What's New

Saba Cloud | Update 41 | Jun 2018

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Contents

Change log

The below table summarizes the list of changes introduced in a particular version of this document.

Table 1: Summary of changes

Version	Date	Change description	Functional area	Feature
1.0	09-May-2018	Initial version	N/A	N/A
2.0	15-May-2018	Updated **How does it work now?**	Performance	Configure milestone steps in review cycle
		Updated **How does it work now?**	Performance	Change review owner
		Updated **How did it work?** and **How does it work now?**	Ecommerce and Reward Redemption	Rewards Redemption
		Updated **How does it work now?**		Introducing Wallet
3.0	23-May-2018	Added a new topic	REST APIs	Updates to Training Unit Agreement APIs
		Added a new topic	System	Improvements to IP validation error messages and status codes
		Added a new topic	Learning	Modified label in catalog search results column
4.0	28-May-2018	Updated **How does it work now?**	Analytics	Report As A Service
5.0	14-Jun-2018	Added a new topic	System - Data Integration	RDI supports certification in recertify status on page 214

New features at a glance by functional area

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.

New indicates a new feature introduced in this update, others are enhancements/changes to the existing functionality.

Table 2: 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
Analytics	Disable sending of adhoc emails for report subscriptions New	Y				Analytics admin Analytics user
	Obfuscate analytics data for purged users New	Y				Analytics admin Analytics user
	Certification Gap Analysis by Role New	Y				Analytics admin Analytics user
	Check-Ins Status Report	Y				Analytics admin Analytics user
	Team Status Overview Dash~board New	Y				Analytics admin Manager
	Report As A Service New			Y		Analytics admin Analytics user "admin" user
	Pivot table reports New					Analytics admin Analytics user
	Number chart	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
	Disable sending of subscription emails with no data					Analytics admin
	New Attributes New	Y				Analytics admin Analytics user
	Updated Attributes	Y				Analytics admin Analytics user
Career Planning	Hide Career Planning Link on ME Tab		System admin			End user Manager Talent admin
Compensation	Status bar display for Snapshot creation	Y				Compensation admin
	Export Library Fields file enhanced with additional fields	Y				Compensation admin
	Remove terminated employees from an active plan cycle	Y				Compensation admin, manager
	Improved handling of terminated employees and managers	Y				Compensation admin, manager
	Improved Mini-card display	Y				Employee, Manager
	Library fields updated	Y				Compensation admin
	Clearing and updating user data New	Y				Compenation admin
	Add employees to active plan cycles	Y				Compensation admin
E-commerce and Reward Redemption	Rewards Redemption		System admin		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
	Updated My Rewards page	Y				End user
	Introducing Wallet	Y				End user
	Share training units agreement with other organizations	Y				System admin Ecommerce ad~ min
Learning	Web accessibility support for assessments	Y	Learning admin			End user
	Display visual indicator while importing content	Y				Learning admin
	New mobile compatibility op~ tions for content import	Y				Learning admin
	Limit number of contents shown per content folder	Y	System ad~ min			Learning admin
	CMI5 content support New	Y				Learning admin End user
	Saba LRS is ADL conformant New	Y				Learning admin
	Course templates New	Y				Learning admin
	Synchronize course template values with related component attribute changes New	Y				Learning admin
	New Local Catalog Admin se~ curity role New		System ad~ min			End user
	Simplified course creation New		System ad~ min			End user
	Identify gamified courses New		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
	Enhanced notifications for courses and classes New		System admin			End user Manager
	Display visual indicator for attending virtual class sessions	Y				End user
	Display event ID for sessions in WebEx virtual classes			Y		Learning admin
	Restrict leaders from deleting events created via virtual classes	Y				End user
	Adjust the Saba Meeting event seat count on adding or removing instructors to a virtual class	Y				End user
	New named queries for organization managers	Y	System admin			Organization manager
	Manually trigger status change of certifications, curricula and recurring courses	Y				Learning admin
	Display visual indicator for in-progress recurring course without registration	Y				End user
	Manually reconcile job role for learning items	Y	HR admin			End user
	Display empty mandatory custom fields when adding external/completed learning to plan	Y	System admin			End user
	Configure ribbons in Discover portlet	Y	System admin			End user
	New ribbons in Discover portlet	Y	System admin			End user
	Modified label in catalog search results column	Y				Learning admin Analytics admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
Market~ place	Activation key for Workday connector	Y				Marketplace ad~ min
	Expire Lynda content based on the list from Lynda	Y				Marketplace ad~ min
Meeting	Remove purged Saba Cloud users from Saba Meeting	Y		Y		System admin Meeting admin
People	Configure option for cleanup of learning items for terminated users					People admin
	Audit options for Purge action					People admin
	Transfer Internal users to extern~ al and vice-versa New					People admin
	Enhancement to smartlist criter~ ia					System admin, People admin
	Addition of custom fields on external work history page					People admin, End user
	Enhancement to Job Roles de~ scription page					People admin, End user, man~ ager
	Provide ability to mark a termin~ ated person as Stop Pro~ cessing New		System ad~ min			People admin, System admin, End user
	Extended custom attributes are visible in Custom sections					End user
Perform~ ance	Enhancements to Overall Score Calculation in Reviews	Y	Perform~ ance admin			Performance ad~ min Review owner
	Delete Held Skills from My Plan New	Y	System ad~ min			System admin Manager End user

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Expected distribution can now be hidden from Review Owners	Y	Perform~ ance admin			Performance ad~ min Review owner
	Transfer points to peers via im~ pression New		System ad~ min			System admin Performance ad~ min End user Manager
	New filter to access reviews from My Plan page New	Y				End user
	Normalized weightings in the Goal Weight Summary are now rounded					Performance ad~ min Review owner
	Restrict who can cancel reviews to Performance administrators New		Perform~ ance admin			Performance ad~ min Review owner
	Section Weights Support Up to Two Decimal Places New		Perform~ ance admin			Performance ad~ min
	Configure milestone steps in review cycle New	Y	Perform~ ance admin			Performance ad~ min
	Change review owner New	Y				Performance ad~ min Review owner
	Update required level for skills	Y				End user Manager
	Updated labels for override overall ratings	Y				End user Review owner

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
Recruiting	Apply for Job with Facebook New	Y				End user
	Enhancements to Workflow New	Y				Recruiting admin Hiring manager Recruiter Hiring team Candidate
	Enable and define external job boards	Y				Recruiting admin Recruiter
	Configurable Invite Candidate Email for External Assessment New	Y	System ad~ min			End user System admin Hiring manager
	New recruiting dashboard	Y				Users with Man~ ager Access
	New settings to enable resume parsing and TIM recommenda~ tions New	Y	System ad~ min			System admin Hiring team
	Updated logic of Days to Fill calculation for position New	Y				Hiring team
REST APIs	Updates to People APIs New	Y				Developer
	Updates to Training Unit Agreement APIs	Y				Developer
	Add smartlist as a criteria for an audience type	Y				Developer
	Retrieve all orders for TUA/PO using ID or Agreement Number	Y				Developer
	Update or delete profile picture of a person using REST APIs New	Y				Developer

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	APIs to find extended details of classes New	Y				Developer
	Support for special characters	Y				Developer
	Retrieve external Job Board data	Y				Developer
	Retrieve all the resources at~ tached to a class	Y				Developer
	Public APIs to retrieve job postings New	Y				Developer
Saba Videos	Saba Video services New		System ad~ min	Y		Learning admin End user
	Upload and launch formal streaming videos New		System ad~ min	Y		Learning admin End user
	Manage Saba Video usage New	Y				Learning admin
	Showcase videos in a group		Group ad~ min			End user
	Upload Saba Video New		System ad~ min	Y		End user "admin" user System admin
Social	Enhancements to Collections	Y				End user
	Inline Preview of Images in Activity Stream	Y				End user
System	Audit Trail Authorization New			Y		System admin "admin" user

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Web accessibility support New	Y				End user
	Changes to attributes for SAML user provisioning	Y				System admin
	Changes to Badges administration workflow	Y	System admin			HR admin
	Checklists association for Blended offering, virtual class, ILT and WBT imports					
	Data import option for Sign-up Rules New					System admin
	Change or import IdP certificate for an existing IdP metadata	Y				System admin
	Improvements to PGP configuration	Y				System admin
	Change in sorting of text-based searches for Catalog items	Y				Manager Learning admin
	Improvements to Microsite properties page			Y		System admin "admin" user
	Alerting users about the use of cookies					System admin All
	Cert SSO enabled Microsite login page to now also accept URL Identifier	Y				System admin
	Captcha is now updated	Y				All
	Enhancement to Student Certification Import					Learning admin
	Associate and dis-associate courses in Job Role imports					Learning admin

Functional area	Feature	Enabled by default?*	Requires admin setup	Submit a Support ticket to enable	Affects existing configuration or data	Affected audience
	Skip omitted column functionality extended to a few more objects					Learning admin, System admin
	RDI import for Adhoc transcript improved					Learning admin
	Allow removal of skills from Person Competency Import					
	Provide data import option for bulk transfer of people New					People admin, System admin
	Data import supports Do-Not-Process marking for terminated users					System admin
	Premium data extracts will not return purged users or those with do-not-process mark					System admin
	Improvements to IP validation error messages and status codes	Y				System admin
	RDI supports certification in recertify status					System admin, Learning admin
Talent	Update domain of talent pool in Draft state	Y				Talent admin

Chapter

1

Analytics

Topics:

Framework enhancements

Disable sending of adhoc emails for report subscriptions

How did it work?

Prior to this update, in Analytics you could schedule a report or a dashboard and receive it as adhoc emails.

How does it work now?

The Analytics admin can now enable or disable the email option by setting an appropriate value for the **Disable Adhoc Emails** property under **Analytics Settings** > **Configuration**.

Note: By default, **Disable Adhoc Emails** will be disabled, which means adhoc emails can be added and sent via report subscriptions.

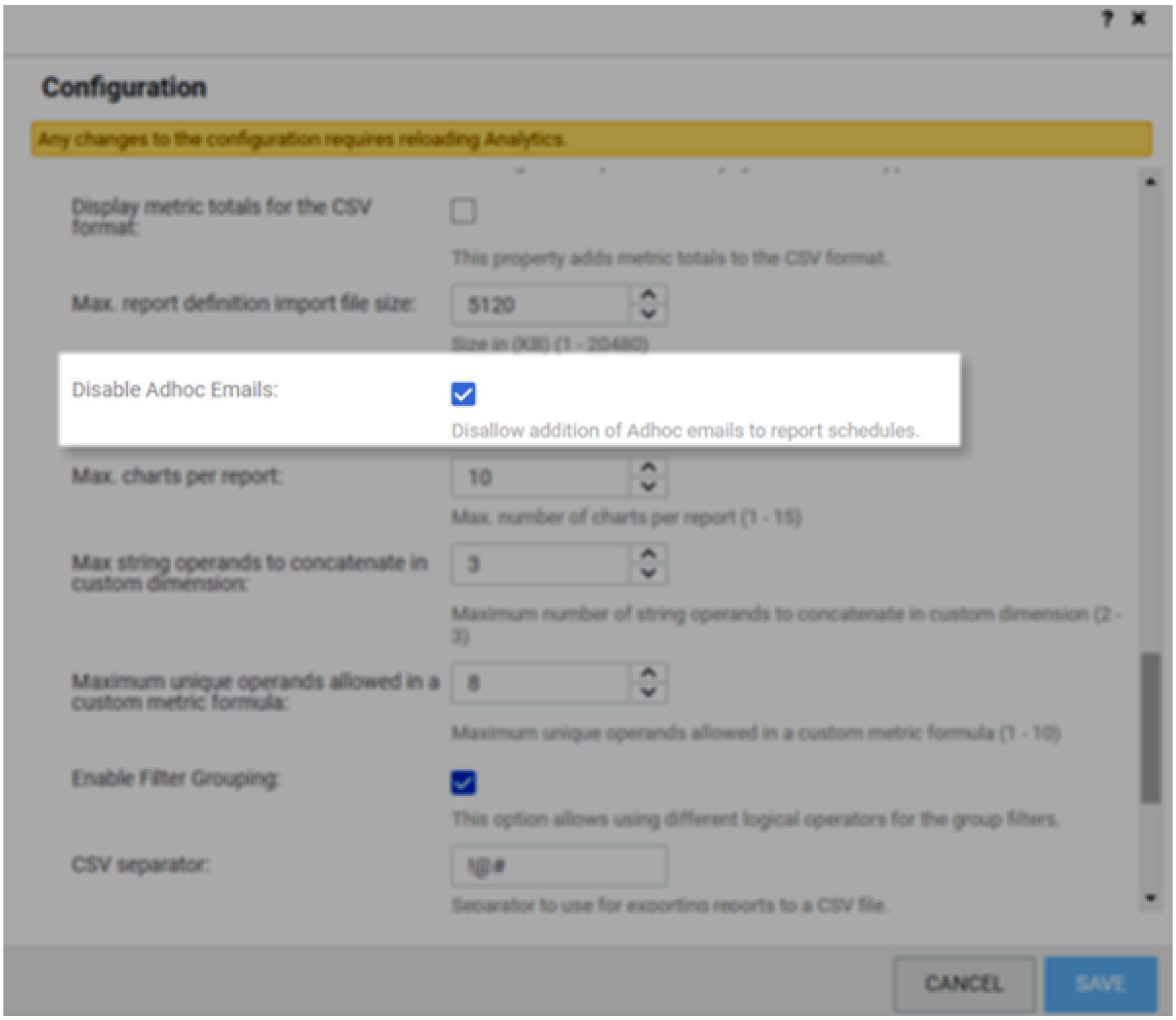


Figure 1: Analytics Settings > Configuration > Disable Adhoc Emails

Once the property value is enabled, the email option will no longer be available as the **Recipient type** and you cannot add email addresses whilst subscribing to reports.

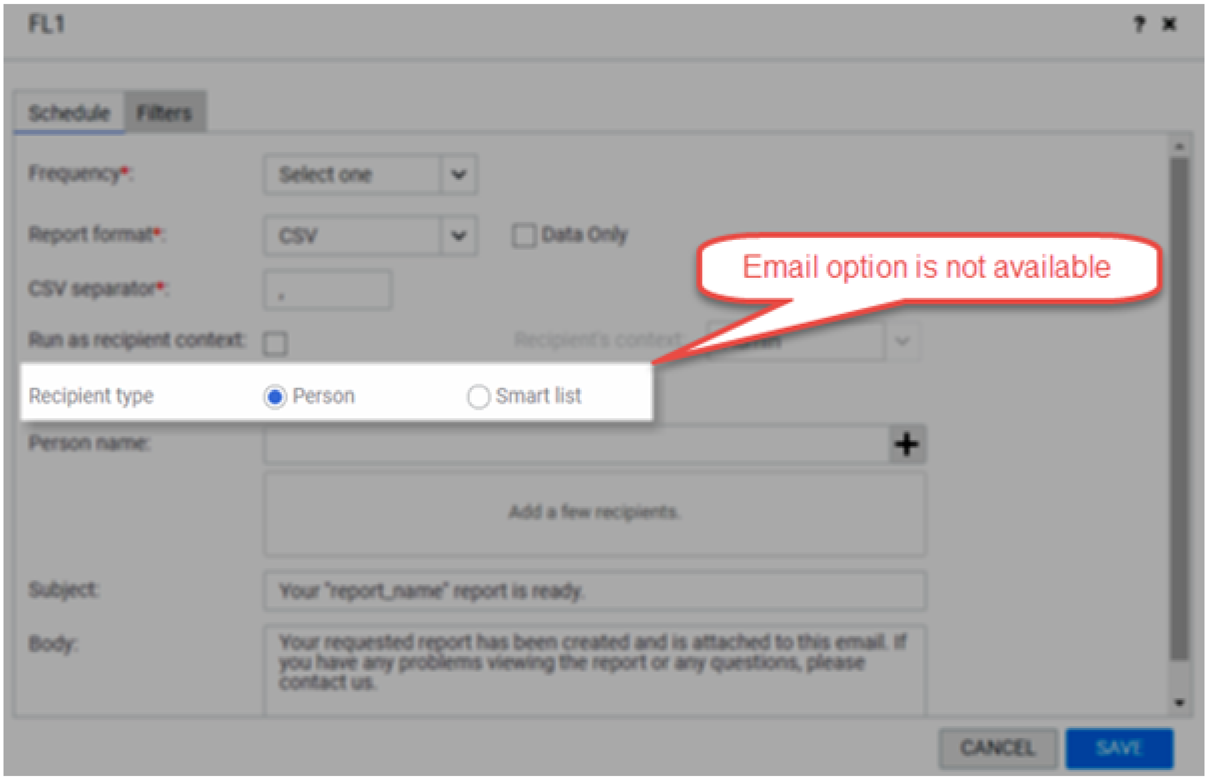


Figure 2: Recipient type

Note:

If an existing schedule has adhoc emails, the report will not be sent to those adhoc emails.

Use case

This enhancement allows the Analytics admin to control adding of adhoc emails to report subscriptions.

Obfuscate analytics data for purged users

How did it work?

Prior to this update, in Analytics there was no provision to obfuscate the following analytics data for purged users:

- Filters
- Preference
- Subscription > Recipient (Type: Person)
- Custom Dimension

How does it work now?

Whenever, terminated users are purged using the **Purge Profile** option available under **People > Manage People > External People/Internal People > Search for a terminated employee**, data from the following areas in Saba Analytics will be obfuscated:

- Filters

- Preference
- Subscription > Recipient (Type: Person)
- Custom Dimension

Note: To purge an individual person's profile, you need to enable the Purge functionality available under **System** > **Configure System** > **Microsites** > *<site-name>* > **Site properties** > **Web Variables** > **Enable Purge**.

In addition to this, terminated users who are marked as **Do Not Process**, will no longer be shown in the report data when the report is exported to CSV, PDF, or Excel from the UI or report schedules. Such users will only be visible when the report is viewed on the UI.

Use case

This enhancement allows the analytics data to be obfuscated for purged users.

Report As A Service

How did it work?

This is a new functionality.

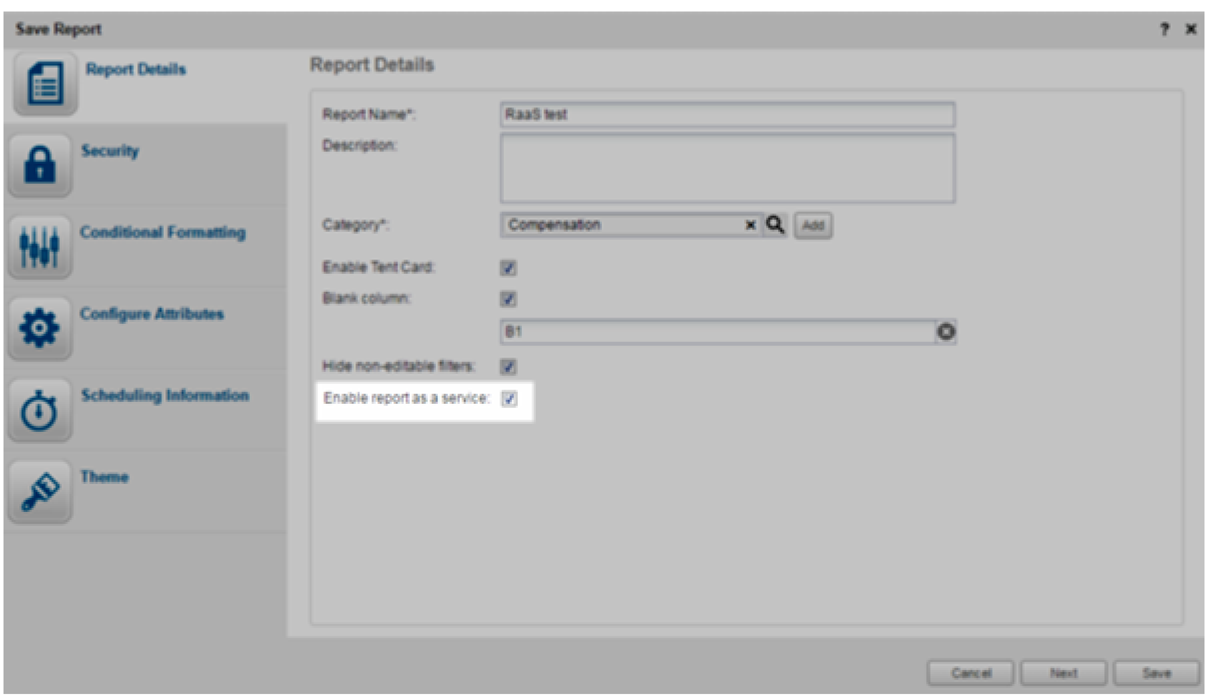
How does it work now?

Charts in Analytics use a subset of the data after filtering appropriately for the chosen plotting values and this subset of the overall report data will now be made available in Report As A Service (RAAS).

Note: Report As A Service is an add-on feature. For provisioning Report As A Service, submit a request. For details, contact your Saba Account Manager.

When a report is available as a service, you can invoke the appropriate REST API that the report provides and use the data it returns in third party applications.

After the functionality is enabled, the Analytics admin can enable **Report as a service** on a per report basis while saving the report.

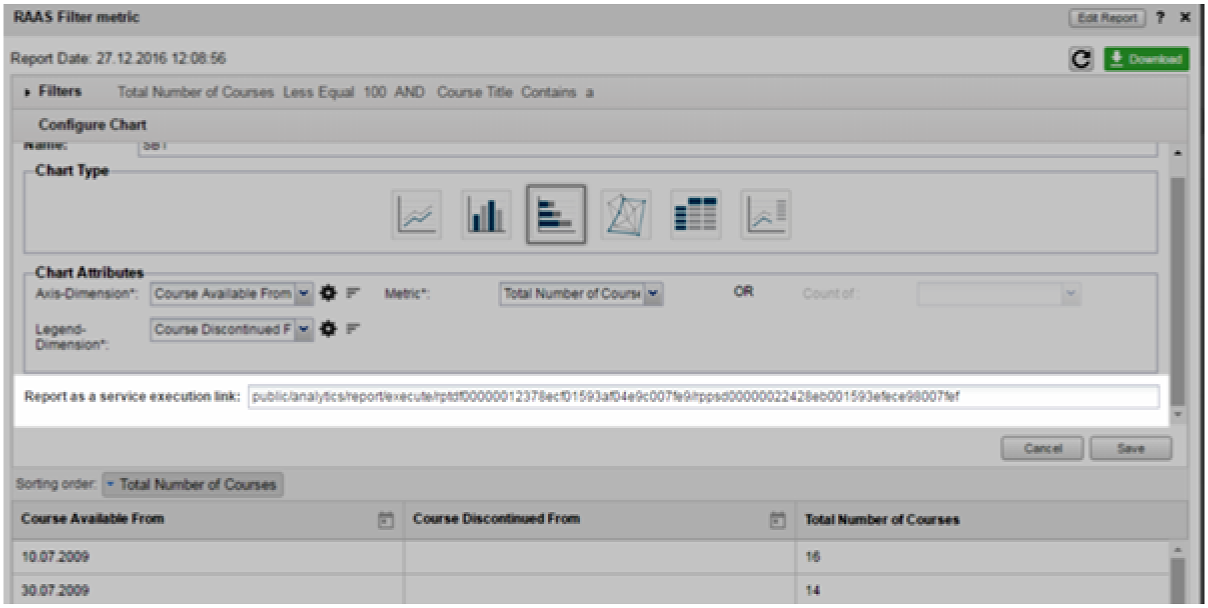


Note: By default, the per report configuration is disabled. This configuration is only available:

- For CUSTOM REPORTS
- When the Report as a service functionality is enabled
- For all custom reports (report having charts) other than the data extract reports

After the **Report as a service** is enabled for a report, the execution link becomes available for that report.

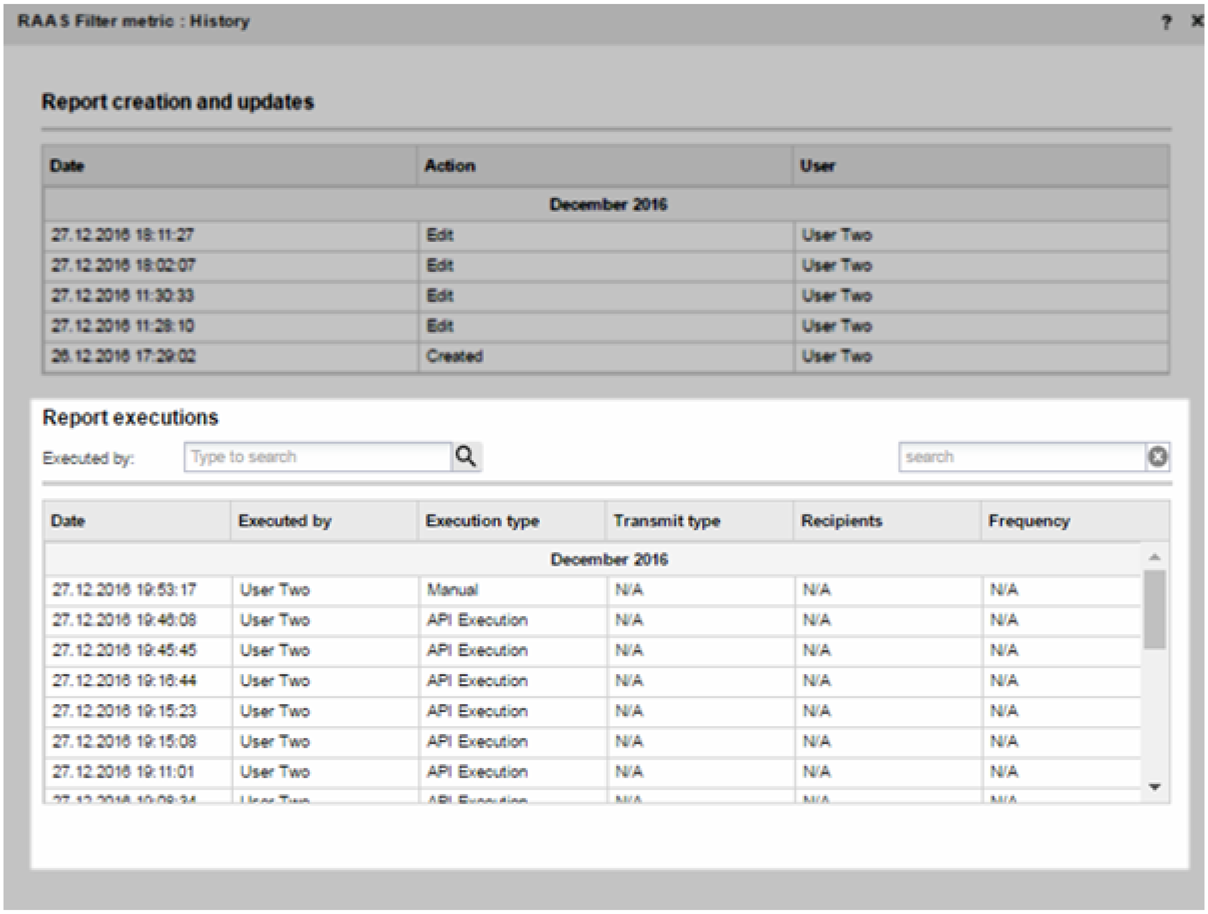
Figure 3: Report as a service per report



This is the REST API URL that when invoked executes the report definition.

All the API executions are available in the **History** action of that report.

Figure 4: Report as a service - Execution link



RAAS Filter metric : History

Report creation and updates

Date	Action	User
December 2016		
27.12.2016 18:11:27	Edit	User Two
27.12.2016 18:02:07	Edit	User Two
27.12.2016 11:30:33	Edit	User Two
27.12.2016 11:28:10	Edit	User Two
26.12.2016 17:29:02	Created	User Two

Report executions

Executed by: Type to search | search

Date	Executed by	Execution type	Transmit type	Recipients	Frequency
December 2016					
27.12.2016 19:53:17	User Two	Manual	N/A	N/A	N/A
27.12.2016 19:46:08	User Two	API Execution	N/A	N/A	N/A
27.12.2016 19:45:45	User Two	API Execution	N/A	N/A	N/A
27.12.2016 19:16:44	User Two	API Execution	N/A	N/A	N/A
27.12.2016 19:15:23	User Two	API Execution	N/A	N/A	N/A
27.12.2016 19:15:08	User Two	API Execution	N/A	N/A	N/A
27.12.2016 19:11:01	User Two	API Execution	N/A	N/A	N/A

The following REST APIs are available for this functionality:

Figure 5: Report as a service - Execution History

GET REPORT DEFINITION

GET REPORT LIST

REPORT ASYNC EXECUTION STATUS

EXECUTE ASYNC REPORT

EXECUTE REPORT

For details on these APIs, refer to the REST API Reference guide.

Use case

N/A

Disable sending of subscription emails with no data

How did it work?

Prior to this update, subscription emails were sent even when the report had no data.

How does it work now?

Analytics now provides a new property called **Send subscription for blank reports** under **Analytics** > **Settings** > **Configurations**.

Note: The value of this property will be **true** by default.

The Analytics admin can set it to **false** to disable sending subscription emails when report has no data.

Note: This only applies to email subscriptions. FTP/SFTP/Async subscriptions are excluded.

For dashboards, if none of the modules have data only then the dashboard will be considered as no data.

Use case

This helps prevent sending emails with no data to the recipients.

Pivot table reports

How did it work?

This is a new feature.

How does it work now?

Analytics now provides a new type of report called **Pivot table report**.

Note: Pivot table reports is an add-on feature. For provisioning Pivot table reports, submit a request. For details, contact your Saba Account Manager.

Figure 6: Pivot table Report

Pivot table reports allows re-organizing and summarizing selected columns and rows of data.

Creating a Pivot table report

To create a pivot table report:

1. As an **Administrator**, click **Analytics** in the main menu.
2. Click **New** and select **Pivot table Report** as the report type. The report creation form appears.

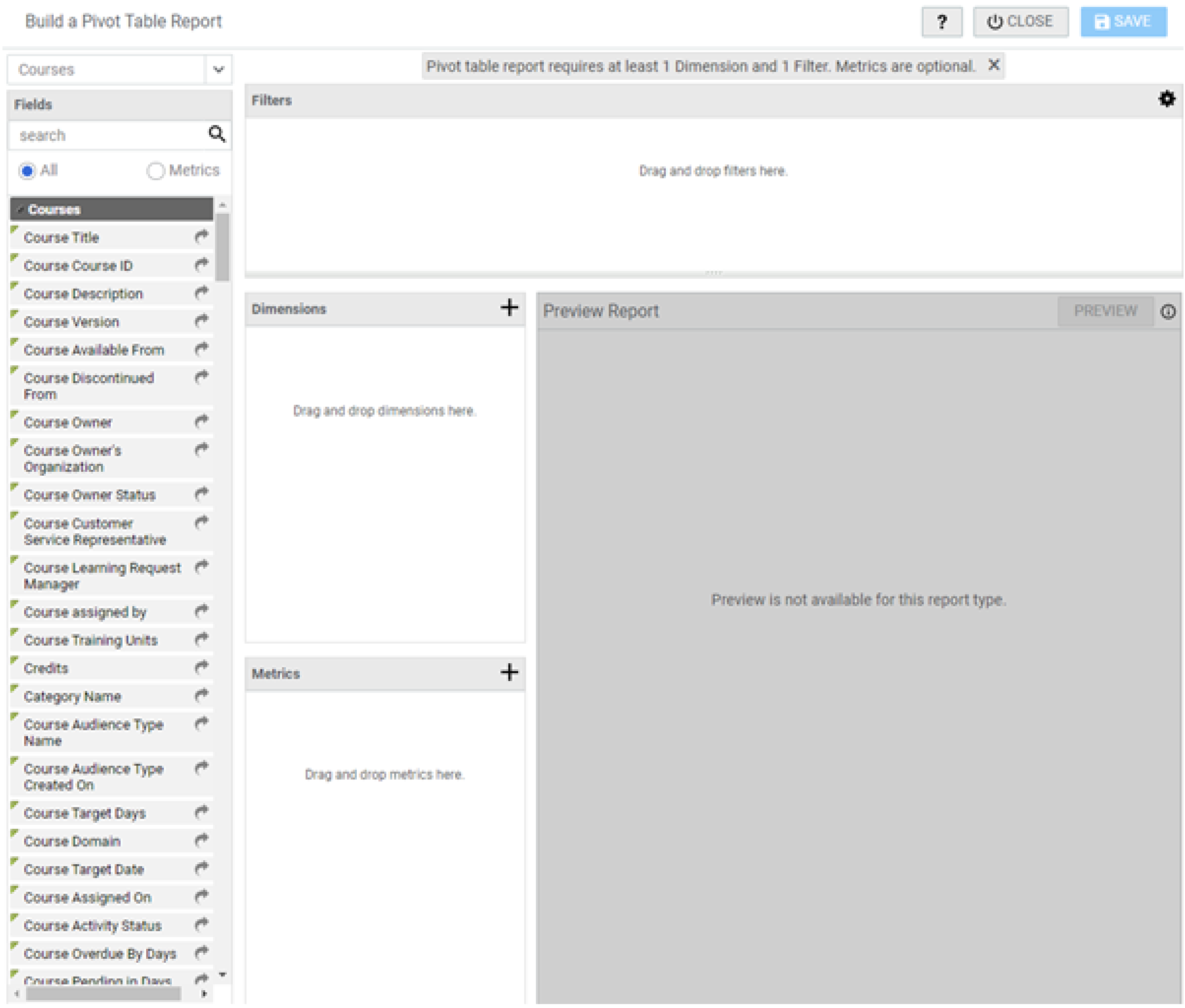
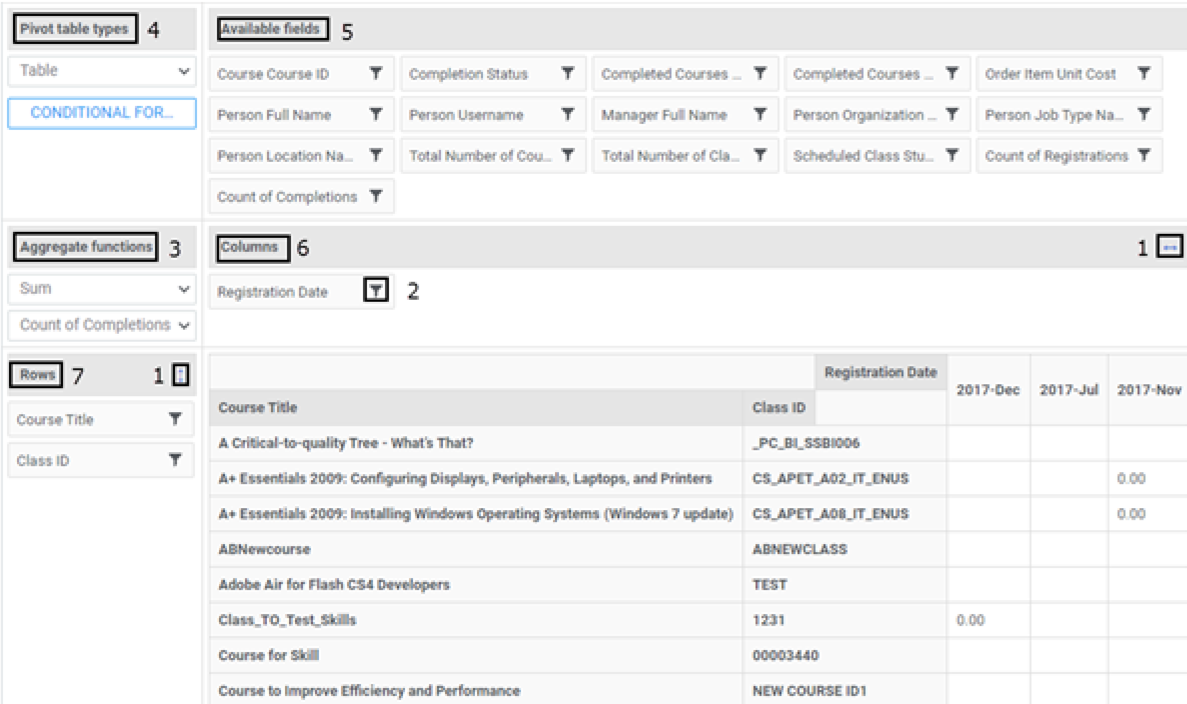


