts added through the UI or for those imported from an external application using data import.

For courses (including external courses) that do not have any certificate templates associated with them, Saba Cloud uses the default system template for courses/recurring courses.

These actions are available from all those areas of the application where ad hoc transcripts for learners are displayed. For example:

- Me > My Plan > Learning & Certifications
- Me > Completed Learning
- Me > Continuing Education Credits
- Home > Completed Learning portlet
- Admin > People > Manage People > Completed Courses
- Admin > People > Manage People > Recurring Courses

Figure 62: Print Certificate and Export Certificate actions for ad hoc transcripts



Use Case

Users must be able to print or export certificate of completion for completed ad hoc transcripts in a manner similar to how they can for normal completed courses.

Registrars can bulk assign learning as mandatory to learners

How did it work?

Saba Cloud did not allow registrars to bulk assign learning items as mandatory to learners. Managers had this ability, where the **Mandatory** checkbox was available to them while selecting the learning items during registration or assignment of learning to team members.

How does it work now?

Saba Cloud now provides registrars the ability to bulk assign learning items as mandatory to learners. When registrars place an order for selected learners, the order creation wizard presents them with the **Mandatory** checkbox to select learners to whom the selected classes can be assigned as mandatory. Once the order is created, the classes in the order appear on the selected learners' plans as mandatory learning items. Similarly, when registrars assign learning to learner's plan, they can now see the **Mandatory** checkbox to select learners to whom the selected classes can be assigned as mandatory.

For managers, the placement of the **Mandatory** checkbox is changed so that it now appears while selecting team members to whom the selected learning can be assigned as mandatory.

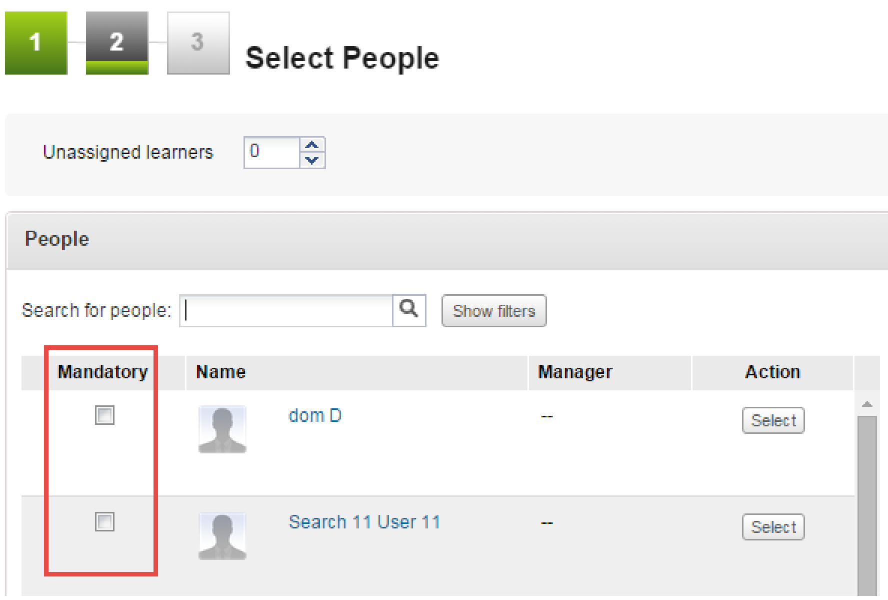


Figure 63: Mandatory assignment of learning

Use Case

Registrars serve an important role in an organization's training department and it is critical for them to have the ability to assign mandatory training to employees.

Enhanced user experience for registrars while rescheduling an order item

How did it work?

When rescheduling an order item, Saba Cloud prompts the registrar with an alert message indicating that cancellation fees would be applied for rescheduling; however, it does not display the actual cancellation fees. The user interface needs to be enhanced to indicate the fee details as well.

How does it work now?

This update provides registrars with an enhanced user interface when they reschedule order items. After clicking the **Reschedule** link for an order item, Saba Cloud now presents a new page to registrars. This page displays the actual cancellation fees for rescheduling the item and two buttons - **Reschedule** and **Do Not Reschedule** - that allows them to proceed as needed.

Note: Only scheduled classes in an order can be rescheduled.

Clicking the **Reschedule** button displays the popup page for selecting the alternate class, while clicking the **Do Not Reschedule** button takes them back to the order details page.

Use Case

Registrars in an organization need to know the cost of rescheduling an order item so that they can make informed decision.

Enhanced visual indication for equivalent courses

How did it work?

Saba Cloud displayed equivalent courses in the Course details page but does not show any information about the equivalent course's registration and completion details.

How does it work now?

The status of the equivalents courses will now be displayed next to the equivalent course name under the **Course Information** section. Also, the course equivalents can be grouped together into one or multiple groups and in that case, respective statuses will be shown next to the course title. This update provides the following visual enhancements to completion by equivalent information on the course details page for learners:

- Courses that are completed successfully will appear with the **Completed** status with Blue background.
- Courses that are completed unsuccessfully will appear with the **Completed** status with Red background.
- Courses that are registered will appear with the **Registered** status with Blue background.

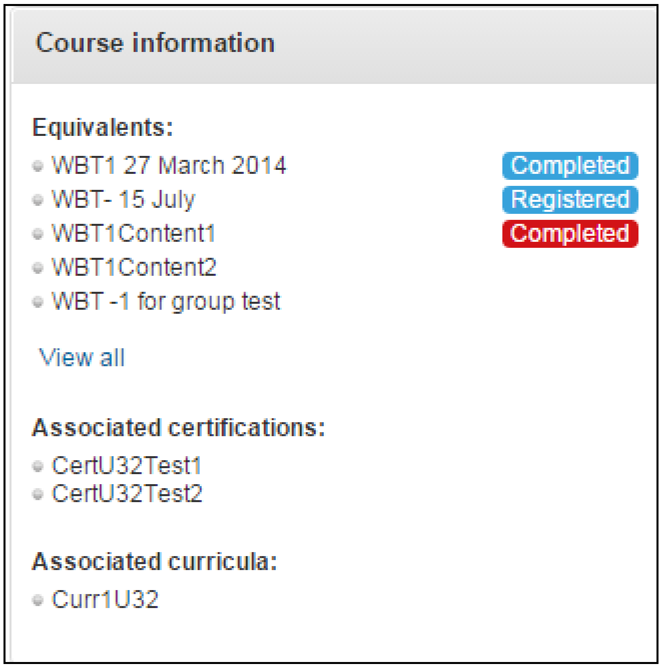


Figure 64: Statuses for equivalent courses

Use Case

There is a need to visually enhance the display of course completion by equivalent so that it conveys the information more effectively to learners.

Configure the ability to select and modify session template

How did it work?

The ability to select and modify a session template in session-based classes was always available to all learning administrators. Saba Cloud did not provide a way to configure the availability of this action.

How does it work now?

Saba Cloud now introduces a new privilege that controls who can create, edit or delete a session template in session-based classes.

System administrators can configure the following new privilege on "Instructor-led Class" and "Virtual Classroom" components:

- **Can Create/Modify Session Template**

  If this privilege is disabled, then the user cannot add a new session template, or edit/delete an existing one in a session-based class.

  By default, this privilege is enabled on these components for "Super User" and "Learning Admin - Catalog Builder" security roles only.

  Note: With this update, any user assigned with a role other than these two roles and who had access to the create/edit links for session templates will not see those links because the new privilege is disabled for them by default.

This new privilege works in conjunction with the existing "Edit"privilege on the two components. If the "Edit" privilege is disabled for a component, then the "Can Create/Modify Session Template" is not applicable for that component.

Use Case

Certain organizations do not want all learning administrators to have the ability to select and modify session templates in session-based classes.

Copy feature of class to include policies

How did it work?

While copying a class, the user could copy location, session template, resources, and facility.

How does it work now?

The **Copy** feature of the class now lets the user retain the following policies too:

- Drop policy
- Manager approval policy
- Completion policy

These policies if enabled in the class will automatically get copied to the new class.

Use Case

If the learning admin wants to replicate the class details without choosing the information manually, the Copy feature can be used so that most of the information from the existing class can be copied to the new one.

Override prerequisites

How did it work?

If a course has prerequisites, then while registering for the main course, the application prompts the user to first register and complete its prerequisites.

How does it work now?

Saba Cloud now lets the instructors, registrars or catalog administrators to override the course prerequisites during the registration process, provided the following settings are enabled:

- **Prerequisites - Learner required prerequisite settings**

  This setting allows an administrator to provide the ability for learners and managers to waive the required prerequisites. The values of this setting are:

  - Do nothing - No action will be taken on the prerequisites.

- Can waive required prerequisites - Learner can skip the required prerequisites and can register the main course without completing its prerequisites. The learner will get a warning message while trying to register prerequisites of the main course.
- Cannot waive required prerequisites - Learner has to complete the required prerequisites before registering the main course. The learner will get an error message while trying to register for the main course without registering and completing the prerequisites.

- **Prerequisites - Admin (Catalog Administrator, Instructor, Registrar) can waive prerequisites**

  This setting allows administrators (Catalog Administrator, Instructor, Registrar) to waive required prerequisites. The values of this setting are:

  - Do nothing
  - Can waive required prerequisites
  - Cannot waive required prerequisites

The above settings are added to the **Internal Orders** service under **Orders** service. The default value of these settings is **Cannot waive required prerequisites**. To enable, disable, or change its value, contact your system administrator.

Use Case

The learner now has the ability to skip the required prerequisites while registering the main course.

New business rule to reschedule order item when purchase order is expired

How did it work?

When a learner buys an order using a purchase order, but notices that the purchase order is expired, then the registrar has the ability to reschedule another order item for that learner.

How does it work now?

Saba Cloud restricts this current behavior by adding a new business rule **Restrict rescheduling order item when purchase order is expired** under **Orders** > **Pricing** > **Purchase Order**. By default this BR is disabled.

If the BR is disabled and the order item is paid through purchase order which is now expired, then the Reschedule option will be shown to the registrar and the registrar will be able to reschedule another order item for that learner. If this BR is enabled and a purchase order is expired which was used to pay an order item, then registrar will not be able to see the **Reschedule** option.

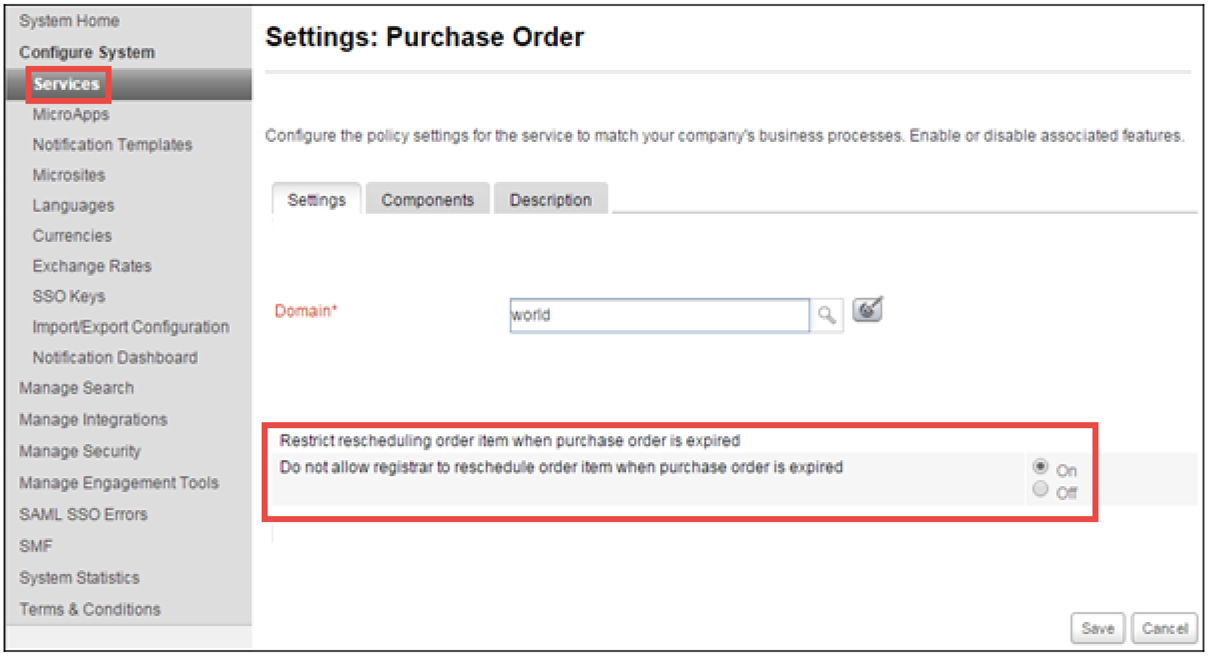


Figure 65: New BR to reschedule class

There is no store mapping between order items and payments. Hence, when a payment is divided, and purchase order is expired, then the registrar cannot schedule any items from that order.

Use Case

The rescheduling of order items has been restricted by a BR so that not all the items will be rescheduled because of an expired purchase order.

Notes on completed courses

How did it work?

Learners and people administrators did not have the facility to add and view notes for completed courses.

How does it work now?

This update provides learners and people administrators the facility to add and view notes for completed courses.

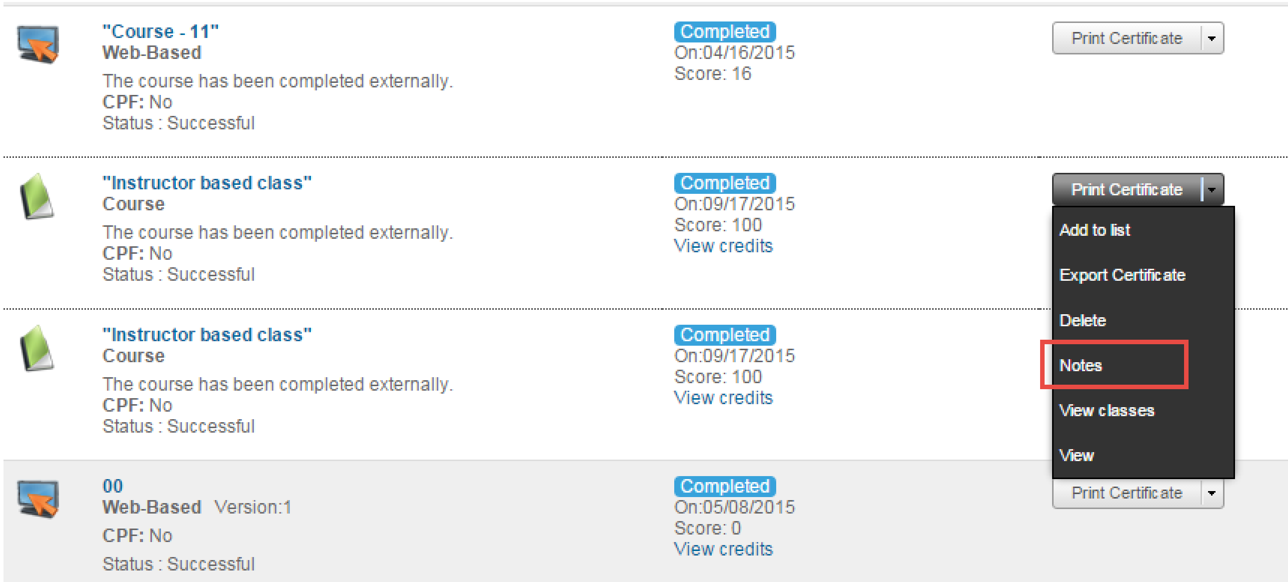


Figure 66: Notes link for completed courses

The **Notes** link is now available in the following areas of the application for People Administrators:

- **People > Manage People > Completed Courses > View Completed Courses**

The **View Notes** link is now available in the following areas of the application for Learners:

- **Me > Completed Learning**
- **Me > Plan > Learning & Certifications**
- **Home > Completed Learning** portlet

Managers can go to the **My Team** tab and then navigate to the above pages for their team members to see notes on their completed courses.

Note: Currently, comments added while completing a recurring course are not saved as notes.

The Notes icon is added to the top right corner of the class details page.

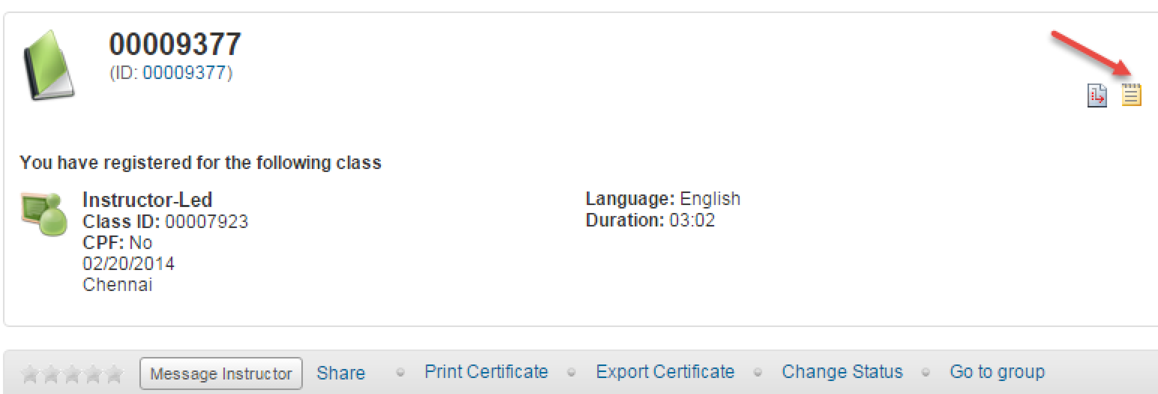


Figure 67: Notes icon for completed courses

Use Case

There is a need to display notes for completed courses.

Recertification target days for recurring courses

How did it work?

When a learner was reassigned a recurring course after expiration, the learner received the same target days they were given when they first had the course added to their learning plan. There was no provision to assign a second target date that was aimed at only those who are reassigned a recurring course.

How does it work now?

Saba Cloud introduces the **Set target date** field for a recurring course. The value in this field defines the number of days in which you want learners to complete the recurring course, if the recurring course expired and was again assigned to learners. This field is applicable in cases where the recurring course expires and is assigned back to learners through the application. The reassignment can happen by either normal expiration or by course versioning.

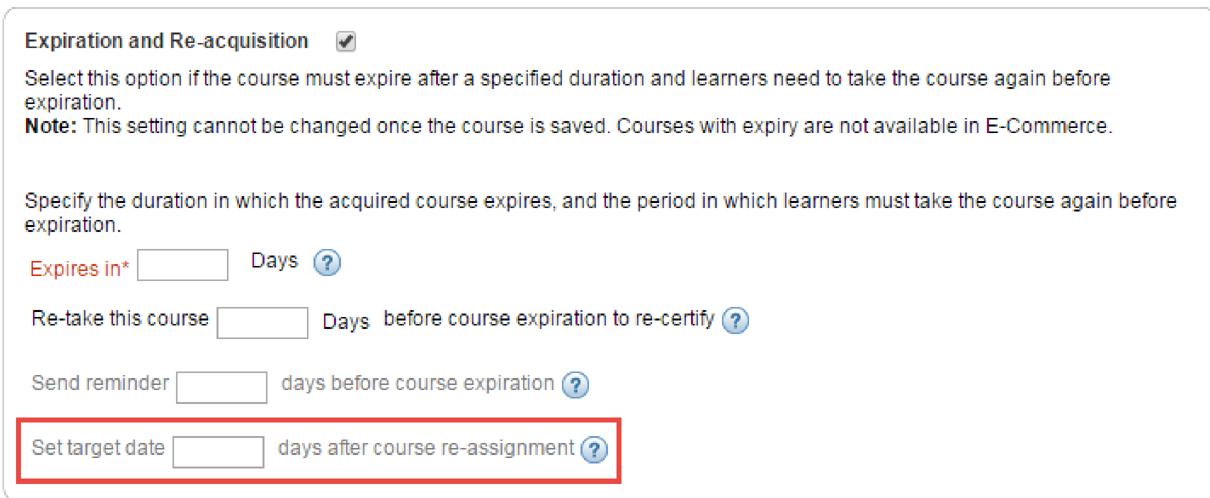


Figure 68: Reassignment Target Days in recurring courses

For example, if a recurring course expired and is reassigned to the learner on 1st September 2015, and the **Set target date** is set to 30, the learner can complete the course in 30 days from the assigned date, i.e., 1st October 2015. If the learner fails to complete the course within this date, then the status of the course changes to Overdue. The course status changes to Acquired only when the user completes the course.

If no value is specified in the **Set target date** field and **Target Days** field, then no due date is set for the course after reassignment. If set to 0 (zero) days, then the course directly moves to the Overdue state on reassignment. If no value is set for **Set target date** at the recurring course level, but value for **Target Days** is set, then the due date is calculated as per the value defined for **Target Days** field post expiration.

Use Case

In scenarios where a recurring course expires and is reassigned to learners, Saba Cloud assigns an incorrect target date that is intended for the learner the first time they added the course to their plan. Thereby, there is a need to allow learning administrators to set another target date for learners to complete the course after reassignment.

Enhanced OLSA integration to populate course description

How did it work?

OLSA integration allows administrators to create course and class data created using SkillSoft system and map it into Saba Cloud and have the content copied over and referenced to the classes. The integration creates things as expected; however, the Description field values are mapped incorrectly to the Class Description field instead of the Course Description field in Saba Cloud. Resultantly, the descriptions do not appear in the course catalog view and are only available once the user locates the class for registration or on the Class Details page.

How does it work now?

This update enhances the OLSA synchronization process such that descriptions of courses created using SkillSoft system are correctly mapped to both, the course Description field and the class Description field in Saba Cloud. These descriptions appear in the catalog while browsing for courses.