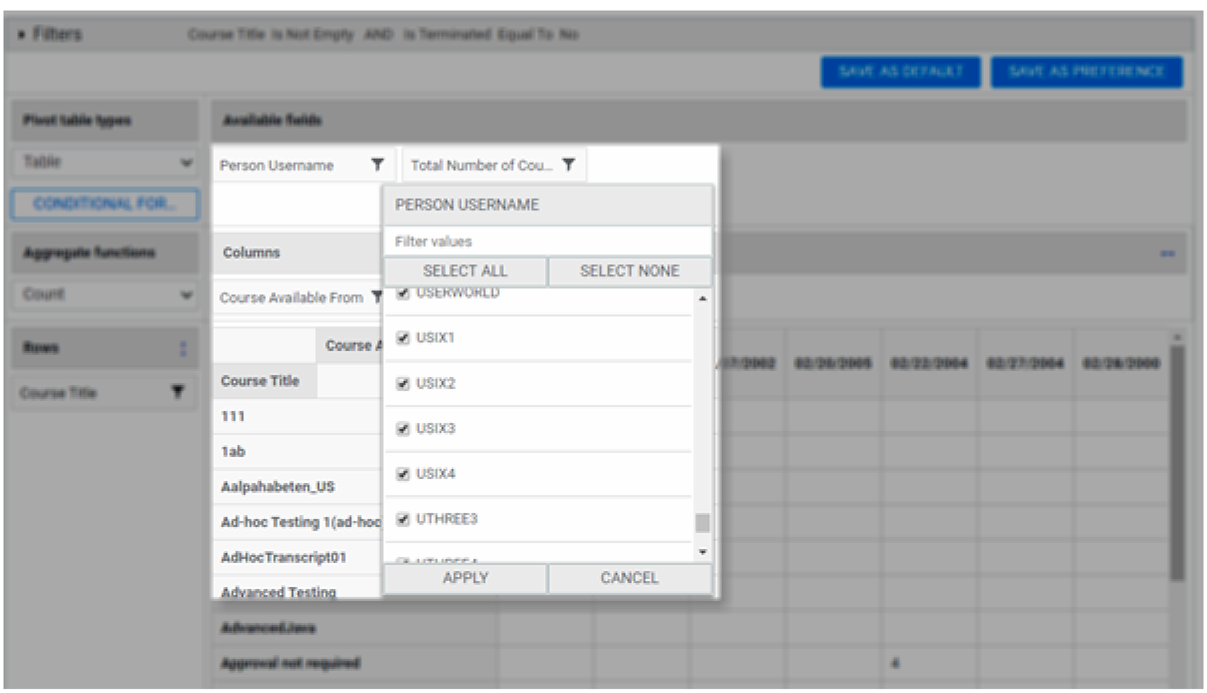
Figure 7: Build a Pivot table Report

Viewing a Pivot table Report

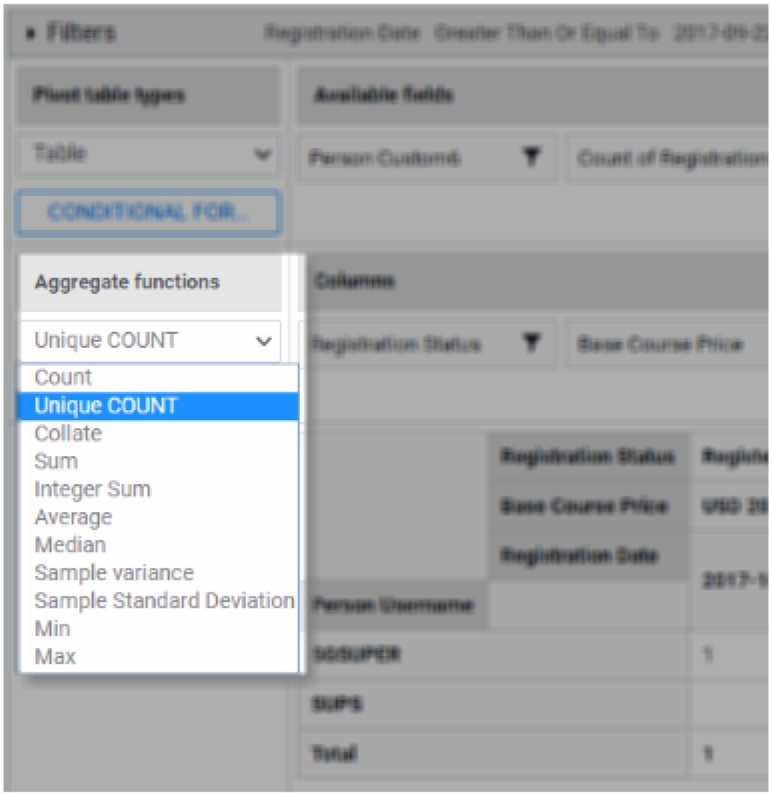
A pivot table report when executed looks like this:



- **1** - This means that sorting is applied on data. For example, if **Course Title** is selected under **Rows** and sorting is set as, then the course title data will be sorted in the ascending order. The same is true for the **Columns** when the sorting is set to ↔.
- **1** - ↑ or ↓ when applied to **Rows** then the **Total** of rows will be sorted in descending (↑) or ascending (↓) order. The same is true for **Columns** i.e. descending (←) or ascending (→) order .
- **2** indicates filtering report data. Filter is available for each attribute.



- **3** indicates aggregate functions available for creating a Pivot.



- **4** indicates the following available Pivot types:
  - **Table:** This is basic type. It supports conditional formatting.
  - **Table Bar chart:** Here, each cell is colored which is also configurable per pivot. The height of the color is proportional to the highest value of the cell in that row excluding the total cell in that row.
  - **Heat Map:** Here, all the cells are colored. The highest value has the actual color and the lowest value is represented using a white color and all the cells with values between the highest and lowest appear in a lighter shade of actual color.
  - **Row heat map:** Here, the color shade is calculated per row excluding the total cell in each row. Row wise total is evaluated separately for color shade.
  - **Column heat map:** Here, the color shade is calculated per column excluding the total cell in each column. Column wise total is evaluated separately for color shade.
- **5** indicates the available fields in the Pivot report. It lists all the display attributes of the report.
- **6** indicates the column attributes.
- **7** indicates the row attributes.

Whenever the first pivot on the report is saved, it will be treated as the default. If the same user changes it further, this will always reflect in default pivot. If a user executing this report does not have a pivot preference, the default will be shown. Saving saves the following:

- Pivot table type
- Conditional formatting
- Aggregation function value (if any)
- List row attributes
- List of column attributes
- Row sort order
- Column sort order

Some quick facts about the pivot table reports:

- Pivot table reports do not support the following functionality:
  - Preview Report
  - Schedule (No export supported as of now)
  - Theme
- Pivot table report is a license based available feature. When the Pivot table report license expires, the creation and execution of the Pivot table reports will be stopped. Also the existing Pivot table reports will no longer be available. Pivot table report count will be considered in the overall report limit licenses when pivot license is active. When the license expires the pivot table reports will be excluded from the original report limit.
- Any form of downloads are not supported for a pivot table report

Use case

This enhancement help users to perform these operations from within Saba Analytics instead of taking them outside to a spreadsheet.

Number chart

How did it work?

This is a new feature.

How does it work now?

Analytics now provides a new type of chart called **Number chart**.

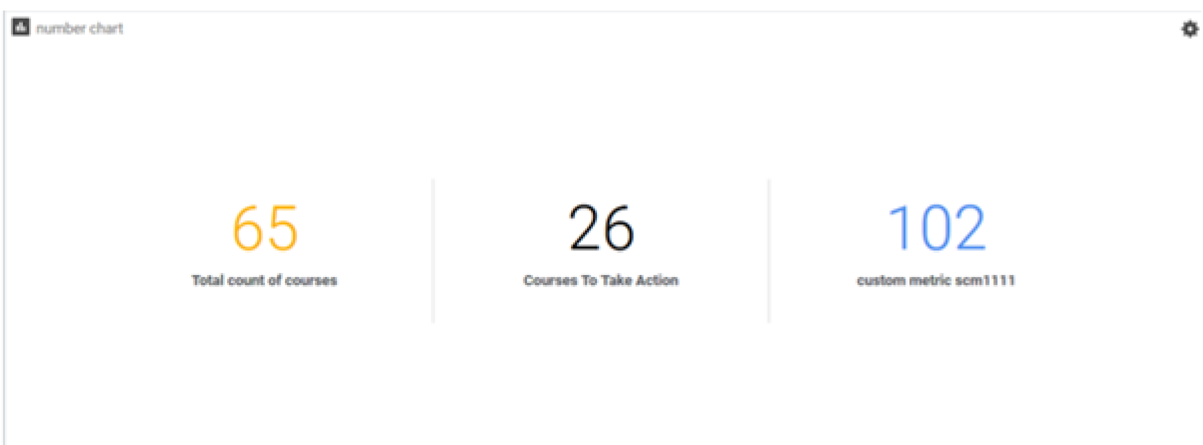


Figure 8: Number chart

A number chart depict a number/digit and some text below it. The number and the text together comprise a single element or record.

Note: The default number of elements on the number chart is 3.

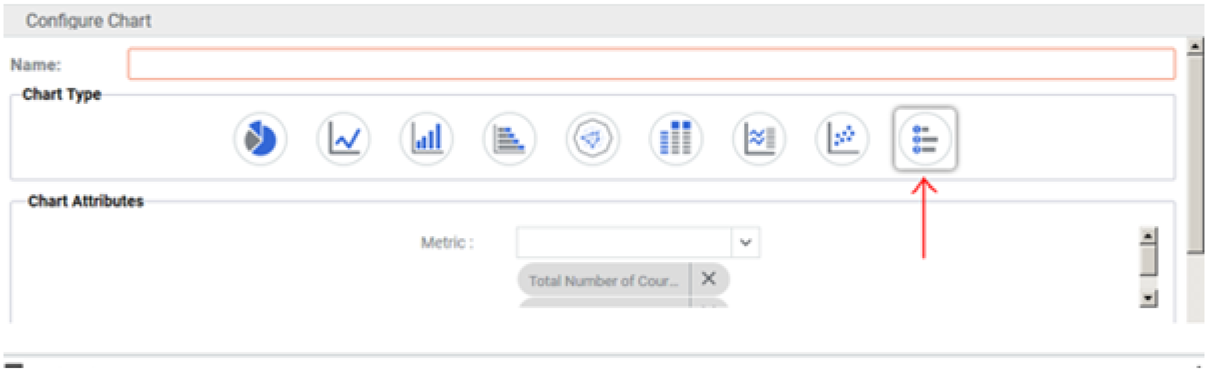


Figure 9: Configure Number chart

A number chart can be configured as:

- **Number chart:** This type of chart accepts only metrics. Each metric added can be assigned a label and a color. The numeric values show the aggregation on the metrics' data and does not correspond to a specific record in the data.

  Note: If you do not specify the label name, the default display name (locale specific) for the attribute is used instead. If you add a label, that label is visible in other locales as well. When you edit the chart to add a label through another locale, that change will be reflected for that locale only. All these labels changes are limited to that particular report.

- **Pie-as-Number chart:** This is not a chart on its own but a configuration to a pie chart. When creating/editing a pie chart, you can check the **Save as Number Chart** check box to display the pie chart as a number chart. This chart is created with a dimension and a metric. The numeric data in this variation of the number chart will correspond to an actual record in the report data. The text below will be the value from the record of the dimension selected.

  The color used will always be black unless the dimension used is a LOV and that particular LOV's values were configured with colors.

Use case

This enhancement help users to perform these operations from within Saba Analytics instead of taking them outside to a spreadsheet.

New Reports

Check-Ins Status Report

How did it work?

This is a new report.

How does it work now?

This update introduces a new report called Check-Ins Status Report.

Check-Ins Status Report

This report shows the details of the check-ins for all the employees in the manager's hierarchy, grouped by their Organization and Direct Manager.

This report needs the following services:

- Performance

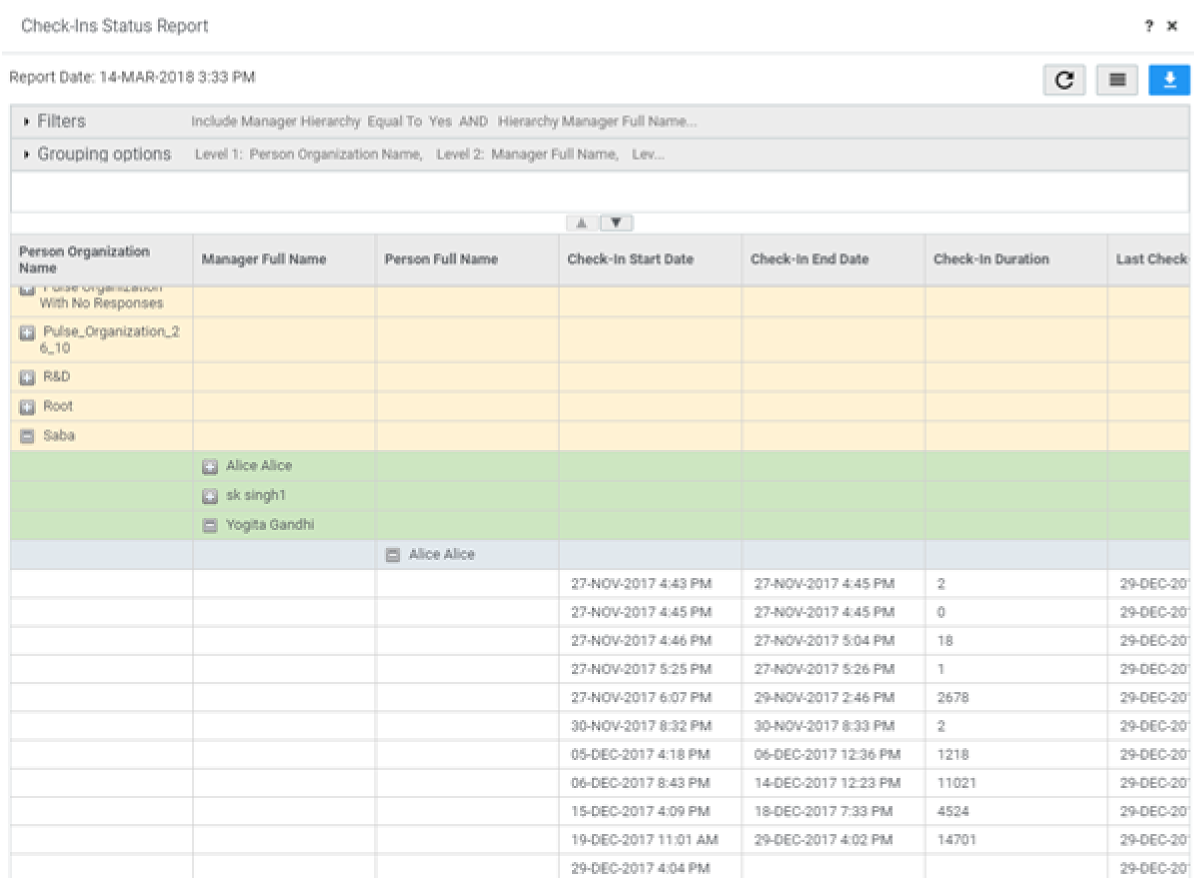


Figure 10: Check-Ins Status Report Example

Report Details

This section provides high-level details of the Check-Ins Status Report.

Filters

This report uses the following mandatory filters:

1. Include Manager Hierarchy (Equal)
2. Hierarchy Manager Full Name (IN)
3. Is Terminated (Equal)

This report uses the following optional filters:

1. Check-In Start Date
2. Check-In End Date

Dimensions

This report uses the following dimensions:

1. Person Organization Name

2. Manager Full Name
3. Person Full Name
4. Check-In Start Date
5. Check-In End Date
6. Check-In Duration (Minutes)
7. Last Check-In Date
8. Last Check-In Duration

Metrics

This report uses the following metrics:

1. Total Check-Ins
2. Total Check-In Topics
3. Average Check-In Duration (Minutes)

Use case

This enhancement allows reporting for Check-Ins in Analytics.

Team Status Overview Dashboard

How did it work?

This is a new dashboard.

How does it work now?

This update introduces a new dashboard called Team Status Overview Dashboard (available to managers under **My Team > Analytics**). It gives the manager an overview of the team's top level information such as team distribution, learning request, skills, performance, goals, compliance, etc. using the following charts:

- My Team - This is a number chart that provides a summary (with the following information) of the team in terms of size with Manager Fullname as the filter:
  - Direct team size
  - Indirect team size
  - Mentors in my Team
- Direct Team distribution - This is a pie chart (as a number chart) that provides location wise distribution of team (Top three location by team member count) with the following information and Manager Fullname as the mandatory filter and Is Terminated as an optional filter:
  - Person Location Name
  - Head Count
- Team Learning - This is a number chart that provides details of team learning profile (with the following information) with Manager Fullname as the mandatory filter and Is Terminated as an optional filter:
  - Total assigned learning
  - Total In Progress Learning
  - Total Overdue Learning
- Team Learning Requests - This is a number chart that provides the following information about learning requests made by team members and uses "Learning Request Learner Manager Name as the mandatory filter and Is Learning Request Learner Terminated and Learning request submitted on as the optional filters:

    - Total Learning requests from team
    - Pending Learning approvals for team members

- Team Skills - This is a radar chart that shows percentage of team competent for a given skill with Manager Fullname as the mandatory filter and Skill Assigned On as an optional filter:

    - Skill Name
    - Competency Compliance Percent

- Team Compliance - This is a cross-tab chart that status wide distribution of team's certifications and curricula with Manager Fullname and Learning Element Title as the mandatory filter and Is Terminated and Learning Element Assigned On as optional filters:

    - Learning Element Type
    - Learning Element Status
    - Learning Element Count

- Team Performance - This is a number chart that provides summary of team member reviews with Manager Fullname and Review Cycle Status as the mandatory filters and Is Terminated as an optional filter:

    - Reviews - In Progress
    - Reviews - Completed
    - Reviews - Pending Approvals

- Team Goals - This is a pie chart (as a number chart) that provide status wise distribution of goals assigned to team members with Manager Fullname as the mandatory filter and Is Terminated and Goal Assigned On as optional filters :

    - Goal Status
    - Goal Assignments

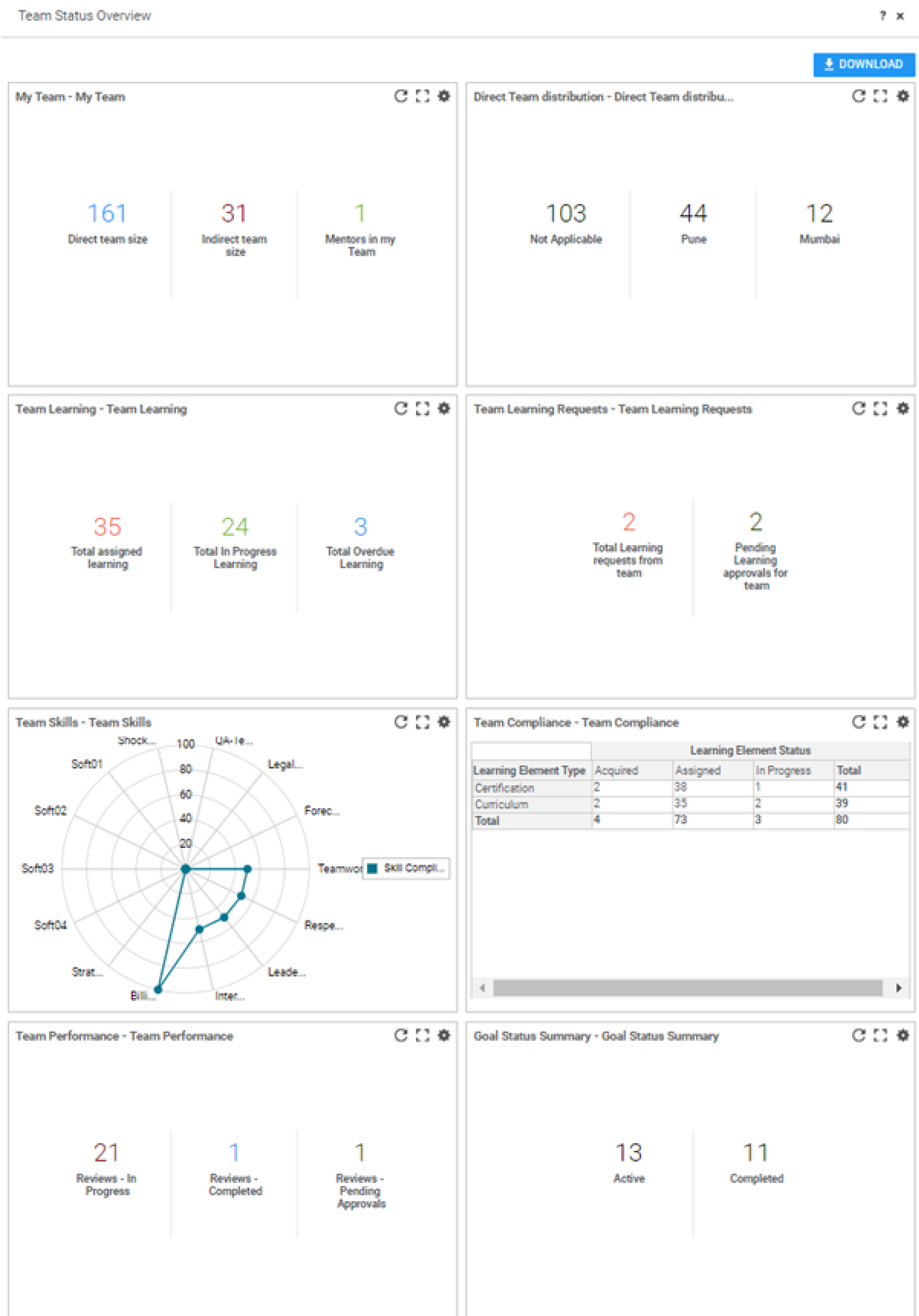

Team Status Overview
DOWNLOAD
My Team - My Team
161
Direct team size
31
Indirect team size
1
Mentors in my Team
Direct Team distribution - Direct Team distribu...
103
Not Applicable
44
Pune
12
Mumbai
Team Learning - Team Learning
35
Total assigned learning
24
Total In Progress Learning
3
Total Overdue Learning
Team Learning Requests - Team Learning Requests
2
Total Learning requests from team
2
Pending Learning approvals for team
Team Skills - Team Skills
100
80
60
40
20
Shock...
QA-Te...
Legal...
Forec...
Teamwo
Respe...
Leade...
Inter...
Billi...
Strat...
Soft04
Soft03
Soft02
Soft01
Skill Compl...
Team Compliance - Team Compliance
Learning Element Status
Learning Element Type
Acquired
Assigned
In Progress
Total
Certification 2 38 1 41
Curriculum 2 35 2 39
Total 4 73 3 80
Team Performance - Team Performance
21
Reviews - In Progress
1
Reviews - Completed
1
Reviews - Pending Approvals
Goal Status Summary - Goal Status Summary
13
Active
11
Completed

Figure 11: Team Status Overview Dashboard Example

Use case

This enhancement allows mangers to get an overview of the team's top level information.

Updated Reports

Certification Gap Analysis by Role

How did it work?

Earlier the **Certification Gap Analysis by Role** report was only available to admins.

How does it work now?

Certification Gap Analysis by Role report is now available to managers as well as administrators. The managers can access this report from My Team.

Use case

This enhancement allows sharing this report with managers.

New Attributes

Analytics

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Analytics reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 3: Analytics Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Reports	Dashboard Chart Title	Dimension	No	Dashboard Chart Title

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Reports	Dashboard Chart Type	Dimension	No	Dashboard Chart Type
Reports	Report Sched~ ule Created By	Dimension	No	Fullname of the user who created Report Schedule
Reports	Report Sched~ ule Creator Timezone	Dimension	No	Timezone of the Report Schedule Creator
Reports	Report Sched~ ule End Date	Dimension	No	End Date of the Report Schedule
Reports	Report Sched~ ule Next Run Date	Dimension	No	Shows the date and time for Next schedule run of the active report subscription only. Once the subscription is over, it will show blank
Reports	Report Sched~ ule Previous Run Date	Dimension	No	Shows the date and time for Previous schedule run of the active report subscription only. Once the subscription is over, it will show blank
Reports	Report Sched~ ule Start Date	Dimension	No	Start Date of the Report Schedule
Reports	Report Sched~ ule Time (HH:MI)	Dimension	No	Shows the schedule time selected by user in HH:MI format (24 Hour Clock)
Reports	Show Deleted Reports	Dimension	No	This attribute can be used as filter only. This at~ tribute when used in the report with value Yes, allows users to see the Deleted Reports and user will be able to see audit data for deleted reports to identify who deleted the report, on which date etc. When This filter has value No or it is not added to the report, the report will not fetch de~ leted reports.
Reports	Is Deleted Re~ port	Dimension	No	Shows Yes if the report displayed in the output is a deleted report else shows No

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Report Audit Data	Report Audit Timestamp	Dimension	No	Date and Time on which report was edited
Report Audit Data	Report Audit Action	Dimension	No	Action taken on the report
Report Audit Data	Report Audit User Fullname	Dimension	No	Full name of the user who edited the report

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Compensation

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Compensation reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 4: Compensation Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Person Details	Can Process Data	Dimension	No	Shows Yes if the Terminated user has not selec~ted "Stop Processing" option in the Profile else shows No.

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Learning

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Learning reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 5: Learning Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Badges	Total Badges	Metric	No	Number of Badges present
Certification Details	Certification Course Cus~tom0	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom1	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom2	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom3	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom4	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom5	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom6	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom7	Dimension	No	Custom attribute of course attached to Certifica~tion
Certification Details	Certification Course Cus~tom8	Dimension	No	Custom attribute of course attached to Certifica~tion

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Certification Details	Certification Course Cus~ tom9	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Certification Course Cus~ tom10	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Certification Course Cus~ tom11	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Certification Course Cus~ tom12	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Certification Course Cus~ tom13	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Certification Course Cus~ tom14	Dimension	No	Custom attribute of course attached to Certifica~ tion
Certification Details	Total Badges	Metric	No	Number of Badges associated with certifications selected
Curricula De~ tails	Curricula ID	Dimension	No	Shows the Learning Event ID for Curricula
Curricula De~ tails	Curriculum Vendor	Dimension	No	Shows the name of vendor for Curricula
Certification Details	Certification Vendor	Dimension	No	Shows the name of vendor for Certification
Curricula De~ tails	Curriculum Course Cus~ tom0	Dimension	No	Custom attribute of course attached to Cur~ riculum

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Curricula De~ tails	Curriculum Course Cus~ tom1	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom2	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom3	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom4	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom5	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom6	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom7	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom8	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom9	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom10	Dimension	No	Custom attribute of course attached to Cur~ riculum

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Curricula De~ tails	Curriculum Course Cus~ tom11	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom12	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom13	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Curriculum Course Cus~ tom14	Dimension	No	Custom attribute of course attached to Cur~ riculum
Curricula De~ tails	Total Badges	Metric	No	Number of Badges associated with Curricula selected
Content Folder Hierarchy	Include Content Folder Hier~ archy	Dimension	No	When Value is set to "Yes", includes all child Content Folders, direct as well as indirect. When value is set to "No", shows data for Content Folder selected in Hierarchy Parent Content Folder name filter.
Content Folder Hierarchy	Hierarchy Par~ ent Content Folder Name	Dimension	No	Parent Content Folder Filter to select Content Folder for which Hierarchy is to be displayed.
Content Details	Content Pro~ vider	Dimension	No	Name of the content Provider
Content Details	External Con~ tent ID	Dimension	No	External Content ID of the Content
Courses	Total Badges	Metric	No	Number of Badges associated with Courses se~ lected
Lesson Details	Objective De~ scription	Dimension	No	Objective Description

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Lesson Details	Objective ID	Dimension	No	Title or name of the Objective associated with Content
Lesson Details	Objective Score	Dimension	No	Score for the Objective associated with Content
Lesson Details	Objective Status	Dimension	No	Status of the Objective
Lesson Details	Objective Suc~ cess Status	Dimension	No	Shows the Success Status of the content lesson objective
Learning Re~ quest	Is Learning Re~ quest Requestor Terminated	Dimension	Yes	Is Learning Request Requestor Terminated
Learning Re~ quest	Learning Re~ quest Learner Manager Name	Dimension	Yes	Learning Request Learner Manager Name
Learning Re~ quest	Learning Re~ quest Learner Manager User~ name	Dimension	Yes	Learning Request Learner Manager Username
Learning Re~ quest	Pending Learn~ ing Requests	Metric	Yes	Count of Pending Learning Requests
Transcript	Assigned Course	Metric	Yes	Count of Assigned Courses
Transcript	Overdue Course	Metric	Yes	Count of Overdue Courses

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Profile

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Profile reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 6: Profile Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Person Man~ager	Manager Without Team	Dimension	No	Manager Without Team
Person Man~ager	Direct Re~portees	Metric	Yes	Direct Reportees count to a manager
Person Man~ager	Indirect Re~portees	Metric	Yes	Indirect Reportees count to a manager
Person Man~ager	Mentors in Team	Metric	Yes	Number of mentors in a team
Person Man~ager	Learning Ele~ment Type	Dimension	Yes	Learning Element Type
Person Man~ager	Learning Ele~ment Status	Dimension	Yes	Learning Element Status
Person Man~ager	Learning Ele~ment Count	Metric	Yes	Learning Element Count
Person Skills	Competency Compliance Count	Metric	Yes	Count of person compliant to skill in a group
Person Skills	Competency Compliance Percent	Metric	Yes	Percent of person compliant to skill in a group
Person Details	Can Process Data	Dimension	No	Shows Yes, if the user has not marked Do Not Process Data on his profile, else shows No.

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Performance

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Performance reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 7: Performance Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Check-Ins	Check-In Owner	Dimension	No	Fullname of the User who will perform the Check-in
Check-Ins	Check-In Start Date	Dimension	No	Start date and time of the Check-in
Check-Ins	Check-In End Date	Dimension	No	End Date and time of the Check-in
Check-Ins	Check-In Duration (Minutes)	Dimension	No	Check-in Duration in Minutes
Check-Ins	Check-In Summary Comment	Dimension	No	Summary Comment for the Check-in
Check-Ins	Check-In Ended By	Dimension	No	Fullname of the User who ended the Check-in
Check-Ins	Check-In Comment Count	Dimension	No	Count of Comments in the Check-in
Check-Ins	Check-In Topic Count	Dimension	No	Count of Topics reviewed during the Check-in

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Check-Ins	Check-In Topic Revisit Dura~ tion	Dimension	No	Duration after which the topic will be revisited
Check-Ins	Check-In Topic Comment	Dimension	No	Comments on the topics reviewed in Check-in
Check-Ins	Check-In Topic Added On	Dimension	No	Date on which the topic was added to Check-in
Check-Ins	Check-In Topic Available After	Dimension	No	Date after which the topic will be available
Check-Ins	Check-In Topic Name	Dimension	No	Name of the topic discussed during check-in, it can be a Goal, a skill, an Impression, or a work~ note
Check-Ins	Total Check-Ins	Metric	No	Total number of check-ins present
Check-Ins	Total Check-In Topics	Metric	No	Total number of topics associated with Check-ins
Check-Ins	Average Check-In Dura~ tion (Minutes)	Metric	No	Average Duration of Check-ins selected in the report
Check-Ins	Last Check-In Date	Dimension	No	Date of the last completed check-in
Check-Ins	Last Check-In Duration (Minutes)	Dimension	No	Duration of the Last completed Check-in
Check-Ins	Check-In Status	Dimension	No	Status of the Check-in
Check-Ins	Check-In Topic Revisit Dura~ tion Type	Dimension	No	Duration Type of Check-in Topic Revisit

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Check-Ins	Check-In Topic Revisit Status	Dimension	No	Status of The Check-in Revisit
Check-Ins	Check-In Topic Status	Dimension	No	Status of the Topic in Check-in
Check-Ins	Check-In Topic Type	Dimension	No	Type of the topic discussed in Check-in
Goals	Goal Assign~ ments	Metric	Yes	This metric gives number of goals assigned to a group
Reviewer	Reviewer Rat~ ing Submitted On	Dimension	No	Date on which reviewer submitted the rating
Review Details	Allow Self Re~ view Ratings	Dimension	No	Shows Yes if Calculation Method has Self option selected else shows No
Review Details	Allow Manager Review Ratings	Dimension	No	Shows Yes if Calculation Method has Manager option selected else shows No
Review Details	Allow Second~ ary Level Man~ ager Review Ratings	Dimension	No	Shows Yes if Calculation Method has 2nd Level Manager option selected else shows No
Review Details	Allow Altern~ ate Manager Review Ratings	Dimension	No	Shows Yes if Calculation Method has Alternate Manager option selected else shows No
Review Details	Allow Stake~ holder Review Ratings	Dimension	No	Shows Yes if Calculation Method has Stakehold~ er option selected else shows No
Review Details	Allow Direct Report Review Ratings	Dimension	No	Shows Yes if Calculation Method has Direct Reports option selected else shows No

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Review Details	Allow Peer Re~ view Ratings	Dimension	No	Shows Yes if Calculation Method has Peers op~ tion selected else shows No
Review Details	InProgress Re~ views	Metric	Yes	Count of InProgress Reviews
Review Details	Review Owner Email	Dimension	No	Email for the Review owner
Review Cycle Details	Review Cycle Review Owner Type	Dimension	No	Type of Review Owner selected for a Review Cycle
Worknotes	Worknote Title	Dimension	No	Title of the Worknote
Worknotes	Worknote De~ scription	Dimension	No	Description of the Worknote
Worknotes	Worknote Cat~ egory	Dimension	No	Category of the Worknote
Worknotes	Is Private Worknote	Dimension	No	Shows Yes if the Worknote is Private
Worknotes	Worknote Due Date	Dimension	No	Due date of the Worknote
Worknotes	Worknote Cre~ ated On	Dimension	No	Date on which the worknote was created
Worknotes	Worknote On	Dimension	No	Fullname of the user on whom the note is being created. It will be blank if the note is created on the person himself
Worknotes	Worknote On Username	Dimension	No	Username of the user on whom the note is being created. It will be blank if the note is created on the person himself

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Worknotes	Worknote Con~ tributor	Dimension	No	Full name of the user who has been added as Contributor
Worknotes	Worknote Con~ tributor User~ name	Dimension	No	Username of the User who has been added as contributor
Worknotes	Worknote Linked To	Dimension	No	Name of the Skill or Goal to which the note is linked
Worknotes	Total Work~ notes	Metric	No	Total Number of Worknotes

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Pulse 360

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Pulse 360 reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 8: Pulse 360 Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Pulse 360 Feed~ back	Question Re~ sponse Count	Metric	No	Question Response Count

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Pulse 360 reports.

Recruiting

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Recruiting reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 9: Recruiting Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Candidate Details	Time to Hire Candidate (Days)	Metric	No	This metric shows the Time taken to hire the candidate from the first activation date of the requisition and considers only the period when the Job requisition was Active **Note:** **Average Time to Hire** metric is now replaced with **Time to Hire Candidate (Days)** metric. Average Time to Hire metric will no longer be available.
Job Requisition Details	Time to Fill Requisition (Days)	Metric	No	This metric shows the Time taken to hire the latest candidate from the first activation date of the requisition and considers only the period when the Job requisition was Active
Job Requisition Details	Active Time for Requisition (Days)	Metric	No	This metric shows the Time for which the Requisition is active till it gets closed after filling all the required positions from the first activation date

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Social

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Social reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 10: Social Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Impressions	Average Impressions for Team	Metric	Yes	Average Impressions for Team

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Saba Meeting

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the Saba Meeting reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 11: Saba Meeting Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Attendance	Client Used		No	Client Used for Saba Meeting
Attendance	OS Used		No	OS Used for Saba Meeting

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Saba Meeting reports.

System

How did it work?

These are new attributes.

How does it work now?

This section describes the attributes that have been added under the System reports model in the Saba application.

Note: The **Available in Dashboard** column indicates if that entity is available in the dashboards.

Table 12: System Details

Entity Name	Attribute Name	Attribute Type	Available in Dashboard	Description
Smartlist Details	Smart List Name	Dimension	No	Smart List Name
Smartlist Details	Smart List Parent	Dimension	No	Smart List Parent
Smartlist Details	Smart List Status	Dimension	No	Smart List Status
Smartlist Details	Smart List Owner	Dimension	No	Smart List Owner
Smartlist Details	Smart List Owner Type	Dimension	No	Smart List Owner Type
Smartlist Details	Smart List Created By	Dimension	No	Smart List Created By
Smartlist Details	Smart List Created On	Dimension	No	Smart List Created On
Smartlist Details	Smart List Updated By	Dimension	No	Smart List Updated By
Smartlist Details	Smart List Updated On	Dimension	No	Smart List Updated On

Use case

Users can now pull these new attributes (Dimensions / Metrics) while creating or updating the Analytics reports.

Updated Attributes

Analytics

How did it work?

These are already existing attributes which didn't include dashboard data.

How does it work now?

These attributes are modified to include dashboard data as well.

Table 13: Analytics Details

Entity Name	Attribute Name	Attribute Type
Report History	Report History Executed By	Dimension
Report History	Report History Execution Date	Dimension
Report History	Report History Is Manual Execution	Dimension
Report History	Report History Is Scheduled Execution	Dimension
Report History	Report History Execution Frequency	Dimension
Report History	Report History Transmit Type	Dimension
Report History	Total Report Executions	Metric
Reports	Total Charts	Dimension

Use case

N/A

Learning

How did it work?

These are already existing attributes which didn't include transcript notes in case of recurring courses when recurring course context is set.

How does it work now?

These attributes are modified to include transcript notes in case of recurring courses when recurring course context is set.

Table 14: Learning Details

Entity Name	Attribute Name	Attribute Type
Transcript	Transcript Notes	Dimension
Transcript	Transcript Notes Added On	Dimension
Transcript	Transcript Notes Added By	Dimension
Transcript	Transcript Notes Category	Dimension

Use case

N/A

Attributes to show time as per the time format

How did it work?

These are already existing attributes which didn't show time as per the time format set in logged in user's locale settings.

How does it work now?

These attributes are modified to now show time as per the time format set in logged in user's locale settings.

Table 15: Attribute Details

Entity Name	Attribute Name
Classes	Scheduled Class Start Time
Classes	Session Start Time
Classes	Session End Time
Classes Catalog	Scheduled Class Start Time
Transcript	Completed Courses (Transcript) Completion Time
File/URL/Video	Video Uploaded On Time

Entity Name	Attribute Name
Blog/Workspace/ChannelVideo	Video Uploaded On Time
Login Details	Logout Time
Login Details	Login Time
Resource Assignment	Appointment Start Time
Resource Assignment	Appointment End Time
Resource Assignment	Room Assignment Start Time
Resource Assignment	Room Assignment End Time
Resource Assignment	Resource Assignment Period Start Time
Resource Assignment	Resource Assignment Period End Time
Content Details	Video Uploaded On Time
Content Details Catalog	Video Uploaded On Time
Module Details	Module Start Time
Module Details	Module End Time
Module Details	First Attempt Time (HH:MI AM)
Prescription Rules	Prescriptive Rule Start Time
Event	Event Start Time
Event	Event End Time
Attendance	Entered Meeting (Time)
Attendance	Exited Meeting (Time)

Use case

N/A

Chapter

2

Career Planning

Topics:

Hide Career Planning Link on ME Tab

How did it work?

When the **Career Planning** service is enabled, the **Career Planning** link appears in the left hand menu on the **ME** tab.

How does it work now?

The visibility of the **Career Planning** link on the **ME** tab is now controlled by the new setting **Hide Career Planning link on the ME tab.** under the **Career Planning** service. By default, this setting is disabled. When this setting is disabled, the **Career Planning** link appears in the left navigation on the **ME** tab. To enable it, contact your system administrator. When it is enabled, the **Career Planning** link is hidden on the **ME** tab.

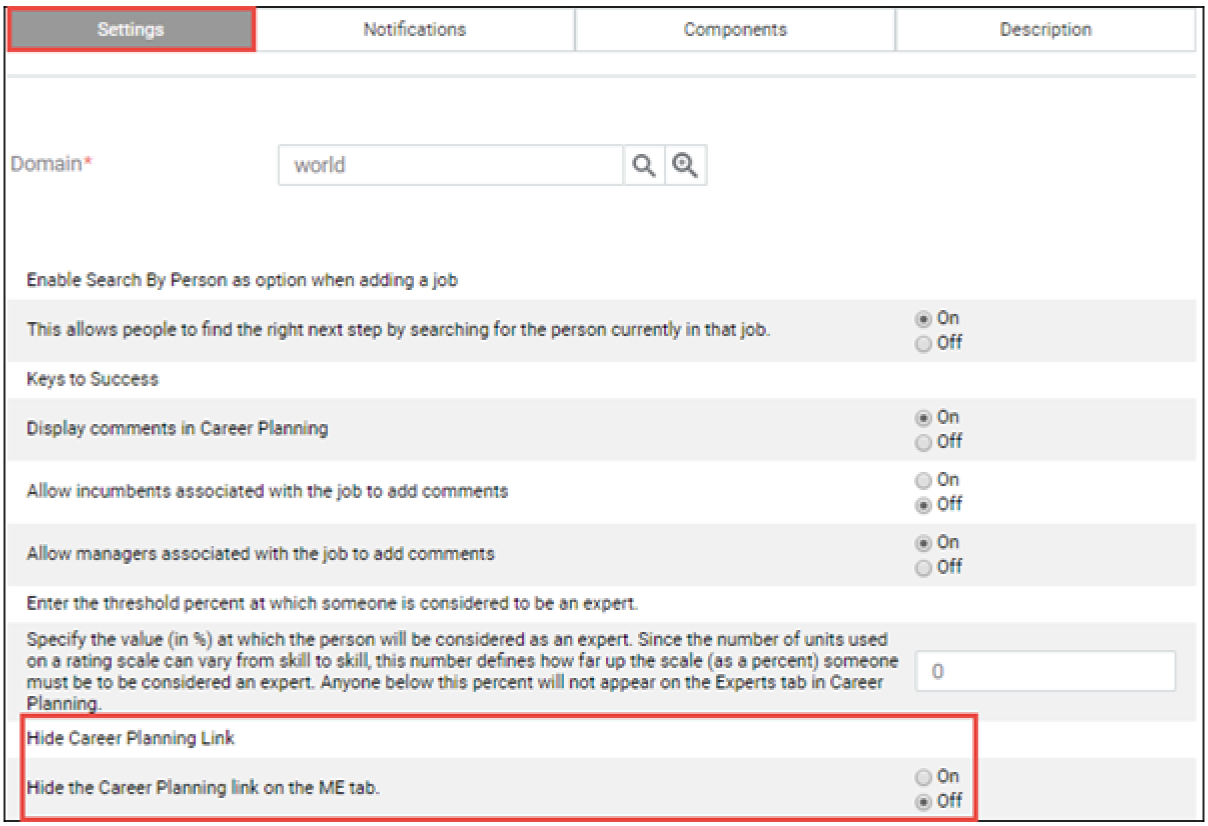


Figure 12: New Setting to Hide Career Planning Link

When the link is hidden and an end user tries to access Career Planning using the deeplink, the *The Career Planning link is currently switched off hence not accessible. Please contact your System Administrator about the same.* error appears.

This doesn't affect talent administrators and managers as they can still see view their employees' and direct reportees' career paths.

Use case

This enhancement allows to hide the Career Planning link from end users.

Chapter 3

Compensation

Topics:

- Status bar display for Snapshot creation
- Export Library Fields file enhanced with additional fields
- Remove terminated employees from an active plan cycle
- Improved handling of terminated employees and managers
- Improved Mini-card display
- Library fields updated
- Effects of purging user profile information
- Add employees to active plan cycles

Status bar display for Snapshot creation

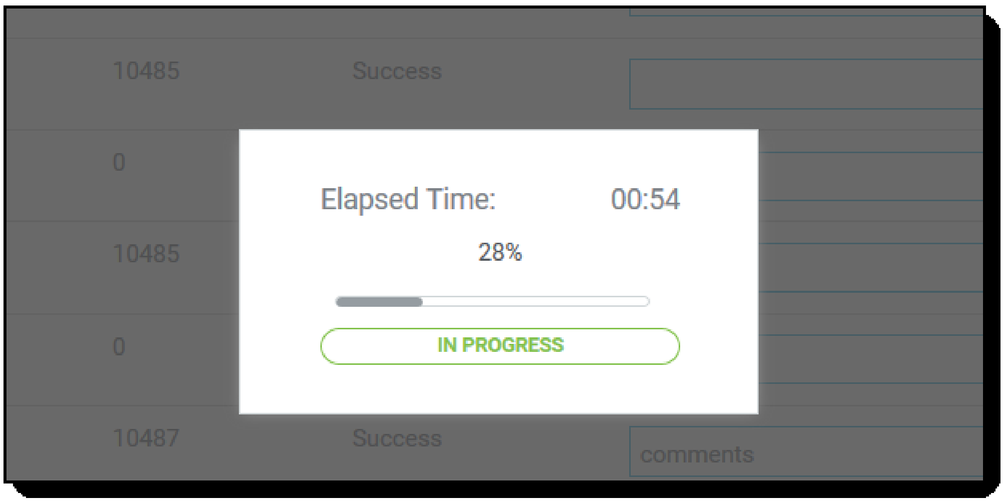
How did it work?

In the past, when creating a Snapshot, the system did not provide any indication of the status of the process. It was difficult for users to determine if they are ready for the next step in the workflow.

How does it work now?

With this update, a status bar displays when you create a snapshot from the People Snapshots page, or when you create a snapshot from within the plan cycle wizard.

Status bar display during snapshot creation



Use case

Snapshot creation process now has a status bar display to indicate progress level.

Export Library Fields file enhanced with additional fields

How did it work?

In the past, when performing Export Library Fields step from the **Admin** > **Compensation** > **Configuration** > **Library Fields** page, not all the attribute details were exported to the file.

How does it work now?

With this update, new columns are added to the template so that more fields are available for export.

The following attribute details are added to the Library Field export file:

1. Debit from Budget - Yes/No
2. Include in Category Total - Yes/No

3. Is Pick List - Yes/No
4. Editable - Yes/No
5. Formula - Import - formula
6. Formula - Worksheet - formula
7. Soft Rule - formula
8. Soft Rule Message - text
9. Hard Rule - formula
10. Hard Rule Message - text
11. Created By
12. Updated On

Use case

Compensation Administrator can now see all related data in the export file when performing the Export Library Fields step.

Remove terminated employees from an active plan cycle

How did it work?

In the past, compensation administrators could not remove terminated employees from an active plan cycle.

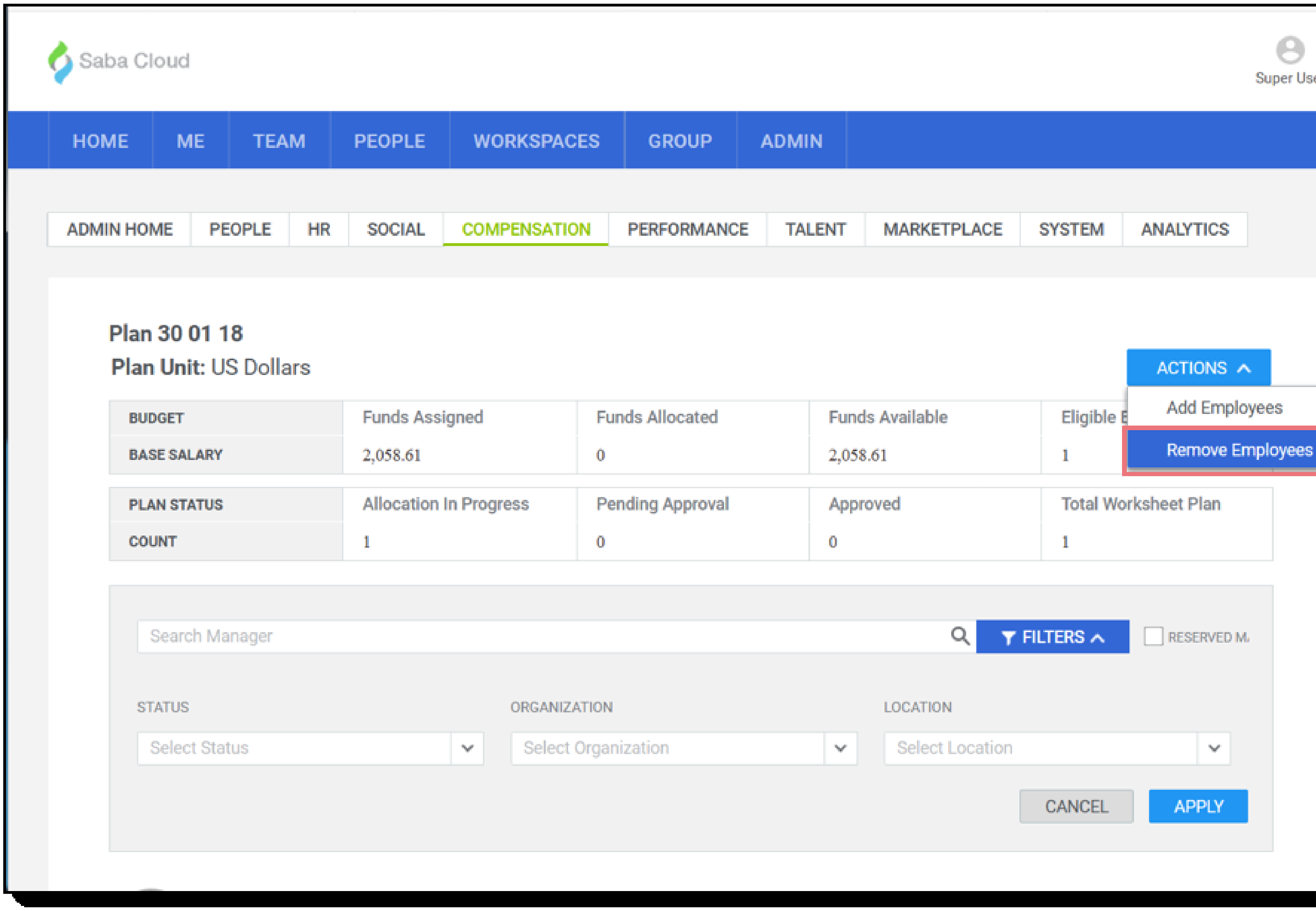
How does it work now?

With this update, compensation administrators can remove a terminated employee from an active plan cycle.

To remove a terminated employee from an Active Plan Cycle:

1. From the All Plan Cycle page, select **Active** and search for the plan that you wish to update.
    a. Click on **Update Plan Cycle**.
2. On the Plan Cycle details page that displays, select **Remove Employees** from **Actions**.
3. Choose the Employee that you want to remove from the Employees list and click **Continue**.
4. As an administrator you can also change the recommended amount to remove from the budget.
5. Click **Save** on the Remove Employees page.

Remove Employees Action selected to remove Terminated Employees



Use case

Terminated employees can now be removed from an Active Plan cycle.

Improved handling of terminated employees and managers

How did it work?

In the past, during budget distribution, if the allocated plan includes any managers who are terminated, the budget distribution will fail and the worksheet progress will stop.

How does it work now?

With this update, in a scenario as mentioned above, the budget distribution will not fail. A warning message will display during the Check Data step and the user can choose to go back and change any setting and redistribute the budget, or choose to ignore the warning message and activate the plan cycle.

If the terminated manager is also an Approver, Compensation Administrator can approve the budget.

Use case

With this update, the worksheet sequence or the budget distribution steps will not be affected when managers and employees are terminated during the process.

Improved Mini-card display

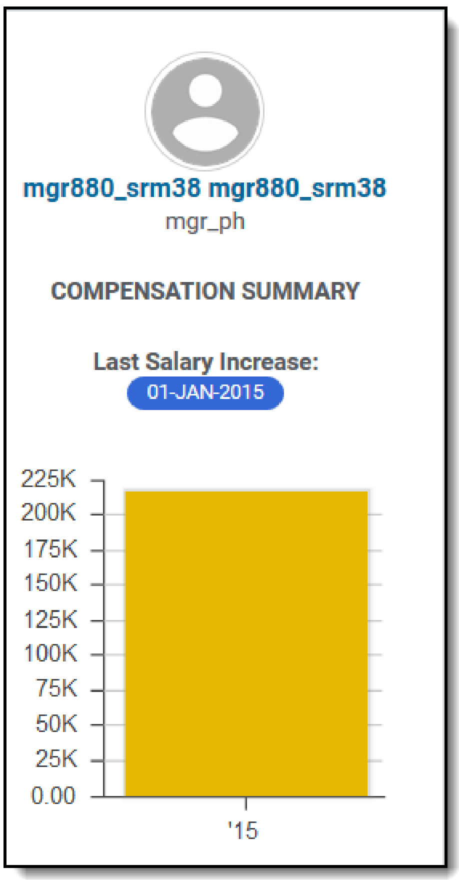
How did it work?

In the past, the bar chart on the mini card on the worksheet was not consistent in the display.

How does it work now?

With this update, the bar chart on the mini card display is enhanced and it conforms with the Saba Cloud UI enhancements. It also provides the correct display with different localization options.

Mini-chart display



Use case

Mini chart display has been enhanced.

.

Library fields updated

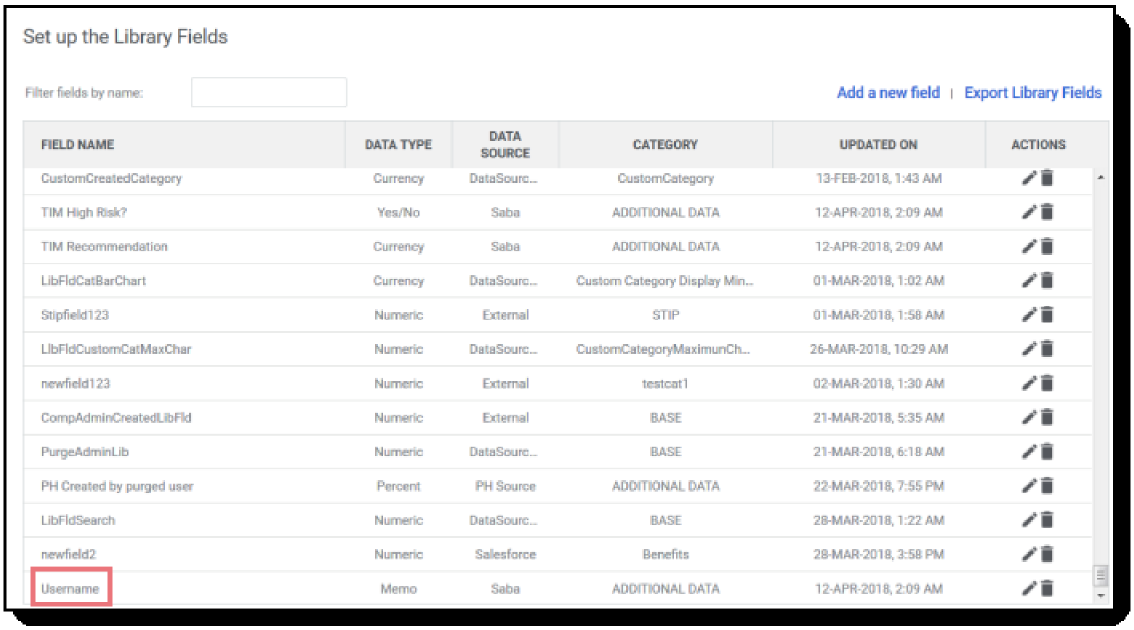
How did it work?

New Library Field has been added and existing field has been modified.

How does it work now?

The Library Fields page in Compensation has been updated with additions and changes.

A new field called the **Username** has been added to the Library fields.



Set up the Library Fields

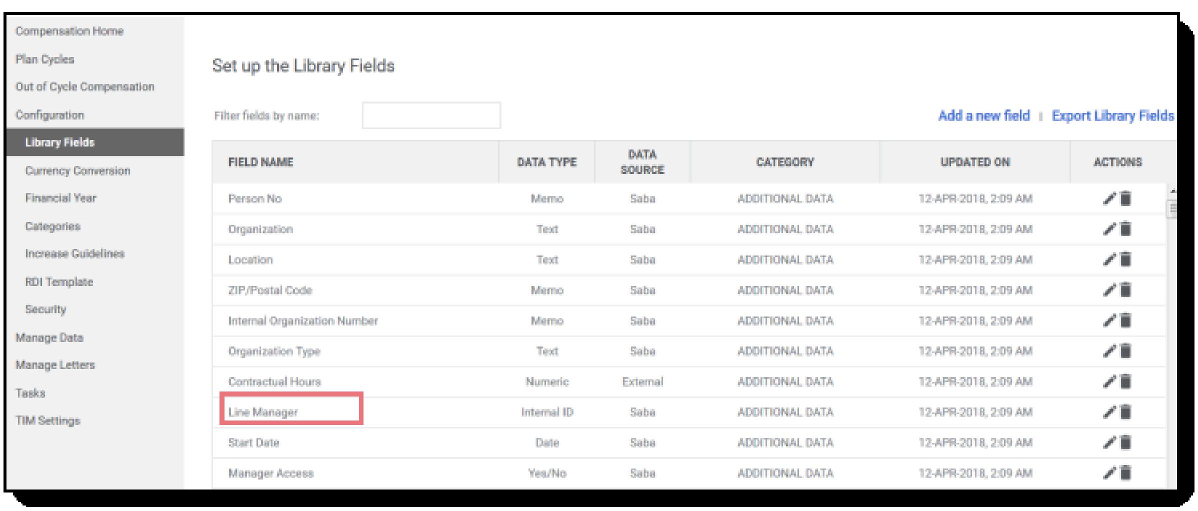
Filter fields by name:

Add a new field | Export Library Fields

FIELD NAME	DATA TYPE	DATA SOURCE	CATEGORY	UPDATED ON	ACTIONS
CustomCreatedCategory	Currency	DataSourc...	CustomCategory	13-FEB-2018, 1:43 AM	
TIM High Risk?	Yes/No	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
TIM Recommendation	Currency	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
LibFldCatBarChart	Currency	DataSourc...	Custom Category Display Min...	01-MAR-2018, 1:02 AM	
Stipfield123	Numeric	External	STIP	01-MAR-2018, 1:58 AM	
LibFldCustomCatMaxChar	Numeric	DataSourc...	CustomCategoryMaximunCh...	26-MAR-2018, 10:29 AM	
newfield123	Numeric	External	testcat1	02-MAR-2018, 1:30 AM	
CompAdminCreatedLibFld	Numeric	External	BASE	21-MAR-2018, 5:35 AM	
PurgeAdminLib	Numeric	DataSourc...	BASE	21-MAR-2018, 6:18 AM	
PH Created by purged user	Percent	PH Source	ADDITIONAL DATA	22-MAR-2018, 7:55 PM	
LibFldSearch	Numeric	DataSourc...	BASE	28-MAR-2018, 1:22 AM	
newfield2	Numeric	Salesforce	Benefits	28-MAR-2018, 3:58 PM	
Username	Memo	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	

Figure 13: username field added to Library fields

The Manager field is renamed as Line Manager.



Set up the Library Fields

Filter fields by name:

Add a new field | Export Library Fields

FIELD NAME	DATA TYPE	DATA SOURCE	CATEGORY	UPDATED ON	ACTIONS
Person No	Memo	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Organization	Text	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Location	Text	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
ZIP/Postal Code	Memo	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Internal Organization Number	Memo	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Organization Type	Text	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Contractual Hours	Numeric	External	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Line Manager	Internal ID	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Start Date	Date	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	
Manager Access	Yes/No	Saba	ADDITIONAL DATA	12-APR-2018, 2:09 AM	

Figure 14: Line Manager field

Use case

The Library Fields page has been updated and modified.

Effects of purging user profile information

How did it work?

N/A

How does it work now?

With this update, when a user's data is purged from Saba Cloud, data from the following sections will be obfuscated:

1. TIM Analysis
2. Mini Card
3. Audit Log
4. Compensation profile dialog
5. Compensation Statement
6. Compensation Letters
   a. Delete the Letters when user's data has been purged
7. Manager's worksheet - **Team of**.. section
8. Approval flow

Additionally, profile information such as Location, Job and organization will be deleted from the worksheet grid. But compensation specific data such as the Current Base Salary will not be deleted.

Note: Do not perform any Compensation Tasks, while a **purge** operation is running. **Purge** operation may not work on Compensation data, if a Compensation job is running at the same time as the **purge** operation.

Use case

When a user's information gets purged from Saba Cloud, the associated data from all of the above section will be obfuscated.

Add employees to active plan cycles

How did it work?

The Add Employees screen has been enhanced and updated.

How does it work now?

With this update, Compensation Administrators can now search, select and add employees to an activated plan cycle. While selecting the employee to add to the worksheet, you can select which component the employee(s) are eligible for and add budget for each component.

Note: An employee can be added to a Manager's worksheet only if the status is **Allocation in Progress** or when it has been **Returned to Manager**.

To add an employee to an active plan cycle:

1. **Admin**>**Compensation**>**All Plan Cycles**>**Active Plan Cycle**
2. Select the Plan Cycle that you wish to work on and Click on **Update Plan Cycle**.
3. Click on **Add Employees** from the **Actions** tab.
4. Click on the **Add Employees** icon located at the top right corner.
5. In the next screen, search for the specific employee name that you wish to add.
6. Select the Name and click Continue.
7. In the next screen, select the **Component** you want to add to the Plan Cycle.
8. Click on **Finish**. A confirmation message will display to indicate that the employee name is added.

Use case

Users are now able to add employees to active plan cycles.

Chapter 4

Ecommerce and Reward Redemption

Topics:

Rewards Redemption

How did it work?

This is a new feature. User could earn points before but there was no option to redeem points within Saba Cloud.

How does it work now?

When you earn various rewards, you also earn points against it. You can accumulate and redeem those points by buying items like a T-shirt, giftcard and so on. You can redeem these points only when the **Reward Redemption** service under **Rewards** is enabled. By default this service is disabled. To enable, contact your system administrator.

Important: The **Rewards** service is now moved from the **Collaboration** service to **Foundation** service. By default this service is disabled. To enable, contact your system administrator.

Your HR administrator must create rewards in the system so that you can redeem your points by buying those rewards. The HR administrator can create rewards only when:

- **Reward Redemption** service is enabled.
- **Can access HR->Manage Badges->Reward Order** privilege is enabled under **MenuVisibility-HRAdmin** component for **Human Capital Admin** security role.

As an HR administrator, navigate to **Admin** > **HR** > **Manage Rewards** and create new rewards.

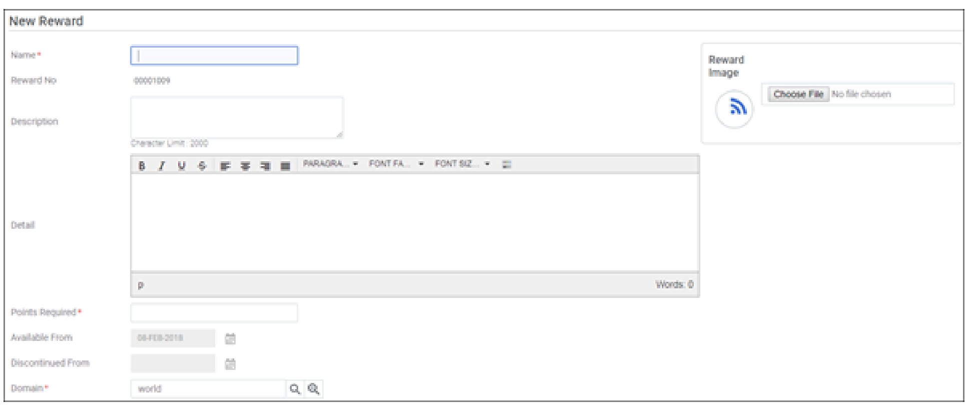


Figure 15: New Reward

Once the reward is created, as an HR admin you can associate an owner who will fulfill the order. The one who creates the reward by default becomes the owner. However, you can have additional owners as well.

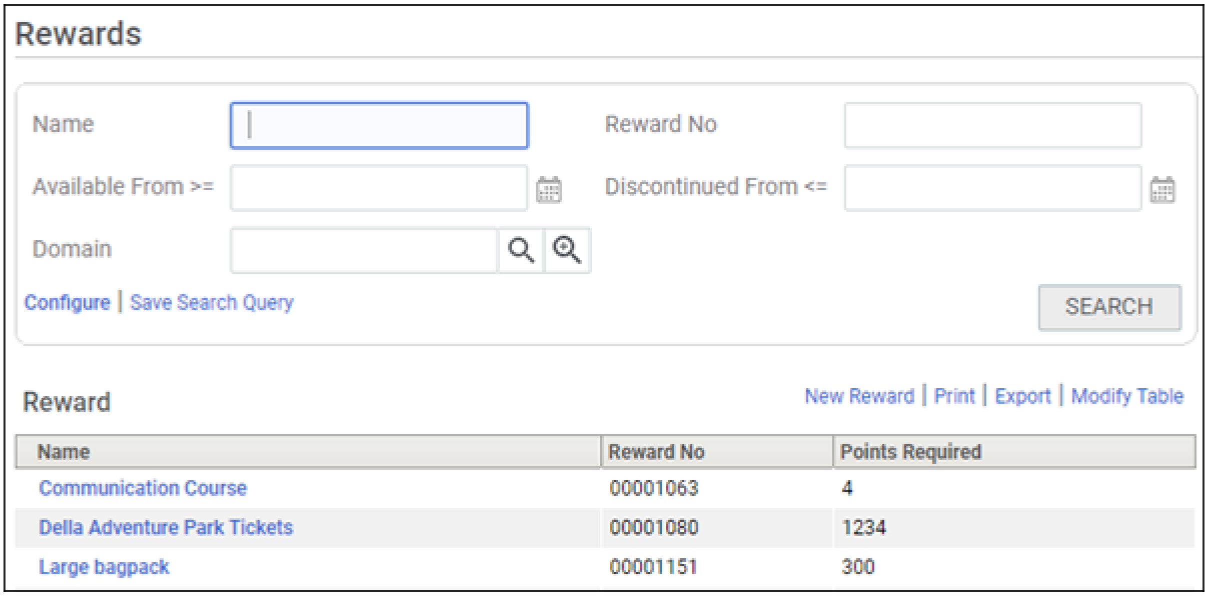


Figure 16: New Reward

As an end user, you can search for rewards using the attribute **Reward** in the Global Search.

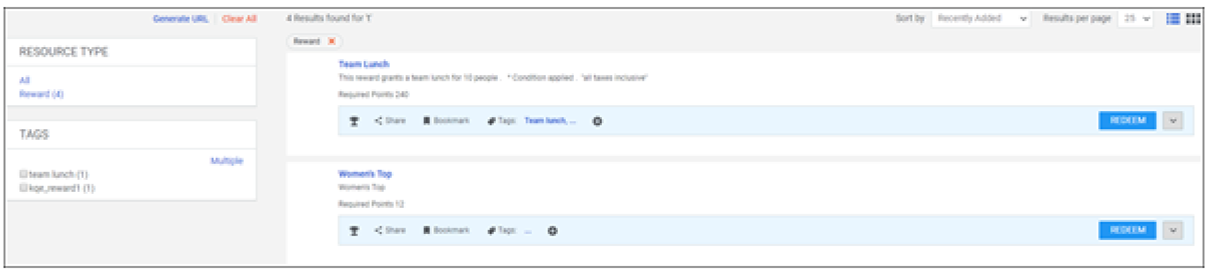


Figure 17: List of rewards

Based on your points, you can redeem a reward that fits in your wallet. You may view the reward details, redeem it, enter the desired information, if prompted, and confirm your reward order. The reward order goes in **Placed** status.

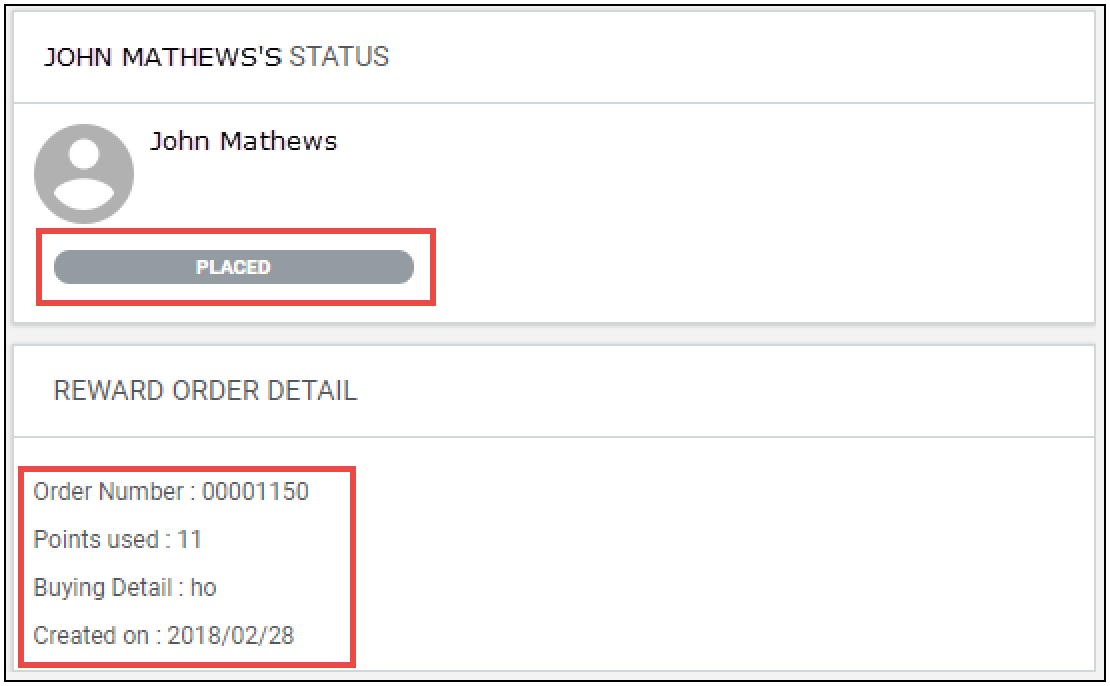


Figure 18: Reward Order

Once you place the order, the order goes through **confirmation** state and then **delivered** state. In between the process, you can cancel the order only during the Placed status while the HR administrator can cancel the order in any state.