Use Case

Descriptions of courses created in Saba Cloud using OLSA integration need to be populated at the course level so that they are visible while browsing the catalog.

Enhanced usability to display class and session timings upfront

How did it work?

When a learner searched for and viewed a list of classes, they could see only the class date; however, the timings for the class or its sessions were not visible upfront. They had to open the details page of each class to see the start time.

How does it work now?

With this update, Saba Cloud displays the class start and end time as well as the session details on the class list. The session timings can be viewed by clicking the arrow besides the class timings and expanding the session details view.

This ensures that learners are able to see the class and session time details upfront and take a quick decision on whether they want to proceed with the registration or not.

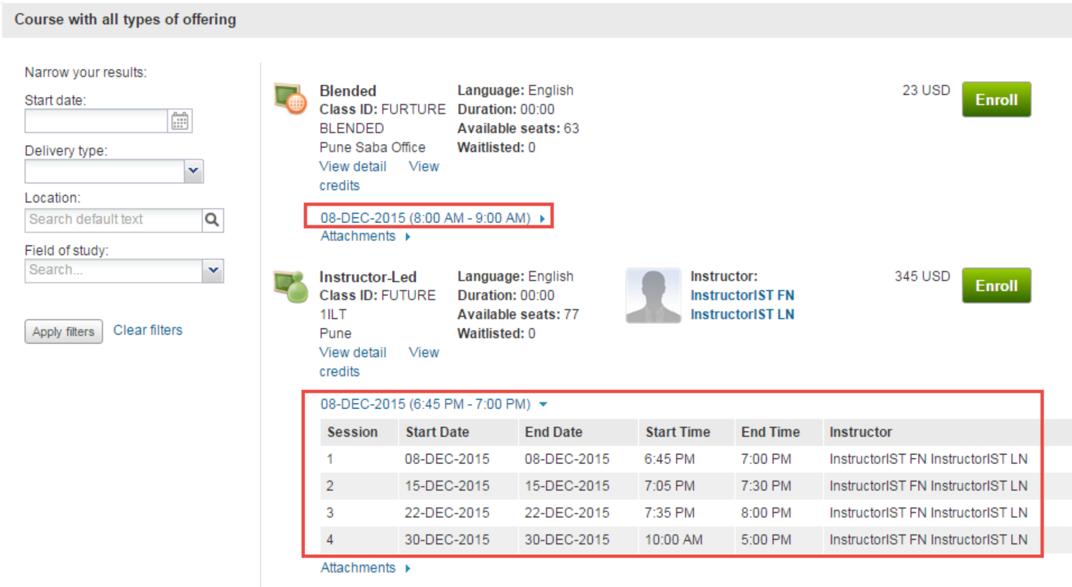


Figure 69: Start and end times for a class and its sessions

Use Case

Learners are not able to easily see the timings of classes while enrolling, leading to poor usability.

New named query for qualified instructors in learning request notifications

How did it work?

Saba Cloud did not have the ability to send learning request related notifications to qualified instructors.

How does it work now?

This update enhances the learning request related notifications in Saba Cloud such that they now have the ability to send notification emails to qualified instructors as well.

A new named query called **List of qualified instructors of a class** is now available for the following **Learning Requests** notification events:

- Class Created for Learning Request
- Learning Request Change of Status
- Learning Request Created
- Learning Request Created By Manager

To access the new named query, navigate to **System** > **Configure System** > **Services** > **Learning Requests**, click the **Notifications** tab, and add recipients to one of the above-noted events.

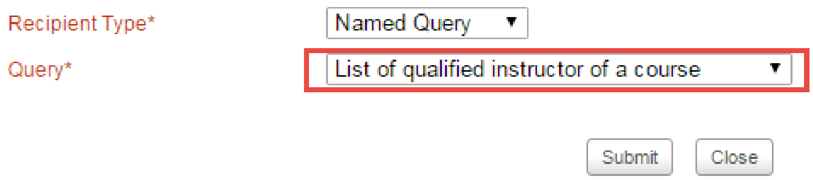


Figure 70: New named query

Use Case

Qualified instructors who request for learning need to be informed via notification emails.

Allow manager to enroll direct team members into class from the member's plan page

How did it work?

Saba Cloud did not allow managers to enroll their direct team members for a class directly from the member's plan page. Currently, they could enroll learners by clicking **Plan > Action > Add Learning**, and then search for the learners and enroll them for the required class. This unnecessarily required more navigation steps.

How does it work now?

With this update, Saba Cloud allows managers to enroll their direct team members for a class directly from the member's plan page. When a manager navigates to the direct team member's plan page, a new **Enroll** button is now available for each class from the following areas of the Plan page:

- **View class** button under **Actions** column for a course
- Click course name > Course details page > **View classes** button
- Click certification name > Certification details page > **View classes** button
- Click curriculum name > Curriculum details page > **View classes** button

Note: This enrollment functionality for managers is not available when the payment setting is enabled and applicable for an order. It is also not available for classes having zero price, if the payment workflow is enabled.

Figure 71: Enroll button

Limitation

If the **Display for Learner** checkbox is not selected for a class, then managers cannot view the class as an option to register their team members.

Use Case

Managers are required to use more steps than necessary to accomplish simple tasks from their direct team member's learning plan.

Launch pin and expiration of content

How did it work?

There was no means of controlling access to content activity in a class.

How does it work now?

With this update, Saba Cloud provides the capability to protect access to content activity in all delivery types. This is achieved through an access Pin and a content expiry date, which can be revealed to learners in person by instructors.

If these attributes are enabled for display on the Content Module component, then learning administrators can define a Pin and a expiry date for content while adding the content as an activity at the course, delivery type or class level. By default, these fields are disabled. The values obey the regular inheritance mechanism and cascade from courses to delivery types to classes.

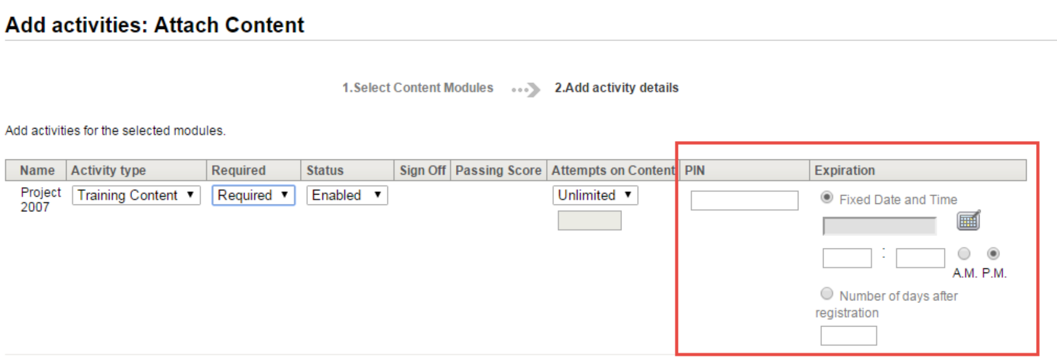


Figure 72: Launch Pin and Expiry Date for Content

PIN

The access Pin to launch the content. When the Pin is set by the learning administrator for a content, Saba Cloud prompts learners to enter the Pin for launching the content. Pin is common to all learners of a class per content. If its value is changed, then it needs to be saved and published for the new changes to apply. The changes are applicable to all registrations; i.e., in-progress, completed, and future ones, irrespective of the learners selected for publishing the changes. Entering an incorrect pin is not considered as an attempt on content. The Pin is displayed to Instructors when viewing class activities.

Expiration

Expiration is the date and time till which the content remains active. Post this date and time, the content is disabled for the learner. Expiration value respects the push options for save and publish.

For expiration, learning administrators can specify either:

- **Fixed Date and Time**

Specify either a specific date and time for content expiration, or specify a fixed date only. If you specify only the fixed date, then Saba Cloud considers the time as 12.00 AM. For ILT, VC, and blended classes, the timezone applicable for fixed expiration is the class timezone. Whereas, for WBT, it is the learner's timezone.

- **Number of days after registration**

  Specify a value that indicates the number of days after registration, for both scheduled and non-scheduled classes, when the content expires. For example, if a learner is registered on 9th November 2015 and expiration for content is after 1 day, then the content will expire on 10th November 2015 at 12 AM. The date and time considered at the time of registration is as per the server timezone and the expiration of content also happens as per the server timezone, irrespective of the timezone of the learner and class. Also, the date and time displayed to learners are as per server timezone and not as per learner timezone.

  If learner's timezone is ahead of server's timezone; for example, if learner is in IST timezone and the server is in PST timezone, then the learner's 7 AM , 9th November 2015 will be server's 8th November 2015. If the learner registers for the class on 9th November 2015, then actually it is registered on 8th November 2015 as per server's timezone. If the expiration day mentioned for a content is *X* day, then it will expire after *X* days as per the server's timezone irrespective of the time of registration.

Both, PIN and Expiration fields are *optional*.

Expired content can block completion. If even a single content activity has expired, then the learner cannot complete the class registration even if all other activities are complete. Such registrations have to be cleaned up by the setting the correct class auto-completion policy. To implement this, the auto-completion policy is enhanced by introducing two new LOV options for the Status dropdown list, namely **Cancel with charge** or **Cancel without charge**.

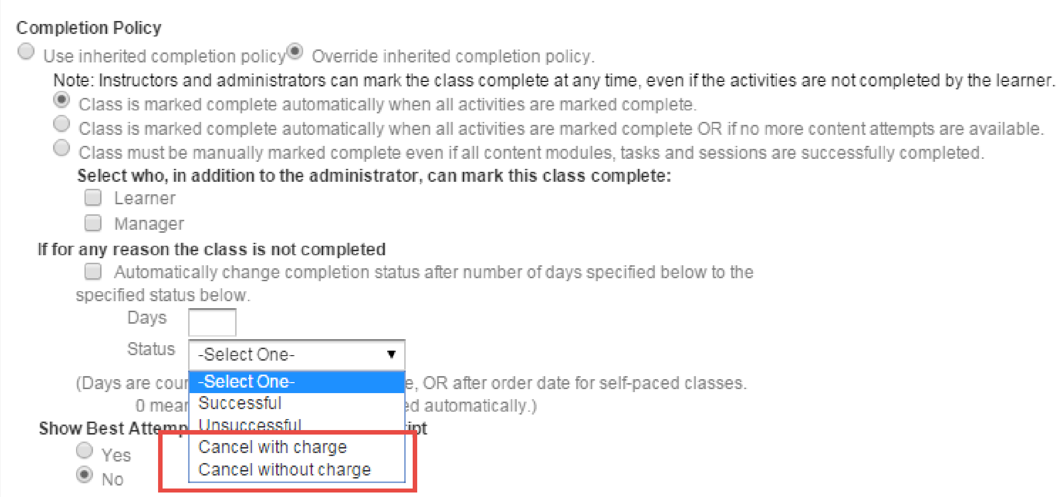


Figure 73: Enhanced Auto-completion policy

Use Case

There is a need to protect access to content activity for all delivery types of a class.

Additional fields during class registration

How did it work?

Saba Cloud did not provide a way of capturing additional information during learner registration.

How does it work now?

With this update, Saba Cloud provides the ability to specify additional information during a class registration. To capture this additional data, system administrators need to enable the "custom" attributes on the **External Order** component under **Orders** service, and mark those attributes as mandatory if required.

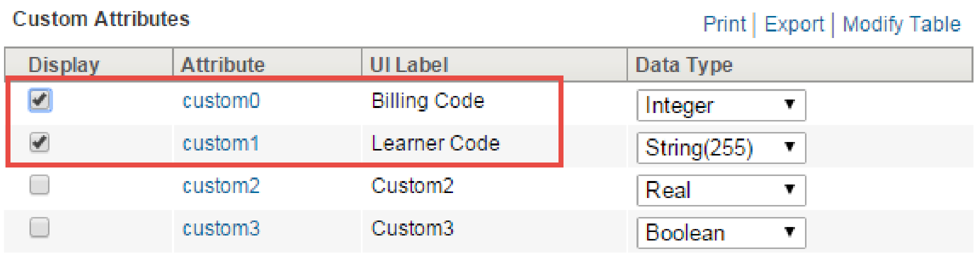


Figure 74: Enable custom fields on External Order component

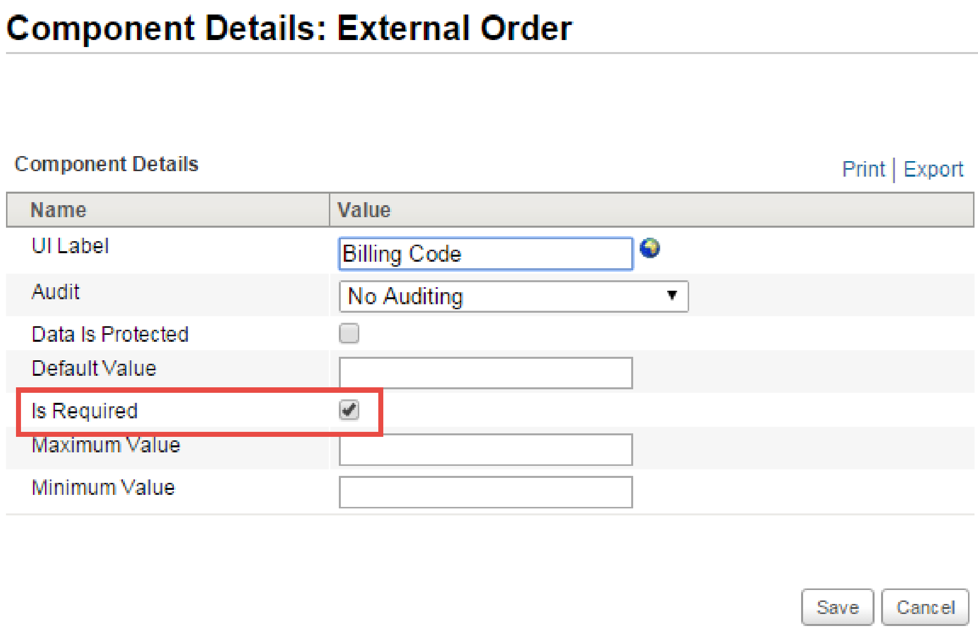


Figure 75: Mark custom fields as mandatory

If enabled, then Saba Cloud displays the **Additional Information** popup page during class registration from the following flows:

- Learner registers for a class
- Manager enrolls team members for a class
- Learning administrator registers learners for a class
- Registrar places an order by adding learners to it
- Instructor registers learners for a class
- While adding a class to a prescriptive rule

These additional fields can be edited from the Order History page.

Note: For existing orders (i.e., those created before this change) to work correctly, registrars must ensure that they add/edit these additional fields on existing orders from the Order History page.

New Setting to Control Visibility of Additional Fields for Learners and Managers

This update also provides the ability to restrict the visibility of these additional fields to learners and managers during class registration by introducing the following new setting:

- **Enable order custom fields for Learner and Manager**
  - If enabled, then Saba Cloud displays the additional custom fields to learners, managers and all administrators.
  - If disabled, then Saba Cloud does not display the additional custom fields to learners and managers; however, they are displayed to all administrators.

System administrators can configure this setting by navigating to **System > Configure System > Services > Orders > Settings**.

Limitations

Currently, if required custom attributes are enabled on the external order component, then:

- Learning administrator or instructor cannot register learners to scheduled/self-paced classes through the **Upload CSV** option.
- Learning administrator cannot transfer and register learners to a class that is requested through the learning request.

Use Case

Organizations need the facility to capture extra information during the learner registration process. Enabling custom fields and labeling can allow them to request this information while making it mandatory, if necessary. For example, certain organizations may need additional details such as a registration code to be entered during learner registration. This information can be used for purposes such as cross-charging and can vary with each registration.

Drop policy by order date of session-based classes

How did it work?

For ILT, blended and virtual classes, Saba Cloud provided the ability to configure the drop policy a certain number of days before or after the event start date. However, unlike WBT classes, there was no provision to configure the drop policy based on the order date for these session-based classes.

How does it work now?

Saba Cloud now provides the ability to configure the drop policy for session-based classes based on their order date as well as event start date. This update introduces the following new setting under **Order > Internal Orders** service:

- **Consider drop policy from order date instead of class start date**

  If this setting is enabled for scheduled classes, then the system considers the drop policy from the order date of the class, and applies drop fees after the corresponding period from the order date and not from class start date.

  By default, this setting is disabled, which means that the drop policy is based on the class start date.

  Also, if this setting is enabled, then system administrators must ensure that they correctly set the "period" values for the **Drop Fees - Time-based Policy for Scheduled Classes** setting. Only negative values are allowed because the period is calculated only *after* the order date. If the setting is enabled, then any existing positive values become invalid and are not applicable.

  Note: Any change in this setting midway, does not affect existing drop policies for session-based classes. They continue to work as before.

Use Case

The drop policy for session-based classes need to be based on order date rather than on class start date.

Visibility of Drop link for classes

How did it work?

Before this update, learning administrators could view the **Drop** link for a class even if the class level setting "No, this class cannot be dropped after registration" for the **Allow Drop** field was selected. This happened because the "Can Drop registration for self any time" domain-level privilege for learning administrators was enabled on the "Registrations" component, and it took precedence over the class level setting "No, this class cannot be dropped after registration".

How does it work now?

With this update, the class-level settings for dropping a class take precedence over the domain-level privileges of learning administrators. Saba Cloud now displays the **Drop** link for a class to learning administrators depending on the combination of the **Allow Drop** field setting and the "Can Drop registration for self any time" domain-level privilege on the "Registrations" component of their security role. The following table describes the new behavior:

Table 16: Drop link visibility

Allow Drop field value	Can Drop registration for self any time = Enabled	Can Drop registration for self any time = Disabled
Yes, this class can be dropped any~ time after registration	**Drop** link is displayed	**Drop** link is NOT displayed
No, this class cannot be dropped after registration	**Drop** link is NOT displayed	**Drop** link is NOT displayed
No, this class cannot be dropped *X* hours after registration (till *X* hours)	**Drop** link is displayed	**Drop** link is NOT displayed
No, this class cannot be dropped *X* hours after registration (after *X* hours)	**Drop** link is NOT displayed	**Drop** link is NOT displayed

Use Case

The class-level settings must override the domain-level privileges of users while displaying the **Drop** link for classes.

Certifications and Curricula

Enhanced visual indication for certification/curriculum completion by equivalent

How did it work?

Saba Cloud displayed information about completion by equivalent on the certification or curriculum details page for learners. The tooltip on the corresponding icon showed information of the equivalent course such as course name and completion date.

How does it work now?

This update provides the following visual enhancements to completion by equivalent information on the certification or curriculum details page for learners:

- Adds a background color to the **Completed by equivalent** text on the certification/curriculum details page.
- Added the *Completed* status for the equivalent course in the corresponding tooltip.
- Displays a different background color based on the completion status for the course as follows:
  - For a "Completed Successfully" course, displays **Blue** background color
  - For a "Completed Unsuccessfully" course, displays **Red** background color

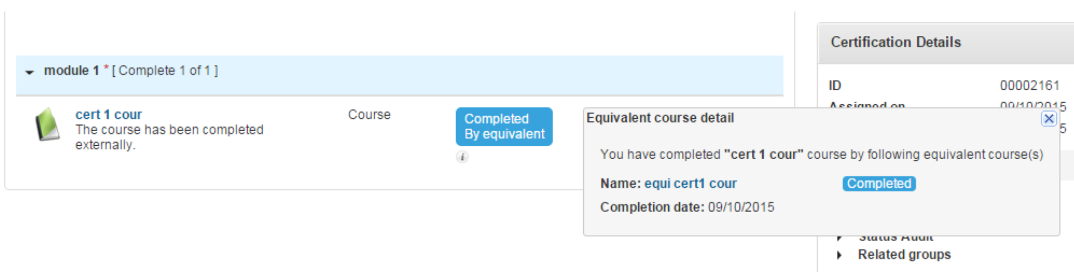


Figure 76: Course completed successfully

- If a course has group equivalent courses associated with it, then the background color displayed is as follows:
  - If all equivalent courses are completed successfully, then it displays **Blue** color.
  - If one or more equivalent courses are completed unsuccessfully, then it displays **Red** color.

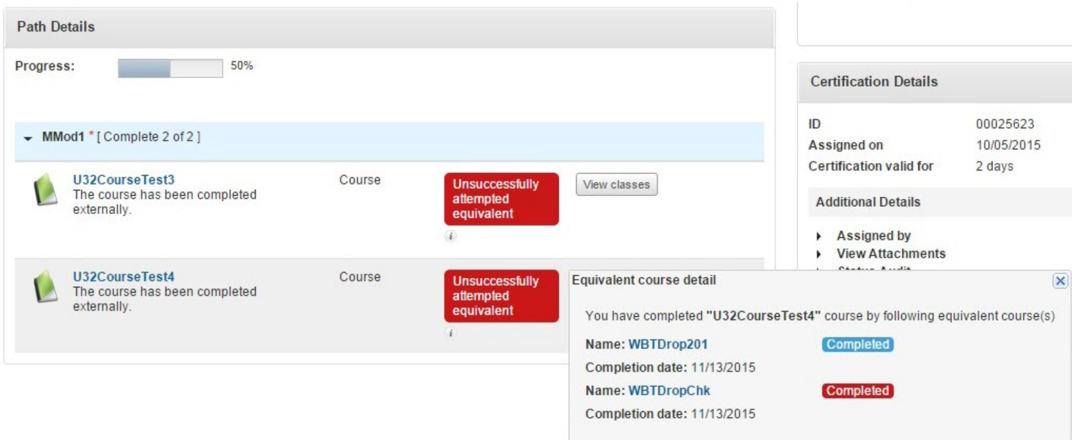


Figure 77: One or more equivalent courses completed unsuccessfully

Although the equivalent course is completed by a learner, the equivalent completion status is not displayed on the certification/curriculum details page if a program is selected.

Use Case

There is a need to visually enhance the display of certification/curriculum completion by equivalent so that it conveys the information more effectively to learners.

Content

New keywords for Content notification events

How did it work?

While adding or updating content object, notifications are sent to users who have added themselves to the folder of interest. These notifications supported only Custom 0, Custom 1, and Custom 2 keywords.

How does it work now?

This update adds Custom 3 to Custom 9 keywords to the following existing Content-related notification events:

- Content Inventory added to the folder of interest
- Content Inventory Metadata Updated
- Content Inventory updated in the folder of interest

Use Case

There is a need to add more keywords for various learning and Meeting notification events.

Link to launch content outside of Saba Cloud

How did it work?

Users were required to log in to Saba Cloud to launch any content they enrolled for in Saba Cloud. There was no way they could launch such content from outside Saba Cloud.

How does it work now?

Saba Cloud now allows users to launch WBT content they enrolled for in Saba Cloud without needing them to access the Saba UI. External applications can now get the launch URL link for registered users, which they can paste in an email, browser, or other external interface to open the associated WBT content. Clicking the launch URL launches the content player in a new browser window/tab. Depending on the player template set on the respective content, the content may launch inline or in a new window. The opened tab/window is closed after clicking "Exit" as follows:

- Clicking the "X" (close) button on the player closes all – the content window, the player shell, and the opened tab.
- Clicking the "Exit" button on the player for Saba Test contents closes the player shell and the opened tab.
- Clicking "Exit" button from within the content (only for SCORM format, if supported) closes the content window, the player shell, and the opened tab.

  Note: The last scenario is applicable only for SCORM content and is possible only if the content player template has the "Close Player on SCORM 1.2 content completion" property enabled.

The launch link is a secure URL; it does allow a user to login to Saba Cloud before launching the player. It also checks for learner registration to the class and errors out if an unauthorized person tries to login instead of the registered learner. The link is not made available to registered learners if the content is not available for launching; for example, if the class is still pending approval.

Note: This launch URL is available only through REST API call.

The number of content attempts is increased accordingly and tracked by Saba Cloud as and when the launch link is used by users to launch the content. All types of content supported by Saba Cloud can be launched externally using the link.

Use Case

Users need to launch Saba Cloud content without going through the additional steps of logging in to Saba Cloud.

New Mobile Content Player Template for mobile browsers

How did it work?

When a content was accessed from a mobile browser, the content player template did not render the content properly. So, even if the content was designed to be responsive, the player template still limited its view because of its fixed size.

How does it work now?

This update introduces a new content player template called **Mobile Content Player Template**, which is especially designed to play content on mobile browsers. With this template, the content occupies full screen without borders.

The behaviour of this template is the same on all mobile devices, irrespective of the operating system (IOS, Android). The launch mode on the Mobile Content Player Template must always be selected as *Open Player in New Window*. However, launching test and survey assessments is currently not supported for this template using the *Open Player in New Window* launch mode. For multi-SCO/module content, on completion of first module, learners need to go back to the previous tab that has the open player, click the player navigation button at the bottom and arrow in the player (>) to proceed to the next module.

New Setting

To enable this template, system administrators must configure the following setting under the **Content** service:

- **Override the Content Player for Mobile Devices**

  For any content launch request, Saba Cloud first checks for the device type sending the request. If the request is coming from a mobile device and:

  - If this setting is enabled, then Saba Cloud overrides the content player template with the new **Mobile Content Player Template** to play the content.
  - If this setting is disabled, then Saba Cloud uses the player template set on the content to play the content.

  By default, this setting is disabled.

Supported Devices

The template is supported on the following devices:

- iPad
- iPhone
- Android devices

Use Case

The experience of viewing content in a mobile browser is different from viewing it on a Web browser. Therefore, requests to launch and play content on mobile devices need to be handled by a content player template that is suitable for mobile devices.

Instructor enhancements

Instructors can view private attachments

How did it work?

Instructors were not able to view private attachments, even though they had the required privilege to view private attachments.

How does it work now?

With this update, all users, including Instructors, who have the "Can View Private Attachments" security privilege on any role assigned to them, can view private attachments added to a course, delivery type or class. If this privilege is not assigned to any of their security roles, then users cannot view private attachments at the course, delivery type or class level. They can view public attachments, irrespective of this privilege.

To view private attachments, Instructors having the security privilege can navigate to the **Admin** > **Instructor** > **Instructor's desk**, click the class title to open the class details page, and then click the **View Attachments** link.

Use Case

For many organizations, attachments are added to delivery types of scheduled classes and many of these attachments are private. Instructors of such classes need access to such private attachments.

Assessments

Search for tests using associated playmode templates

How did it work?

Test assessments in Saba Cloud support playmode templates. However, there is no capability to search for test assessments using their associated playmode template.

How does it work now?

Saba Cloud introduces the **Advanced Search** feature for assessments that allows assessment administrators to search for test assessments using their associated playmode templates.

To use the advanced search feature, administrators can navigate to **Learning** > **Manage Assessment** > **Manage Test & Survey**, and click the **Advanced Search** button besides the existing search field.

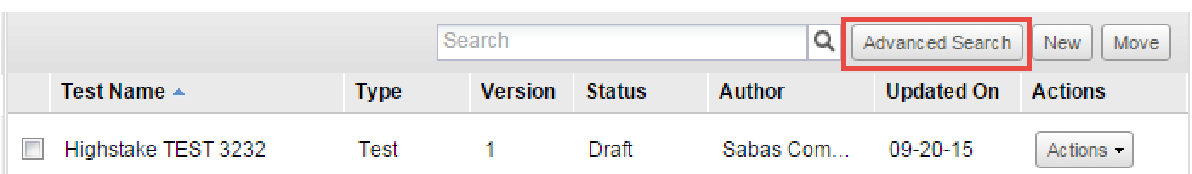


Figure 78: Advanced search for tests

Clicking the **Advanced Search** button displays the options to search for tests using the test title and associated playmode template.

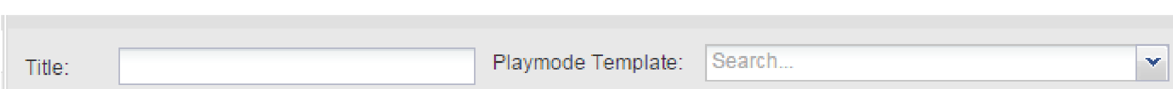


Figure 79: Advanced search options

Use Case

There is a need to provide more options for searching test assessments.

New Exam ID field for test assessments

How did it work?

Saba Cloud did not support the creation of a unique identifier for test assessments.

How does it work now?

This update introduces the new **Exam ID** field for Saba test assessments. Based on the configuration, this identifier can either be manually entered by the assessment administrator or it can be automatically generated and populated for a test. Every test assessment in Saba Cloud has a unique Exam ID. The Exam ID field has a limit of 20 characters.

System administrators can configure the Exam ID for a test assessment using the following new settings under the **Assessment** service:

- **Auto-generate Exam IDs for Assessments**

  Possible values: ON or OFF

  If this setting is enabled, then the Exam ID is generated and populated automatically when a test is created. By default, this setting is disabled.

- **Is Required**

  Possible values: ON or OFF

  If this setting is enabled, then the Exam ID field for a test is mandatory. By default, this setting is disabled.

The assessment administrator may or may not need to manually specify the Exam ID for a test based on how these setting are configured. The following matrix indicates the possibilities:

Table 17: Possible combinations of Exam ID settings

	Auto-generate Exam IDs = ON	Auto-generate Exam IDs = OFF
Is Exam ID Required = ON	Exam ID is auto-generated and auto-populated	Administrator needs to manually populate the Exam ID. If not specified, then Saba Cloud generates an error while saving the test.
Is Exam ID Required = OFF	Exam ID is auto-generated and auto-populated	Administrator needs to manually populate the Exam ID. If not specified, then Saba Cloud stores a null value for the Exam ID.

Effect on Existing Tests After Upgrade

All existing tests in Saba Cloud have no Exam IDs initially associated with them. After an upgrade to the latest update, if the auto-generation setting is enabled for assessments, then Saba Cloud automatically assigns a unique Exam ID for all tests in the Draft state on a subsequent save.

Use Case

There is a need to create and associate an identifier with every test assessment created in Saba Cloud.

Playmode template enhancements

How did it work?

N/A

How does it work now?

This update introduces the following enhancements to playmode settings in assessments:

- Override Playmode Settings

  While creating a playmode template, assessment administrators can now define the template properties that can be overridden while authoring a test. To override playmode template settings, edit the required template and click the **Playmode Override Setting** link. When learners take the test that uses such a playmode template, Saba Cloud allows them to override test properties that are configured to be overridden in the template.

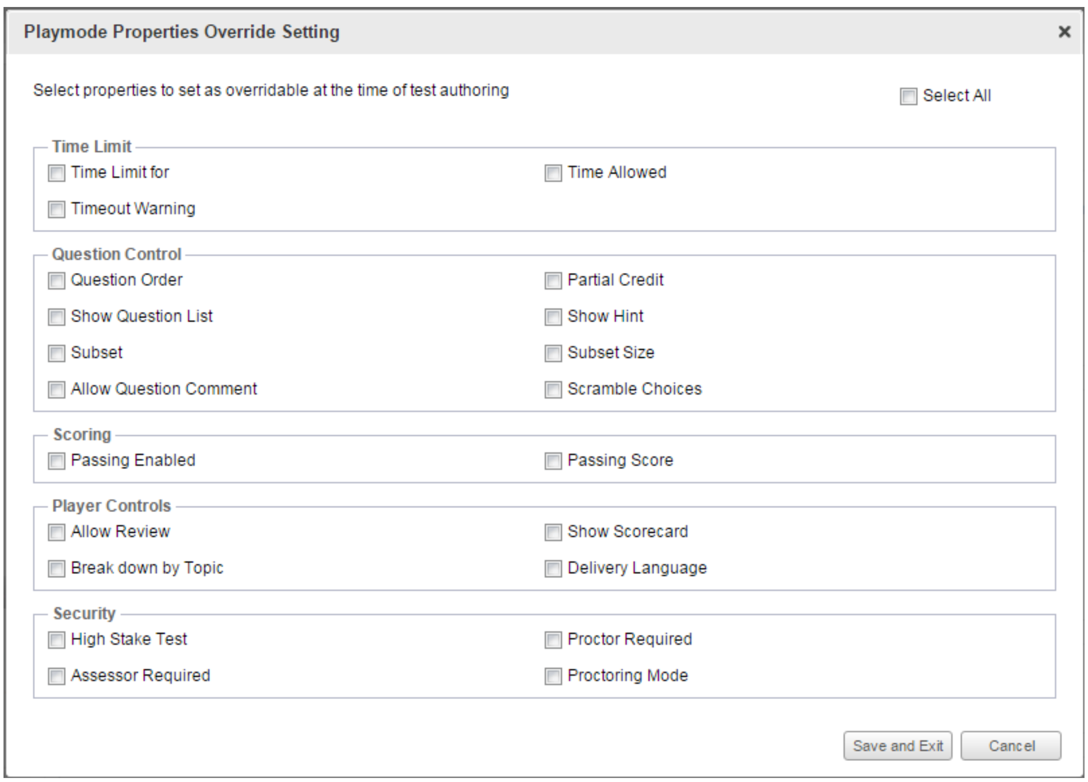
  

  Figure 80: Override Playmode Settings

- View Usage of a Playmode Template

  Assessment administrators can view usage of a playmode template. Clicking the **View Usage** link displays a list of all tests where the template is used.

- Delete a Playmode Template

Assessment administrators can now delete a playmode template by clicking the **Delete** link. A playmode template can be deleted only if it is not associated with any test.

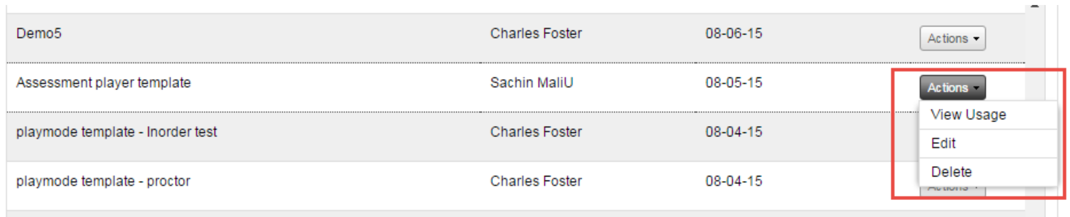


Figure 81: View Usage and Delete options

Use Case

There is a need to enhance the abilities of a playmode template so that they can be used more effectively in assessments.

Multiple Hot Spot question type in test assessments

How did it work?

N/A

How does it work now?

This update enhances the **Hot Spot** question type in test assessments to support Multiple Hot Spot questions. To create a Multiple Hot Spot question, assessment administrators must first create a Hot Spot type question and then add many correct areas (polygons). This question type is available only in tests and test question pools. It is not available during inline authoring. This question type supports partial credit score.

Note: The Multiple Hot Spot question type is available only if **Advanced Assessments** service is enabled.

To create a Multiple Hot Spot type question, administrators must select the **Hot Spot** type question first, and then upload the required image to define the hot spots. After uploading the image, the authoring tool displays the **Add Multiple Hotspot** button. Clicking this button allows them to add multiple hot spot areas on the image and specify corresponding answer text. Saba Cloud allows the creation of unlimited number of hot spot areas.

When a respondent identifies all areas correctly while attempting the Multiple Hot Spot question in a test, Saba Cloud considers the attempt as a correct attempt.

Figure 82: New button - Add Multiple Hotspot

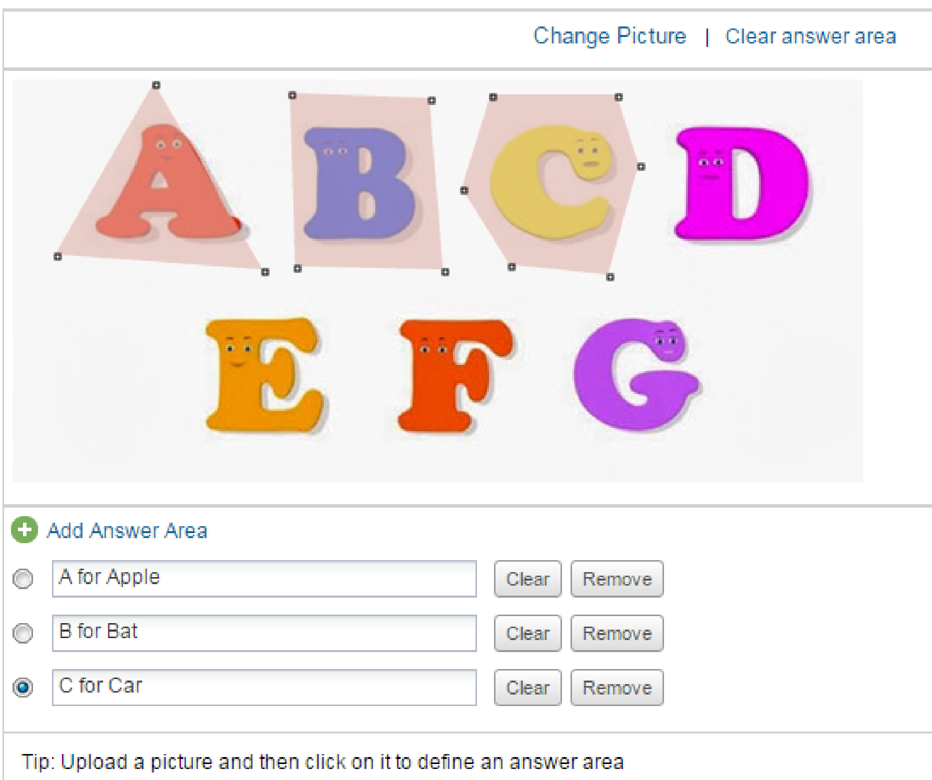


Figure 83: Add multiple areas for correct answers

Limitation

When a test contains a Multiple Hot Spot question, then the **Export as PDF** action does not work for the test.

Use Case

There is a need to support multiple hotspot type question in test assessments.

Content question type in test assessments

How did it work?

N/A

How does it work now?

This update introduces the new **Content** question type in test assessments. Content question type serves the purpose of giving information for other upcoming questions in a test assessment. It can be of the following type:

- Informative text, and/or
- Media (Video/Image/Shockwave Flash)

Note: The Content question type is available only if **Advanced Assessments** service is enabled.

Assessment authors can create a Content question type either by navigating to the **Test Question Pool > New Question** or to the **Topic & Questions > Manage Questions** while authoring a test and clicking the **Content** menu option. They can enter the informative text in the **Default Text** field and/or add media elements using the **Add Media File** link in a content question. A test with only content type questions cannot be published, though.

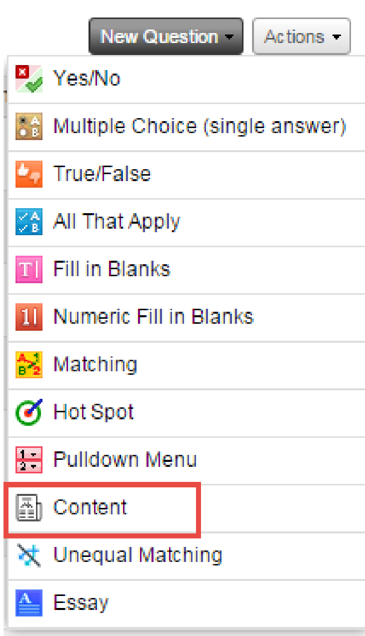


Figure 84: Content Question Type

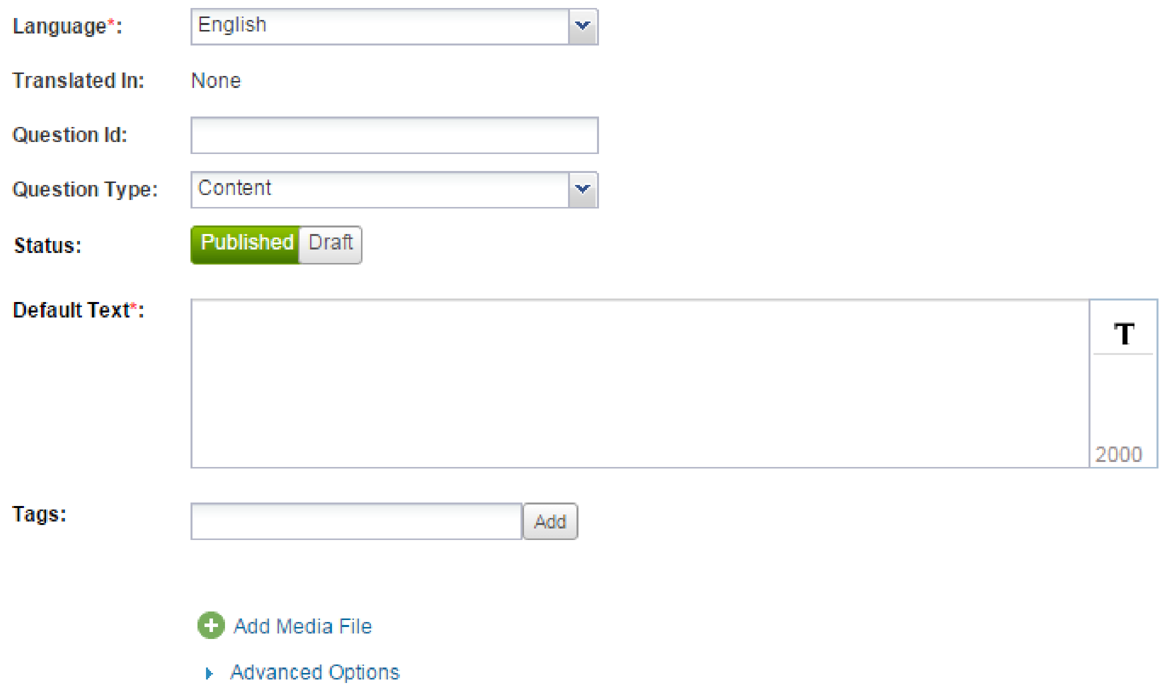


Figure 85: Content Question Details

Features of Content type questions

- Do not support evaluation or scoring. These questions are ignored during test evaluation.
- Do not support mandatory and knockout properties.
- Provide multi-language support.
- Can be imported in an Excel format.
- Can be exported as a PDF or Excel while exporting a test.
- Support all bulk actions such as Move, Copy, Publish, and Archive
- Available for test assessments in both Learning and Recruiting areas.

Use Case

Users taking a test assessment need to be provided with specific information during the course of a test. A content-only screen that displays text and media elements such as images or videos is useful in such cases. These screens are not meant to be evaluated, and can occur anytime between questions in a test.

Question tags for all question types

How did it work?

Saba Cloud did not provide the ability to tag questions in assessments.

How does it work now?

This update introduces the ability to tag questions in test and survey assessments. Assessment administrators can use the new **Manage Tags** action link corresponding to a question to tag a question. One question can have one or more tags, and different questions can use the same tag. Addition or deletion of a tag is specific to a question, though. Thereby, deleting a tag from a question does not delete the same tag from another question. Also, an administrator who authors a question can delete the related question tag.

The question tag length cannot exceed 25 characters. Multiple tags can be added to a question by separating the tag with a comma.

Assessment administrators can use question tags to search for questions.

Note: Question tagging is available in both Basic and Advanced Assessments.