As an HR administrator, you can navigate to HR > Manage Rewards > Reward Order, search for and click on the order to take further action, and click the status to process it further.

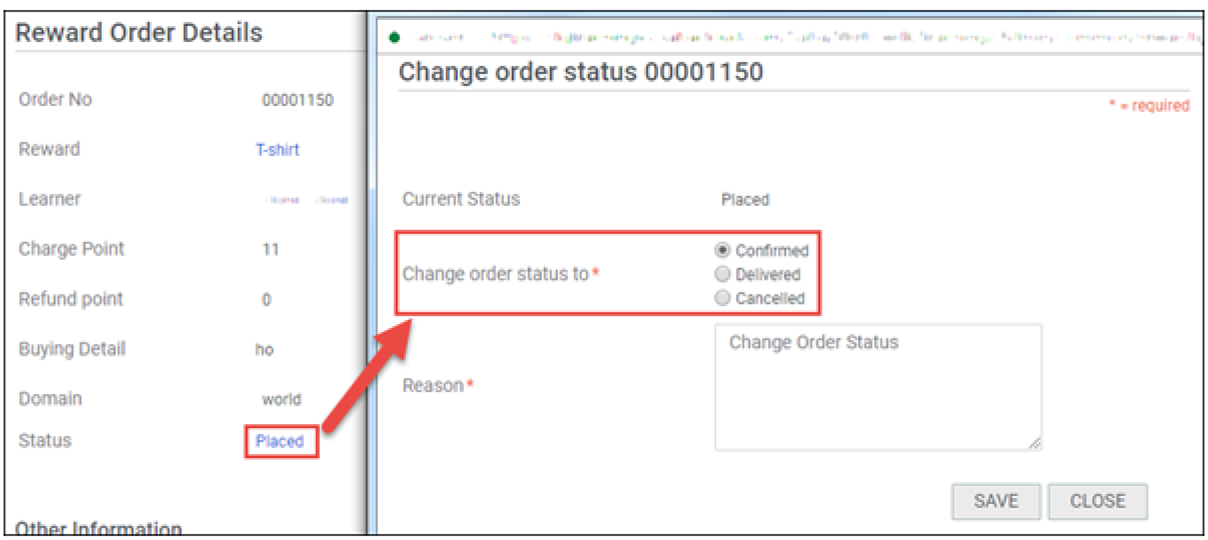


Figure 19: Reward Order Process

As an end user, you can also transfer some of your points to a peer outside of an impression. Say you would like to collect points toward purchase of the group reward item like a team lunch. This is a similar workflow to Distribute earned points through impression but an impression is not created.

Use case

This improves the motivational impact of points-based rewards by allowing the user to redeem points for fun things and experiences, like gift cards or team lunch.

Improved My Rewards page

How did it work?

Prior to this update, points and badges were shown on the **My Rewards** page as depicted below:

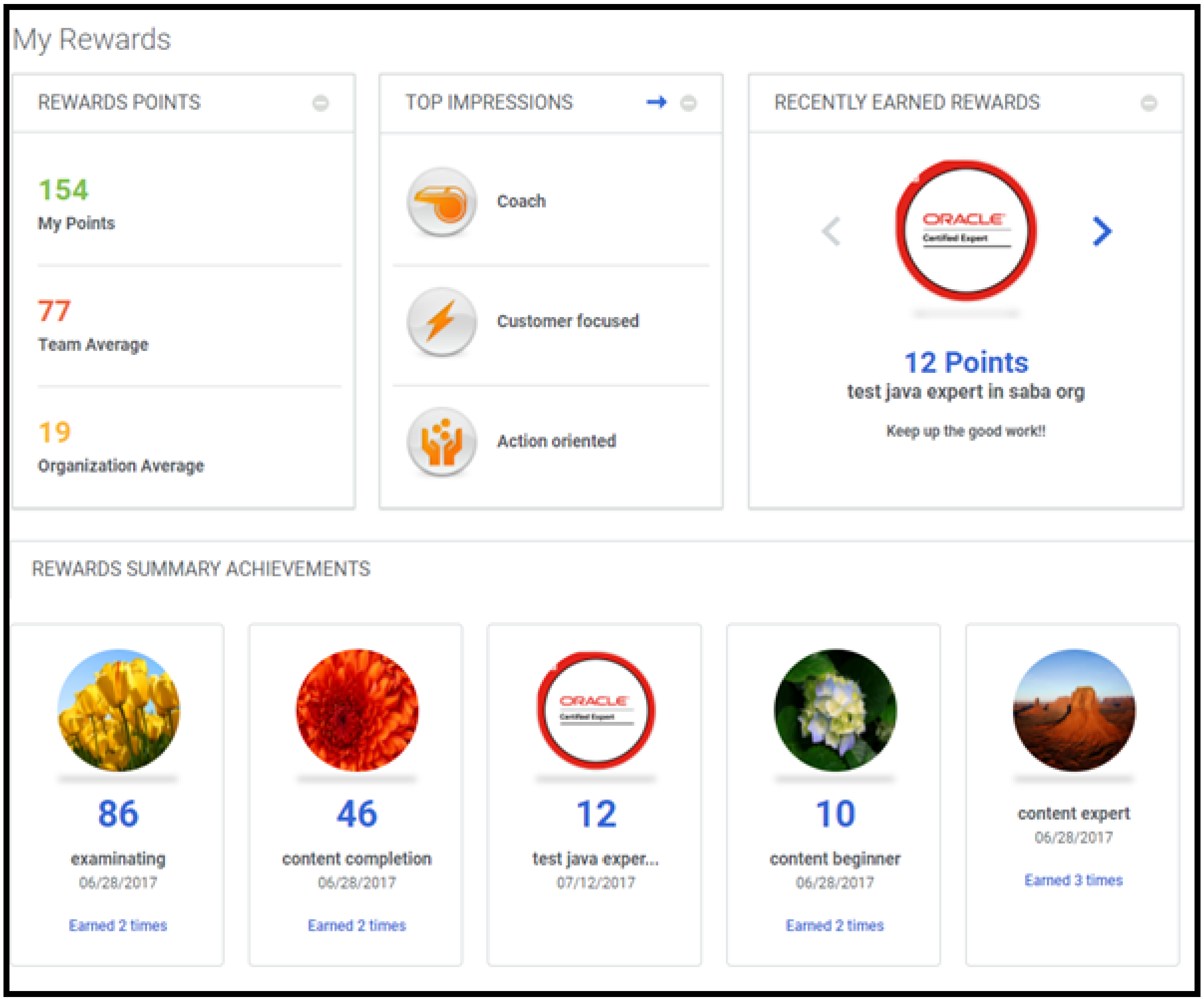


Figure 20: Complete Picture Preview

There was a need to display them separately to improve its visibility and usability.

How does it work now?

With the introduction to new features like reward redemption and transferring of points, the badges and points are now displayed separately on the **My Rewards** and **Wallet** page, respectively. If the **Rewards Redemption** service is disabled, then the Points and Points History still appears on the separate page. See Wallet for more information.

Note: You can view your badges by navigating to **Me** > **Rewards**.

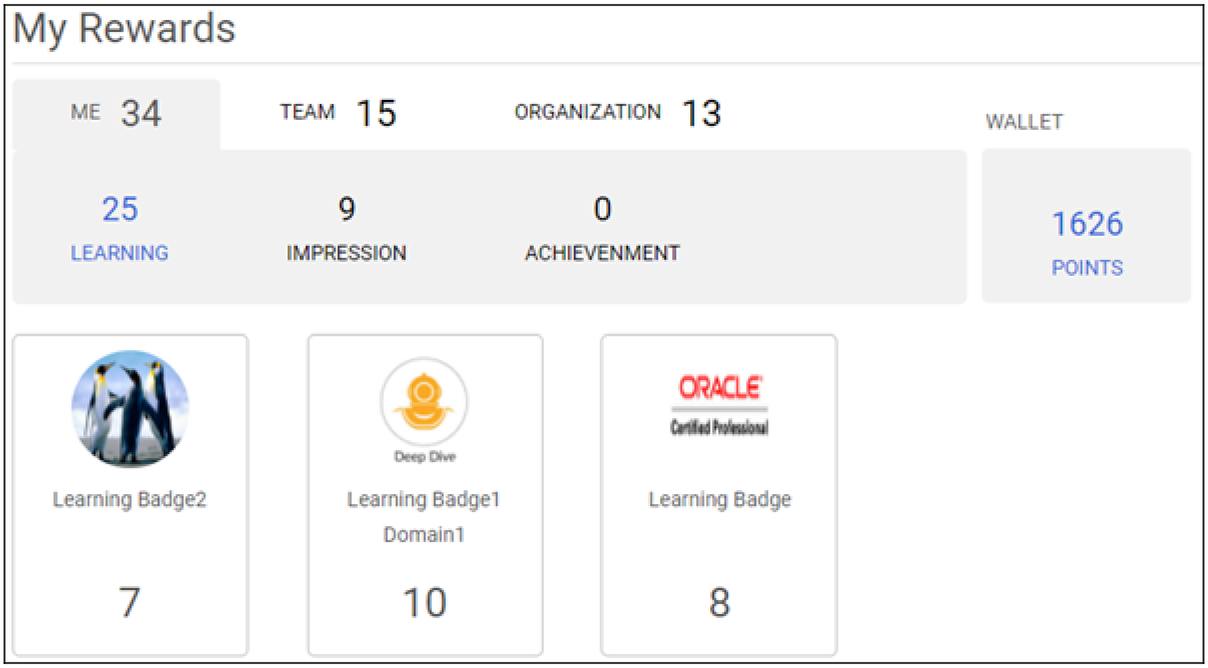


Figure 21: Updated My Rewards page

The **My Rewards** page shows the following tabs. Earlier the leader-board was points driven but now it shows badges.

- **ME**

  This tab displays the count of your badges earned through Learning, Impression, and Achievement.

  - Learning - Shows the total number of badges you have earned by completing the learning items like courses, recurring courses, gamified courses, certifications and curricula.
  - Impression - Shows the total number of badges you have earned by receiving impressions from your peers. To view all your impressions, click the **Go to Impressions** link to navigate to your **My Impressions** page.
  - Achievement - Shows the total number of achievement badges you have earned by completing gamified courses created via the new Simplified Courses Workflow.

  You can click the badge count to view the date and source of last 3 badges.

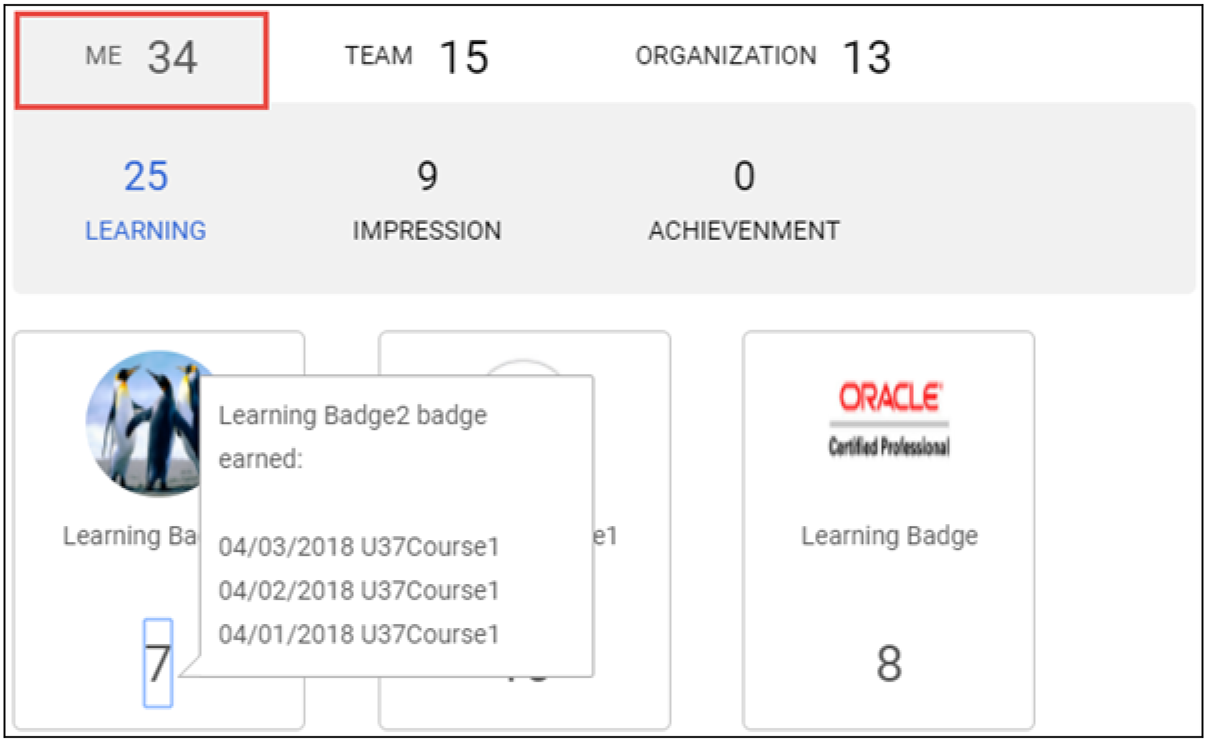


Figure 22: Me tab in My Rewards

- **TEAM**

  This tab displays the top three badge earners within your team including the logged-in user's rank and a graphical display for the last six months. The Team defined here is as all of you and all of your peer that report to the same manager, but it does not include the manager's badges.

  - Top Badge Earners - Shows the top 3 badge earners within your team placing the user with maximum badges at rank 1 and so on. If you are part of the top 3 earners, then your card appears in blue. If you are not part of the top 3 badge earners, then your rank appears after the third earner.

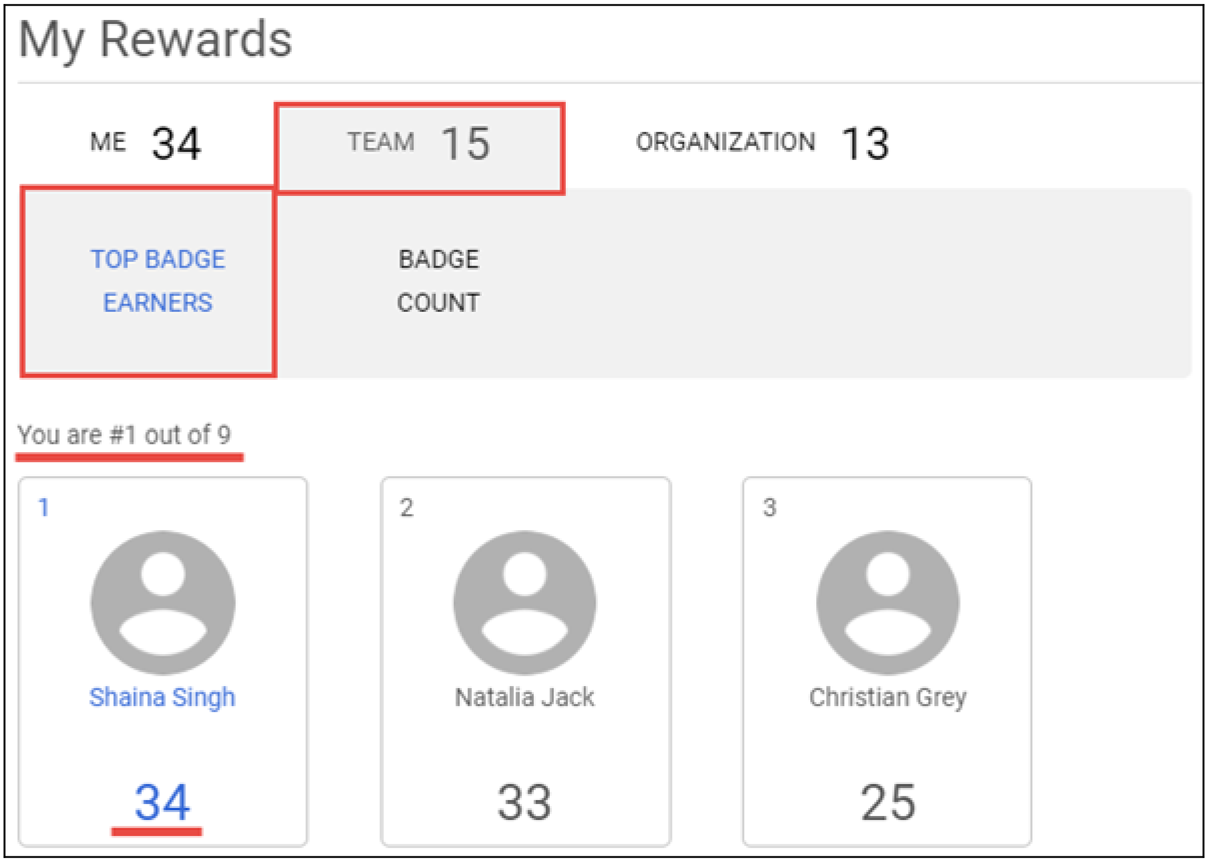


Figure 23: Top badge earners

- Badge Count - Shows a graphical display of number of badges earned by you, top earner, and the team average within the last 6 months.

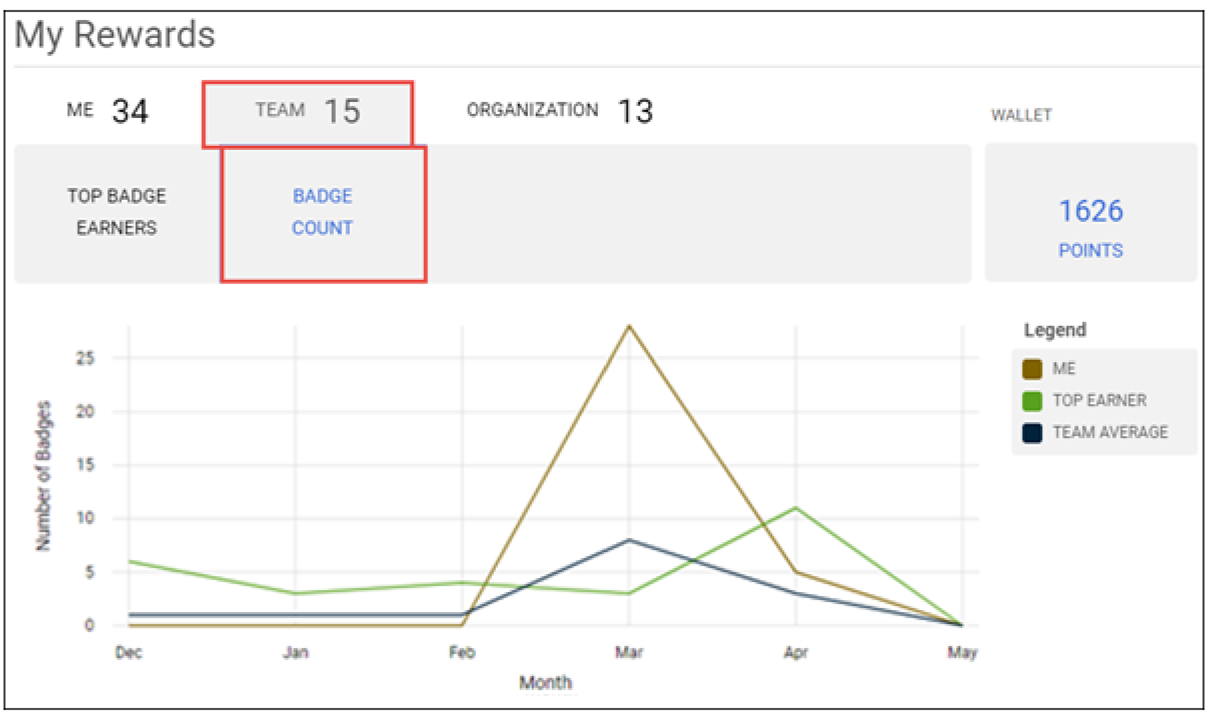


Figure 24: Badge count

If you do not belong to a team, you will not see the **Team** tab.

- **Organization**

  This tab displays the top badge earners within your organization, top 3 organizations, and a graphical display for last 6 months including the logged-in user's rank. This tab shows the Saba Cloud HR defined organizational structure.

  - Top Badge Earners - Shows the top 3 badge earners within your organization placing the user with maximum badges at rank 1 and so on. If you are part of the top 3 earners, then your card appears in blue. If you are not part of top 3, then your rank appears after the third earner.

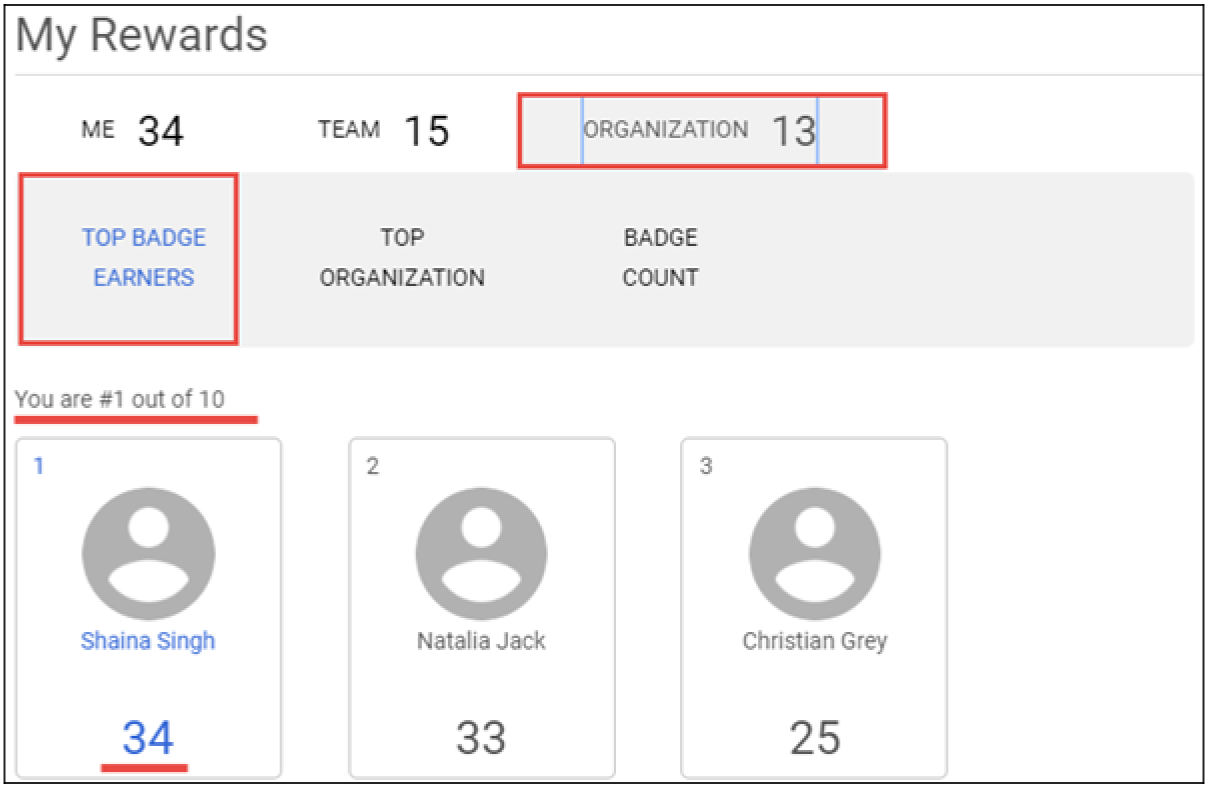


Figure 25: Top badge earners in organization

  - Top Organization - Shows the top 3 organizations with maximum badges. If your organization isn't part of top 3, then it shows your current rank after the 3rd ranker.

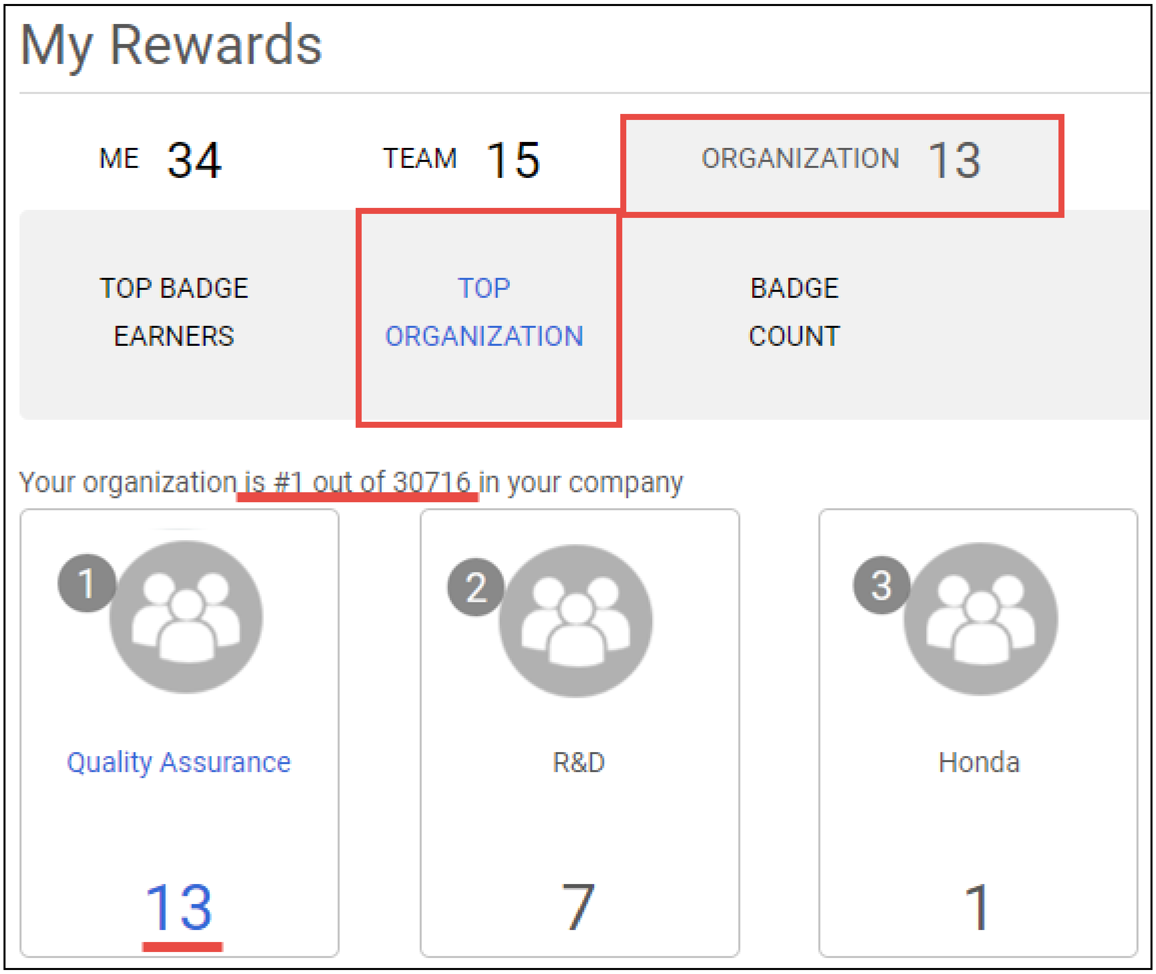


Figure 26: Top organizations

- Badge Count - Shows the graphical display of number of badges earned by you, the top earner, and a organization average within the last 6 months.

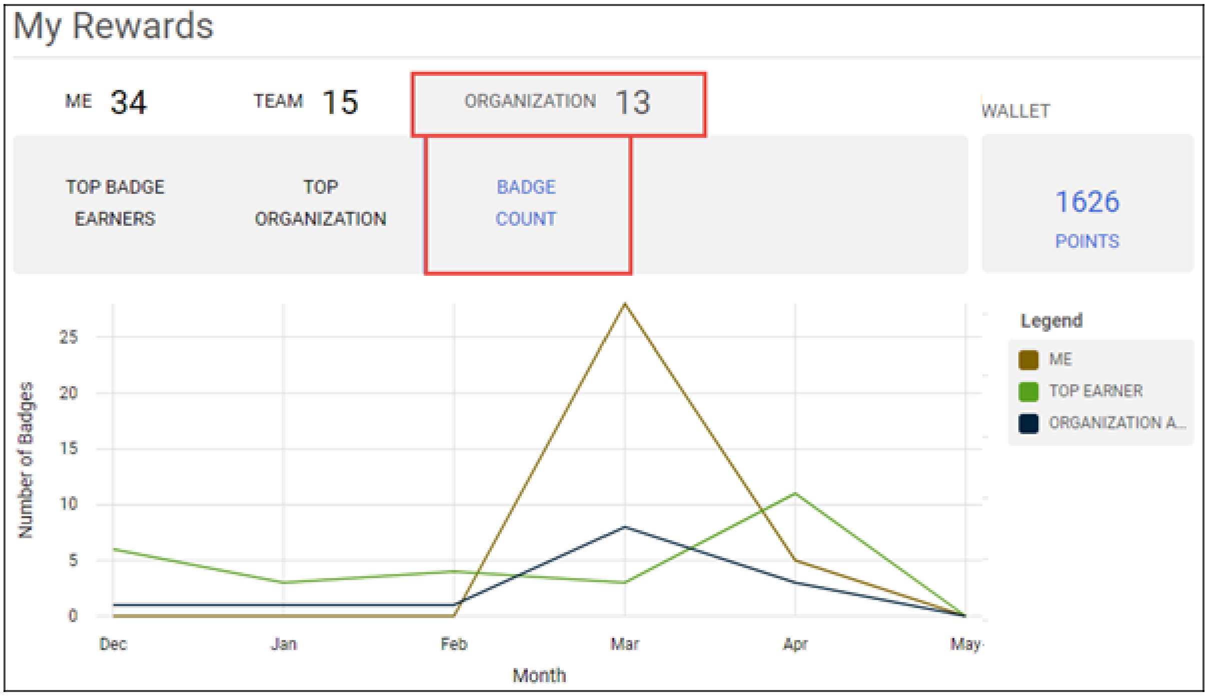


Figure 27: Badge count of top organizations

As an external person if you do not belong to an organization, you will not see the **Organization** tab.

In addition to this, the **My Rewards** page also shows your wallet depicting the total number of your available points earned through learning badges, achievement badges, impressions, and transferred by peers. For more information, refer Introducing Wallet.

Use case

This expanded leaderboard will help end users see where they stand within their team and organization and will promote healthy competition and engagement.

Introducing Wallet

How did it work?

This is a new feature. User could earn and view points before but the notion of a **wallet** was not needed as there was no option to redeem points within Saba Cloud.

How does it work now?

With the introduction to new features like reward redemption and transferring of points, the badges and points are now displayed separately on the **My Rewards** and **Wallet** page, respectively.

Note: You can view your badges by navigating to **Me** > **Rewards**.

As an end user, you can access your wallet from **ME** > **My Rewards** page. Your wallet shows the points that you have earned through learning badges, impressions, and transferred from peers. You can keep a track on your reward points so you know how many points you can give away or use in redeeming for fun items. You can also quickly monitor how many points have you received and spent, in case of any discrepancy. In addition to this, you can view your order history to check your order status or to cancel an order.

On the Wallet page when the **Rewards Redemption** service is enabled, you can:

- View featured rewards
- Click **View All Rewards** to purchase and redeem your available points
- View your Points History
  - Check the total number of available points
  - Check points earned via completion of learning items, impressions, or through Achievement badges
  - Check the total number of points given to you by your peers
- View Order History to check your order status or cancel your order
- Transfer points to your peers

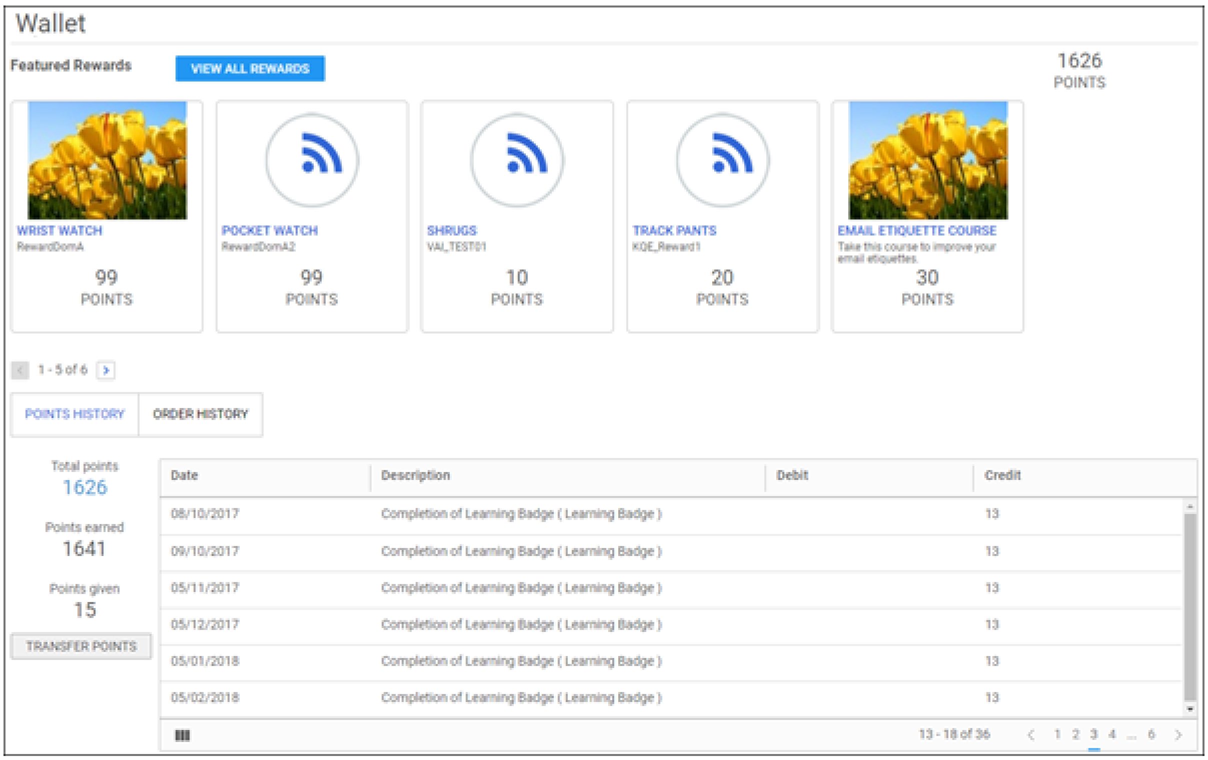


Figure 28: Wallet

If the **Rewards Redemption** service is disabled, you can see only Points Total and Points History.

Use case

This allows end user to quickly access reward items, to see their order history for cancellation or reorder, and to see point history in case they have a question about a past transfer of points.

Share training units agreement with other organizations

How did it work?

A training unit agreement created for an organization can be utilized only by the employees of that organization.

How does it work now?

A new setting **Share training unit agreement** has been introduced under the **Training Unit** service. This controls whether Training Unit Agreements (TUAs) can be set up without a strict organization affiliation. Assuming the setting is set to **Only Selected Training Unit Agreements**, a new checkbox called **Allow anyone to use this training unit agreement** appears for admin while creating or editing a TUA.