Figure 86: Manage Tags action link for a question

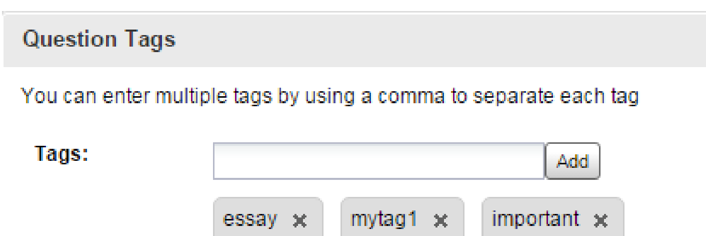


Figure 87: Add/Delete Question Tags

Use Case

The ability to tag questions in a question tool provides a grouping mechanism for reporting.

Role-based selection of assessors for essay questions in tests

How did it work?

Saba Cloud allowed manual selection of assessors for essay type questions in tests; however, there was no support to select assessors based on the roles assigned to them.

How does it work now?

This update adds support for role-based selection of assessors for essay type questions in tests.

Assessment administrators can navigate to the **Test Properties** tab and then select the new **Role-based** option under **Assessor Required** property to add assessors based on their associated roles. Selection of an assessor is allowed only if the test contains at least one essay type question.

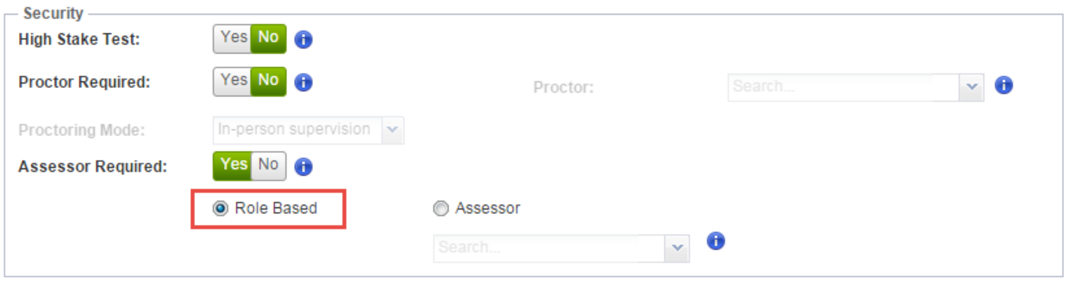


Figure 88: Role-based selection of assessors

Use Case

There is a need to select assessors based on roles and add them to tests containing essay type questions.

Unequal Matching question type in test assessments

How did it work?

N/A

How does it work now?

This update introduces the new **Unequal Matching** question type in test assessments. This question type comprises of two lists of items namely Choices and Matches that must be paired to determine which item in the Choice list corresponds to another item in the Match list. However, unlike Matching question type, items in the two lists need not be equal in number.

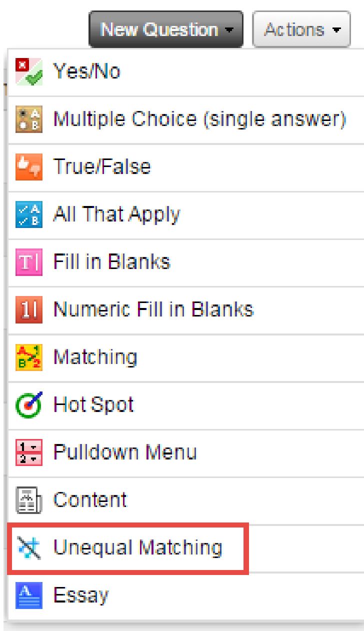


Figure 89: Unequal matching question type

This question type also supports the **Reuse Choice** option that provides flexibility to either use a single match for multiple choices or not. Based on the configuration of this option, an unequal matching question can be of two types:

- When Reuse Choice is set to **Yes**

  Assessment author can add a number of matches that are:

  - Less than the number of choices
  - Equal to the number of choices
  - Greater than the number of choices

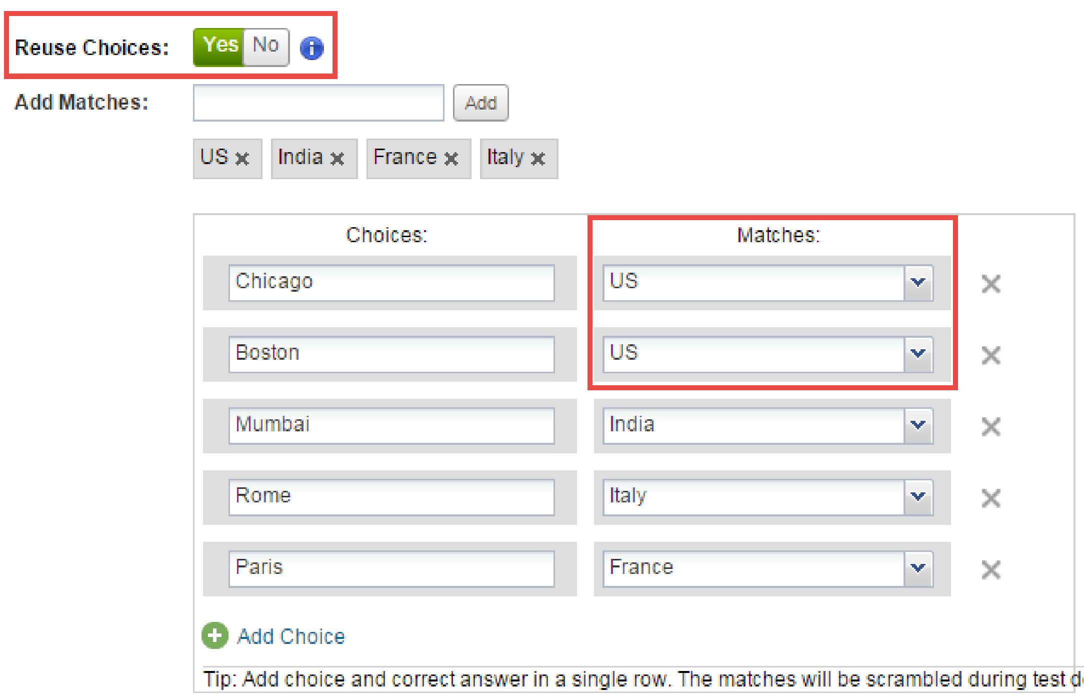


Figure 90: Reuse matches = Yes

- When Reuse Choice is set to **No**

  Assessment author can add a number of matches that are:

  - Equal to the number of choices
  - Greater than the number of choices

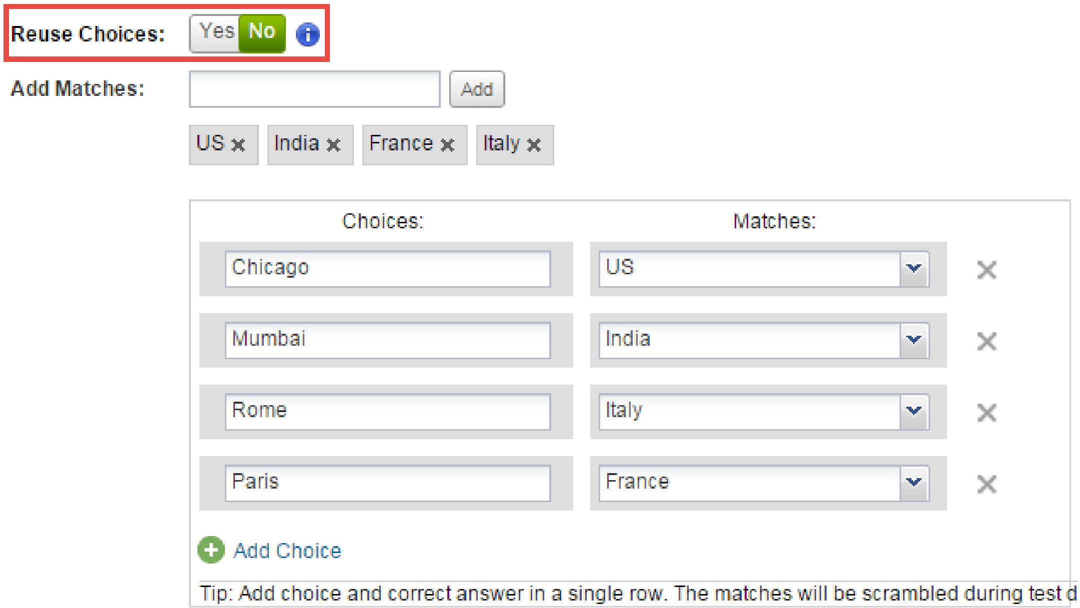


Figure 91: Reuse matches = No

In either case, at least one match must be selected for a choice. This question type is not available for survey assessments and inline authoring. To answer the question, learners taking the test must drag the match to the choice fields. If no reuse of matches is permitted, then only unused matches remain, whereas if reuse of choices is allowed, then all matches remain on the right side.

Note: The Unequal Matching question type is available only if **Advanced Assessments** service is enabled.

Limitation

When a test contains an **Unequal Matching** question, then the **Export as PDF** action does not work for the test.

Use Case

There is a need to support unequal matching type questions in test assessments.

Paper-Based Assessment (PBA) for surveys

How did it work?

Saba Cloud did not support paper-based assessment for surveys.

How does it work now?

With this update, Saba Cloud now supports Paper-Based Assessment (PBA) for surveys. Instructors can now generate the survey in a PDF format for learners in the class who will take the evaluation. The survey is specific to each learner or evaluator.

Note: The PBA for surveys is available only if the **Paperbased Assessment** service under **Advanced Assessment** service is enabled.

Instructors can print the survey and distribute it to learners. Learners or evaluators take the survey on paper by filling the answer fields (circles and squares) in the paper. Instructors or learning administrators then collect the survey papers, scan them, and upload the scanned copies. Saba Cloud processes the scanned copies and updates the scale score. Instructors can review the automated scanned papers, make corrections if needed, and approve them. However, if the setting " Auto approve setting for scanned PBA results" for surveys is enabled, then Saba Cloud automatically approves the results, speeding up the process and saving instructor time. In the absence of scanned papers, instructors can manually enter the results.

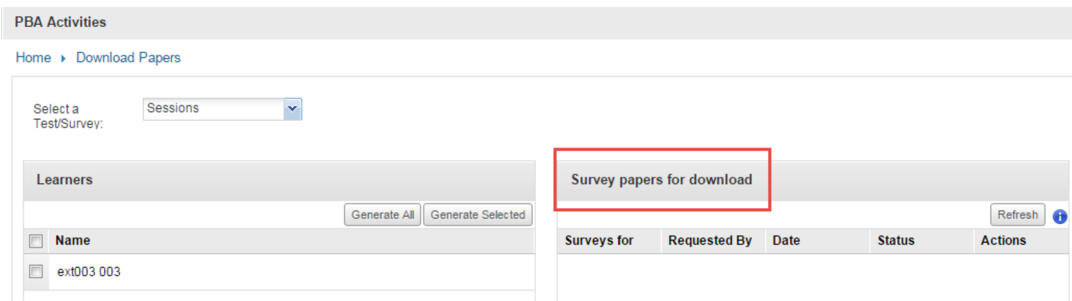


Figure 92: Download survey papers for PBA

Supported question types

Only following question types are supported for PBA of survey assessments:

- True/False
- Yes/No
- All that apply
- Multiple Choice (single answer)
- Scale

Limitations

PBA of surveys is not supported for:

- Anonymous Survey
- Manager Evaluation

Use Case

There is a need to support paper-based assessment of surveys.

Chapter 4

Performance

Topics:

- Cascade goals to direct and indirect team members
- UI changes for Reviews on My Plan page
- Display the overall review rating as a percent
- Editable basic review fields of active review cycle
- Added approval chain for Goals and actions taken on the goal and list item is audited
- Approve and reject To-Do List items before adding to the plan
- People admin can access user's To-Do lists

Cascade goals to direct and indirect team members

How did it work?

Manager could assign goals either to direct or alternate team members.

How does it work now?

Manager can now assign a goal in bulk to both direct and indirect team members at once by selecting the **Direct and indirect team** tab on the second step of **Assign team goal**.

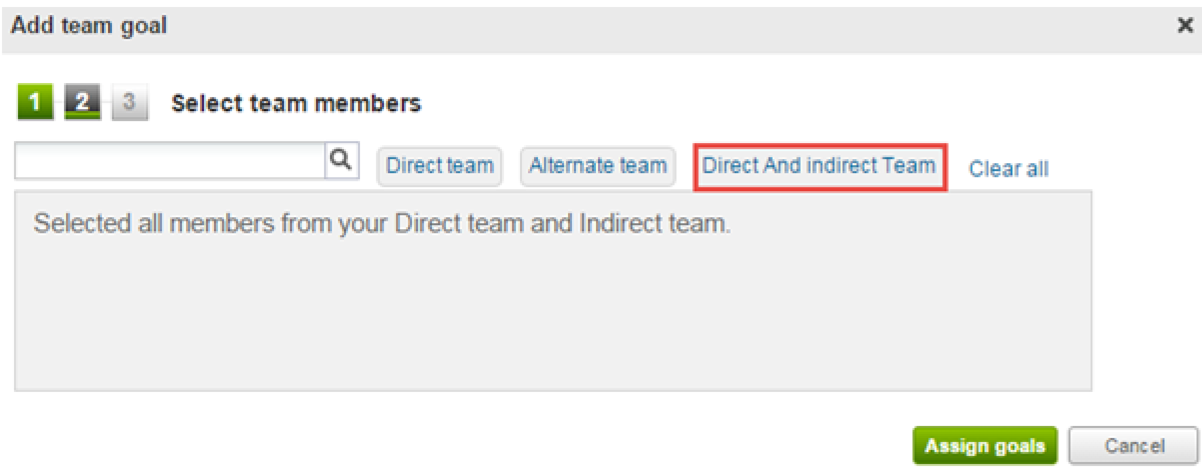


Figure 93: Assign goals to direct and indirect team

Use Case

This feature will let the manager assign the same goal to both the teams at once.

UI changes for Reviews on My Plan page

How did it work?

On the **My Plan** page under the **Review, Meetings & Interviews** tab, there were only **In-progress reviews** and **Completed reviews** statuses for reviews. There was no status or filter for cancelled reviews.

How does it work now?

The Reviews, Meetings & Interviews tab is now updated with the following changes:

1. **Cancelled reviews** status is added to the pie chart which will let the user view their cancelled reviews.
2. **Cancelled** status is added to the **Status** filter so that user can view only their cancelled reviews.
3. The **Complete** button corresponding to the review name that lets the reviewee or reviewer complete the review is changed to **Open**. Only the button name has been changed, the behavior remains the same.

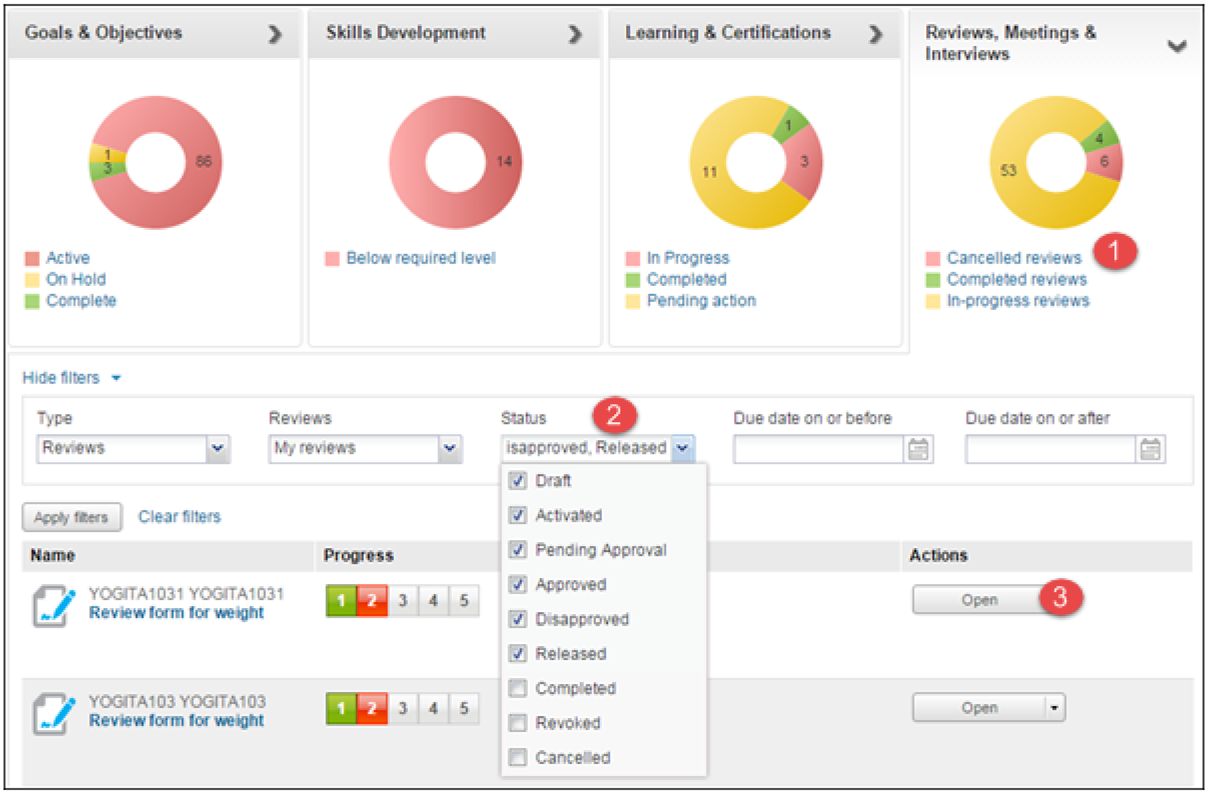


Figure 94: UI changes for reviews

Use Case

This change makes the **Reviews, meetings & Interviews** tab more usable.

Display the overall review rating as a percent

How did it work?

When the reviewee and reviewer rates any section item during the review process, the **Overall Rating** is calculated and displayed in scores.

How does it work now?

Now, the overall review rating will only be displayed in percentage in the **Overall Rating** progress bar, provided the **Display review rating as percentage** business rule under the **Reviews** service is enabled. By default, this business rule is disabled.

The review % is calculated based on the rating scale range and its corresponding value. For example, the scale ranges from 1 to 5. The reviewer provides the rating as 3.5, then the review score will be calculated as 70%. The PDF and Excel view also shows the overall rating in percentage. If the manager overrides the final score, the percentage will be recalculated and displayed. In case of inverse rating scale (where 1 is considered as the highest value), the percentage score is inverted too. The percentage will be displayed only if the overall rating score is numeric.

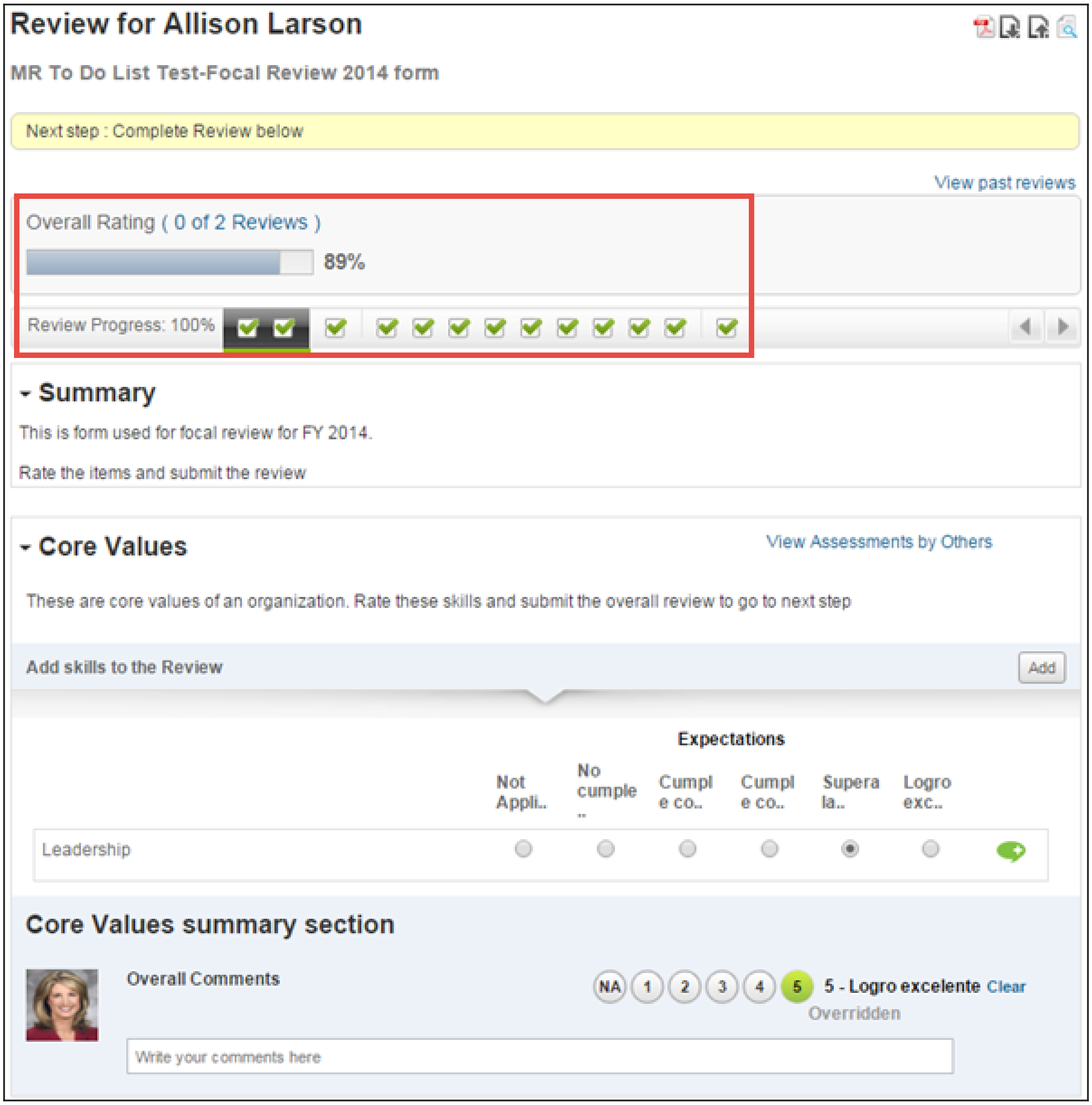


Figure 95: Overall rating in percentage

Use Case

This will help the reviewee and reviewer know their performance review score in percentage.