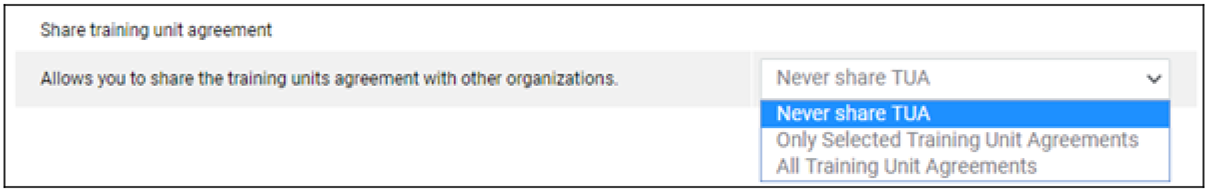


Figure 29: New setting

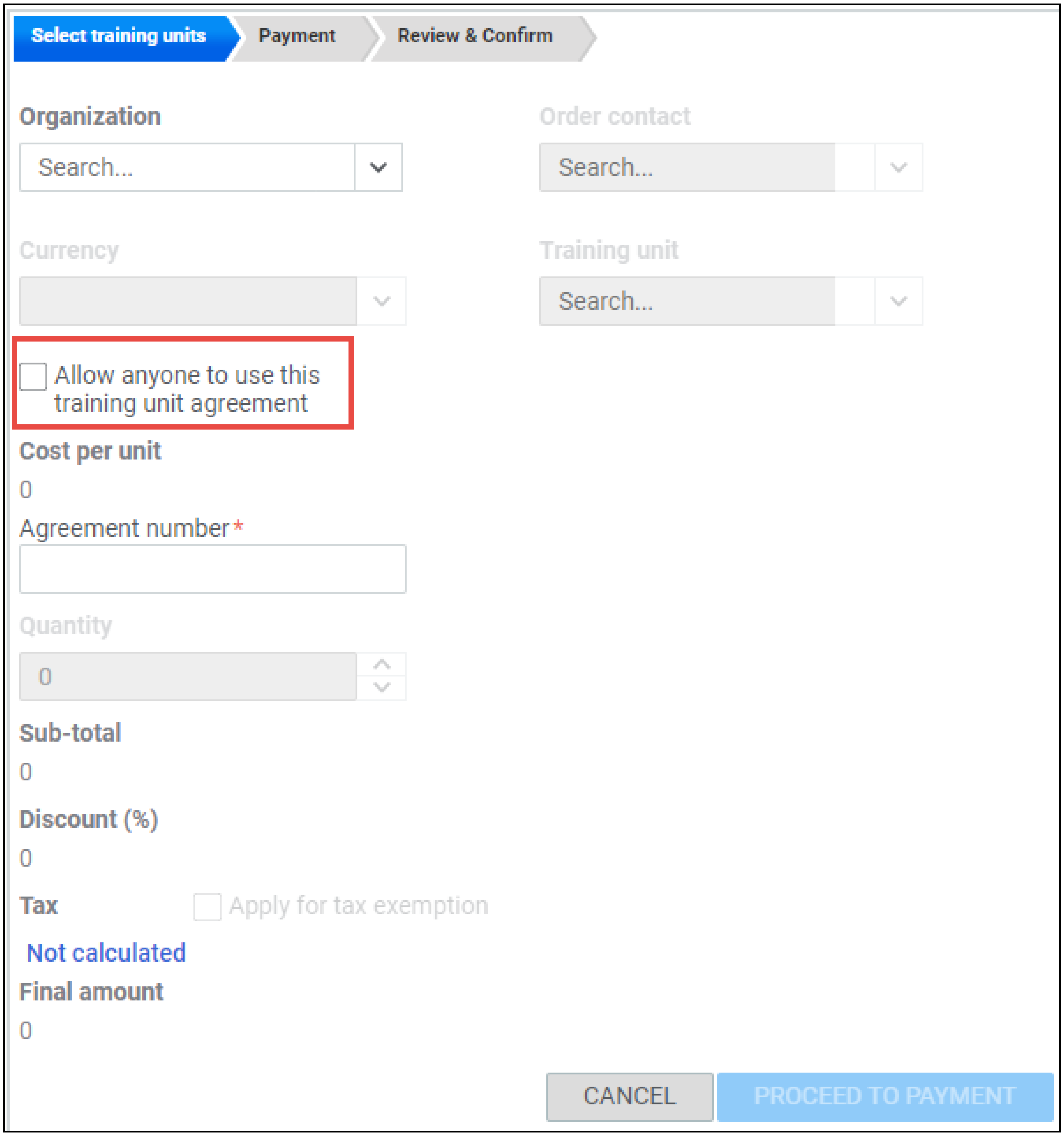


Figure 30: New Checkbox

If the setting is set to **Never share TUA**, then the current behavior is unchanged i.e., a training units agreement is available only for the employees of that organization. If the setting is set to **Only Selected Training Unit Agreements** and the **Allow anyone to use this training unit agreement** checkbox is selected, then you can control and allow certain TU agreements to be shared but not all using the **agreement number**. If the setting is set to **All Training Unit Agreements**, then all TU agreements are available to be shared across organizations irrespective of whether the **Allow anyone to use this training unit agreement** checkbox is selected or not.

Use case

This feature is beneficial for larger extended enterprise users, who have resellers purchasing and reselling training units.

Chapter 5

Learning

Topics:

- Assessment
- Content
- Learning Activity
- Simplified Course Creation

Assessment

This section describes new features and enhancements related to assessments.

Web accessibility support for assessments

How did it work?

Prior to this update, there was no Web accessibility support for test and survey assessments in Saba Cloud.

How does it work now?

This update provides Web accessibility support for test and survey assessments so that the assessment player, which displays these assessments to users in Saba Cloud, is now Web accessible.

To support Web accessibility for the assessment player, the following new property is added to tests and surveys:

Table 16: Web accessibility property

Property	Description	Default

Web Accessibility	Set this property to "Yes" to restrict a test or survey to features compliant with Web Content Accessibility Guidelines.
	If this property is enabled, then:
	• The test or survey is required to use only the following player themes:
	  • Flexi
	  • Flexi Plus
	• The test or survey is required to use only single question per page.
	• The test or survey cannot use questions with attached media.
	• The following question types are not allowed:
	  • Hot Spot
	  • Matching
	  • Unequal Matching
	  • Pulldown
	This ensures the assessment player that launches these assessments is Web accessible.
		No

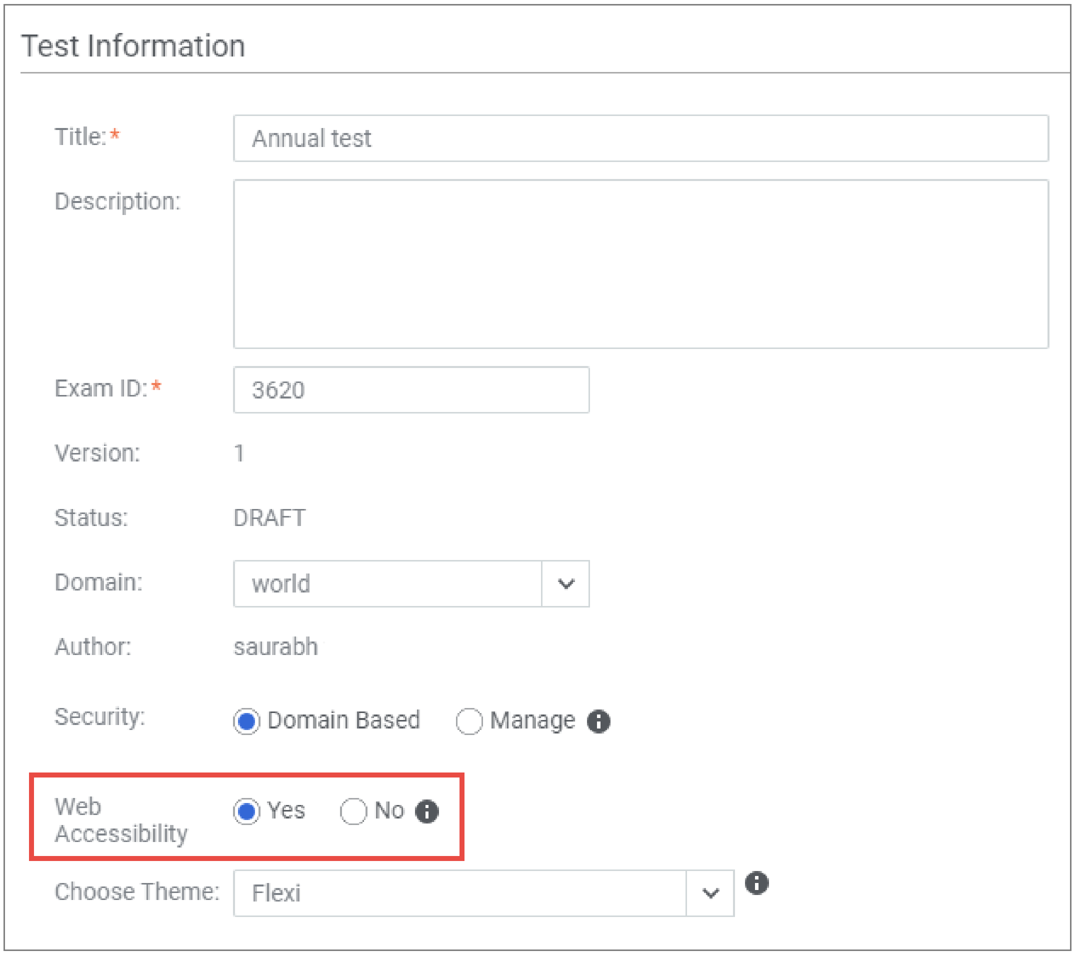


Figure 31: Web Accessibility property for tests

To set this property, assessment administrators can navigate to **Learning** > **Manage Assessments** > **Manage Test & Survey** and edit the required test/survey.

Use case

Administrators can make assessments available to users with accessibility requirements.

Content

This section describes new features and enhancements related to content.

Display visual indicator while importing content

How did it work?

Prior to this update, when a learning administrator was importing content, Saba Cloud did not display a visual indicator to indicate if the content was loading. So, they were not able to understand if the content was being processed or if any error had occurred.

How does it work now?

With this update, Saba Cloud now displays visual indicators to learning administrators when they import or update content.

Visual indicators are displayed in the following situations during content import:

When importing new content

When importing new content, Saba Cloud displays the "Importing content" progress indicator.

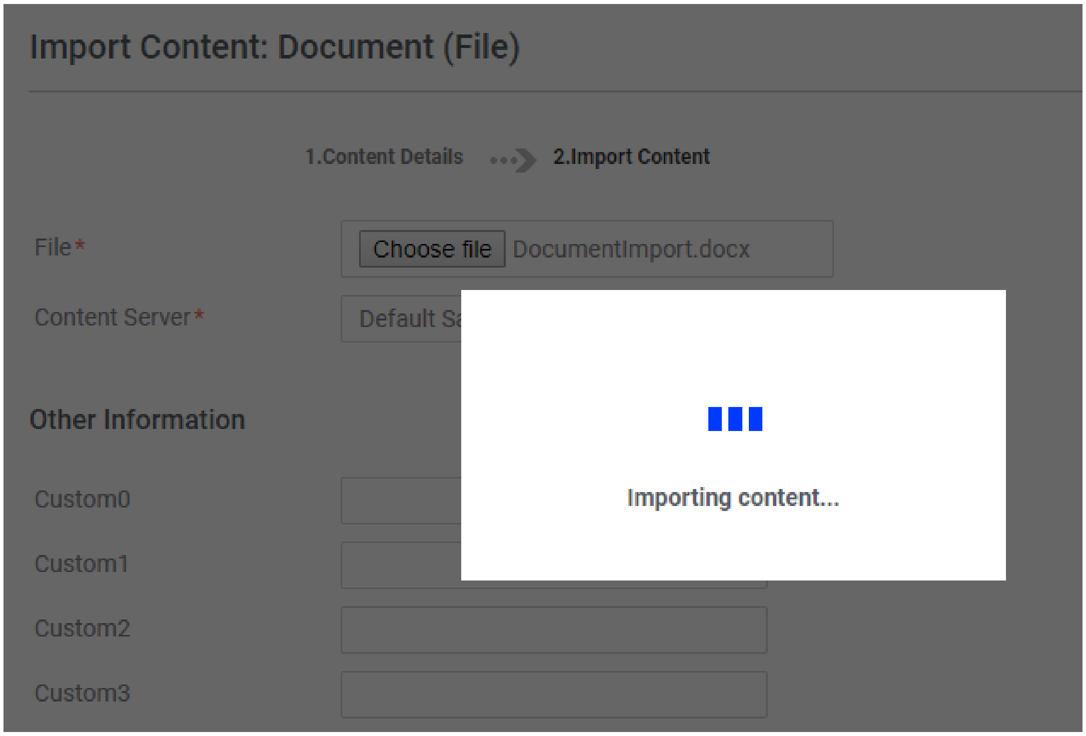


Figure 32: Importing new content

When saving existing content with or without updates

When saving existing content with or without making any changes, Saba Cloud displays the "Please wait" progress indicator.

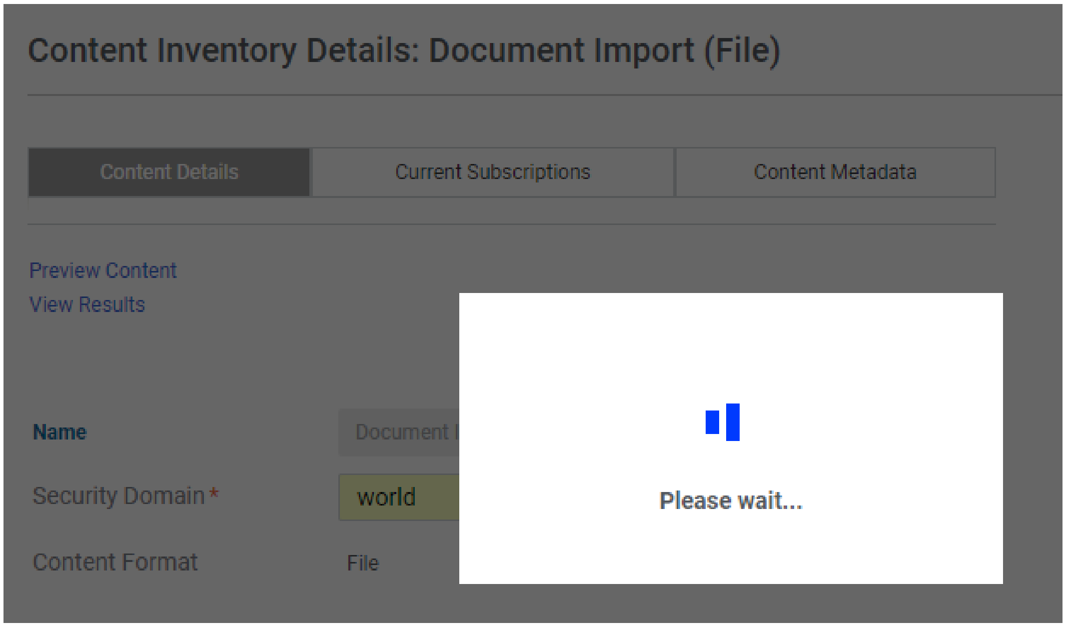


Figure 33: Saving existing content without updates

To import or update content, navigate to **Admin > Learning** > **Manage Content** > **Content Library**, select the required content folder and click **Import** link or edit an existing content.

Note: These visual indicators are displayed irrespective of the browsers used by administrators during import.

Use case

Administrators need to know if the content they try to import is uploaded successfully, is in progress or if an error has occurred during the import.

New mobile compatibility options for content

How did it work?

Prior to this update, mobile device compatibility options could be specified for iOS-based devices and Android-based devices separately. There was no way to select mobile-device compatibility options for both iOS and Android devices for content that was compatible with both. So, if the content was meant to be available on large devices or small devices, then administrators could not specify all large devices or all small devices without mentioning Android or iOS.

How does it work now?

With this update, Saba Cloud supports mobile device compatibility of content for all large devices or all small devices, irrespective of specifying iOS or Android operating systems. The following new options are introduced for mobile device compatibility:

Table 17: New mobile device compatibility options

Option	Description
All Large Devices-responsive	Select this option if the imported content is meant to be compatible with large devices such as tablets for both iOS and Android.

Option	Description
All Small Devices-responsive	Select this option if the imported content is meant to be compatible with small devices such as mobile phones for both iOS and Android.

The following functional areas are affected by this change:

- **Content Import**

  While importing content into the content library, administrators can select the new options for **Mobile Device Compatibility** field.

  Go to **Learning** > **Manage Content** > **Content Library**, select the required folder and click **Import**.

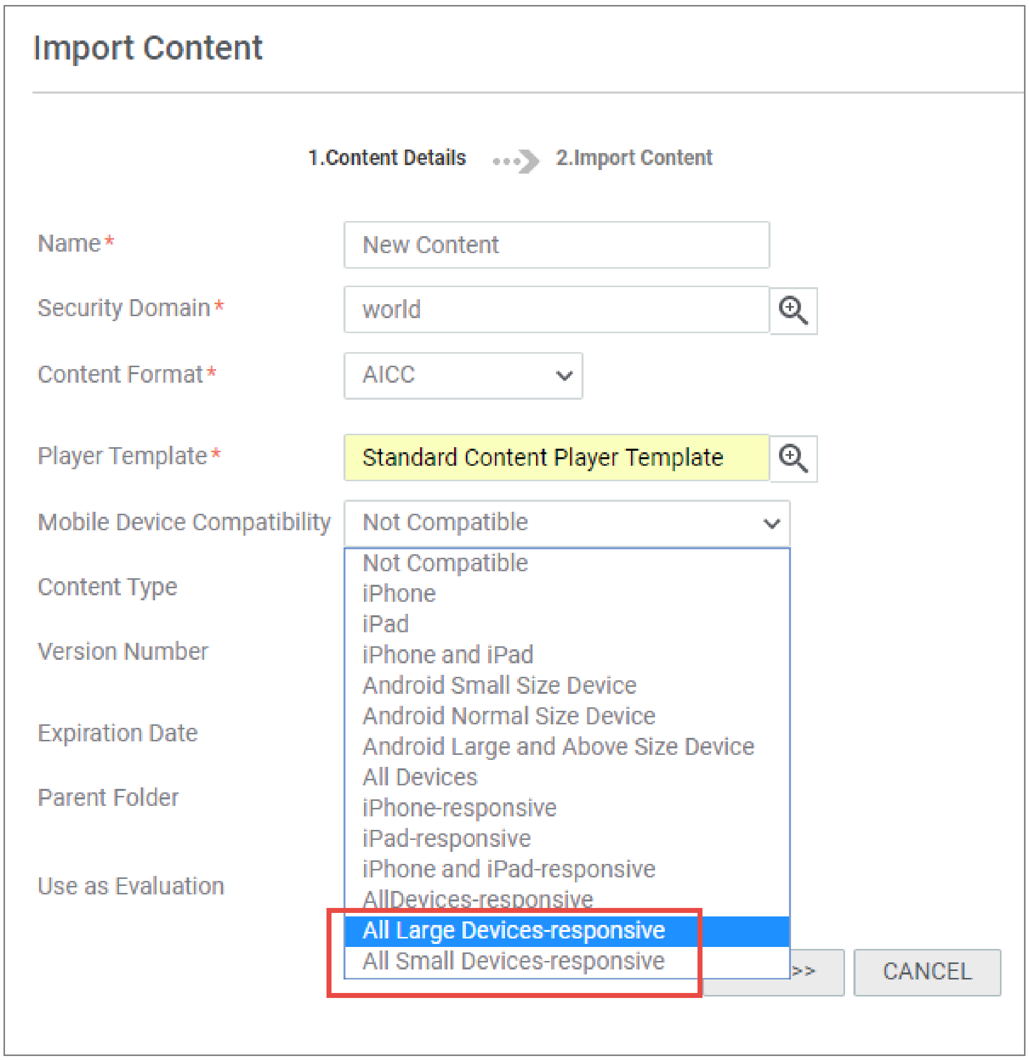
  

  Figure 34: New Mobile Device Compatibility options in Content import

- **Test/Survey Properties**

  While creating a test or survey, administrators can select the new options for **Mobile Device Compatibility** field in the **Test Properties** tab.

  Go to **Learning > Manage Assessments > Manage Test & Survey**, select the required folder and click **New > New Test/New Survey**.

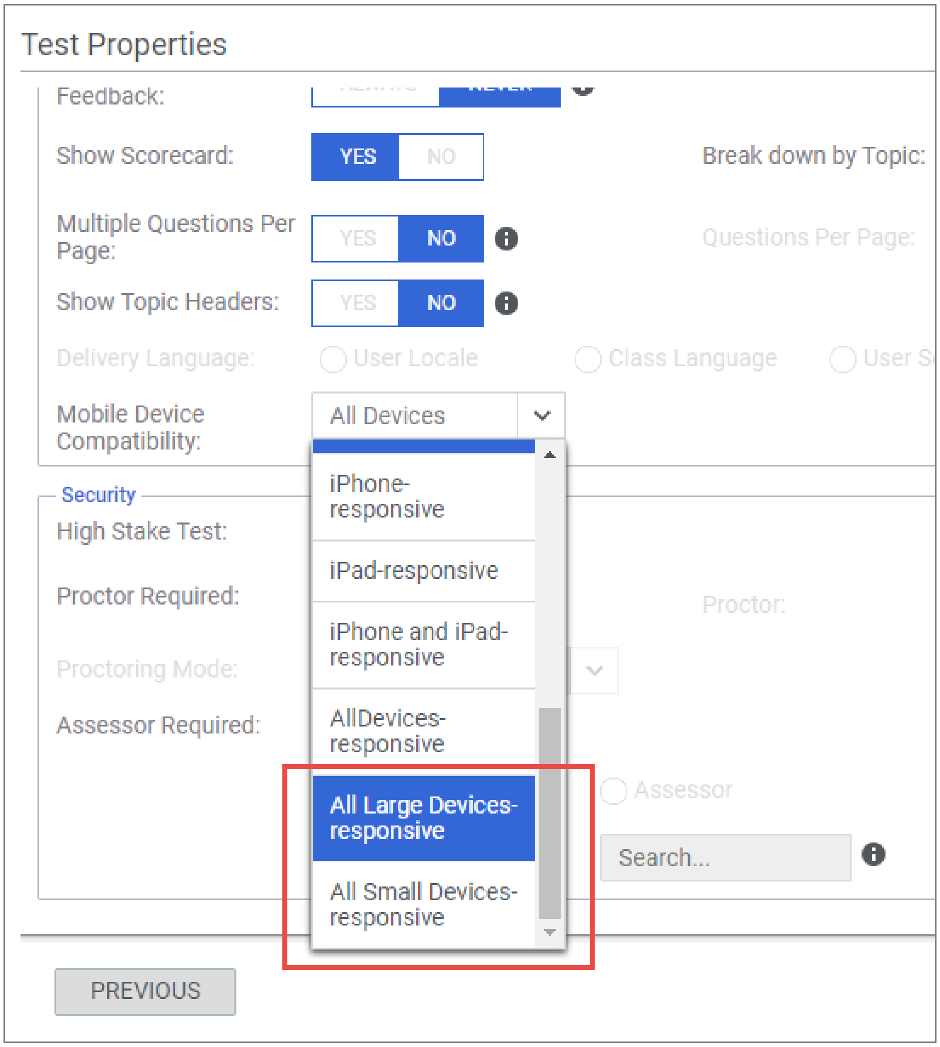


Figure 35: New Mobile Device Compatibility options in Test/Survey properties

- **Data Import**

  The Bulk Content Import object is modified so that the **MOBILECOMPATIBILITY** field now provides support for the following new values:

  - allLargeDevices
  - allSmallDevices

Use case

Content creators need to build platform-independent content meant only for tablets or only for small hand-held devices.

Limit number of contents shown per content folder

How did it work?

Prior to this update, when administrators browsed a content folder in the content library, Saba Cloud used to retrieve all contents in the content folder and display them in the results. This affected the performance of the application especially when the number of contents in the folder were very large.

How does it work now?

With this update, Saba Cloud now provides the ability to limit the number of contents displayed in a content folder when administrators browse the folder in the content library.

The following new site-level property under **Content** is now available for System administrators:

Table 18: New Content site-level property

Property	Description	Default Value
Number of contents shown per content folder	Defines the maximum number of contents displayed in each content folder in the content library while browsing the folder.	2000

To access the new property, navigate to **System > Configure System > Microsites > <*default_site*> > Properties > Content**.

Configuring this property does not affect any other functionality such as search or export of contents.

Use case

Administrators need to see contents in a content folder without any delay even when the folder contains large number of contents.

CMI5 content support

How did it work?

Prior to this update, Saba Cloud did not support the CMI5 content format.

How does it work now?

With this update, Saba Cloud now supports the CMI5 content format.

This allows content administrators to import CMI5 content into the content library. To import CMI5 content, go to **Learning > Manage Content > Content Library**, select the required folder > click **Import** and select "CMI5" from the **Content Format** dropdown list.

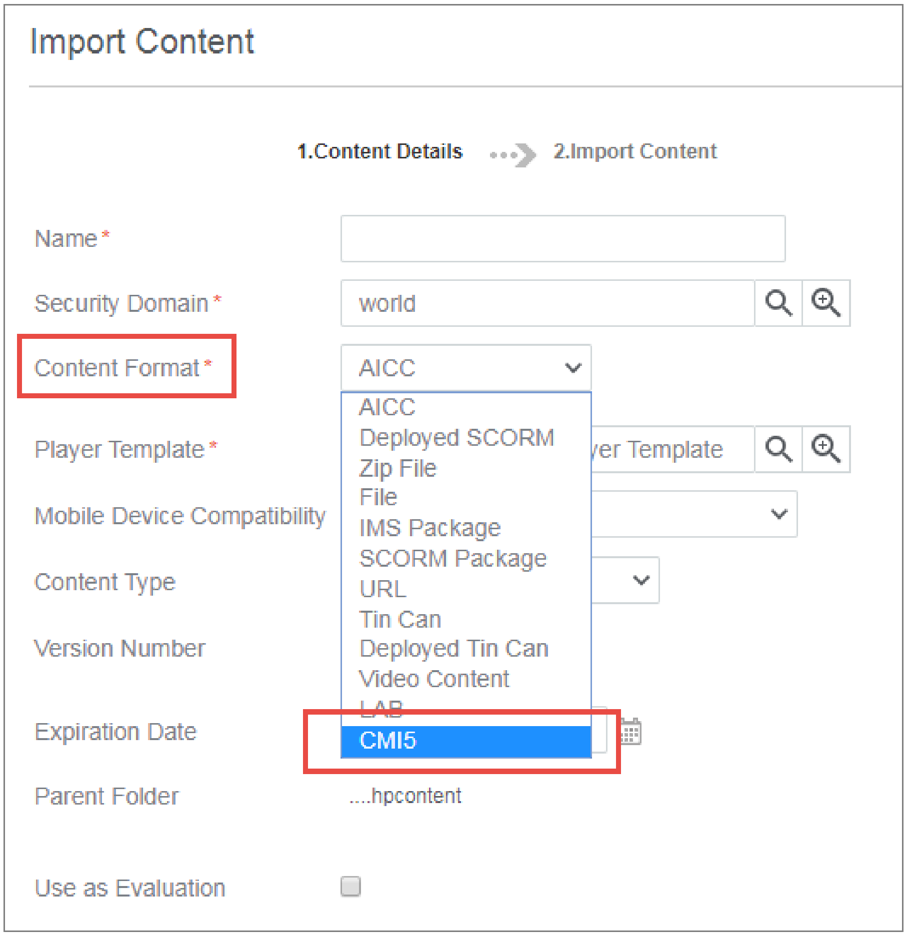


Figure 36: CMI5 content import

Saba Cloud supports the following for CMI5 content:

- Supports CMI5 for CIF services used by the Saba Publisher
- Stores LRS statements similar to the way it does for Tin Can content

Supported Verbs

The following xAPI verbs are supported in the CMI5 specification:

- Launched
- Initialized
- Completed
- Passed
- Failed
- Abandoned
- Waived
- Terminated
- Satisfied

Catalog administrators can now attach CMI5 content to classes. To attach CMI5 content, go to **Learning > Manage Classes > Classes** > Edit the required class > **Activities > Add Activities > Attach Content** and select "CMI5" from the **Content Format** dropdown list and search.

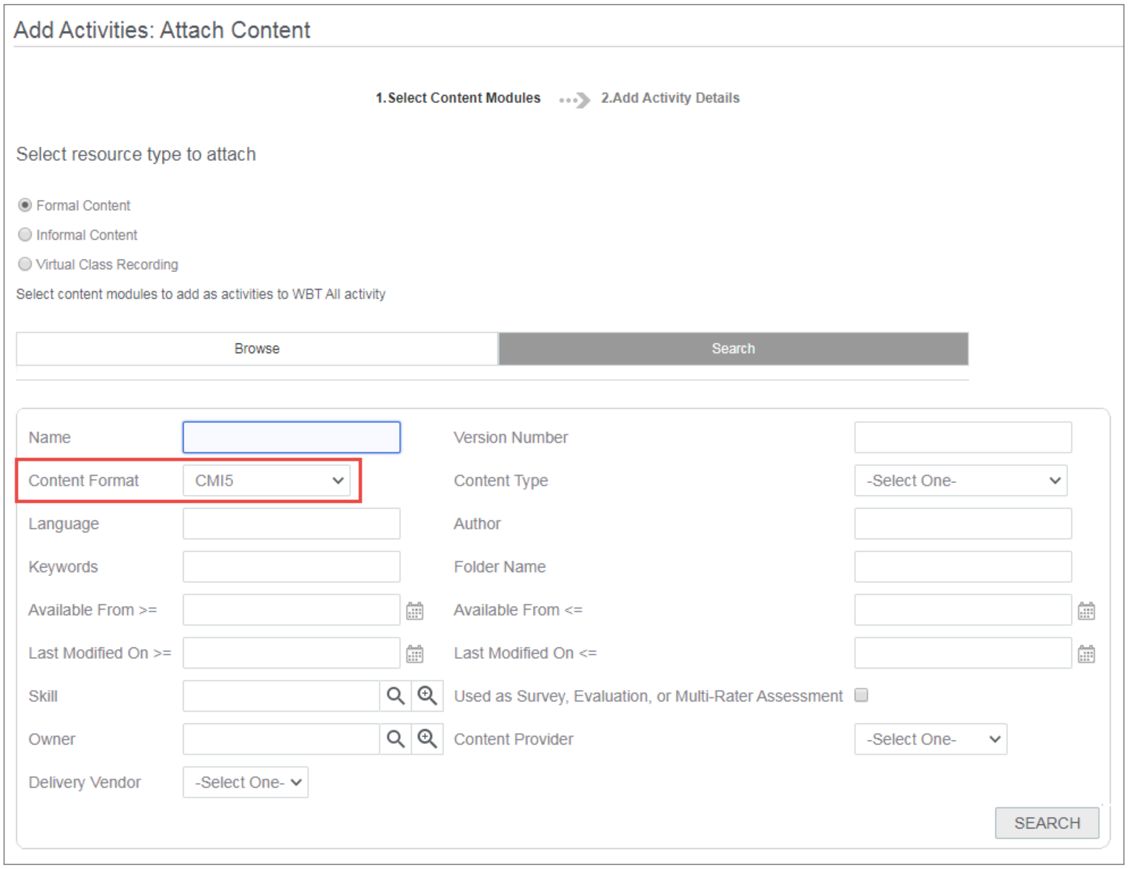


Figure 37: Attach CMI5 content to class

Learners can launch a CMI5 content attached to their class. The launch attempt and scoring behavior for CMI5 content is different from other content formats supported by Saba Cloud as follows:

- Once CMI5 content is passed successfully by a learner, the content score for that attempt is displayed on the class details and results pages. Any subsequent attempts on the same content, even with higher scores by the learner, are not considered and displayed.
- Once CMI5 content is passed successfully by a learner, any subsequent attempts on the same content displays the content status in the View Results page as *Reviewed*.

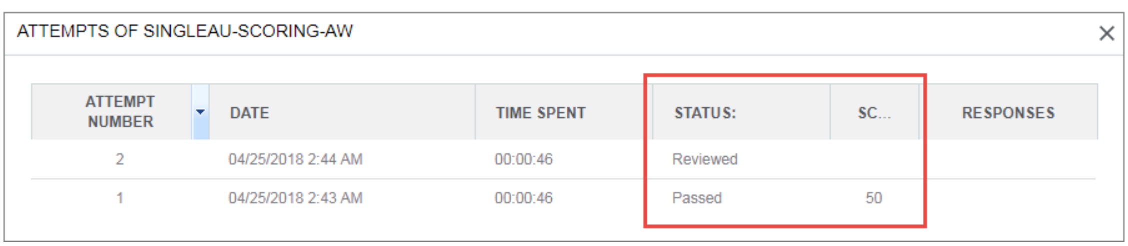


Figure 38: CMI5 content attempts and results in class

Changes to existing LRS statements

As part of this change, the word "tincan" is replaced by the word "learning" for Tin Can content in LRS statements for learners and administrators.

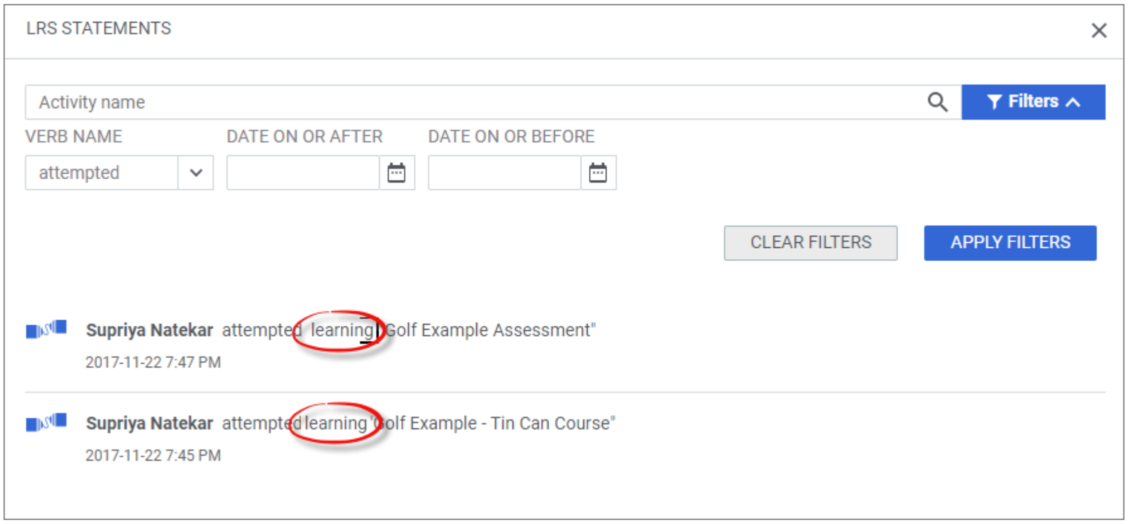


Figure 39: LRS statement update

Limitations

Currently, CMI5 content format has the following limitations in Saba Cloud:

- No Saba Anywhere support
- No support for bulk content import using data import
- No mobile support

Use case

In addition to support for xAPI statements within content (similar to Tin Can), CMI standards also provide better interoperability for LMS and content providers.