Editable basic review fields of active review cycle

How did it work?

Once the review cycle is active, the performance admin could not edit basic review fields like review name, description, review form name and description.

How does it work now?

The performance admin can now edit the following fields once the review cycle is active:

1. Cycle Description tab
   a. Review Name
   b. Review Instructions
2. Cycle Forms and Sections tab
   a. Form Name & Instructions
   b. Section Name & Instructions

If this review cycle is associated with any review, then on making any changes to any of the above fields will be reflected in the review.

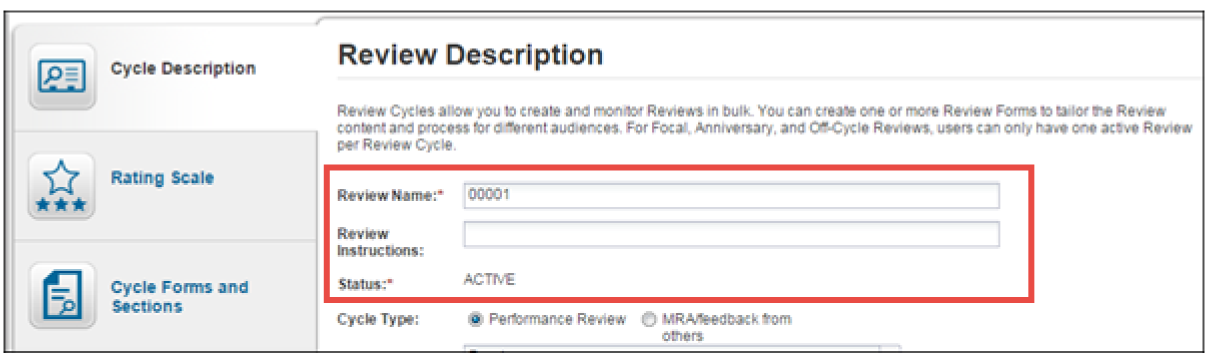


Figure 96: Editable fields in Cycle Description tab

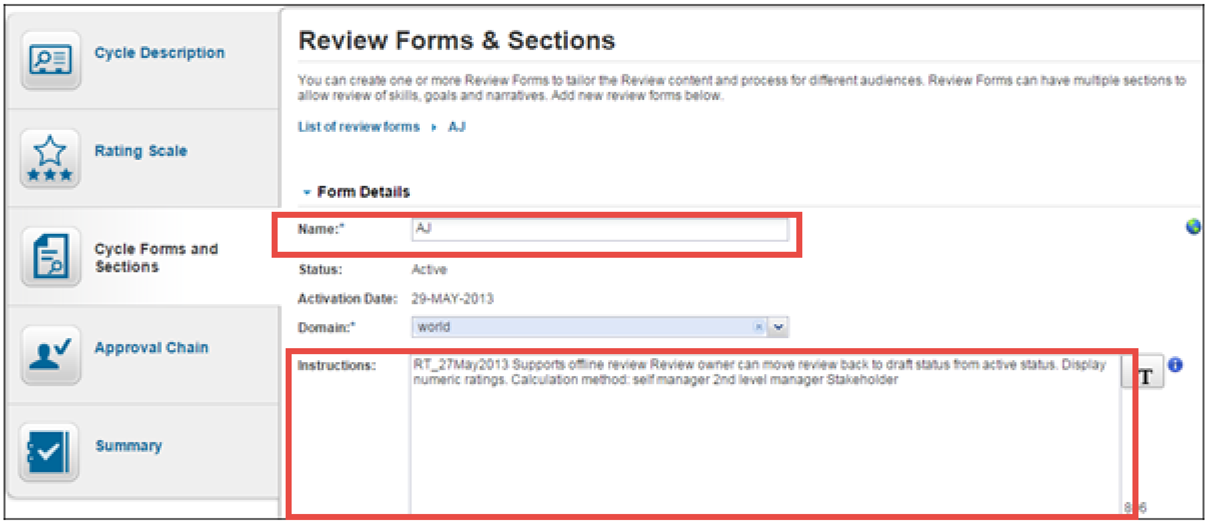


Figure 97: Editable fields in Cycle Forms and Sections tab

Use Case

This improves the usability of review cycle and review form.

Added approval chain for Goals and actions taken on the goal and list item is audited

How did it work?

Goals approval flow was not supported.

How does it work now?

Saba Cloud now lets the performance admin define an approval chain for goals so that any goal created by the user will go through the defined approval chain. The admin either has the option to create an approval flow or not have any approval flow. The same approval flow will be applicable to all the goals created by the end user.

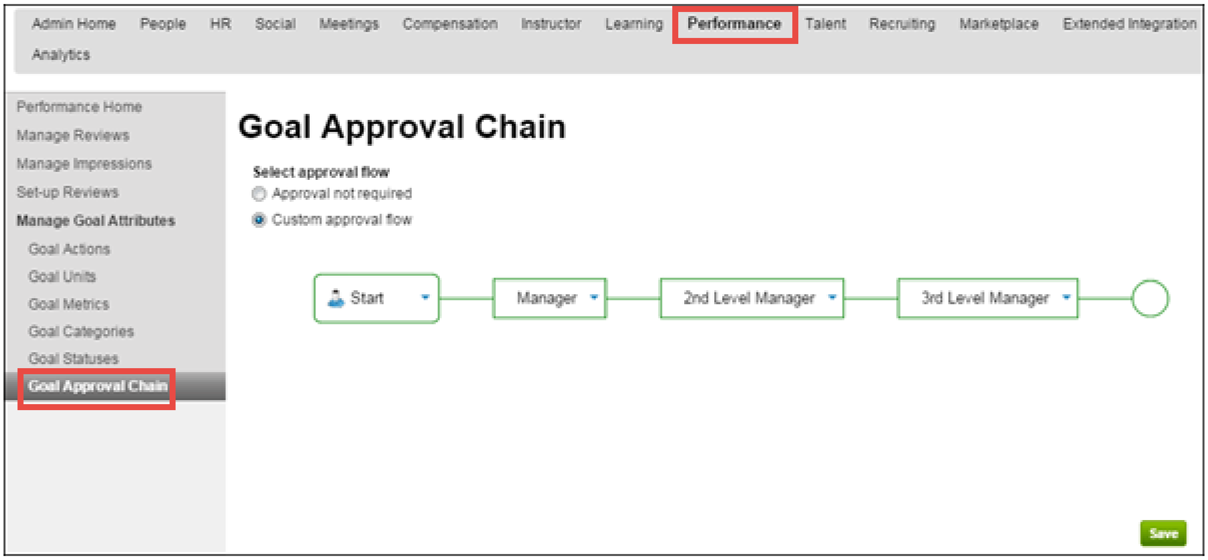


Figure 98: Goal Approval Chain

The admin can add only sequential approver and select any one of the following accountabilities as an approver:

1. 2nd Level Manager
2. 3rd Level Manager
3. Alternate Manager
4. HR Partner | Performance
5. Self
6. Manager
7. Specific Individual

Note: If a chain is defined but any approver is not added, then the user's manager will become an approver and the goal will be auto approved for that level of approver.

Once the goal is created, the user can send the goal for approval. The approver can take the following actions on the goal based on the situations:

- **Approve**
- **Reject**
- **Approve changes**: Any changes made to the approved goal are submitted by assignee to the approver. The approver can either Approve all or some changes. The status of the goal will be Approved.
- **Reject changes**: Any changes made to the approved goal are submitted by assignee to the approver. The approver can either Reject all or some changes. The status of the goal will remain as Approved, if rejected all the changes.

The approval status will be displayed in the **Progress** column. The following approval statuses are shown for the goal:

1. **Pending Approval**: Shown when a goal is submitted for approval but not yet approved.
2. **Auto Approved**: When an admin selects the **Custom approval flow** option, the **Auto Approve** and **Not Submitted** options are displayed. Based on the selected option, the statuses will be assigned to the existing goals. Once the approval flow is enabled, any goals that are created will go through the defined approval chain. If the admin selects **Auto Approved**, then **ALL** the existing goals will be marked as **Approved**. If the admin selects **Not Submitted**, then **ALL** the existing goals will go through the defined approval chain. This means every user need to individually submit each existing goal for approval.

   Note: This status will not be displayed on the UI as it is handled internally.

3. **Approved**: Shown when all the approvers have approved the goal or list item(s).
4. **Rejected**: Shown when an approver rejects the goal.

The goals other than the **Rejected** state can be added to reviews.

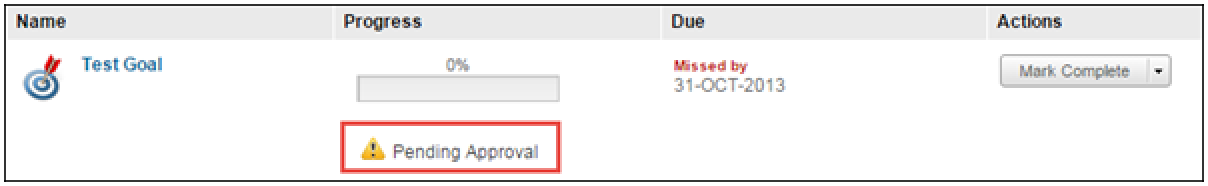
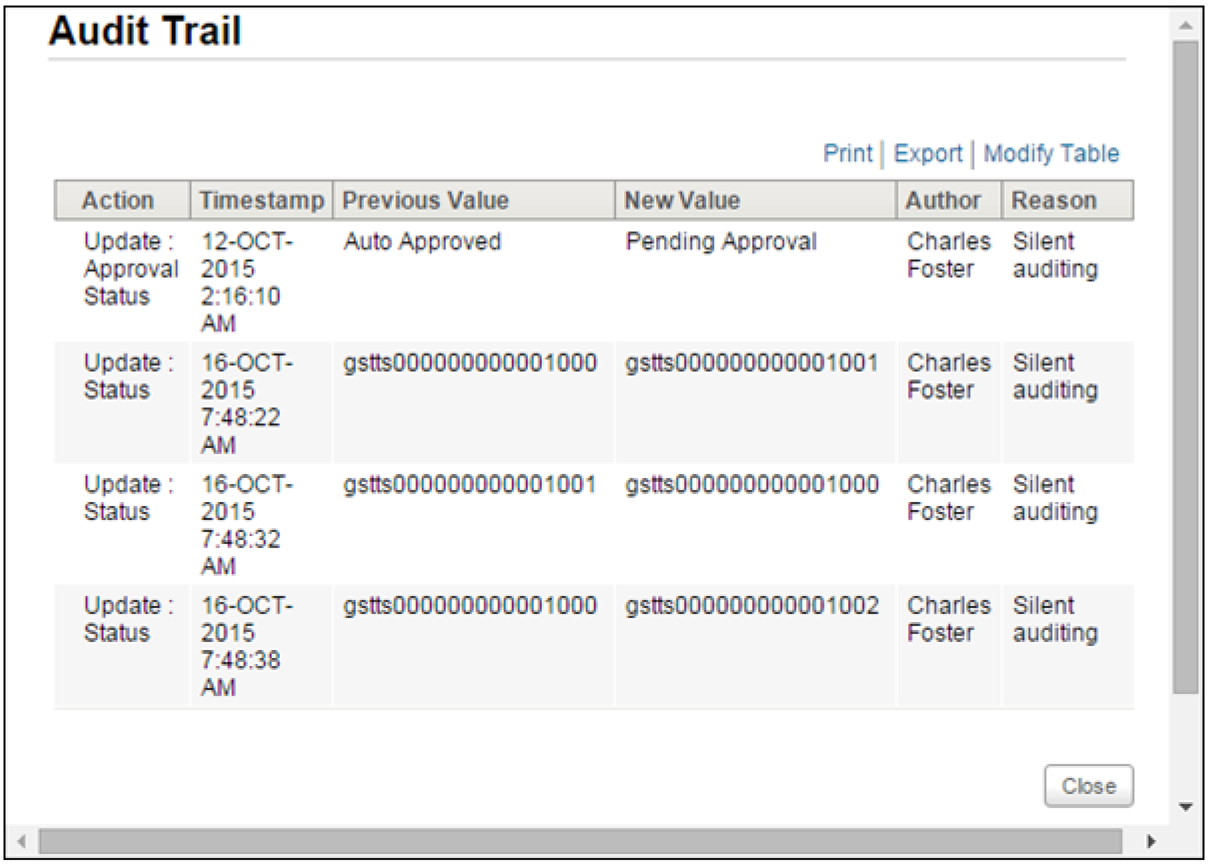


Figure 99: Approval status

Saba Cloud now captures your actions taken on the goal and plan To-Do list in the **Audit Trail** window. Currently, only **Silent Auditing** is supported. The auditing will be captured for the following actions:

- Goal creation
- Goal submission for approval
- Changes made to goals and plan To-Do list
- Goals and To-Do list rejection
- Changes made by the approver after submission

Click the **Audit Trail** icon on the goal details page to view the change log.



Action	Timestamp	Previous Value	New Value	Author	Reason
Update : Approval Status	12-OCT-2015 2:16:10 AM	Auto Approved	Pending Approval	Charles Foster	Silent auditing
Update : Status	16-OCT-2015 7:48:22 AM	gstts000000000001000	gstts000000000001001	Charles Foster	Silent auditing
Update : Status	16-OCT-2015 7:48:32 AM	gstts000000000001001	gstts000000000001000	Charles Foster	Silent auditing
Update : Status	16-OCT-2015 7:48:38 AM	gstts000000000001000	gstts000000000001002	Charles Foster	Silent auditing

Figure 100: Audit Trail

Click the **Audit Trail** icon on the To-Do list details page to view the change log.

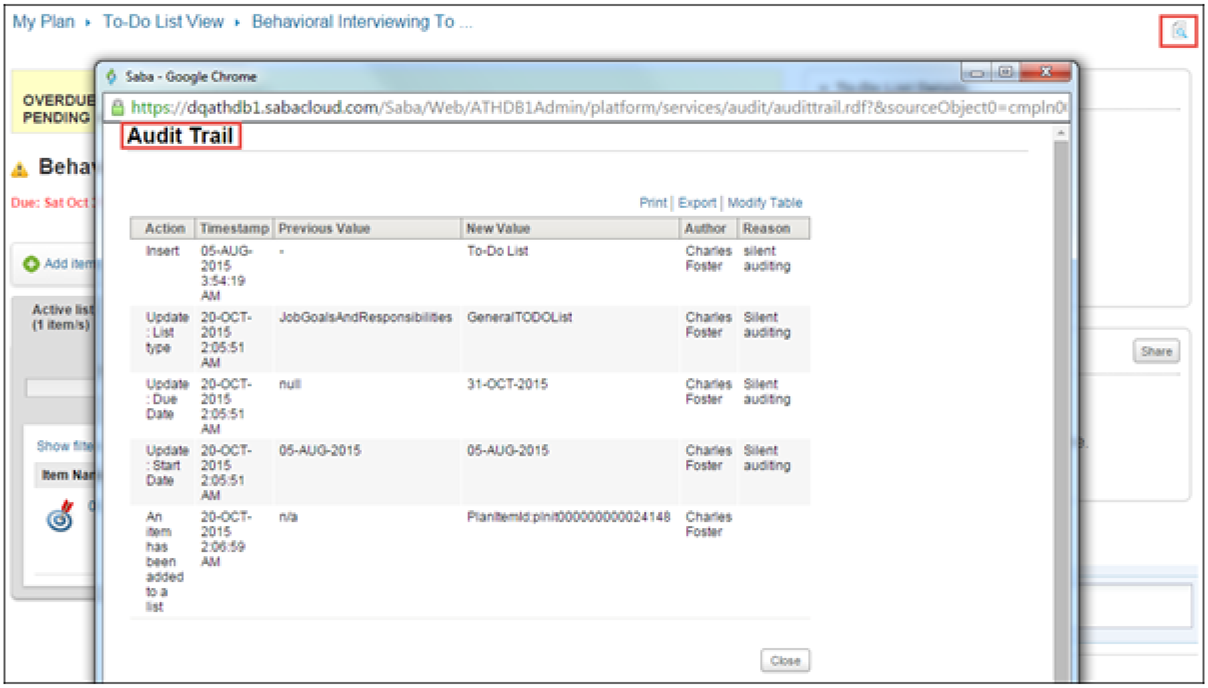


Figure 101: Audit Trail for To-Do list

Use Case

The approval chain and audit trail is now implemented for goals and To-Do lists to improve the functionality of goals and To-Do list.

Approve and reject To-Do List items before adding to the plan

How did it work?

A list item is categorized as a baseline list item when a baseline is created for the list and a item is added to that baseline. All such items appear under the **Baselined list** tab on the list details page. There is a need to change the concept of baseline.

How does it work now?

Saba Cloud now introduces Approve/Reject functionality in To-Do List, where once the assignee adds or removes items to the To-Do list, the item will be first sent for an approval. Until the list owner or a co-owner doesn't approve or reject it, it will not reflect to the final approved items in the list. Once the list item is submitted for an approval, the list owner or co-owner can view it in the **View Pending Approvals** view on the list details view.

Once the assignee adds any item to the list and its approved, then it will appear in the **Proposed additions** tab. If the assignee removes from the list, then it will appear in the **Proposed removals** tab.

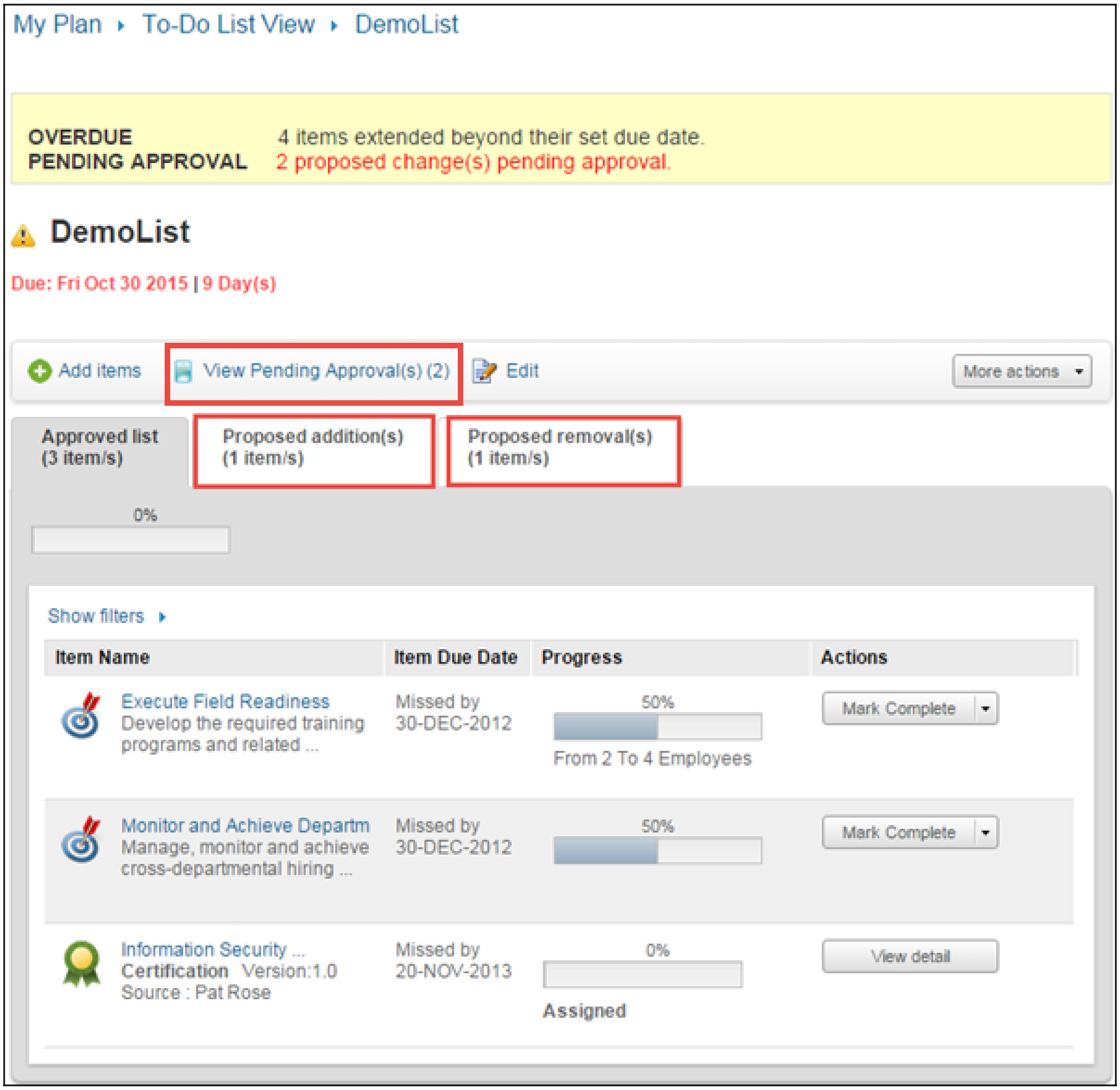


Figure 102: Assignee view of the list

The **Pending Approval** page shows the list items under the **Proposed additions** and **Proposed removals** section. In the **Proposed additions** section, the list owner or co-owner can approve or reject any item. By doing this, the item will be either added or removed from the To-Do List. In the **Proposed removals** sections, the list owner or co-owner can approve or reject any item. By doing this, the item will be either removed or be as is in the To-Do list.

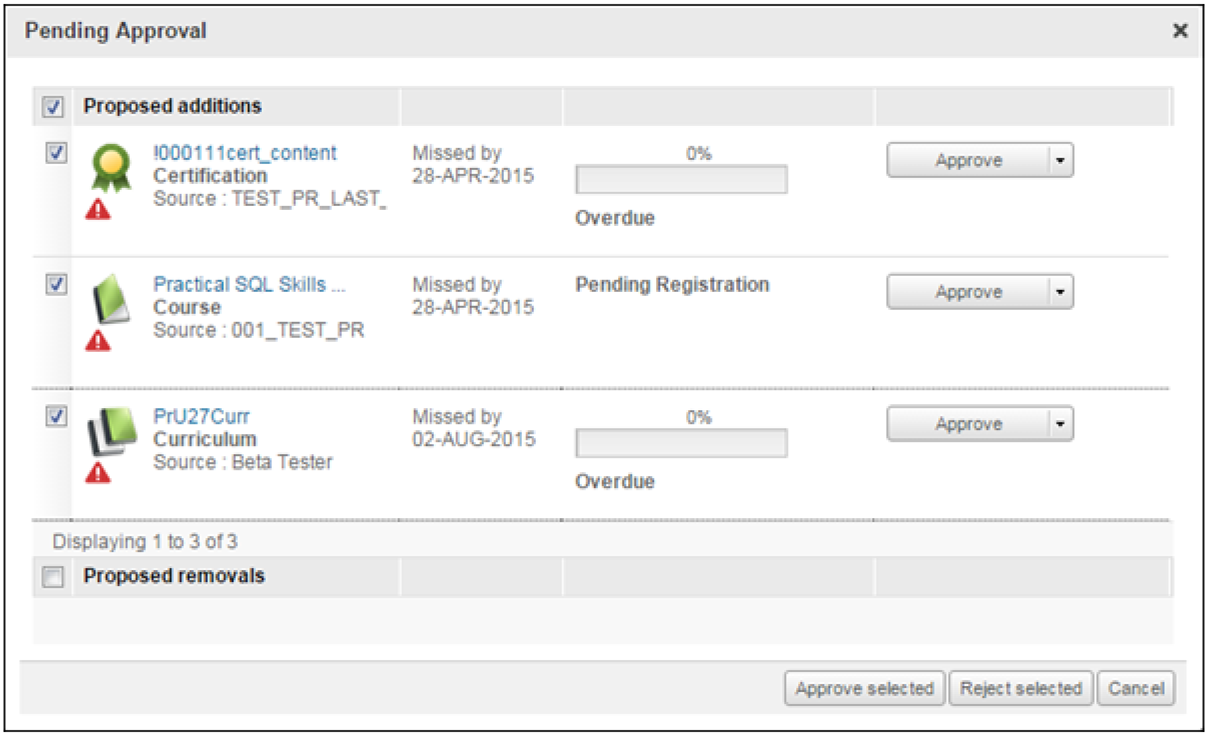


Figure 103: Pending Approval view

Use Case

This will help the list owner and co-owner review the items that will be added in the To-Do list.

People admin can access user's To-Do lists

How did it work?

The end user could create To-Do list and add plan items to it.

How does it work now?

People admin and HRBP | Performance can now search for user's To-Do List and view the list. The admin can only add and remove the items from the list.

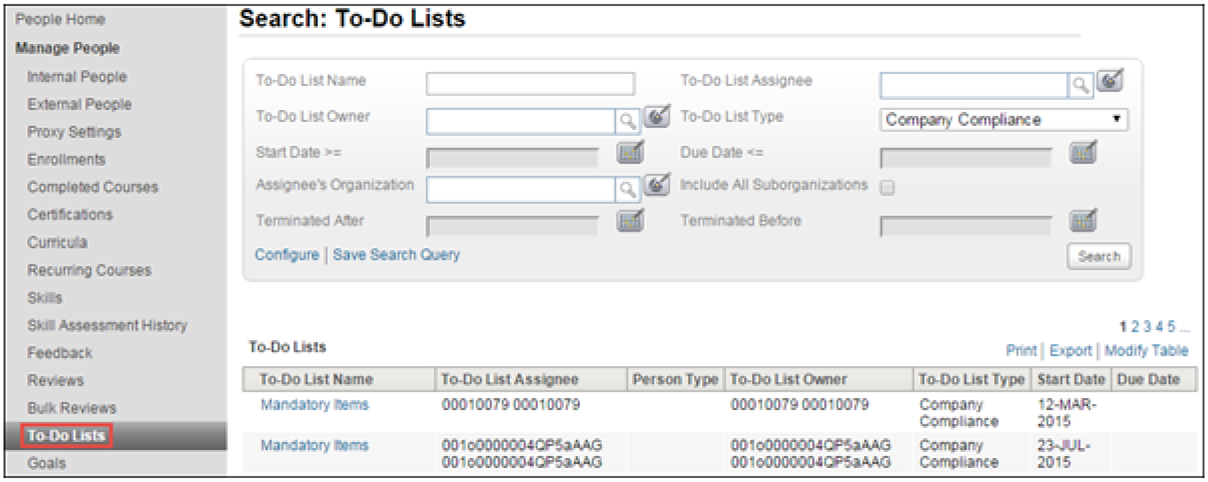


Figure 104: To-Do List

Use Case

People admin can now access user's To-Do list and monitor their plans.

Chapter 5

Talent

Topics:

Job Description tab in career path changed to Job Overview

How did it work?

The JOB DESCRIPTION tab associated with the position in the Career path displays all the job details externally.

How does it work now?

The JOB DESCRIPTION tab is now changed to JOB OVERVIEW, but shows the same information as it use to show before.

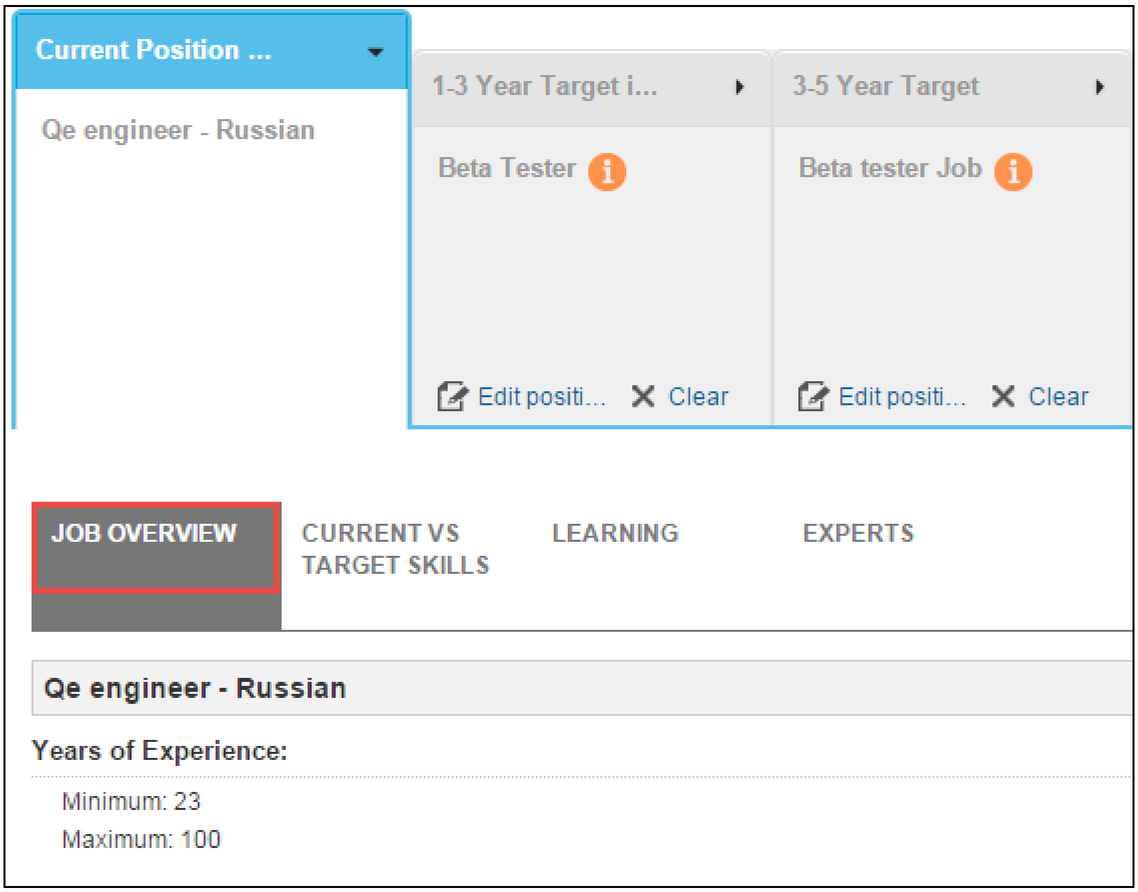


Figure 105: JOB OVERVIEW tab

Use Case

The name was changed to avoid including all the required details when posting a job information externally.

Manager can view team members' career path even when To-Do list is not created

How did it work?

Manager was not able to view team members' career path if the team member has not created any To-Do list. An error message use to be displayed when manager tries to view the career path. If a To-Do list is created, then manager was able to view the career path as well as add some goals to their To-Do list.

How does it work now?

Now, manager will be able to view team members' career paths' by navigating to **MY TEAM** > *<team-member-name>* > **Career Planning**. The manager will have read-only access to their paths, which means manager will not be able to take any actions on team members' career paths'. The **To-Do List** section will not be shown.

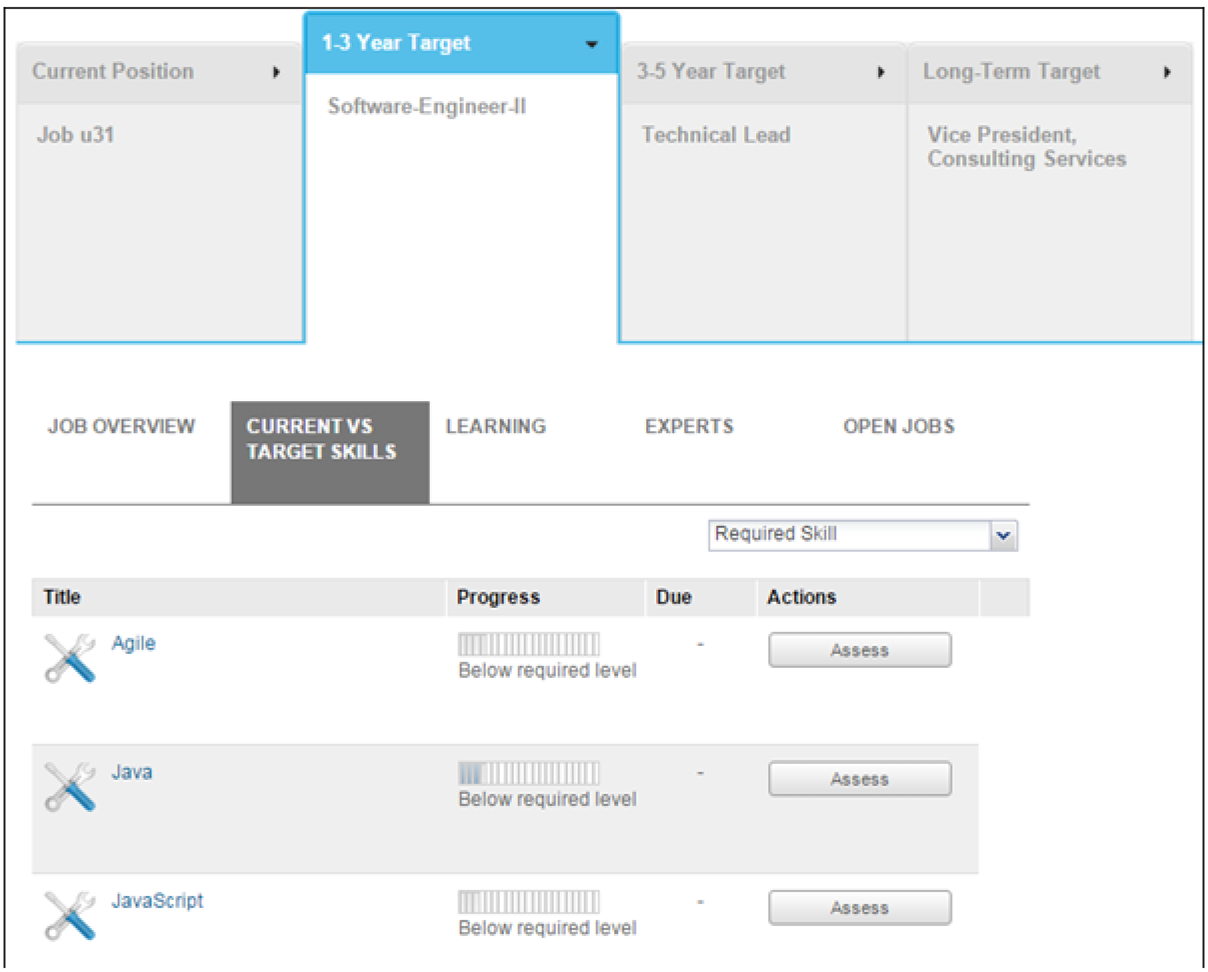


Figure 106: Team members' career path in read-only mode

Use Case

The manager now be able to see career path activity to get a sense of their team's specific career aspirations.

View direct team member's talent profile from Team Overview page

How did it work?

The manager could view direct team members' talent profile only by navigating through **MY TEAM** > **Talent**.

How does it work now?

The manager can now view and edit team member's talent profile by navigating to **MY TEAM** > **Overview** > **Direct Team** > **View/Edit Talent Profile** link. The link will appear as soon as you hover on the team member.

Note: The **View/Edit Talent Profile** link is shown only for **Direct Team** members.

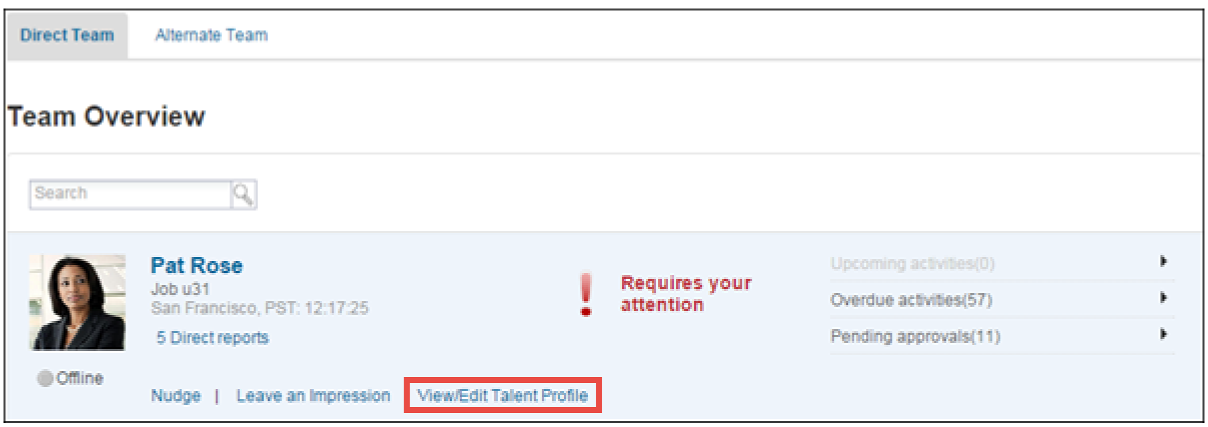


Figure 107: View/Edit Talent Profile

Figure 108: Talent Profile dashboard

Use Case

The team member's talent profile can now be seen through the **Team Overview** page without going to **Talent** page.

View team members' career paths in the Talent Profile dashboard

How did it work?

The manager had to navigate through the employee’s profile to Career Planning to see if the employee had any career planning data.

How does it work now?

The manager can now view team members' career paths in the talent dashboard through **MY TEAM** > **Overview** and **MY TEAM** > **Talent**. The talent admin can also view the career path details through **ADMIN** > **Talent** > **Talent Dashboard**. Through **MY TEAM** > **Overview**, the manager can view career path details only for direct team.

Note: The manager and admin can only view the career path details and not make any updates to it.

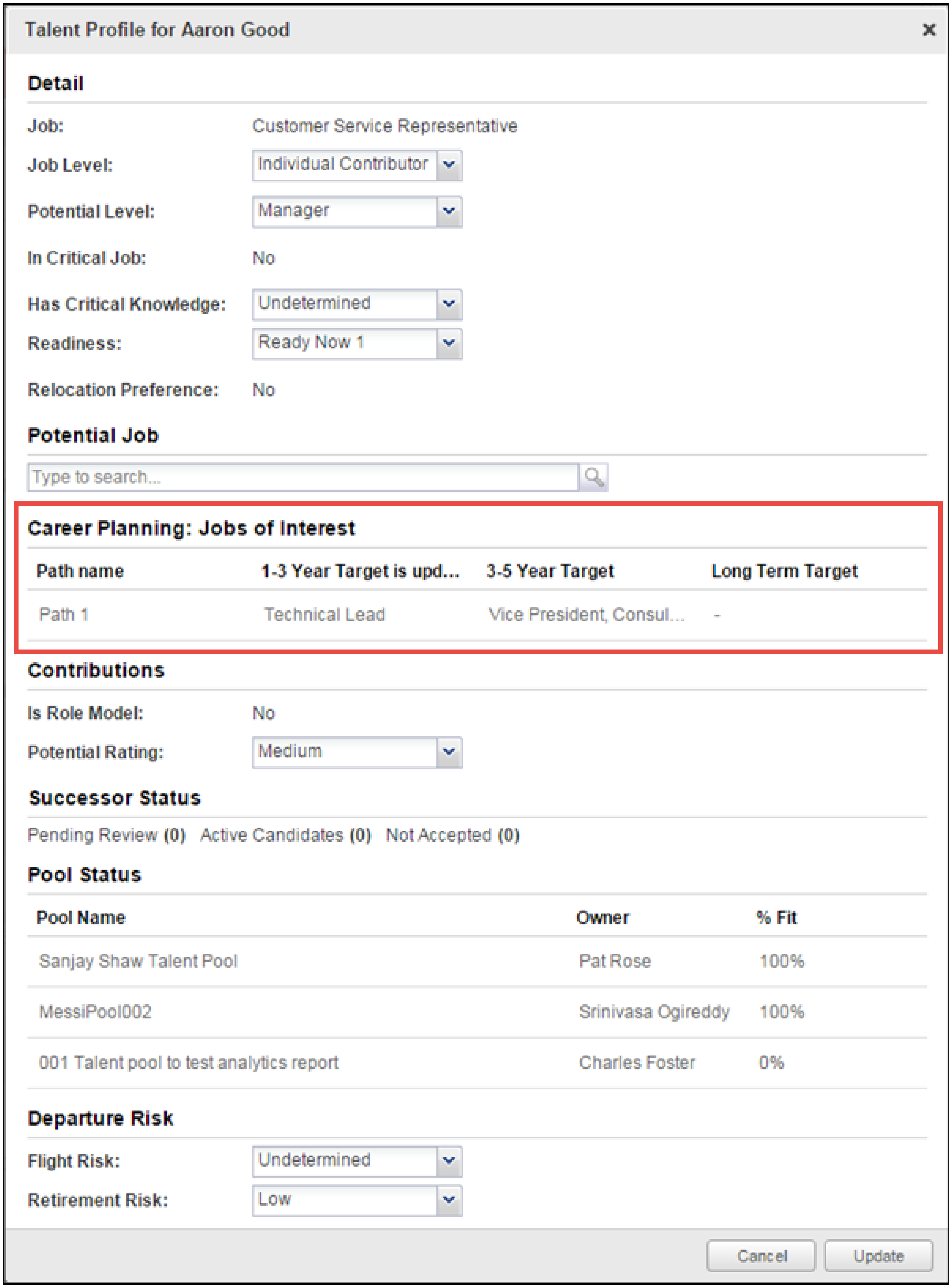


Figure 109: Career planning details in Talent Profile dashboard

Use Case

The manager and admin does not have to navigate to user's Career Planning page to view their career paths as the same information will be displayed in their talent dashboard.

Position Management methodology now available as a way to build a hierarchy

How did it work?

N/A.

How does it work now?

Position Management is a method of building a hierarchy based on one position reporting to another position. Unlike a person-to-person hierarchy (that changes if a person moves out of a job), the hierarchy remains in place regardless of whether a particular position has a person attached to it or is vacant. Specifically, a position is a container that can house a job. One or more incumbents (people) can then be attached to the position. The following roles are associated with the position management workflow:

1. System admin: Can enable the **Position Management** service under the **Succession@Work** service. By default this service is disabled.
2. Position admin: Can create and edit positions, and assign incumbents to positions.
3. People admin: Can associate a position with any internal user provided the position's Fillable Date does not occur in the future.
4. End user: Can take actions on the requirements (learning items and skills) that gets associated through the position.

By default, the Position admin is the one who will create positions and link incumbents to them. Some important things to note are:

- Only people with the **person, internal** role can be added to positions and not the ones with **person, external** role.
- Each position has a budget, expressed as FTE% (full time equivalent).
- When one or more person(s) is linked to a position, the FTE% that they will work must be entered.
- The person(s) FTE% cannot exceed the budget.
- One, and only one, person must be chosen as the primary holder of the position. The selection of the primary holder is at the discretion of the manager and has no criteria, other than someone must be selected.
- A field allowing for the designation of an interim (or temporary) holder of the job is also available. There is no relationship between the primary and interim designations. Multiple people may be designated as interim.
- When a person is linked to a position that has other positions reporting to it, the person will gain manager privileges over the people in those subordinate positions.