Saba LRS is ADL conformant

How did it work?

Prior to this update, the Saba LRS (Learning Record Store) was not conformant to ADL (Advanced Distributed Learning) guidelines.

How does it work now?

With this update, the Saba Cloud LRS is now certified as an ADL (Advanced Distributed Learning) conformant LRS.

Saba is now listed in the **xAPI Adopters** and **Conformant LRS** registry on the ADL Website.

- **xAPI Adopters**: https://adopters.adlnet.gov/adopters/0
- **Conformant LRS**: https://adopters.adlnet.gov/products/all/0

Note: To adhere with ADL conformance guidelines, users using an external LRS must send only valid xAPI statements.

Use case

ADL offers conformance certificate to LRSs. This allows organizations that are developing or acquiring an LRS to ensure it fully adheres to the xAPI specification, which aids developers, and Federal agencies, and the broader community as they seek to implement xAPI-conformant systems.

Learning Activity

This section describes new features and enhancements related to learning activities.

Display visual indicator for attending virtual class sessions

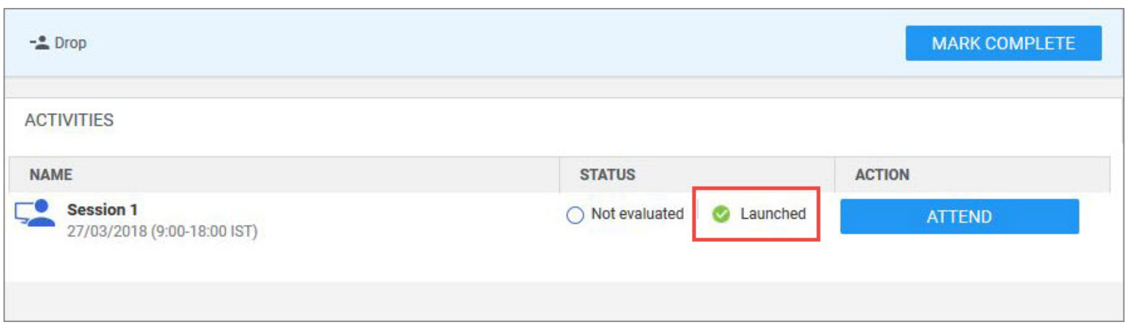
How did it work?

Prior to this update, Saba Cloud did not display any visual indicators to learners indicating they attended sessions in a Virtual Classroom. The class details page only displayed the status of past sessions where user attended fully, as "Not evaluated".

How does it work now?

If a learner has launched or attended a session in a Virtual Classroom, then the details page of the Virtual Classroom now indicates the same using a visual indicator in the **Status** column as shown in the image below:

Figure 40: Visual indicator for launching VC sessions



The **Launched** visual indicate remains visible till the session status is *Not evaluated*. If the class is marked completed but sessions are still in *Not evaluated* status, then too the visual indicator is displayed. The completion status of the Virtual Classroom changes to "Evaluated" only after all sessions in the classroom are attended by learners and the indicator is no more displayed.

Use case

Learners need to be clearly indicated when they have attended a session in a Virtual Classroom with multiple sessions.

Display event ID for sessions in WebEx virtual classes

How did it work?

Prior to this update, Saba Cloud did not display any event ID for WebEx sessions in Virtual Classrooms.

How does it work now?

With this update, Saba Cloud provides an ability to display the event ID for WebEx sessions in Virtual Classrooms.

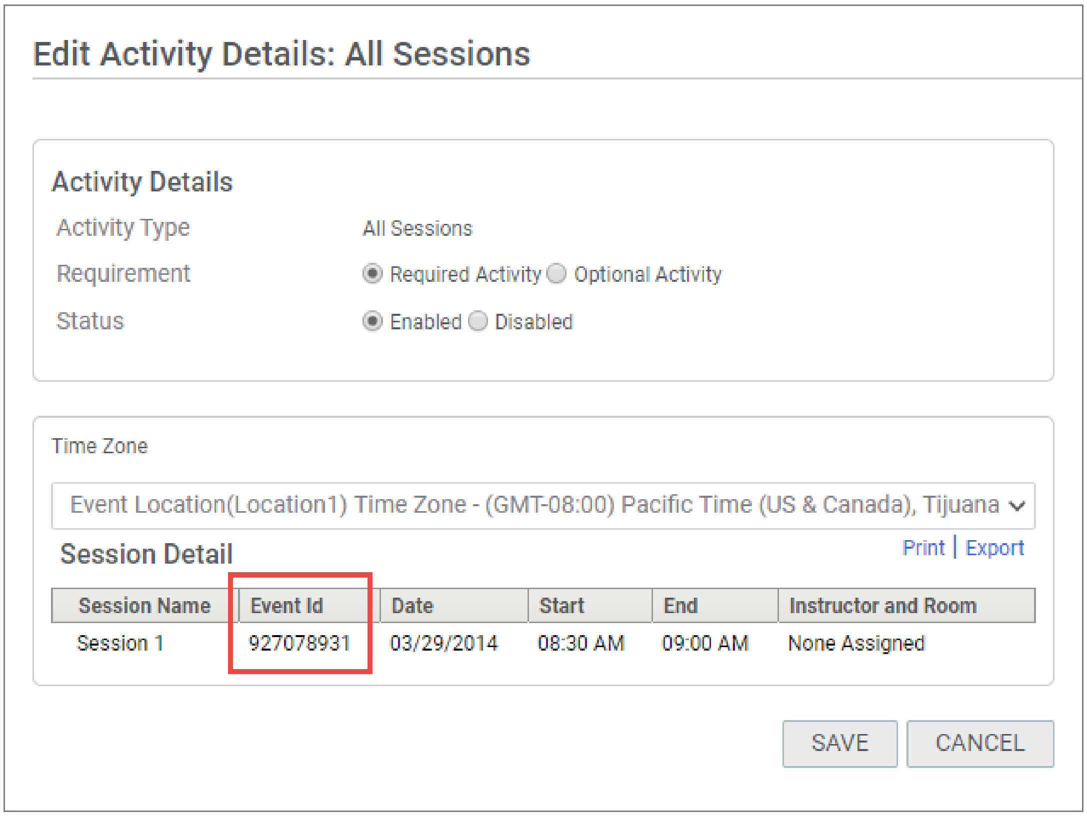
The Saba Cloud "admin" user can enable the display of event ID for WebEx sessions in Virtual Classrooms.

Note: By default, this feature is disabled. To enable this feature, submit a request. For more details, contact Saba support.

Once enabled, the **Event ID** column is displayed for WebEx sessions. Learning administrators can view the event ID by navigating to **Learning** > **Manage Classes** > **Classes**, search for the required WebEx virtual class and edit the class and go to the **Activities** tab. For the required WebEx session, click **Actions** > **Edit Activity Details**. The **Session Details** table displays the **Event ID** column.

Note: This column is displayed only for WebEx sessions. It is not available for sessions created using other VLE providers.

Figure 41: Event ID column for WebEx sessions



Users can use this event ID as the access code to dial into WebEx meetings.

Use case

Saba Cloud allows the telephony option from Virtual Classrooms for WebEx. Thereby, it is possible to create WebEx sessions with conference number and access code. The access code is generated by WebEx, and not Saba. This access code from WebEx Meetings needs to be made available in Saba Cloud so that participants can see the access code and use the code to dial-in.

Restrict leaders from deleting events created via virtual classes

How did it work?

Prior to this update, Saba Cloud allowed virtual event leaders to delete events created via virtual classes from the following flows in Saba Cloud:

- **Me** > **Plan** >**Meetings** > **Actions**

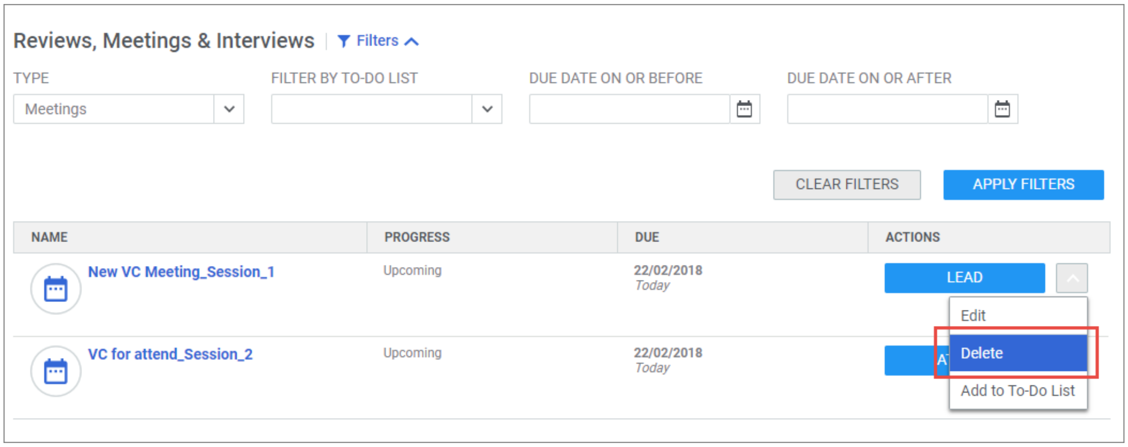


Figure 42: Delete from Plan

- **Me** > **Plan** > **Meetings** > Edit a meeting > **More actions**

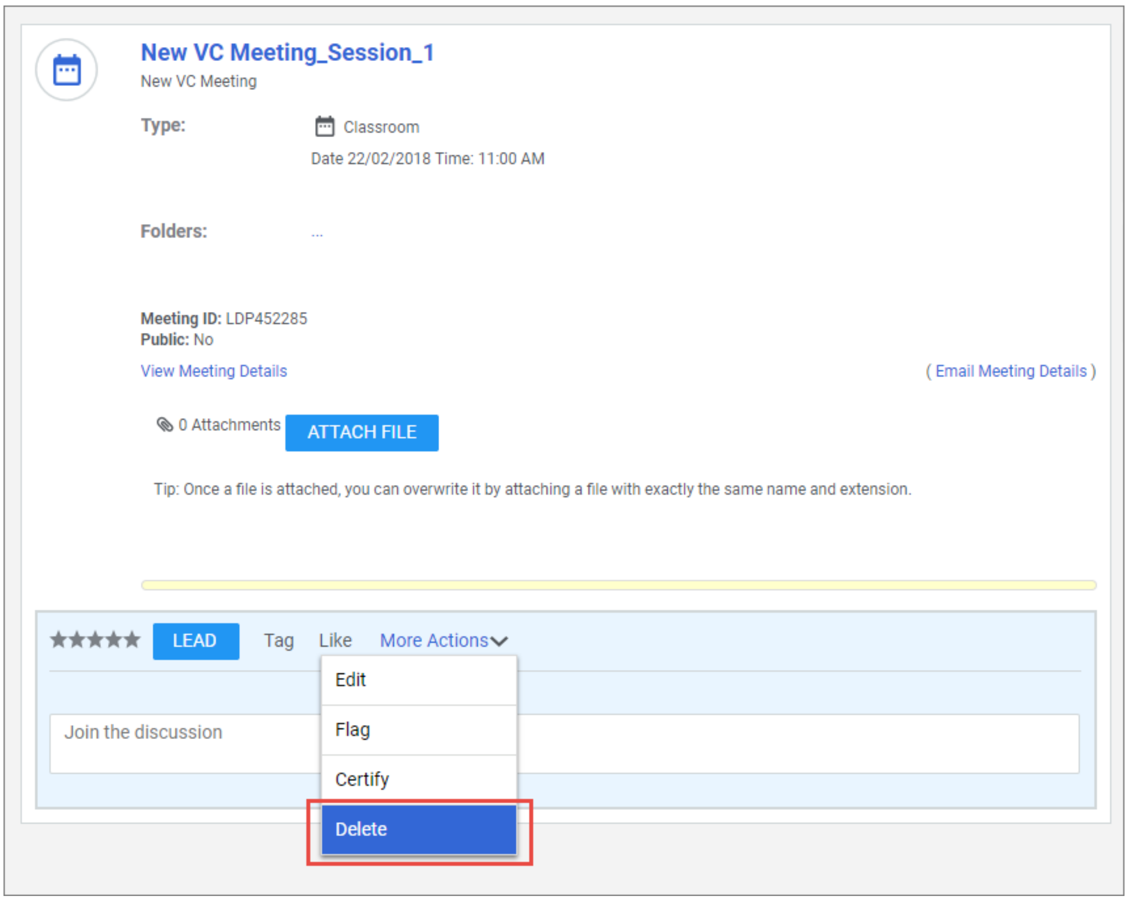


Figure 43: Delete from meeting details page

- **Me** > **Meetings** > **Upcoming Meetings**

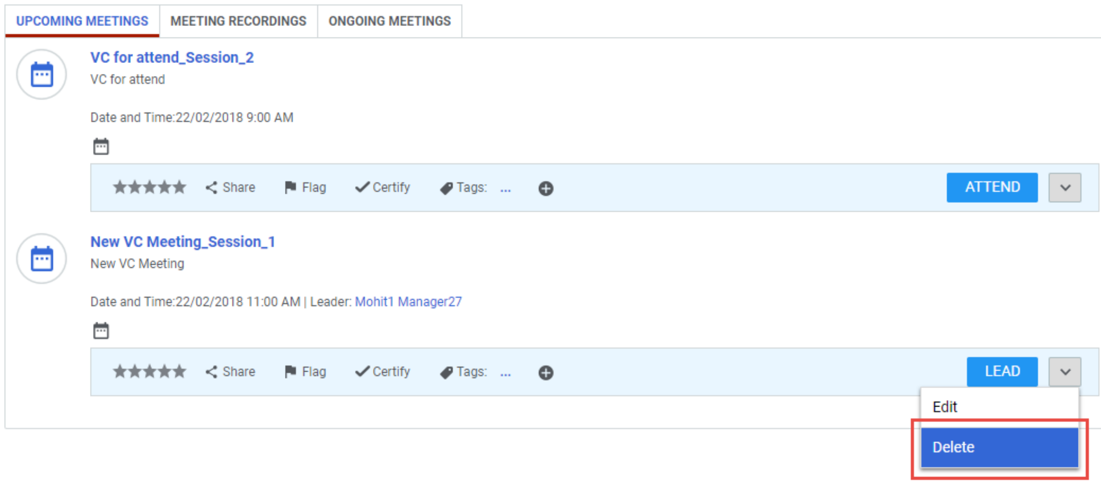


Figure 44: Delete from Upcoming Meetings

- Search results for virtual events in global search

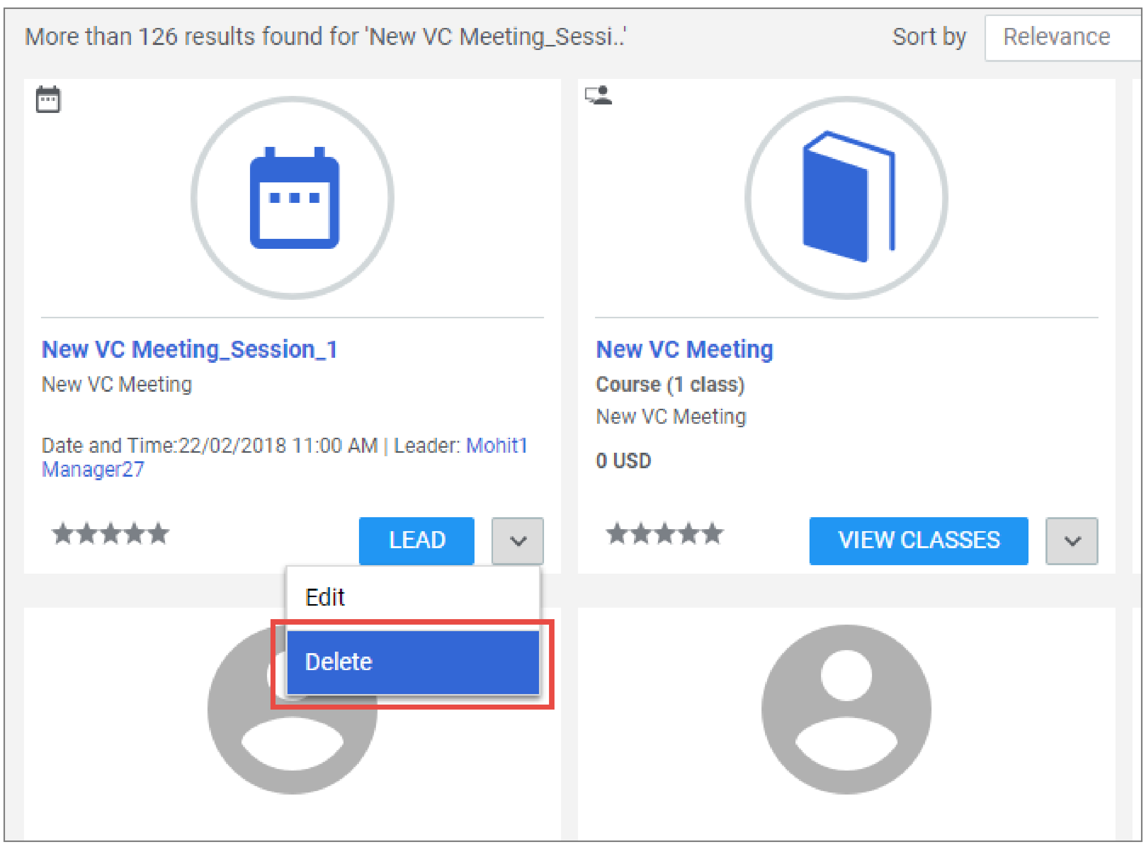


Figure 45: Delete from global search results

How does it work now?

This update removes the ability of virtual event leaders to delete events created via virtual classes by removing the **Delete** button from the following flows in Saba Cloud:

- **Me** > **Plan** >**Meetings** > **Actions**
- **Me** > **Plan** > **Meetings** > Edit a meeting > **More actions**

- **Me** > **Meetings** > **Upcoming Meetings**
- Search results for virtual events in global search

Note: This change does not affect ad hoc meetings. Leaders can still see the **Delete** button for ad hoc meetings and delete those meetings.

Use case

When a virtual classroom is created via VLE integration to Saba Meeting, WebEx, or Adobe, a corresponding event is created in the virtual event provider. Ideally, a virtual event must be deleted only if the corresponding virtual class is cancelled from Saba Cloud. The event must not be deleted in any other way and by any other person such as the event leader.

Adjust the Saba Meeting event seat count on adding or removing instructors to a virtual class

How did it work?

A Saba Meeting event is created when a virtual class is created in Saba Cloud. Prior to this update, the Saba Meeting enrollment limit on the server side was set as one more than the max enrollment count of virtual class. However, when multiple instructors were added to a virtual class after the class was saved in Saba Cloud, the instructors occupied the seats for attendees, thereby reducing the seat count of learners attending the corresponding Saba Meeting event.

How does it work now?

With this update, Saba Cloud ensures that adding or removing instructors to a virtual class in Saba Cloud does not affect the seat count of learners attending the corresponding Saba Meeting event. Now, the Saba Meeting event seat count is increased or decreased on the server side when an instructor is added to the virtual class or removed from it.

With this change, the max seat count for a virtual class on the Saba Meeting server is calculated as:

```
Max Seat Count of Saba Meeting event = Max Count of Saba Cloud Virtual Class +
Number of Instructors Added to the Virtual Class + 1
```

Similarly, if the instructors are removed from the class, then the seat count for the corresponding Saba Meeting event is decreased accordingly without affecting the count of attendees.

Example

The virtual class *Advanced Java* in Saba Cloud has a max seat count of 20. Then the seat count of the corresponding Saba Meeting event is 21 (20 + 1). If you add 4 instructors to this class in Saba Cloud, then the new seat count in the Saba Meeting event becomes 25 (21+4). If 2 instructors are removed at a later time, then the new seat count in the event becomes 23 (25-2). Thereby, learners attending the Saba Meeting event are not affected.

Use case

The number of learners attending a Saba Meeting event should not be affected even if the number of instructors are increased or decreased in the corresponding virtual class in Saba Cloud.

New named queries for organization managers

How did it work?

Prior to this update, many learning notifications for managers and alternate managers did not provide the option to include named queries for organization managers. So, organization managers were not notified when necessary.

How does it work now?

This update enhances the following notifications so that they now include the following named queries for organization managers:

Table 19: New named queries

Notification	Named Query	Service
Instructor-Led Class Cancelled	List all confirmed registered learner organization managers for this class	ILT Class
	List all registered learner organization managers for this class	
Learner Certification Expiration in X days Reminder	Organization Manager of the Learner	Certification
	Organization manager of learner with valid certification requirement	
Learner certification is Expired	Organization Manager of the Learner	Certification
	Organization manager of learner with valid certification requirement	
Change StartDate/SessionTemplate of Instructor-Led Class	List all registered learner organization managers for this class	ILT Class
	List all organization managers of internal registered learners whose registrations are open	

To access these new named queries, navigate to **System > Configure System > Services**, edit the required service and go to the **Notifications** tab.

Use case

For many organizations such as the automotive dealership industry, the Organization manager role fits a very critical need. Thereby, organization managers need to be notified so they take the nrequired actions and manage critical processes more effectively.

Manually trigger status change of certifications, curricula and recurring courses

How did it work?

Prior to this update, Saba Cloud supported status change of certifications, curricula and recurring courses for learners only via periodic notifications. However, this status change would be hampered if notifications were not configured correctly, or if configured were not processed. In such cases, administrators did not have an option to manually trigger this status change for learners.

How does it work now?

This update now provides learning administrators with the ability to manually trigger status change of certifications, curricula and recurring courses for learners directly from the Saba Cloud interface.

Note: This is applicable only to **active** certifications, curricula and recurring courses.

To manually change the completion status of learners, click the **Recalculate Learners' Completion Status** button on the **Certification/Curriculum Details** page.

The **Recalculate Learners' Completion Status** button is also introduced for recurring courses.

Clicking the **Recalculate Learners' Completion Status** button now opens a new popup page with the following options:

Table 20: Recalculate Learner Status

Option	Description	Applicable to
Recalculate Learners' Completion Status	Allows you to manually recalculate completion status of all learners associated with the certification/curriculum. This process continues to run in the background. On completion, all learners' completion status is updated to reflect recent changes made to the certification/curriculum. **Note:** This is the existing behavior. Prior to this update, this behavior was triggered on clicking the **Recalculate Learners' Completion Status** button.	• Certification • Curriculum
Re-acquisition	Allows you to manually trigger the status change of certification/recurring course to *Reacquisition Required*. **Note:** If the Recertification service is disabled, then the **Re-acquisition** option is not available for certifications, but available for recurring courses.	• Certification • Recurring course
Overdue	Allows you to manually trigger the status change of certification/curriculum to *Overdue*.	• Certification • Curriculum
Expire	Allows you to manually trigger the status change of certification/recurring course to *Expired*. **Note:** When the "Cascade Expiration/Revoke" setting for certifications is enabled and expiration for a child certificate is in progress, the **Expire** option for the parent certification is disabled.	• Certification • Recurring course

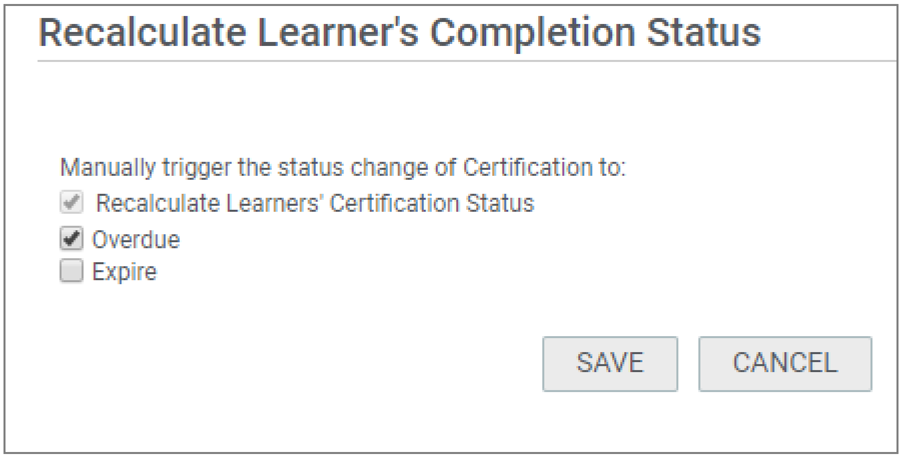


Figure 46: Recalculate Learner Status Manually for Certifications

Learning administrators can access this button from **Learning** > **Manage Learning Catalog** > search and edit a certification/curriculum/recurring course > **Main** tab on details page.

Note:

- The new manual status change options are not available on the **Recalculate Learners Completion Status** popup page for certifications/curricula in Draft, Obsolete, or Discontinued state.
- For recurring courses in Discontinued state, the **Recalculation Learners Completion Status** button itself is not displayed.
- If a system-level notification is already processing a certification, curriculum, or recurring course for a particular status change (recertify, overdue or expire), then the corresponding option is disabled for manual change.
- Similarly, when a status change that is triggered manually, Saba Cloud locks the record till completion. If the lock is not released even after completion due to some unknown reason, then Saba Cloud releases the lock after 24 hours. Locked records are not available for user-triggered or periodic notification processing.
- If you manually trigger a status change for a certification, curriculum, or recurring course and a periodic notification is run while the manual change is in progress, then the notification skips processing of all records where manual action is in progress.
- For recurring courses, this updates introduces a new audit action **Actions Manually Triggered on Recurring Courses** to audit the new status change options. This action is available under **Course** > **Component** > **Offering Template** and is applicable only for recurring courses, not for normal courses. For certifications/curricula, the existing audit action for **Recalculate Learners Completion Status** now works even for the new status change options.

Use case

Administrators need to manually change status of certifications, curricula and recurring courses. This is required to provide a fallback mechanism in cases where predefined notifications are not triggered due to some reason, and to allow administrators to change status of specific certifications, curricula or recurring courses outside of the notification cycle.

Display visual indicator for in-progress recurring course without registration

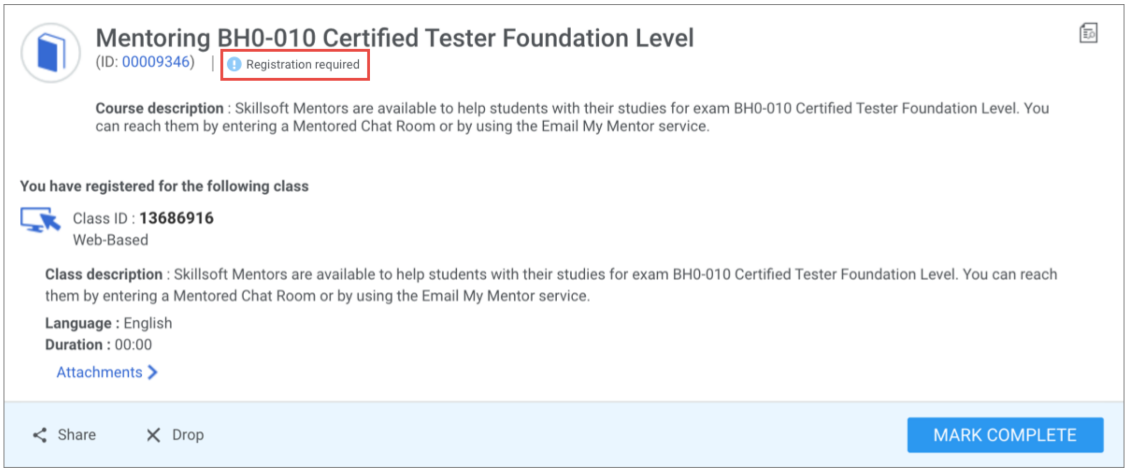
How did it work?

Prior to this update, if a learner had registered for a recurring course but not completed it, then the course moved to "In-progress" status. Then, if the recurring course was dropped midway, its status on the learner's plan did not change to "Assigned"; instead, it remained as "In-progress". As a result, learners were not indicated if they needed to register again for the recurring course.

How does it work now?

This update now displays a "Registration Required" visual indicator for learners whose recurring course is in "In-progress" status without any registration as shown in the image below:

Figure 47: Registration Required visual indicator on course details page

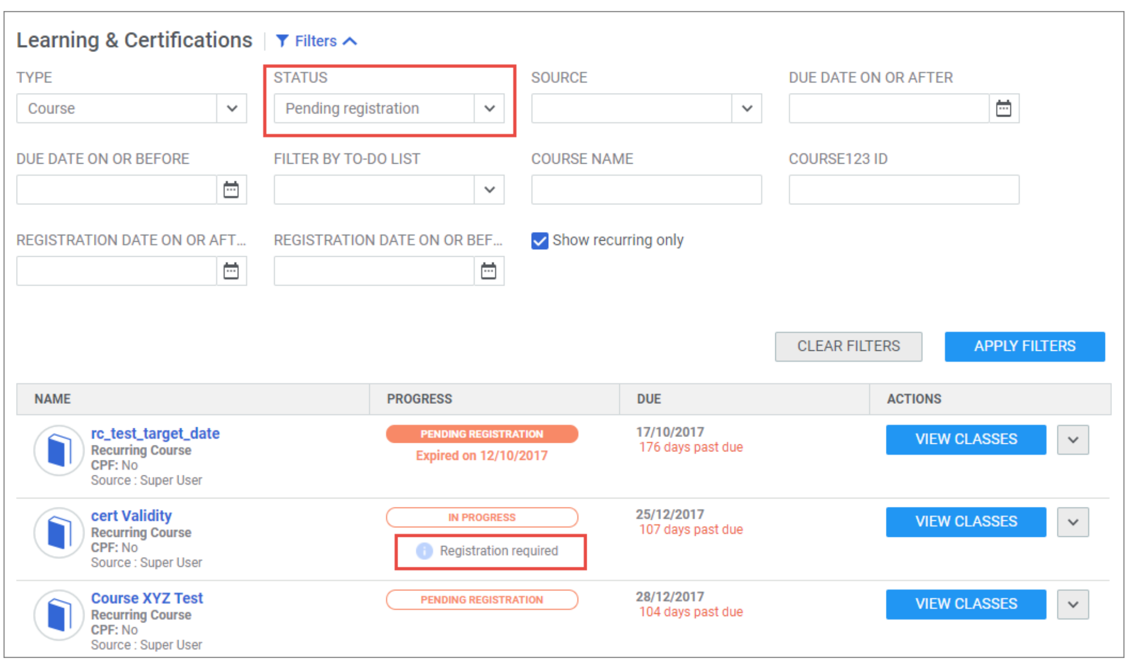


This visual indicator is displayed on the following pages:

- My Plan
- Course Details
- My Learning Portlet
- To-Do list

Additionally, now all such "In-progress" recurring courses where registration is required again by the learner, are displayed under the "Pending Registration" **Status** filter for the "Course" **Type** on the learner's **My Plan** page.

Figure 48: Plan page



Use case

The application must clearly indicate learners when their in-progress recurring course is dropped. This will lead to a more logical user experience and a reportable outcome.

Manually reconcile job role for learning items

How did it work?

Prior to this update:

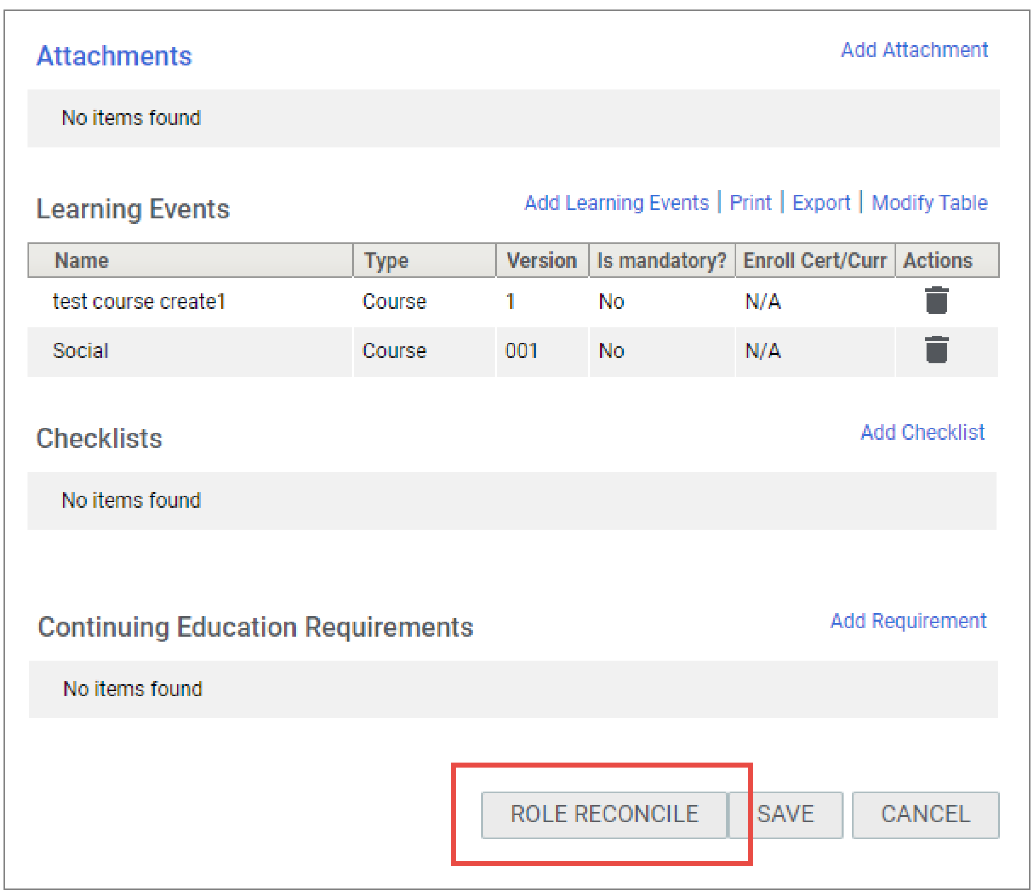
- Learning items inside a job-role were not pushed to learner via job type having that job role.
- Learning items inside a role were not pushed to learners via ad hoc role where learners had that ad hoc role.
- Although learning items inside a role were removed, the items were still displayed in the profile of learners with the role as the source.
- Although the role was removed from a job, learning items pushed via job-role were still in learner's profile.
- Although the job was removed from a learner, learning items pushed via job-role were still in learner's profile.

How does it work now?

With this update, Saba Cloud provides the ability to manually reconcile a role so that any learning items in the role or job-role combination can be added or removed from learners associated with that job-role.

HR administrators can click the new **Role Reconcile** button on the **Main** tab of the role details page to reconcile a role.

Figure 49: Role reconcile for learning items



When a role is reconciled:

- Learning items added to the role are pushed to the learners associated with that role.
- Similarly, any learning items removed from the role are removed from the profile of learners associated with that role.
- If there are multiple sources of assignment for the learning items, then only the reconciled job-role is removed as the source; other sources are not affected.
- If a role is changed from optional to required, and that role is reconciled, then the learning item in that role must be added to the learner's profile.

Role reconciliation does not support changing of learning items from mandatory to non-mandatory or vice-versa in a role. HR administrators have to delete the learning items, reconcile the role, change the mandatory flag for the learning items, and then add them back to the role and reconcile the role again to reflect the change.

Use case

Learning items assigned to learners via job roles must be reflected as per changes to the role. Administrators need the ability to manually push such changes to learning items in a role, in case the changes do not happen automatically.

Display mandatory custom fields when adding external/completed learning to plan

How did it work?