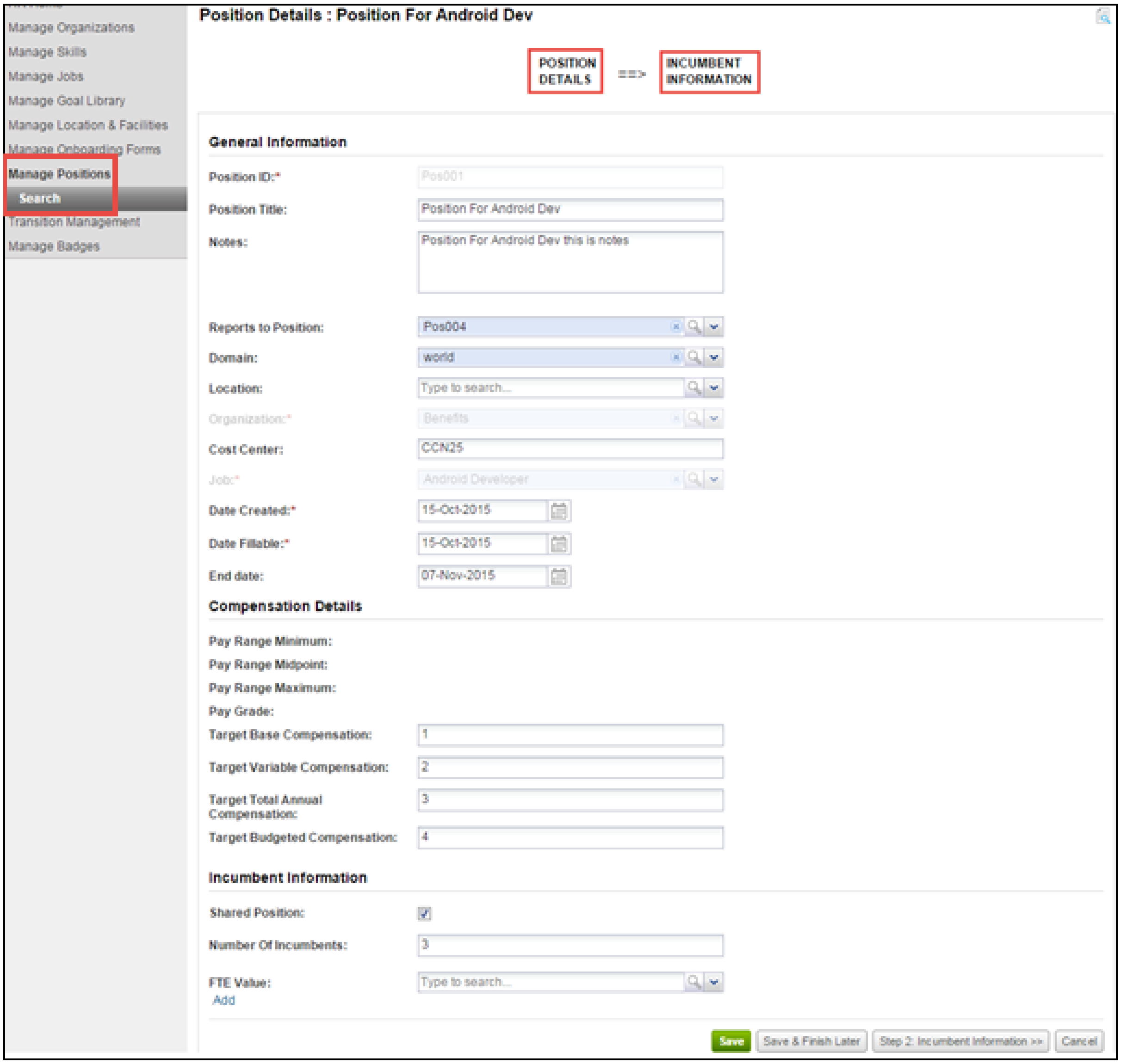


Figure 110: New Position

People admin can also associate positions by editing the user's profile.

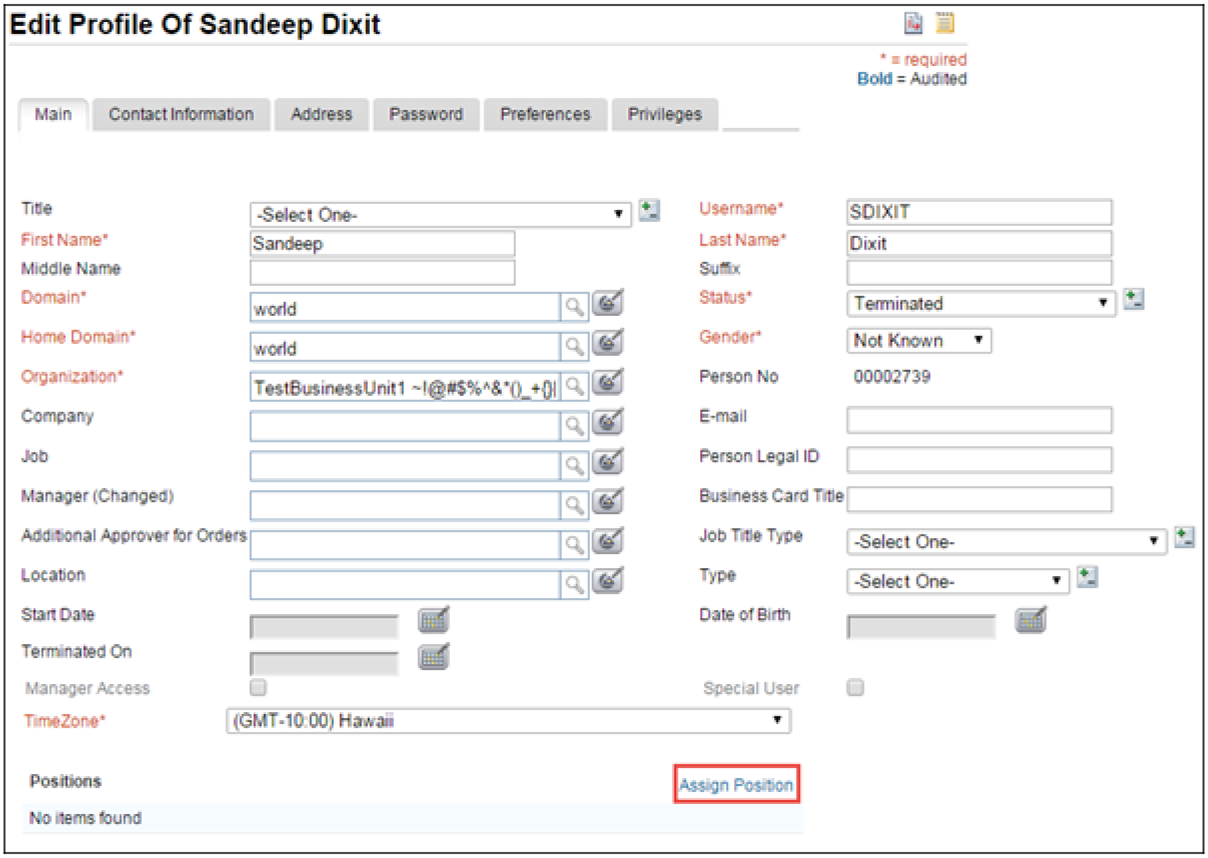


Figure 111: People Admin > Assign Position

A manager can view their team members (set by the position management) in **MY TEAM** > **Overview** > **Others** dropdown list.

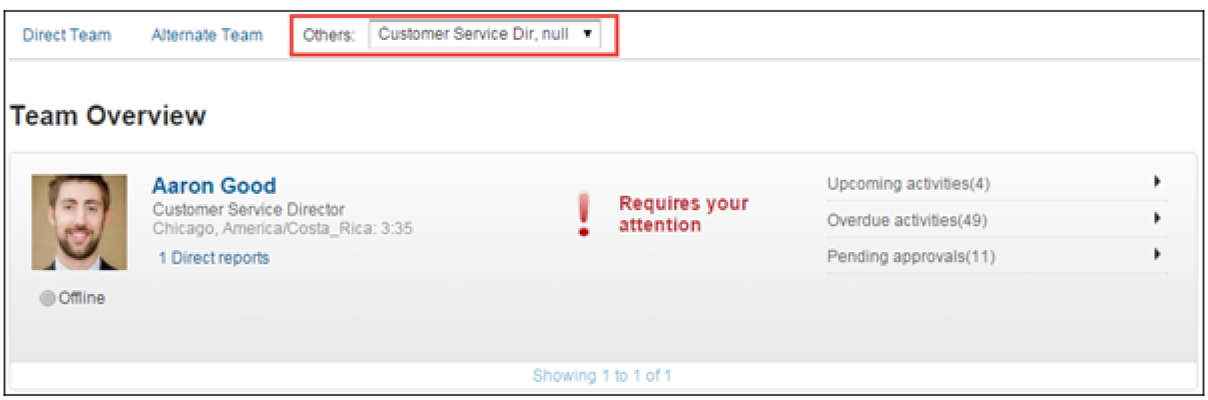


Figure 112: Position manager accesses other team

The end user can access all the learning requirements assigned through the new position in their plan under the Skills Development and Learning & Certifications tab. The new filter is available that lets the end user filter the position related records.

The position manager can view the certification details of the positions reporting to him/her only if the following privileges are assigned on the **Certification** component:

- Can View Certifications Assigned to Others
- Can Assign Certification to Others
- Can Update Certification Assigned to Others

Use Case

There was no provision to associate multiple jobs to an employee hence, admin can use the Position Management functionality to set multiple jobs or say multiple positions to one employee.

Chapter 6

Recruiting

Topics:

Delete external candidates for data protection compliance

How did it work?

When candidates apply for a job, their personal data is stored in the system for as long as necessary for the recruitment process and future career opportunities.

How does it work now?

Candidates who have created an account through Saba now have the option of **deleting** their account on Saba. Once they delete the account, the candidate will not appear in any searches or be recommended for any jobs to an employer. Candidates can delete their profile logging into the career site and going to the bottom of the **My Profile** page and clicking **Delete profile** (next to **Update)**. Candidates who have deleted their profile can always sign up again with the same email ID that was previously used for a new profile to be created in the system.

By default, only **Recruiting Administrators** can delete external candidate profiles from **Admin > Recruiting > Manage Candidates > Search for candidate > Actions dropdown list**. This privilege (**Can Delete Candidates**) can be managed in the **System** component within the Recruiting Admin security role list of privileges.

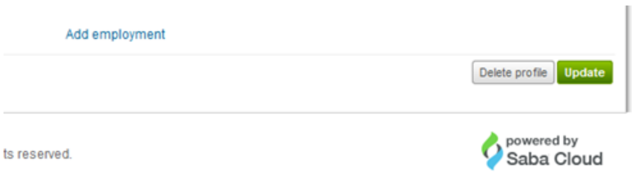


Figure 113: Candidates can delete their own profiles

Use Case

With the option to delete their profile, candidates have control over how long their personal data is stored in the applicant system.

Approvers can approve or reject requests from email

How did it work?

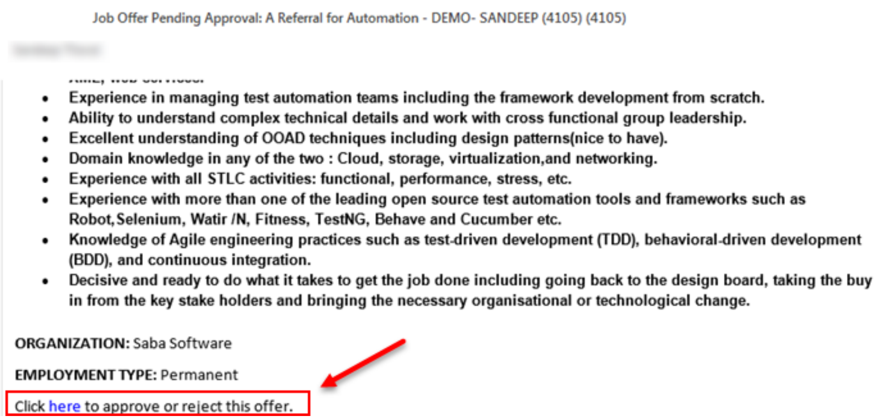
Approvers can only approve or reject requests for Job Requisitions and Job Offers once they are logged into the system.

How does it work now?

Approvers can now approve or reject a request for Job Requisitions or Job Offers directly from email by clicking on a **Approve** or **Reject** button, and a explain the reason for rejection. Once the approver approves or rejects the request, they will see a confirmation message.

For security purposes, no tabs can be seen from the email without logging in.

Note: The **Click here** link expires in 10 days.


Job Offer Pending Approval: A Referral for Automation - DEMO- SANDEEP (4105) (4105)

- Experience in managing test automation teams including the framework development from scratch.
- Ability to understand complex technical details and work with cross functional group leadership.
- Excellent understanding of OOAD techniques including design patterns(nice to have).
- Domain knowledge in any of the two : Cloud, storage, virtualization,and networking.
- Experience with all STLC activities: functional, performance, stress, etc.
- Experience with more than one of the leading open source test automation tools and frameworks such as Robot,Selenium, Watir /N, Fitness, TestNG, Behave and Cucumber etc.
- Knowledge of Agile engineering practices such as test-driven development (TDD), behavioral-driven development (BDD), and continuous integration.
- Decisive and ready to do what it takes to get the job done including going back to the design board, taking the buy in from the key stake holders and bringing the necessary organisational or technological change.

ORGANIZATION: Saba Software

EMPLOYMENT TYPE: Permanent

Click here to approve or reject this offer.

Figure 114: Approve or reject from email

Use Case

Approvers can approve or reject a request for Job Requisitions or Job Offers directly from their email without having to log in.

Add Hiring Managers and Recruiters to approval chain

How did it work?

It was not possible to add Hiring Managers or Recruiters on a job requisition and job offer to the approval chain when creating a job requisition.

How does it work now?

You can now add Hiring Managers and Recruiters to the approval chain of a job requisition and a job offer. They can be added as a sequential, alternate, or informed type of approver. If there is more than one Recruiter on the requisition and offer, they can all be considered as approvers and take action on the requisition.

Use Case

Hiring Managers and Recruiters can be added to the approval chain so that they can approve or reject a job requisition or job offer.

Internationalize job requisition details

How did it work?

Before this update, recruiters had to sign into different locales before they could create a job requisition in different languages.

How does it work now?

Recruiters and Hiring Managers can create primary job requisitions in their own primary languages by selecting the locale from a dropdown within the job requisition. The following details can be localized:

- Job Title
- Job Description
- Qualifications
- Compensation Displayed to Candidates (Public)
- Company Description
- Notes
- Custom Fields 0-9

Note: Skills and Experience smart widgets cannot be localized.

To change the language of the job requisition details, click the **internationalization icon** (globe) in the top right of the job requisition, which will open a new window.

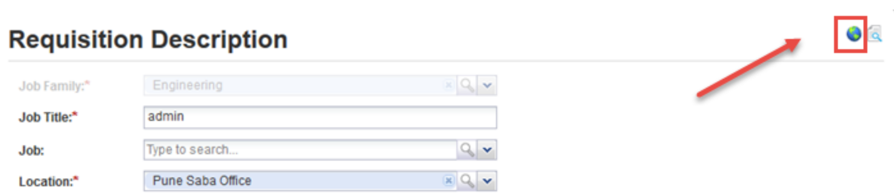


Figure 115: Internationalization icon in job requisition

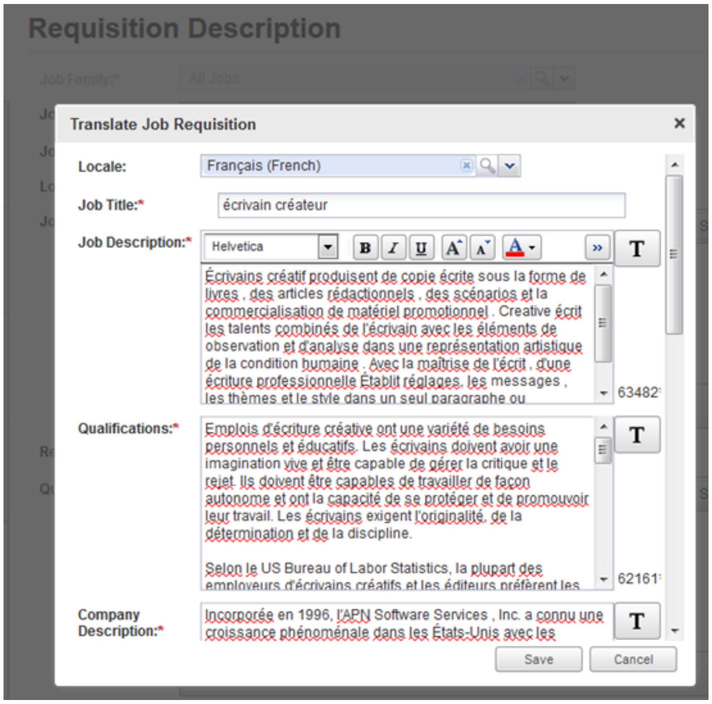


Figure 116: Translate Job Requisition window

When candidates view the job requisition from the career site, they can select a locale for a localized version of the job requisition details.

Use Case

Candidates can now view a localized version of job requisition details when recruiters choose to translate them.

Notification of new applicants on jobs dashboard

How does it work now?

Members on the Hiring Team can now see notifications indicating the number of new applicants from the jobs dashboard.

Note: The count is always visible, but may not be accessible if you are an interviewer or hiring manager without the view privileges on the new candidates tab.

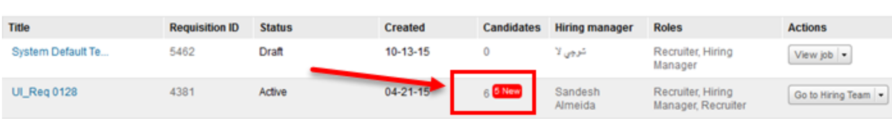


Figure 117: Notifications for new candidates

Use Case

Hiring Team members can easily see new applicants for job requisitions and view their profiles (when the New tab is accessible).

Candidate profile transfers to new internal profiles upon hire

How did it work?

Before this update, Recruiting administrators could merge candidate profiles with internal profiles for new hires, which would only carry over the following Learning items: Courses, Certifications, Checklists, and Registrations. The profile merge did not include other data such as work history or education history.

How does it work now?

Now when candidate profiles are merged with internal profiles for new hires, the additional following data is transferred:

Table 18: Field Mapping from Candidate Profile to Internal Profile

Candidate Profile Fields	Employee Profile Fields	Default Value
Basic Information		
First Name	First Name	
Last Name	Last Name	
Country	Country/Region	
City	City	
State	State/Province	
Street	Address 1	
Zip	Zip/Postal Code	
Gender	Gender	
Work Phone	Work Phone	
Mobile Phone	Mobile Phone	
Tags	Tags	

Candidate Profile Fields	Employee Profile Fields	Default Value
Person Legal ID	Optional Info Person Legal ID	
Education History		
Institution	Institution	
	Institution Type	Other
Degree	Degree	
	Degree Type	Other
End Date	Completion Date	
Score	Percent Completed	100%
Employment History		
Position Title	Title	
Company Name	Employer	
Start Date	Start Date	
End Date	End Date	Current date in case of current em~ ployment
	Location	Unknown
Scope/Responsibilities	Scope/Responsibilities	
Core Profile		
Exceutive Summary	Bio	
Courses / Learning Completion History		
Courses, Certifications, Registrations and Checklist	Courses, Certifications, Registrations and Checklist	

Note: Recruiting administrator can add or remove the information that will be transferred by navigating to **People Admin > Admin > People > Manage People > Search for Person > Edit Profile Information > Update.**

Use Case

Additional data from candidate profiles can be merged with internal profiles for new hires so that they do not need to be reentered.

Import candidate resumes along with candidate import files

How did it work?

Resumes were not included in candidate import files.

How does it work now?

When you import candidate files, their resumes are now included in the ZIP file. When there is a resume on file for import, an extra column in the CSV file contains the filename.

Also, in the jobCandiate CSV, a new flag TRIGGER_RESUME_PARSER has been added with values as TRUE or FALSE. If the value is TRUE, then the resume parser will get updated. The default value is FALSE.

Use Case

Resumes are now included in the candidate import file so that they can be on file.

HireRight integration API updated with new features

How did it work?

The HireRight connector in Saba Marketplace was using HireRight API Version 1.0.

- The **Package ID** was used in the background checks table instead of the **Package Name**
- The **background check initiator name** was not tracked in the column

How does it work now?

The HireRight connector in Saba Marketplace has upgraded the HireRight API to Version 1.1 to support the following new features:

- **Package ID** replaced by **Package name** in the background checks table
- More **fields** are now sent to HireRight from candidate profiles
- The **background check initiator name** can now be tracked in the column

Use Case

The HireRight API has been upgraded in order to support new background check and onboarding form features for data integration between HireRight and Saba.

Three new privileges added for performing background checks

How did it work?

There was an existing privilege under the **Job Offer** component regarding background checks:

- Can manage Background Check process for candidates

How does it work now?

The privilege under **Job Offer** (Can manage Background Check process for candidates) has been removed and three new privileges have been added under the **System** component in its place:

Table 19: New privileges under System component

Privilege	Description
Can initiate Background Check process for candidates	Allows users to initiate background checks for the candidates from the **Background Checks** tab, as well as the **Offers** tab.
Can view the adjudication status	Allows users to view the candidate's adjudication status (whether or not the candidate's background screening results meet company stand~ards)
Can view the **Screening Manager**	Allows users to view the organization level details of the background checks of all candidates

Note: By default, Recruiting Admins have all three of these new privileges enabled, while Recruiters only have the **Can initiate Background Check process for candidates** enabled.

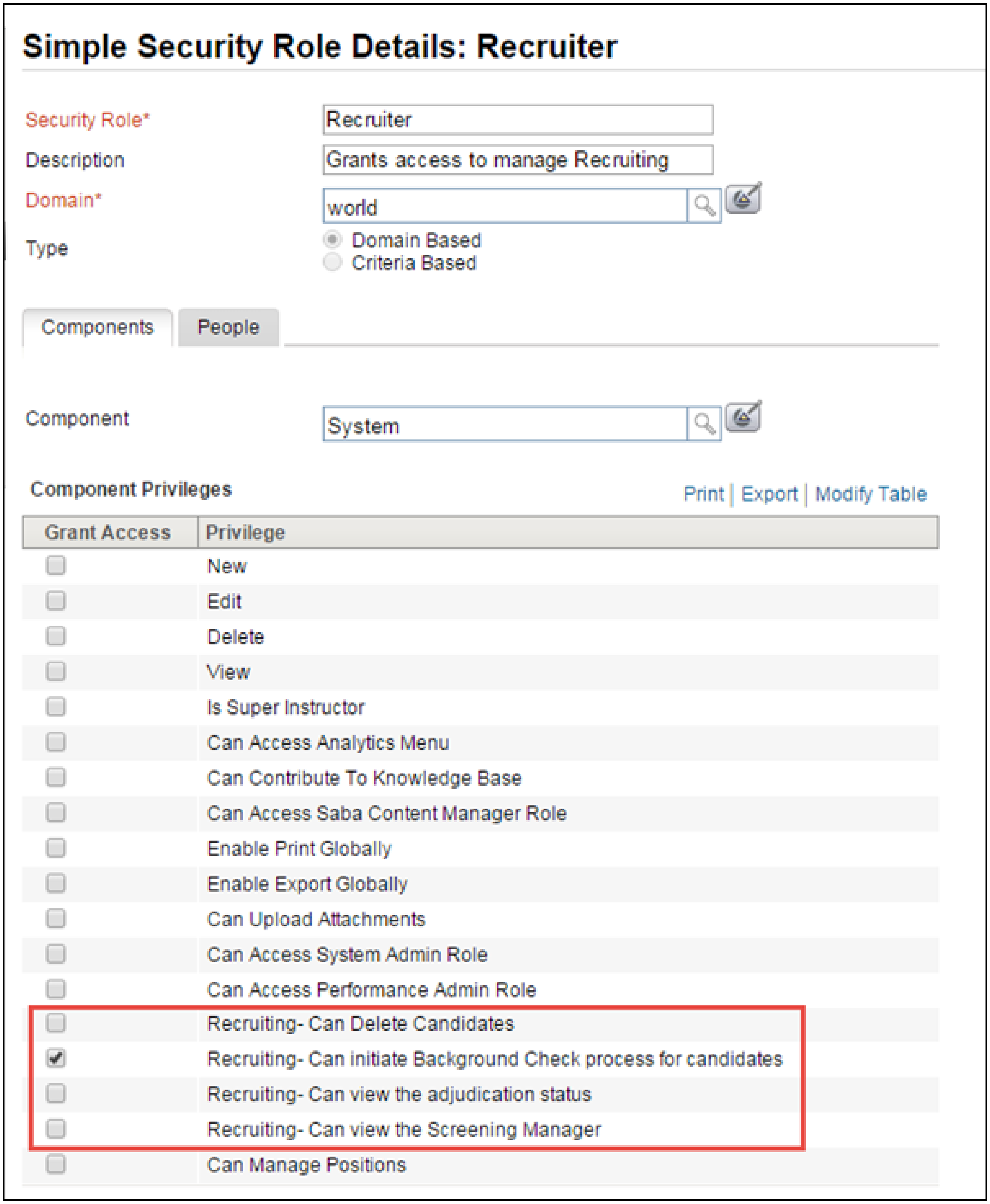


Figure 118: New background check privileges in System component

Use Case

Recruiting Admins can control the roles that can run and view the status of background checks.

Control which security roles can access certain tabs in the Hiring Team view

How did it work?

Currently, any member of the Hiring Team is able to view all tabs (All, New, Interested, Interviewing, Offers) in the Hiring Team View, except for those with the **Interviewer** role, who can only see the **Interested** and **Interviewing** tabs.

How does it work now?

System Administrators can now determine which tabs Recruiting Admins, Recruiters, and Hiring Managers have access to in the Hiring Team view by going to **Admin > System > Manage Security > Search for Hiring Manager role > Edit and search for Job Requisition Component > Check the privileges related to background check**. If a user does not have the privilege to view a tab, candidates from that tab do not appear in candidate searches or in the Hiring Team view.

Note: By default, **all** tabs are viewable by Recruiting Admins, Recruiters, and Hiring Managers.

For example, if **Can view New tab** is unchecked for the Hiring Manager role, users with that role cannot view new candidates under the **All** tab. If **Can view All tab** is unchecked for the security role, users with that role would land on the **New** tab, if they have the privileges to view it. If Recruiters have no privileges to view the **New** tab, then new candidates do not appear in the **To-Do** section in the Hiring Team view for that role.

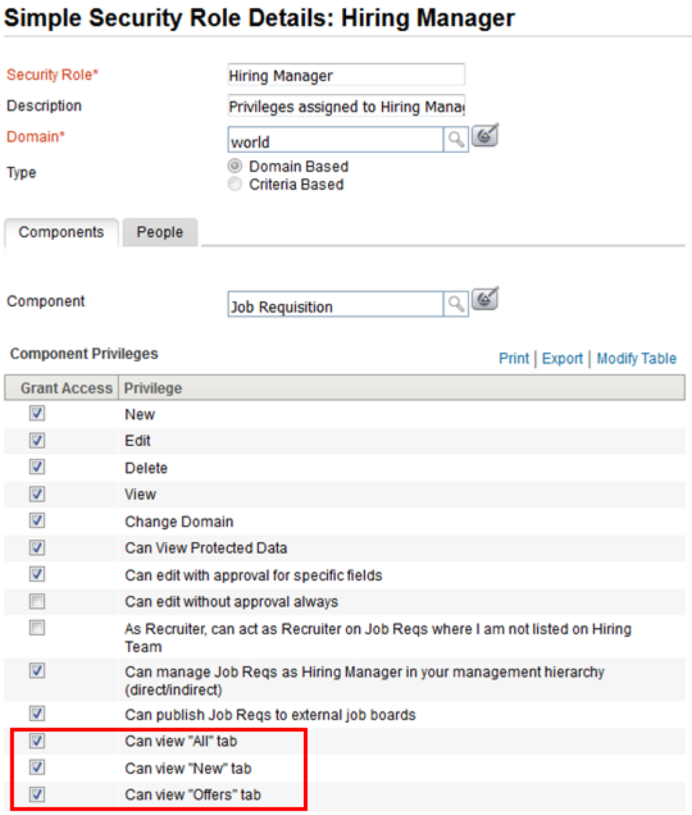


Figure 119: New privileges in the Recruiting Admin, Recruiter, and Hiring Manager security roles

Use Case

Users who do not have the privilege to see new candidates can also be blocked from seeing them in other areas within the Hiring Team view.

New security privilege for publishing job requisitions to external job boards

How did it work?

Admins and Recruiters can publish/unpublish any job requisition to external job boards.

How does it work now?

You can now determine who can publish/unpublish job requisitions to external job boards with a new security privilege in **Admin > System > Manage Security > Security Roles > Search for Hiring Manager / Recruiter / Recruiting Admin / HRBP | Recruiting > Edit > Search for the Job Requisition component**. If a user does not have the privilege (**Can publish Job Reqs to external job boards)**, then the job boards section and job board status are hidden.

By default, the privilege to publish job requisitions to external job boards is **enabled** for the following security roles:

- Recruiter
- Hiring Manager
- Recruiting Admin
- HR Partner | Recruiting

If a user who does not have this privilege copies a job requisition that was previously posted to external job boards, the copied job requisition will **not** be posted to external job boards (none of the external job boards will be selected).

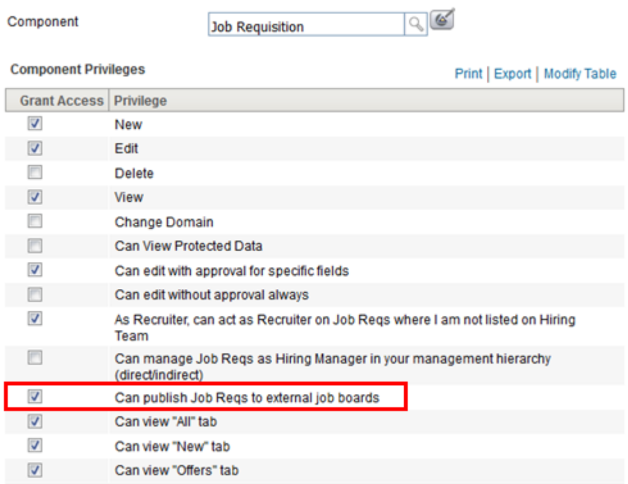


Figure 120: New security privilege in the Job Requisition component

Use Case

If your organization only wants to allow certain members of the Hiring Team to be able to publish/unpublish job postings to external job boards, you can manage this privilege based on a user's security role.

Candidates can unsubscribe from emails about new job openings

How does it work now?

Candidates can easily unsubscribe from emails about new job openings from Saba in three ways:

- Clicking on a link from any new job posting emails that are sent via Saba
- Selecting a checkbox under **Settings** when submitting an application through Saba
- Going to My Profile settings

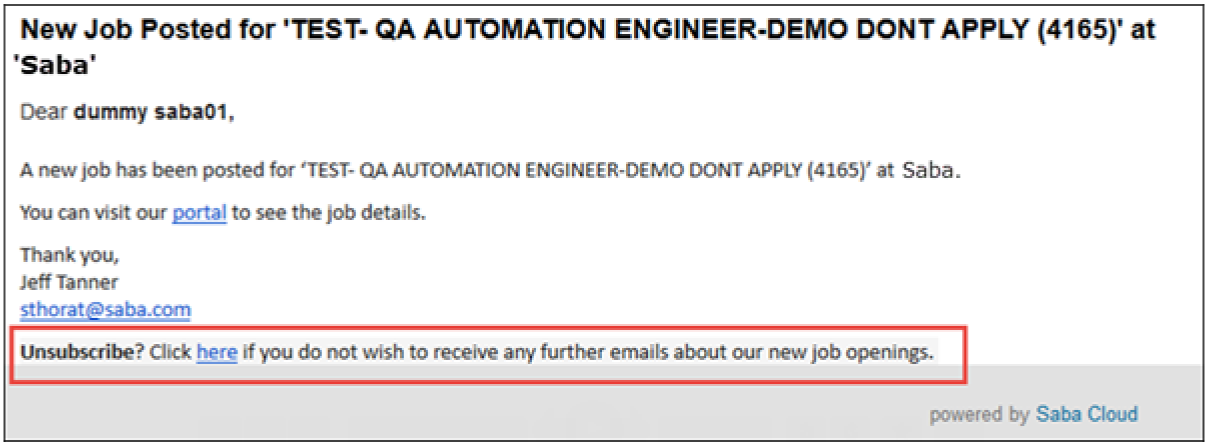


Figure 121: Link in email to candidates

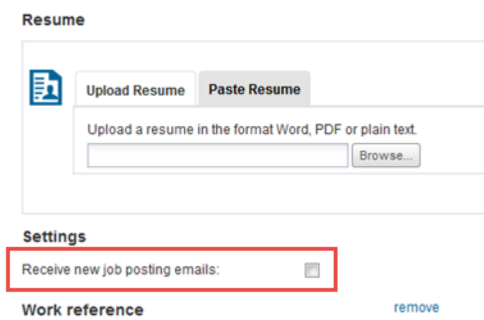


Figure 122: Candidates can update job posting email settings from their account

Use Case

Candidates can easily unsubscribe from new job posting emails.

Search and add candidates from candidate pool to job requisitions from Hiring Team view

How did it work?

Before this update, Recruiting Admins, Recruiters, and Hiring Managers could not search for candidates from the entire candidate pool and add them to job requisitions.

How does it work now?

Recruiting Admins, Recruiters, and Hiring Managers can use advanced search to search for candidates from the **entire candidate pool** and add them to a job requisition. Widen your search by using the **Search Applicant Database** option. The search would exclude candidates who have already applied to the job requisition. Any candidate who is added to the job requisition in this manner gets copied with the status, **Interested-High**. When searching for a candidate from the candidate pool, fields related to the job requisition such as Application Status, Applied On, Assessment Score, and Percent fit are not considered.

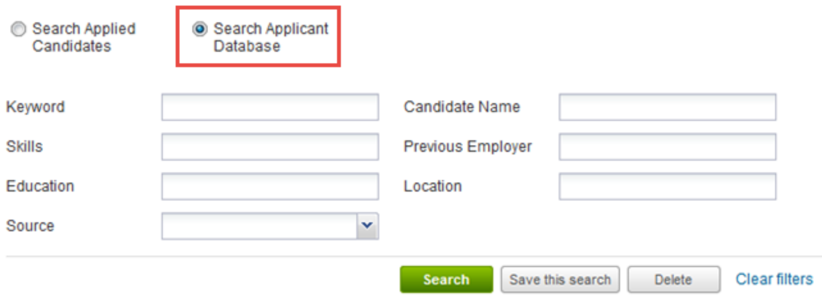


Figure 123: New radio buttons in advanced search

Use Case

You can expand your search to the entire candidate pool, in addition to the group of candidates who have applied for a particular job requisition.

Silent auditing enabled when recruiting admin approves on behalf of actual approver

How did it work?

When **E-signature - Reason required** auditing is enabled on the **job requisition** and **job offer** components and the recruiter or recruiting admin approves the job requisition or job offer on behalf of any approver (mentioned in the approval chain), then the E-signature popup is not shown.

How does it work now?

Now, even if the **E-signature - Reason required** auditing is enabled on the **job requisition** and **job offer** components, when the recruiter or recruiting admin approves the job requisition or job offer on behalf of any approver, the action will be captured through silent auditing and will appear in the Audit Trail.

Use Case

The approvals done on behalf of actual approvers is now audited.

Chapter 7

Compensation

Topics:

- New percentage data type added to Library Fields
- Improved logic for processing formula and rules
- Data importing, processing, and reporting redesign for Compensation plans
- Notifications added for when approvers make changes
- Compensation Analytics reports can be shared with managers
- Custom fields of employees' person, internal are mapped correctly with Compensation library fields

New percentage data type added to Library Fields

How did it work?

Since there was no **percentage** data type for Library Fields, Compensation Admins had to apply **divided by 100** or **multiply by 100** in formulas where the number was presumed to be a percentage.

How does it work now?

Compensation Admins can now select **percentage** as the data type to be displayed for formulas where the number is presumed to be a percentage, without having to apply **divide by 100** or **multiply by 100**. If a data type has been marked as **percentage**, the **%** symbol will always be shown next to the value. If a value is entered with the percent symbol **%**, then it is interpreted as a percentage. But if a value is entered without the percent symbol, then it is interpreted as a raw number, which is then converted to a percentage. For example, if you enter **3%**, this will be interpreted as **3%**. But if you enter **3** i.e., without the percent symbol, this it will be interpreted as 300%.

The display format of the following fields should be in percentages:

- Guideline Increase %
- Base Salary - Current Increase %
- Base Salary - Increase %
- Pension %
- STI Target %
- STI Max %
- Recommended Personal Income %
- Financial Income %
- Company Multiplier %
- Personal Multiplier %
- Financial Weighting %
- Personal Weighting %
- Discretionary Bonus %
- Percent Profile Completed %

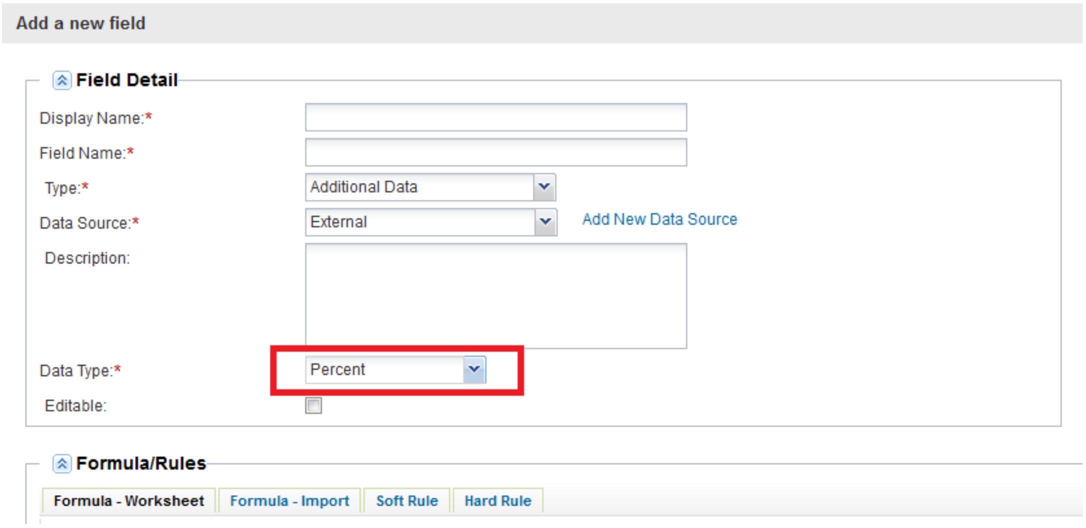


Figure 124: Percent field

Use Case

Compensation Admins can see the percentage of certain Library Fields without having to apply **divide/multiply by** in formulas.

Improved logic for processing formula and rules

How did it work?

- Formulas and rules were defined on the same field.
- The functionalities of the two properties overlap, but the hard and soft rules are attached to a single column.
- Formulas followed the following sample format:

${BaseSalary_LST}+${DiscretionaryBonus_INC}

How does it work now?

- When editing a new Library Field, the **Rule Editor** has been removed from both the library and worksheet.
- You can enter and save formulas/hard rules using a syntax similar to entering formulas in Excel (multiple **if/then/else** statements can be specified when joined by **AND** or **OR** syntax).

  Note: The formula can be specified as a **worksheet formula**, **import formula**, or both.

- Since hard and soft rules do not change the value in the field, up to three formulas are now allowed per field (but not more than one of each):

1. Formula - Worksheet
2. Formula - Import
3. Hard Rule

4. Soft Rule

Use Case

The logic for processing formulas and rules have been improved for accuracy and ease of use.

Data importing, processing, and reporting redesign for Compensation plans

How did it work?

There were some limitations to the way data was imported, processed and reported when creating compensation plans.

How does it work now?

The way data is imported, processed, and reported when Compensation Admins create compensation plans has been vastly improved in key areas:

- Two types of Library Fields have been created: compensation data, and additional data
- When adding **new fields**, the type of field can either be **compensation data** or **additional data**
    - Compensation data
    - Additional data
- **Non-cash units** have been removed since they are not required in RDI. Instead, the unit used is the name of the Compensation Data (stocks/valuations)
- Users can add any attribute in the worksheet
- You can ask admins to specify budget fields, which would create pre-populated pages with all currency compensation fields in the worksheet
- A compensation data field will be debited from the budget for a plan component only if the category of the compensation data field matches the category of the plan component.

Use Case

Your organization can see more information aside from a physical payout.

Notifications added for when approvers make changes

How did it work?

Before this update, all approvers for a **Plan Cycle** received a notification if there was an **approval required for Compensation allocation**.

How does it work now?

After this update, all approvers for a **Plan Cycle** receive a notification in the **Message Center** if there is an **approval required for Compensation allocation** and **Compensation plan has been approved by any approver**, in addition to an **audit link** to a log of all changes that were made in the worksheet by the manager and all approvers, including previous ones. The notification will be triggered only if the system admin has enabled the notification. By default, this notification is disabled. Each modification is listed as a separate entry in a table with the following information:

- Employee name
- Attribute name
- Old value
- New value
- Change by
- Created On

Use Case

This update ensures transparency for approvers, managers and the Compensation Admin when creating and modifying Plan Cycles.

Compensation Analytics reports can be shared with managers

How did it work?

Before this update, attempting to share an Analytics report made with data from the Compensation module resulted in an error.

How does it work now?

Compensation Admins can now share reports made in Analytics using data from the Compensation module with managers.

Note: To share a report with managers, the compensation admins must have the "Manager" data attribute in the worksheet definition. This is in conjunction with setting the audience to "Manager" in Analytics when saving the report.

Use Case

Analytics reports using data from the Compensation module can be shared with managers for review.

Custom fields of employees' person, internal are mapped correctly with Compensation library fields

How did it work?

If the compensation admin has used any person, internal custom fields in compensation cycle, then an error occurs when the manager tries to add merit details in the plan.

How does it work now?

When any person, internal custom fields are used in the compensation cycle, the compensation admin needs to manually change the corresponding Compensation library field type (from within a Plan Component Worksheet) to match with the type of data stored in the employee's person custom field. For example, if a currency amount is stored in **person_int_custom_0**, but **person_int_custom_0** is a TEXT type user field in Saba Cloud, then the Compensation field named Person_Custom_0 must be set by the admin to type CURRENCY within the Plan Cycle.

The library field type will be fixed automatically, if compensation admin does any of the following:

- Editing the Compensation library field.
- Adding the Compensation library field to the plan component's worksheet.

Use Case

Compensation admins can now used employees' person , internal custom fields in the compensation plan once they are mapped correctly.