Prior to this update, even if a custom field was marked as "Is Required" on the Course component, it was not displayed to learners when adding an external or completed learning to their plan. Resultantly, when learners tried to add the learning, Saba Cloud displayed an error.

How does it work now?

If a custom field is marked as "Is Required" on the Offering Component (Course) component, then Saba Cloud now displays the mandatory custom field to learners when adding an external or completed learning to their plan. Learners cannot proceed further without populating the field.

This ensures no error is generated for mandatory custom fields, irrespective of their default values.

To add an external learning to your plan, navigate to **Me > Plan > Actions > Add External Learning / Add Completed Course > Add New or Search Existing**.

For example, a custom field "C_String" is marked as **Is Required** on Offering Template (Course) component and has no value set in the **Default Value** field.

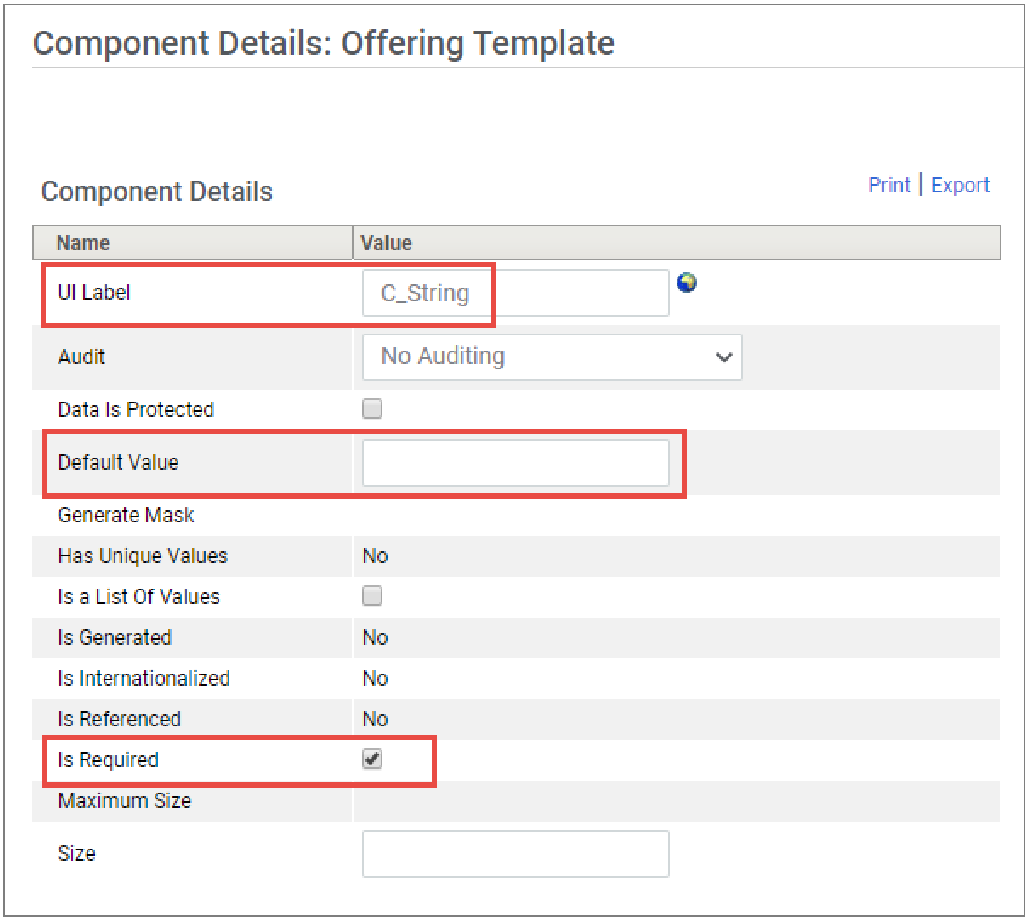


Figure 50: Mandatory custom fields with no default value on Course component

When learner tries to add a new external or completed learning to the plan, the "C_String" custom field is now displayed as a mandatory field, which learner must fill to proceed further. When the learner specifies a value for the field and proceeds, no error is received.

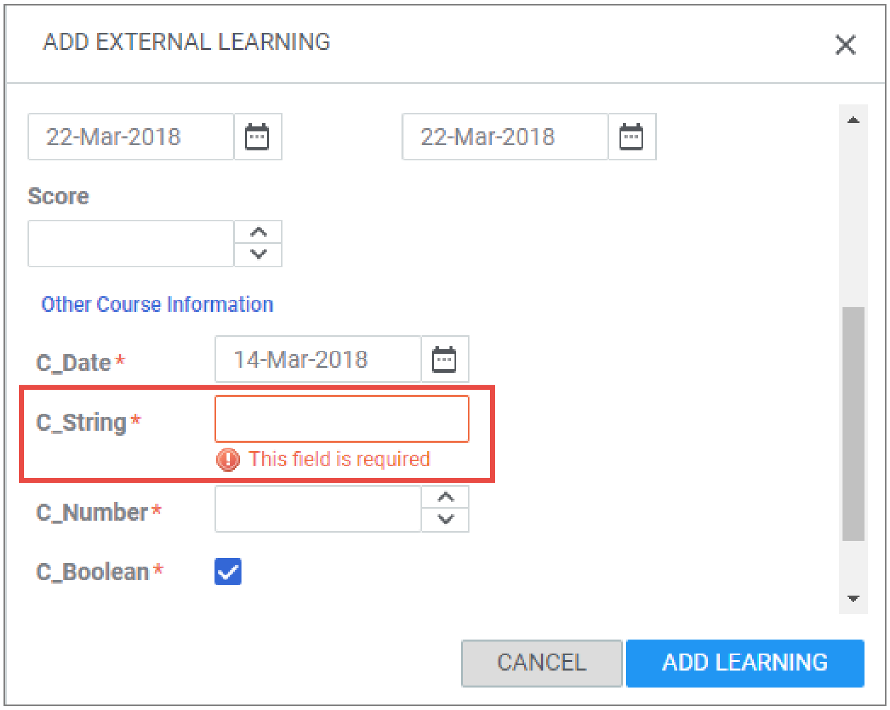


Figure 51: Mandatory custom fields with no default values

Use case

Learners must be able to add external or completed learning with mandatory custom fields to their plan without facing any errors.

Configure ribbons in Discover portlet

How did it work?

Prior to this update, there was no option to configure the display of ribbons in the **Discover** portlet on a user's Home page.

How does it work now?

This update provides system administrators with the ability to configure the display of ribbons in the **Discover** portlet on a user's Home page.

The following new service and settings are now available:

Table 21: New service

Service	Description	Default Value
Discover Portlet	Controls the display of ribbons in the **Discover** portlet on the Home page of users. This portlet displays various ribbons such as Top Rated Learning, Microlearning, Saved For Later, and so on if the respective settings in the service are enabled. The **Discover Portlet** service itself is not configurable. System administrators can only configure the visibility of ribbons in~ side the portlet through the different settings under the service.	On

Service	Description	Default Value

Table 22: Settings under Discover Portlet service

Setting	Description	Default Value
Display Top Rated Learning ribbon	Enable this setting to display the Top Rated Learning ribbon in Discover portlet.	On
Display In-Progress Learning ribbon	Enable this setting to display the In-Progress Learning ribbon in Discover portlet.	On
Display Hot Learning (Overdue and Mandatory) ribbon	Enable this setting to display the Hot Learning (Overdue and Mandatory) ribbon in Discover portlet.	On
Display Shared With You ribbon	Enable this setting to display the Shared With You ribbon in Discover portlet.	On
Display Topics You Are Following ribbon	Enable this setting to display the Topics You Are Following ribbon in Discover portlet.	On
Display Bite-Sized Content (Microlearning) ribbon	Enable this setting to display the Bite-Sized Content (Microlearning) ribbon in Discover portlet.	On
Display Saved For Later ribbon	Enable this setting to display the Saved for Later ribbon in Discover portlet.	On

To configure ribbons in the portlet, navigate to **System** > **Configure System** > **Services** > **Foundation** > **Discover Portlet**.

Note: Enabling or disabling a ribbon setting works only if the corresponding service for each ribbon is enabled.

Use case

Administrators need the ability to configure the visibility of individual ribbons on the **Discover** portlet for users.

New ribbons in Discover portlet

How did it work?

N/A

How does it work now?

This update introduces the following new ribbons in the **Discover** portlet on a user's Home page:

Table 23: New ribbons in Discover portlet

Attribute	Description
Hot Learning (Overdue and Man~ datory	This ribbon in the **Discover** portlet displays any learning that is overdue within the last 15 days and not yet completed by the learner, or that is due within the next 15 days. For mandatory items, the ribbon displays a visual indicator. For overdue items, the ribbon highlights the Due Date.
In Progress Learning	This ribbon in the **Discover** portlet displays any learning that has been started by the learner but is not completed.

For following is applicable for both ribbons:

- The learning items are displayed by their due date so that most urgent items are displayed on the left-most side of the ribbon; however, items that do not have a due date are also displayed on the ribbon.
- The ribbons display a **Go to Plan** link, clicking which take the learner to their plan.
- The maximum items displayed in the ribbons is 20, which is the limit for existing ribbons as well.

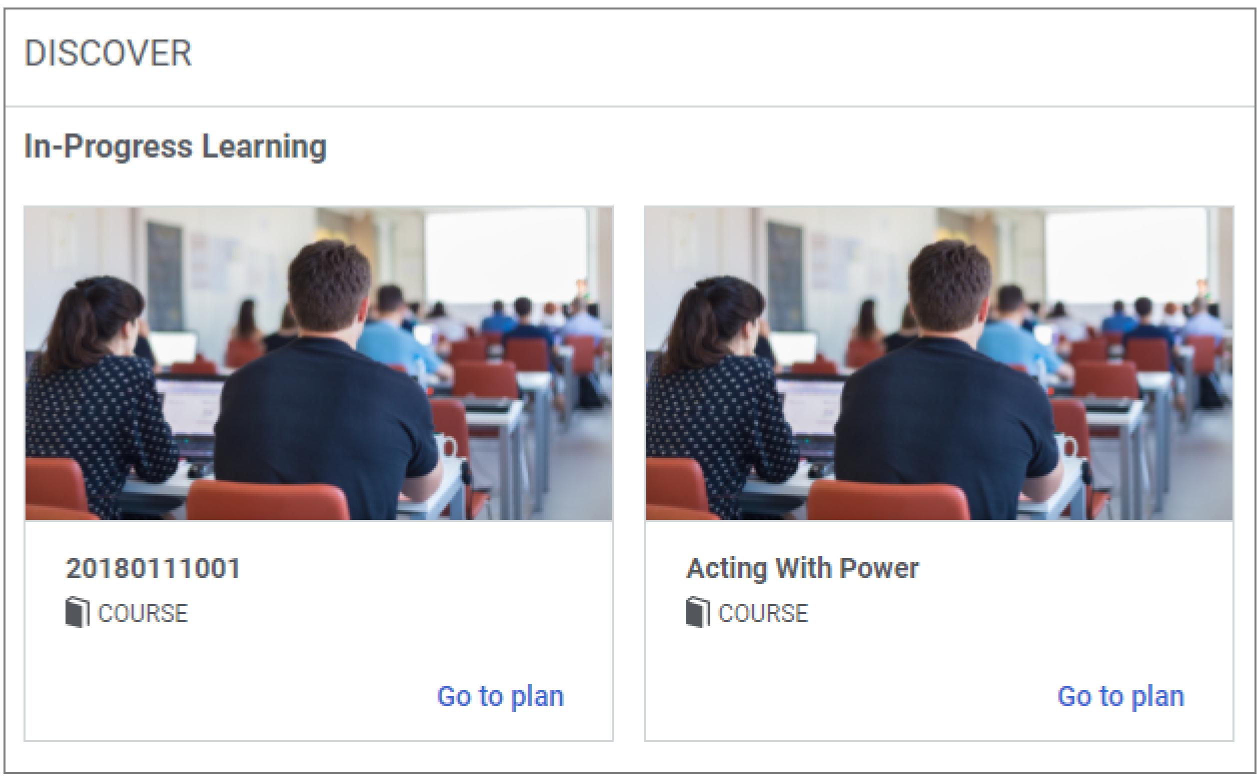


Figure 52: In-progress and Hot Learning ribbons

To enable the display of these ribbons, system administrators must enable the following:

- **Display Hot Learning (Overdue and Mandatory) ribbon** setting under **Discover Portlet** service
- **Display In-Progress Learning ribbon** setting under **Discover Portlet** service

Use case

Learners need to quickly see their overdue, mandatory and in-progress learning items in the **Discover** portlet of their Home page so they can take appropriate actions immediately.

Modified label in catalog search results column

How did it work?

Prior to this update, the title of a column related to certifications in catalog search results was **Notify Before (Days)**.

How does it work now?

With this update, the title of the column related to certifications in catalog search results is changed to **Send Reminder (Days)**.

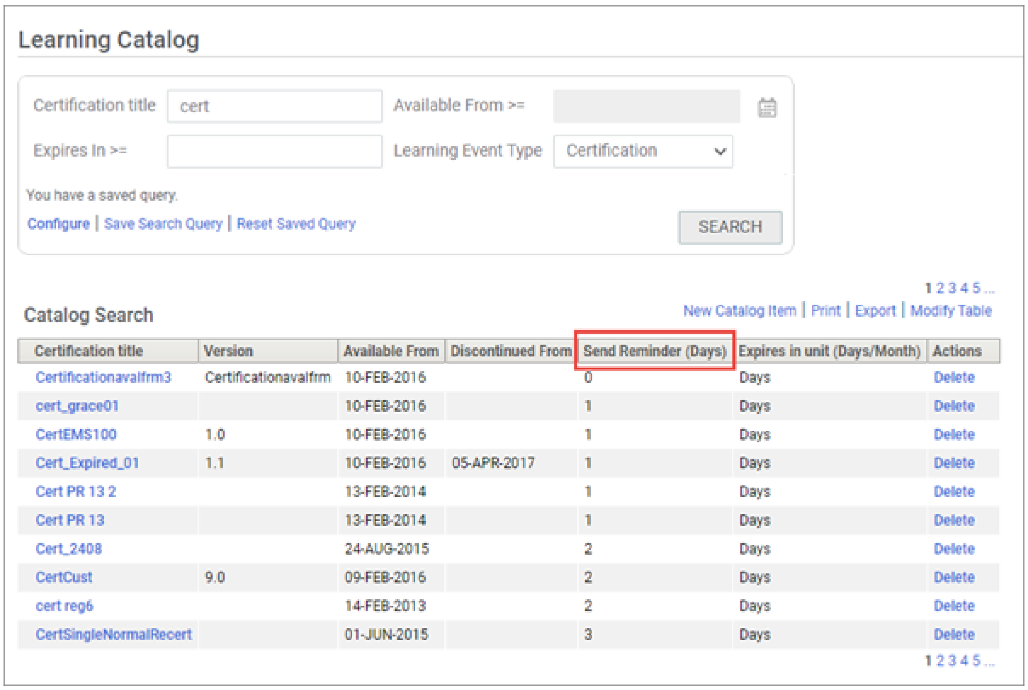


Figure 53: Modified label for column in search results

Note: This change is also reflected in the Analytics reports and data model where the **Certification Notify Before (Days)** dimension is now displayed as **Certification Send Reminder (Days)**.

Use case

There is a need to enhance the consistency of labels between different pages of the application.

Simplified Course Creation

Simplifying the course creation process, makes it easy for users other than catalog administrators (for example, SMEs, managers, or local learning leaders), to create a course without diving into its complexities. This helps decentralized the course creation process and provides more flexibility and scale across different learning programs.

Course templates

How did it work?

Learning administrators did not have the ability to create a template for courses.

How does it work now?

This update now allows learning administrators to create course templates. Course templates allow administrators to define basic fields, custom fields and notifications of a course, delivery mode and WBT class all in one go, and then make them available to users for creating courses using the new simplified course creation workflow.

Only users with appropriate security privileges on the following component can create a course template:

- **Web-Based Class**

The following table lists the security roles and the default privileges granted to the roles on this component:

Table 24: Default security roles and privileges associated with Web-Based Class

Security Role	Privilege	Enabled?
Super User	Can Create Course Template	Yes
	Can Edit Course Template	Yes
	Can View Course Template	Yes
	Can Delete Course Template	Yes
Learning Admin - Catalog Builder	Can Create Course Template	Yes
	Can Edit Course Template	Yes
	Can View Course Template	Yes
	Can Delete Course Template	Yes
Learning Admin - Local Catalog Admin	Can View Course Template	Yes

To view this component, navigate to **System > Manage Security > Security Roles**, search for and edit one of the role and search for the component.

Templates can be saved in any domain. Users with "Learning Admin - Local Catalog Admin" security role can use course templates based on domain security.

If any field is marked as required at the component level, then these fields are displayed as required in the template and cannot be changed to optional, unless a default value is set.

To create a new course template:

1. Go to **Learning > Manage Learning Catalog > Course Templates**.

   The **Manage Course Templates** page appears.

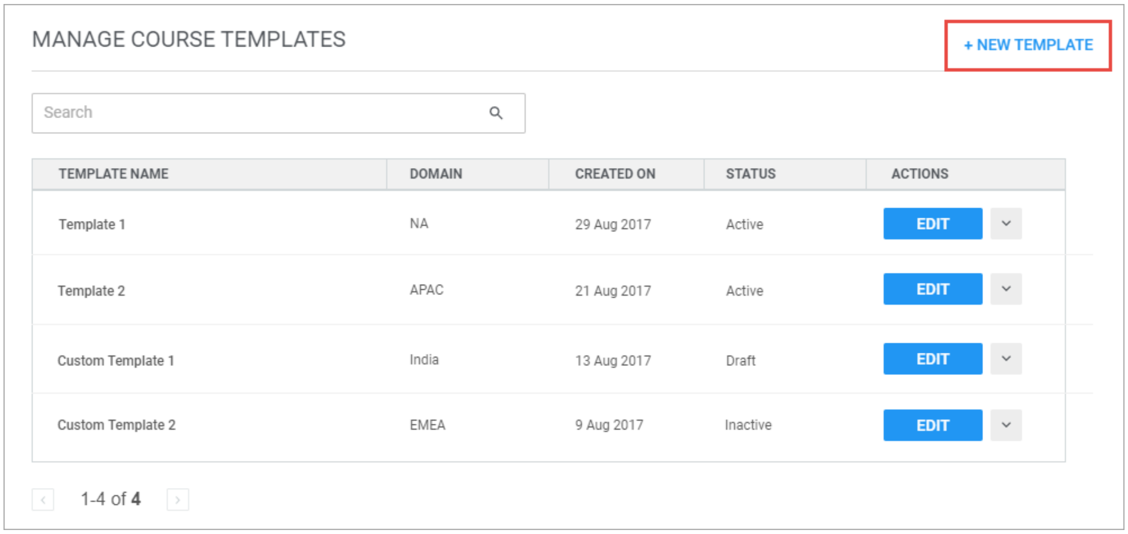


Figure 54: Manage Course Templates page

2. Click the **New template** link.

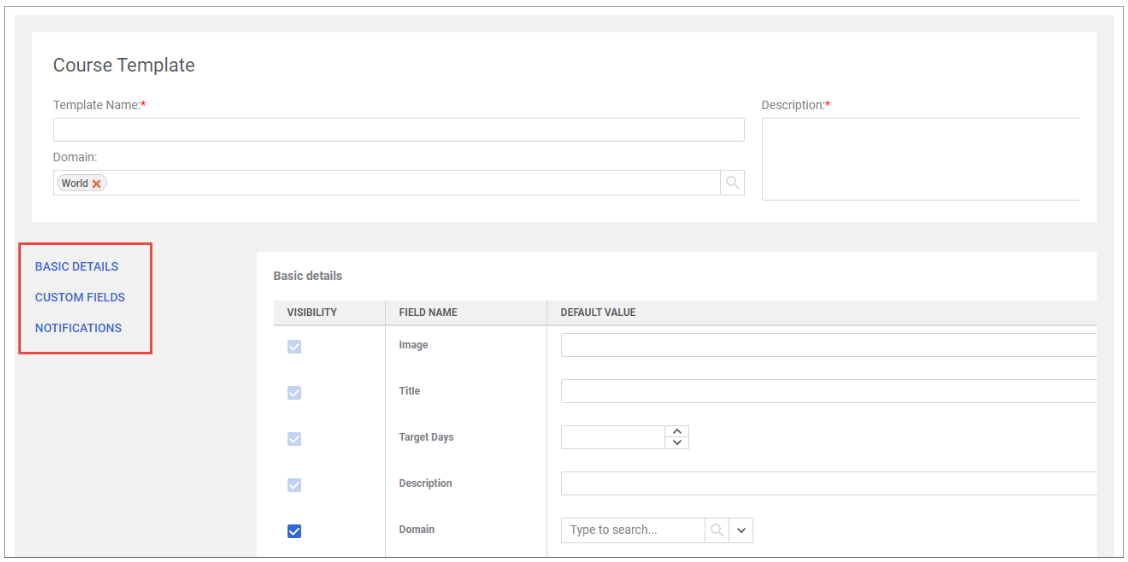


Figure 55: New Template page

3. Provide the course template details such as template name, description, and domain.
4. Specify details in the following sections:
   - **Basic Details**

     Includes the basic fields of a course. You can include or exclude fields, specify their default values, and mark them as required or optional while creating the template. If a field is marked as **Required**, then you cannot clear the **Visibility** checkbox without providing the default value.

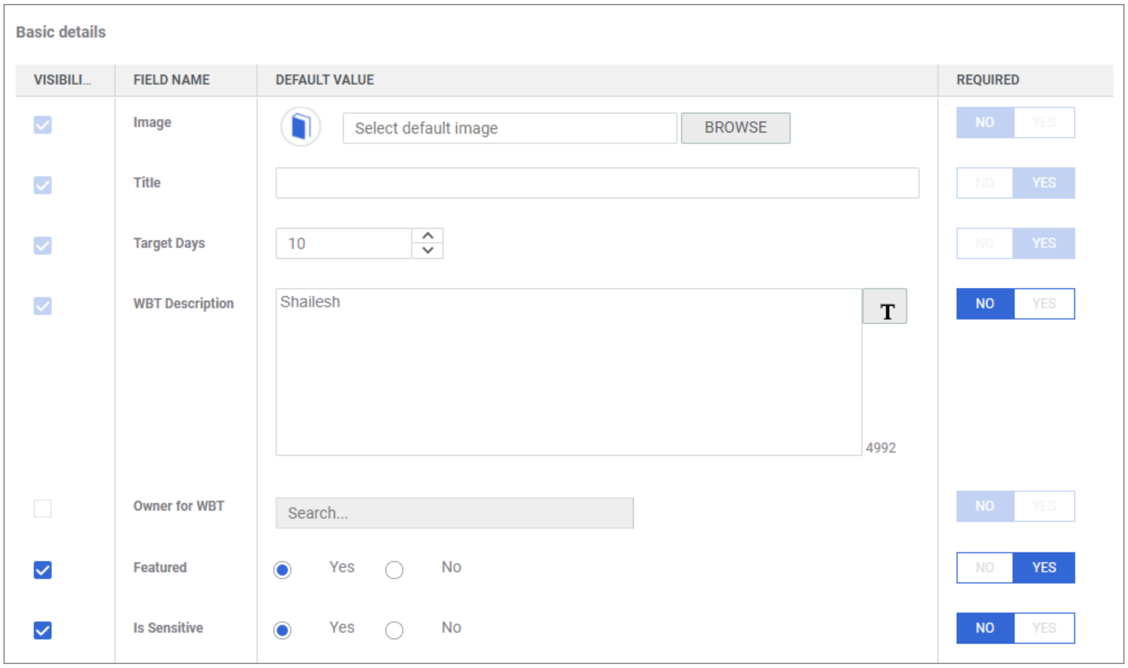


Figure 56: New Template - Basic details

- **Custom Details**

  Includes any custom fields for any modified components. You can include or exclude fields for each component, specify their default values, and mark them as required or optional while creating the template.

  Note:

  - If the Data Types of custom fields are changed at the "Offering Template", "Delivery Type" or "WBT" component level, then the simplified course creation does not work because of the conflict between data type at the component level and the one used by the course template.

    This is true in both the scenarios noted below:

    - When you change the data type of a custom field at the component level and then try to create a new course using the course template, an error occurs.
    - When you create a course template and then change the data type of a custom field at the component level, you cannot use that course template while creating a new course.
  - Extended custom fields are not supported.

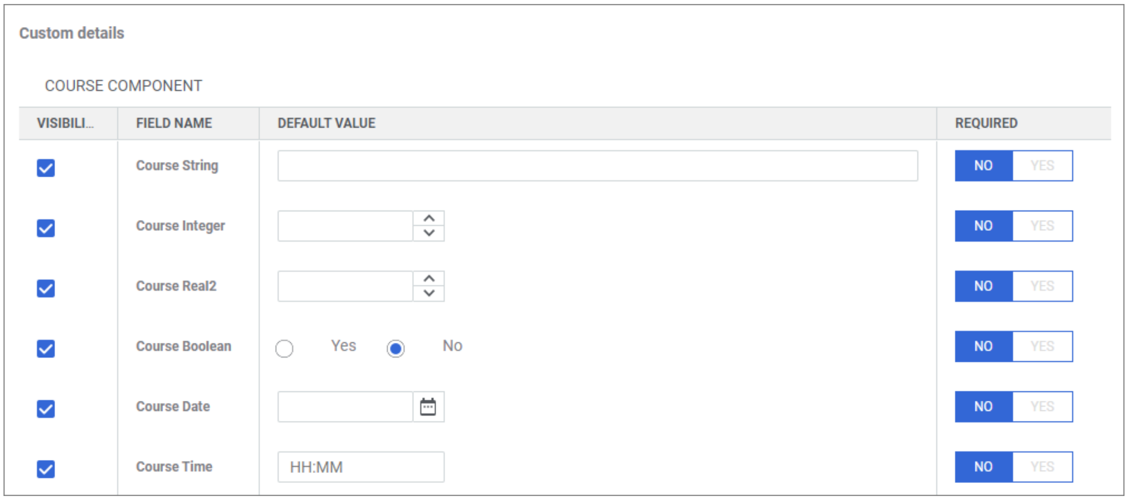


Figure 57: New Template - Custom details for Course

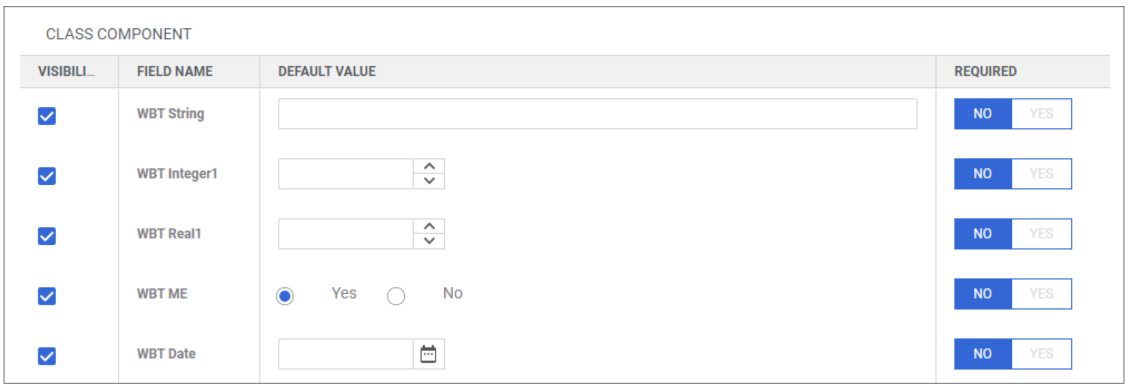


Figure 58: New Template - Custom details for Class

- **Notifications**

  Includes notification events configured at the course level. You can enable or disable them while creating the template.

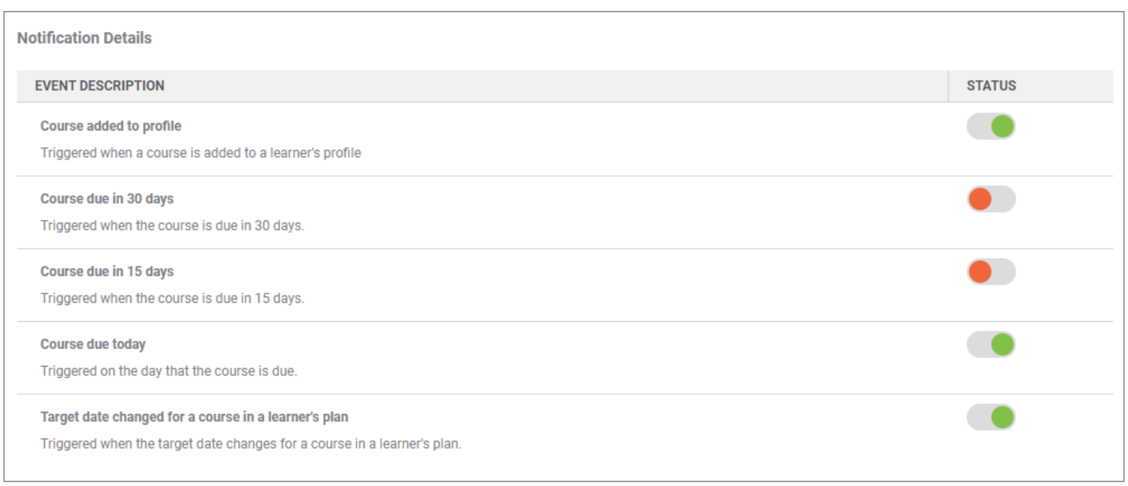


Figure 59: New Template - Notification details

5. To save a draft for further editing, click the **Save as Draft** button. Templates in the *Draft* status are not available for selection during course creation.
6. To save and make the template available for use, click the **Save and Activate** button. Templates in the *Active* status are available for selection during course creation.

Use case

The ability to create a template allows administrators to make the simplified course creation as simple or complex, as required by organization needs. The system can determine the fields that must be exposed to the user through the simplified course creation workflow. Predefining a course template allows them to simply select the required template and proceed with minimum changes, thereby minimizing repeated effort and time.

Synchronize course template values with related component attribute changes

How did it work?

N/A

How does it work now?

The new Course Template introduced in this update is synchronized with any changes made to the following components:

- WBT
- Delivery Type
- Offering template (Course)

Saba Cloud triggers synchronization of values for the Course template:

- When the course template is accessed for the first time by users after a major update
- When any attribute value in any of the above-noted components is changed

If an attribute is not unified (that is, unique to a component), then the attribute value is taken from the updated component.

If an attribute is unified (that is, the same attribute exists across multiple components; for example, "Description"), then Saba Cloud takes the property value from the WBT component. For such unified attributes, Saba Cloud uses the following precedence rules for updating attribute values:

Table 25: Precedence rules for unified attributes

Attribute Value Type	Precedence Rule
Multivalued	If all components are in sync for that attribute overwrite, then the value on the template are taken as per component. Else, it is considered as single-valued attribute and is set as single-valued on the component.
Default Value	Default values in templates are inherited from their respective Component defaults in the following order - WBT, Delivery Mode and Offering template.
Min Value	Takes minimum of WBT, Delivery Mode and Offering Template.
Max value	Takes least value of WBT, Delivery Mode and Offering Template.
Display	Takes value from any of WBT, Delivery Mode and Offering Template.

Attribute Value Type	Precedence Rule
Is Required	"Is Required" on any attribute is considered as required everywhere (All templates and default template).
Size	Take minimum size of the WBT component (All templates and default template).
MaxSize	Takes least value of WBT, Delivery Mode and Offering Template.

Use case

Any changes to course-related component attributes need to be saved to the predefined course templates.

New Local Catalog Admin security role

How did it work?

N/A

How does it work now?

This update introduces the **Learning Admin - Local Catalog Admin** predefined security role in Saba Cloud.

The new predefined security role is designed to create courses using the new simplified course creation workflow. Users with this security role can create course via the **New Course** portlet and the **Courses I Manage** page. To view this role, navigate to **System > Manage Security > Security Roles**.

The new **Learning Admin - Local Catalog Admin** security role has the following predefined configuration:

Table 26: Security privileges for Learning Admin - Local Catalog Admin role

Component	Privilege	Enabled?
Content Inventory	New	Yes
	Edit	Yes
	Delete	Yes
	View	Yes
	Change Domain	Yes
WBT Offering	New	Yes
	Edit	Yes
	Delete	Yes
	View	Yes
	Change Domain	Yes
	Change Display for Web and Call Centre	Yes

Component	Privilege	Enabled?
Offering Template	New	Yes
	Edit	Yes
	Delete	Yes
	View	Yes
	Change Domain	Yes
	Change Availability	Yes
	Change Enable	Yes
	Change Course number	Yes
	Change List Price	Yes
	Change Max. Discount	Yes
	Change Min. Confirmations	Yes
	Change Max. Confirmations	Yes
	Change Max. Bookings	Yes
	Change Language	Yes
	Change Roster Template	Yes
	Change Display for Web and Call Centre	Yes
	Can Local Catalog Admin Gamify Course	Yes
	Can Local Catalog Admin Add Points to Gamified Course	No
Delivery Mode	View	Yes
	New	Yes
	Edit	Yes
System	Is Local Catalog Admin	Yes
	Can Local Catalog Admin use Template	No
Person, Internal	Can Assign learning activity to others	No
	Can Manager View Results of Learners	No

Component	Privilege	Enabled?
	Can Administrator View Results of Learners	No
Course Template	View	Yes
Derived Component	View	Yes
Price List	Can add items to price list	Yes
	Can view items of price list	Yes
	Can remove items from price list	Yes
Question Pool Folder	New	Yes
	Edit	Yes
	Delete	Yes
	View	Yes
	Question Editor	Yes

System administrators can copy the role and modify it to suit their organization requirements. They can enable the privileges, which are disabled by default, to expand the capabilities of the Local Catalog Admin.

Additional changes to existing components and security roles

To support this feature, the following new security privileges are granted to the existing **Learning Admin - Catalog Builder** role:

Table 27: Security privileges for Learning Admin - Catalog Builder role

Component	Privilege	Enabled?
Question Pool Folder	New	Yes
	Edit	Yes
	Delete	Yes
	View	Yes
	Question Editor	Yes

Use case

Users need the ability to create and manage courses in a simplified way.

Simplified course creation

How did it work?

Prior to this update, Saba Cloud allowed only learning administrators to create courses in the system. Other users could not create courses for themselves.

How does it work now?

Saba Cloud now also allows users other than learning administrators, who have access to the following new predefined security role, to create and manage courses using the new simplified course creation workflow.

- **Learning Admin - Local Catalog Admin**

  If you are assigned this role, then you can create a new course from the following areas:

  - **Courses I Manage** menu

    You can view the new **Courses I Manage** menu under the **ME** tab.

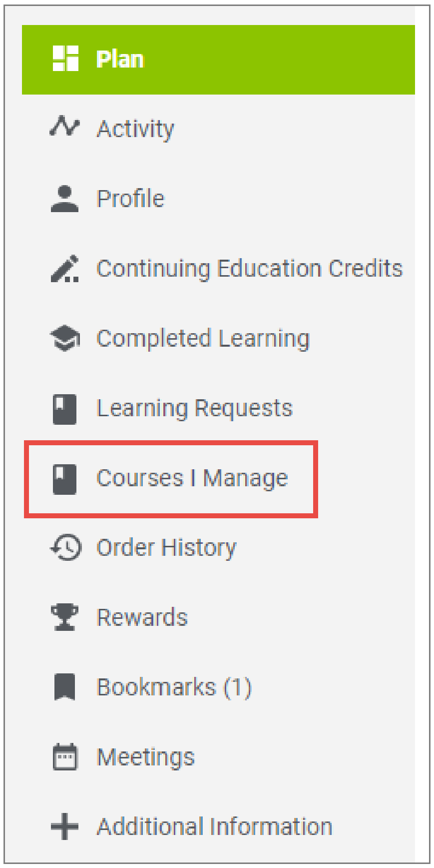
    

    Figure 60: Courses I Manage menu

    Clicking this menu displays the **Courses I Manage** page. From this page, you can search for any existing courses using search filters or create new ones using the **New Course** button.

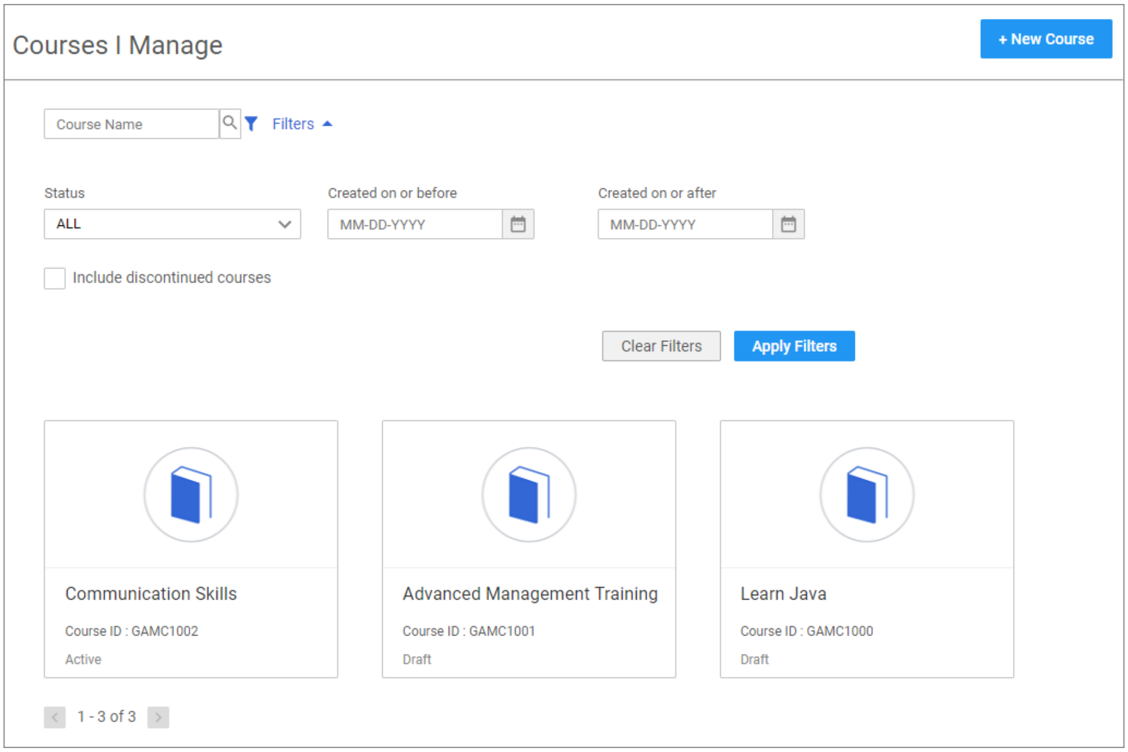


Figure 61: Courses I Manage page

- **New Course** portlet

  You can also view the new **New Course** portlet on the **Home** page.

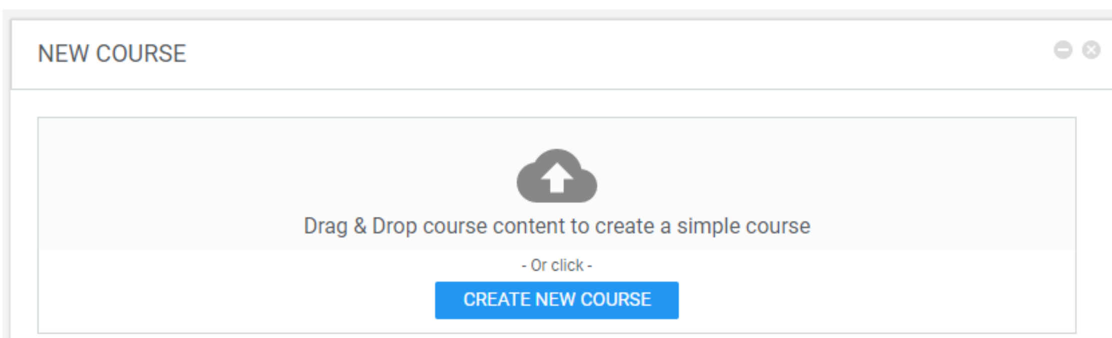


Figure 62: New Course portlet

  To start creating a new course, just drag and drop the required file from your file explorer on to the portlet or click the **Create New Course** button.

Creating a course

Using either of the ways noted above, you can create a new course. Select a course template from the ones available to you. This opens the course edit form with prepopulated course fields. Make the required changes to prepopulated fields, fill in other sections, and save your changes. Saba Cloud creates a new course in the *Draft* status. You can activate the course to make it available.

A course created using this workflow contains the following sections:

- **Basic Details**

  Prepopulated section with details sourced from the selected course template.

- **Course Other Information**, **Class Other Information** and **Delivery Mode Other Information**

  Prepopulated section with details sourced from the underlying course, WBT class and delivery mode.

- **Sections and Activities**

  You can create multiple sections in the course, and add different types of activities such as files, URLs and tests to each section. To add an activity, either click the activity type button or drag the required activity type button from the left pane and drop it in the right pane. For example, to create a new test and add it to the section, drag the **Create New Test** button and drop it in the right pane. This opens the **Create New Test** popup page.

  Or, if you used the **New Course** portlet to create a course using the drag and drop option, the file you dragged and dropped on to the portlet is already added to the section.

  Currently, you can only add up to six sections to a course with up to *eight* activities per section.

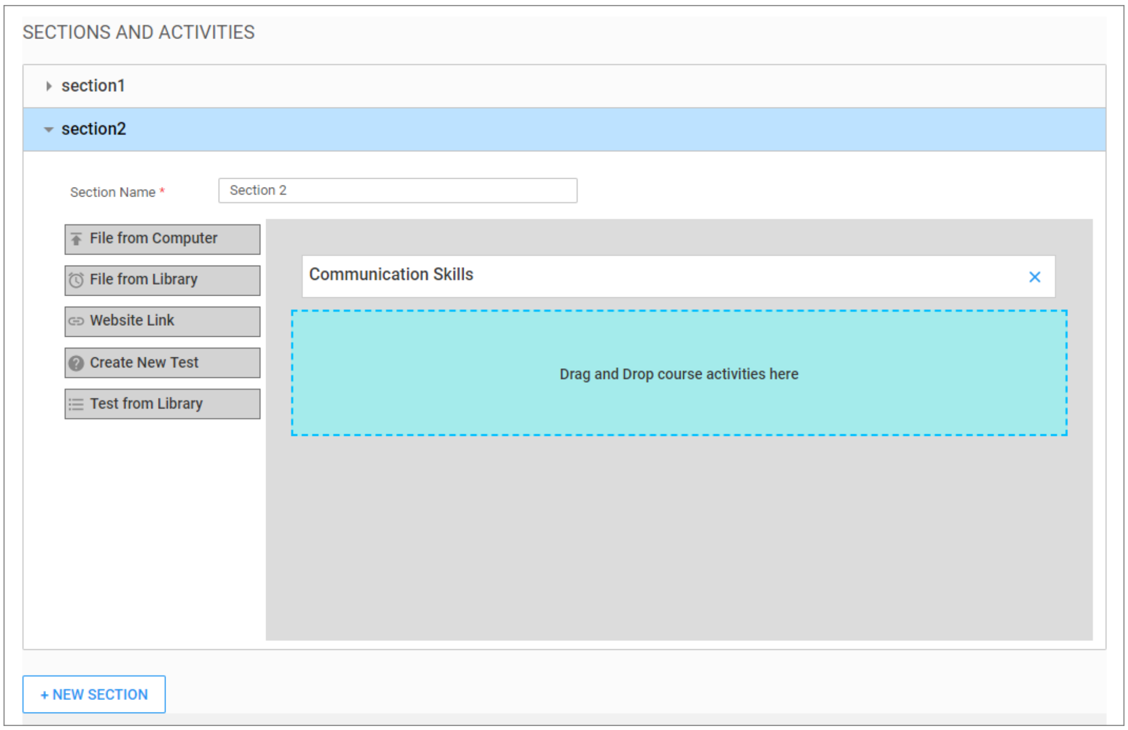


Figure 63: Sections and Activities

- **Badges and Points**

  If you select the **Gamify this course** checkbox, then this section is displayed for the course.

  Note: This checkbox and the section is available to you only if:

  - You have the "Can Local Catalog Admin Gamify Course" privilege on "Offering template" component.
  - The **Rewards** service is enabled for your domain by the system administrator.

  This section allows you to add badges and points to your course. By default, the following predefined badges are added to the course:

  - **Completion Badge**

    This badge uses the existing Learning context.

    You can edit this badge and replace it with any one of the existing learning badges to associate them with the course.

  - **On Time Completion Badge**

This badge is awarded when a person successfully completes a course on time. Points may or may not be associated to the badge.

- **First Try Badge**

  This badge is awarded when a person completes a test successfully the first time from within the gamified course workflow. It can be awarded more than once in a course depending on the number of tests added to the course. Points may or may not be associated to the badge.

Note: Currently, HR administrators can only view achievement badges; they cannot create them.

You can choose to associate points with badges by clicking the **Allow points** slider. You can see this slider only if you have the "Can Local Catalog Admin Add Points to Gamified Course" privilege.

All associated badges and points if any, are awarded only on successful completion of the course.

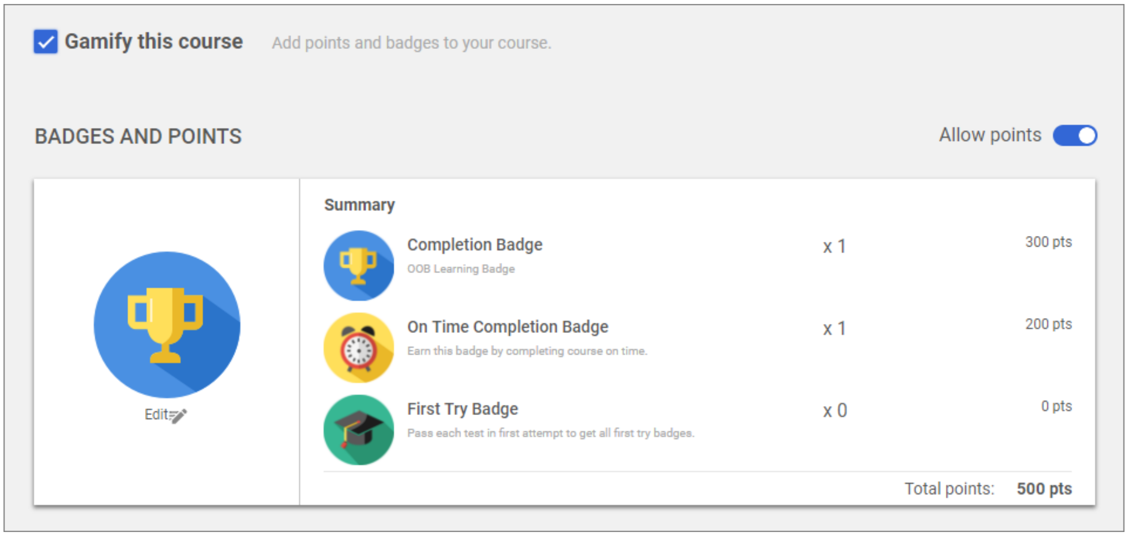


Figure 64: Badges and Points

- **Course Notifications**

  Prepopulated section with details sourced from the selected course template. You can enable or disable a notification to suit the needs of your course.

Viewing course details - Admin view

To view details of a course, Local Catalog Admin can go to **Me > Courses I Manage** and search for the course. Click the course name title to open the course details page. Depending on the course status, the course details page view varies.

For a course in the *Draft* state, the details page displays the **Edit Course** and **Activate** buttons.

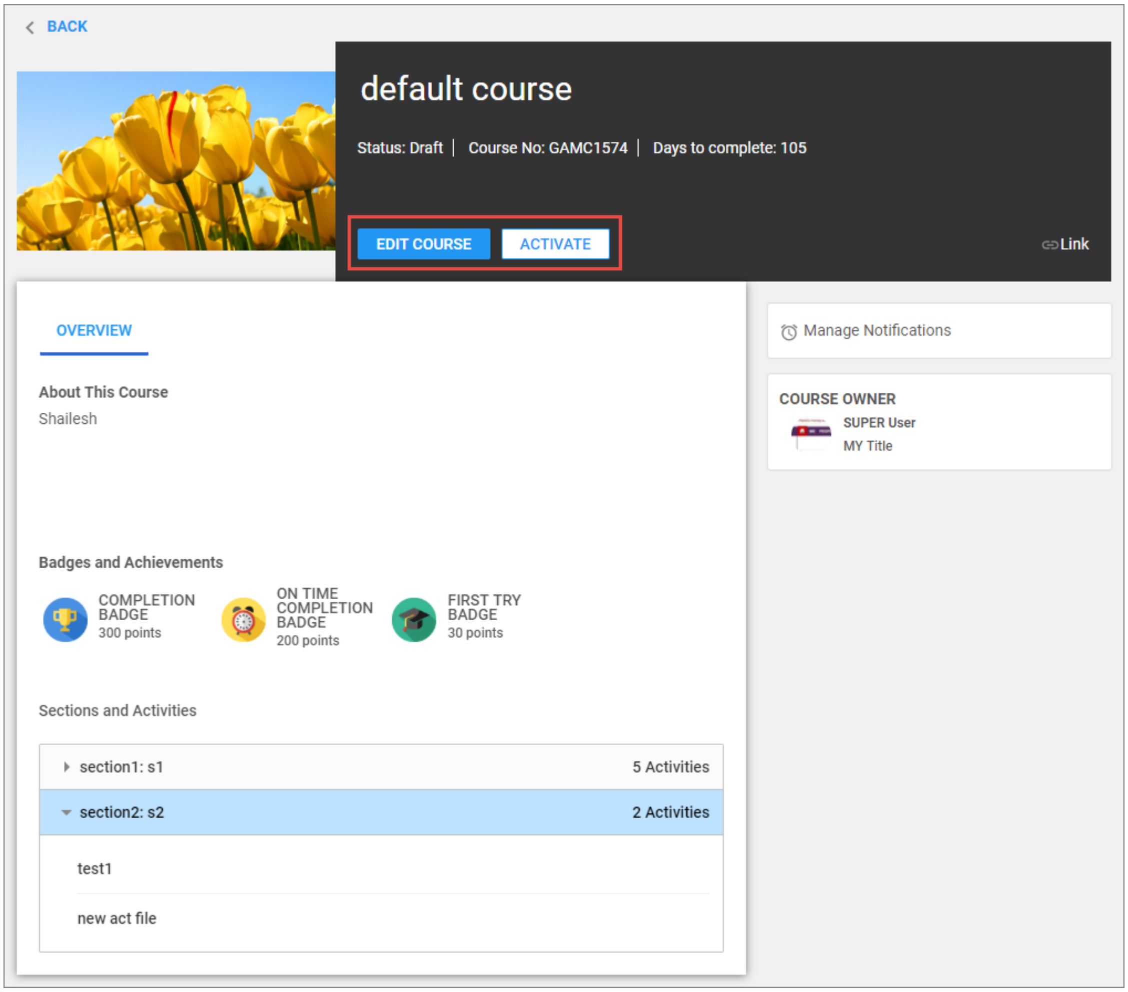


Figure 65: Course details - Draft state

For a course in the *Active* state, the details page displays the **Edit Course** button and an additional **Learners in this course** section. This section contains **Assign Course** and **See all learners** links. These actions and the data they display are governed by following privileges on the **Person, Internal** component:

Table 28: Privileges

Privilege	Description
Can Assign learning activities to others	Users with this privilege can assign the course via the **Assign Course** link on the course details page.
Can Manager View Results of Others	Users, who are Manager/Alternate Manager/Organization Manager and who have this privilege, can view the course status of their team members who have been assigned, in progress, dropped or completed the course.
Can Administrator View Results of Learners	Users, who are not Manager/Alternate Manager/Organization Manager and who have this privilege, can view the course status of all learners in their domain who have been assigned, in progress, dropped or completed the course.

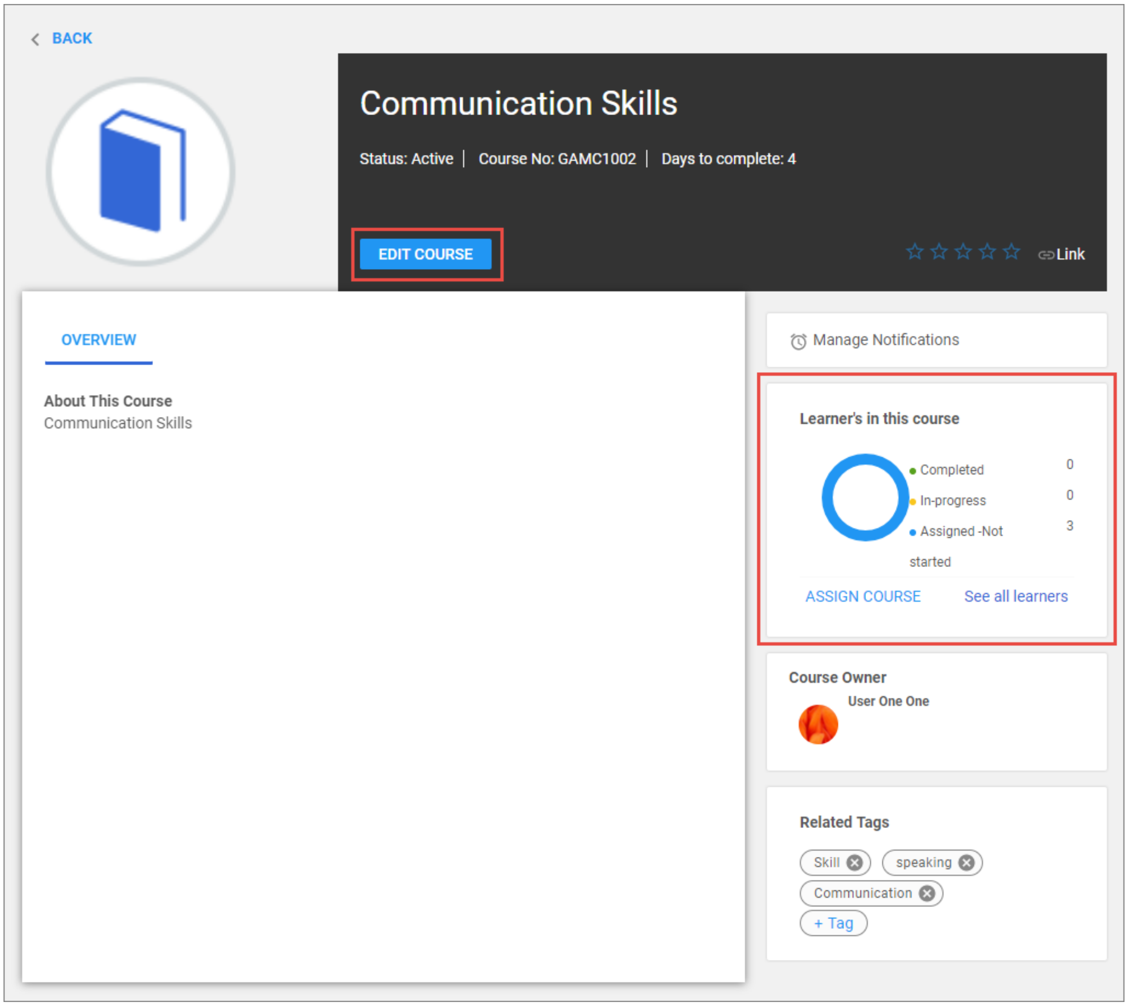


Figure 66: Course details - Active state

Viewing course details - Learner view

Learners can either search for a course in the learning catalog using global search and enroll for it, or the Local Catalog admin can assign a course to them using the simplified course creation workflow.

Click the course name title to open the course details page. Learners can view activities in the course and take action on them.

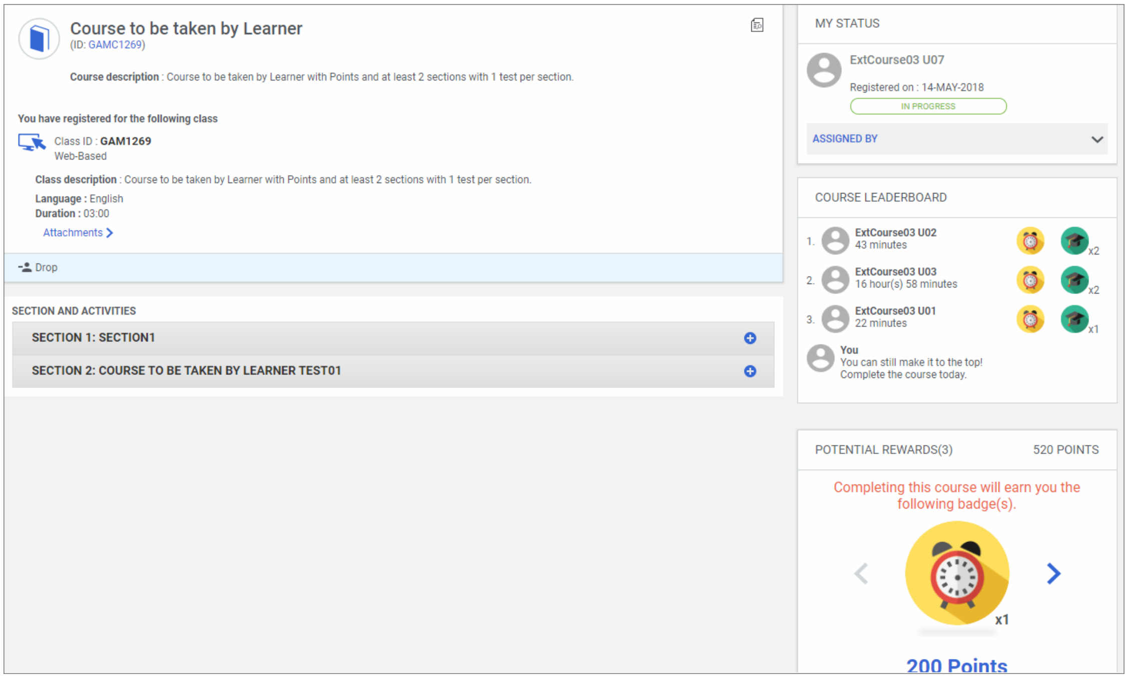


Figure 67: Course details page for learners - In-progress Course

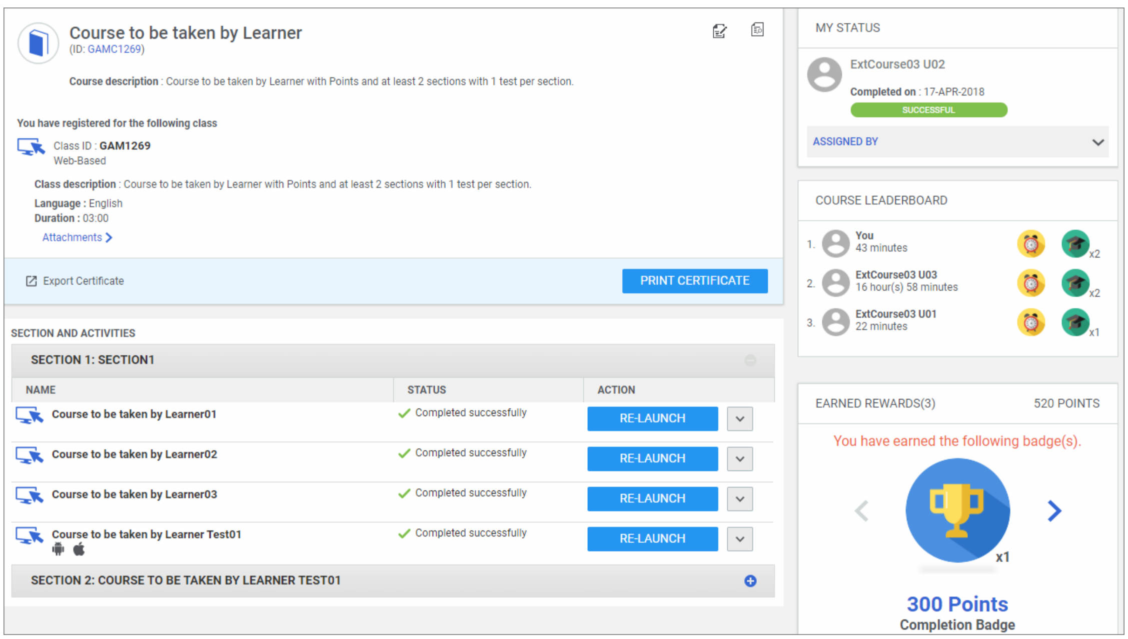


Figure 68: Course details page for learners - Completed Course

Use case

Users need the ability to create courses without sending request for their creation to learning administrators.

Identify gamified courses

How did it work?

Prior to this update, only HR administrators had the ability to associate Learning badges with courses.

How does it work now?

With this update, Saba Cloud now allows Local Catalog Admin users to associate both, the existing Learning badges and the new "Achievement" badges with courses created using the new simplified course creation workflow. Learners, who successfully complete such courses, are awarded the badges and points associated with them.

The following badges can be added to the course using the simplified course creation workflow:

- **Completion Badge**

  This badge uses the existing Learning context.

  You can edit this badge and replace it with any one of the existing learning badges to associate them with the course.

- **On Time Completion Badge**

  This badge is awarded when a person successfully completes a course on time. Points may or may not be associated to the badge.

- **First Try Badge**

  This badge is awarded when a person completes a test successfully the first time from within the gamified course workflow. It can be awarded more than once in a course depending on the number of tests added to the course. Points may or may not be associated to the badge.

Note: Currently, HR administrators can only view achievement badges; they cannot create them.

A gamified course is distinguished from a non-gamified course by a "cup" icon as indicated in the image below:

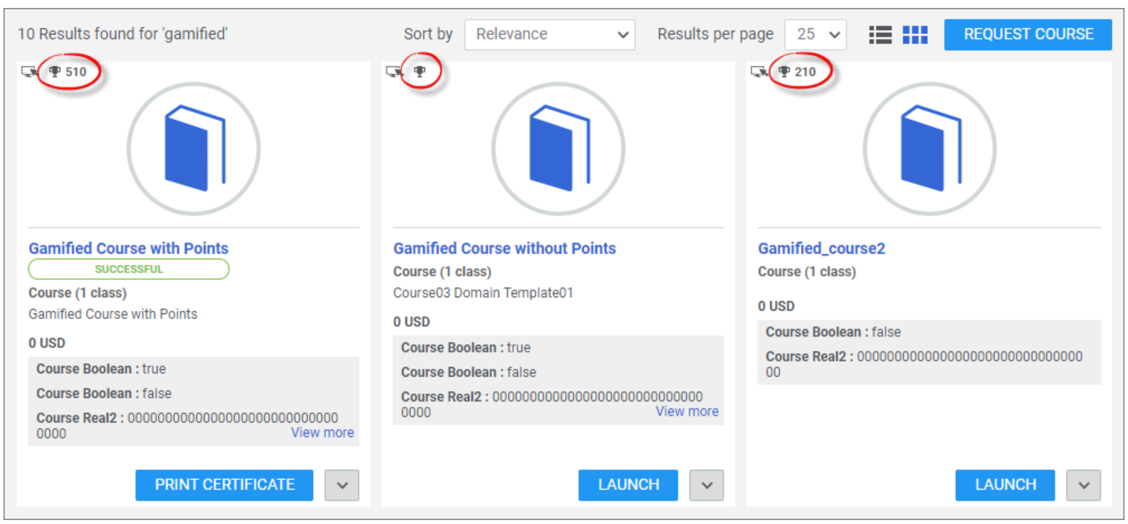


Figure 69: Gamified courses in search results

The "cup" icon indicates that a course is "gamified", whereas the number besides the "cup" indicates the points associated with the course.

The course details page of a gamified courses displays an additional **Potential Rewards** portlet. This portlet displays badges and points associated with the course. The following gamification details are displayed:

- Total badges
- Total points
- Badge count for each badge

You can scroll through the badges to see details of each badge.

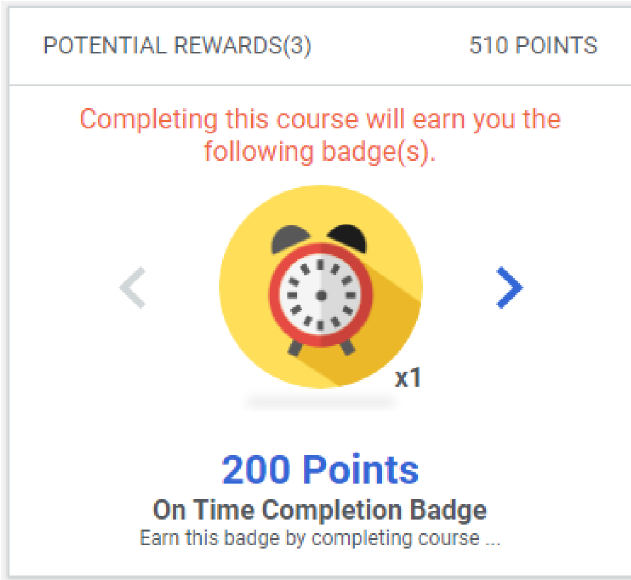


Figure 70: Potential Rewards section

Use case

There is a need to clearly distinguish courses that support rewards from the ones that don't.

Enhanced notifications for courses and classes

How did it work?

N/A

How does it work now?

This update enhances certain course and class related email notifications so that they now:

- Contain predefined event actions
- Follow standard notification themes

The following table describes the predefined event actions and themes for affected notifications:

Table 29: Enhanced notifications

Notification	Predefined Event Action	Theme/Template
Course Created	Notify course creator and course owner when course is created.	Confirmational
Course added to profile	Notify course learner and learner's manager when course is added in learner's plan.	Informational
Course due today	Notify course learner and learner's manager that course is due today.	Must do - Urgent

Notification	Predefined Event Action	Theme/Template
Course due in 15 days	Notify course learner and learner's manager when course is due in 15 days.	Must do
Course due in 30 days	Notify course learner and learner's manager when course is due in 30 days.	Must do
Target date changed for a course in a learner's plan	Notify course learner and learner's manager that Target date changed for a course in a learner's plan.	Informational
Course overdue by X days	Notify course learner and learner's manager that course is overdue.	Must do - Urgent
Learner Completion Status marked Successful	Notify course learner and learner's manager that learner completion status is marked Successful.	Congratulatory

A few sample notification images with new themes are shown below:

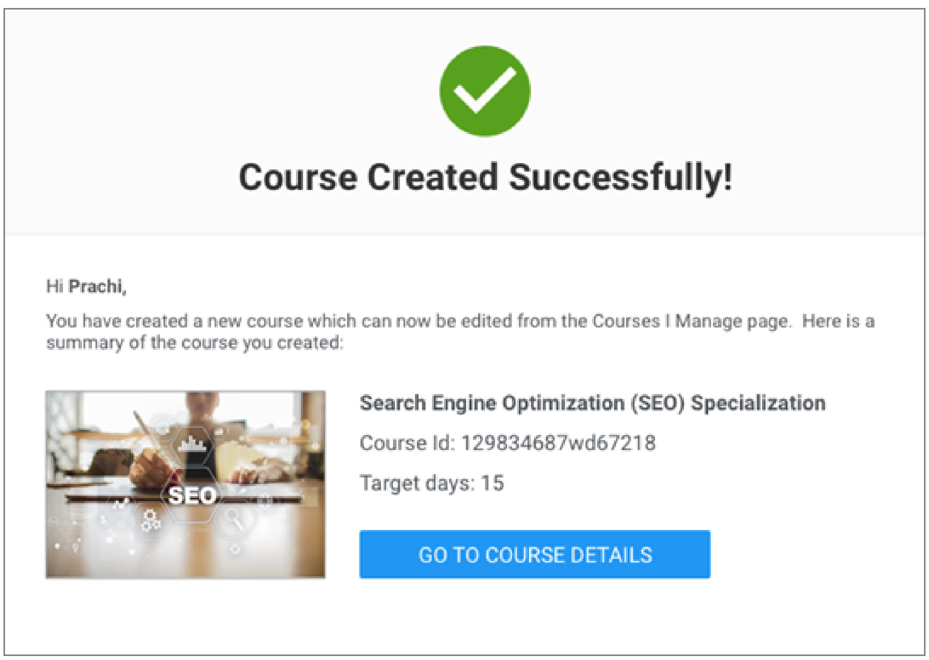


Figure 71: Course Created event with Confirmational theme

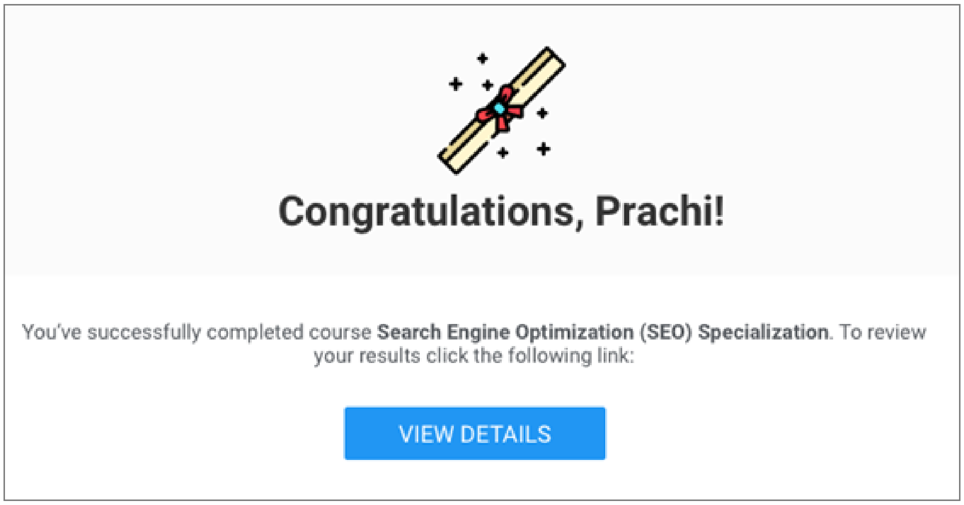


Figure 72: Learner Completion Status marked Successful event with Congratulatory theme

To access these enhanced notifications, navigate to **System** > **Configure System** > **Services**, edit the required service and go to the **Notifications** tab.

Notes

- By default, the new predefined event actions are disabled for the affected notifications. Thereby, existing users who are using these notifications are not affected by this change.
- The theme changes do not apply to Message Center notifications.

Use case

Many organizations have a need for more robust and visually appealing notifications.

Chapter

6

Marketplace

Topics:

Activation key for Workday connector

How did it work?

In the past, Workday connectors did not require an activation key.

How does it work now?

Starting from this update, all Workday connectors require the Activation key to enable the connection.

New Workday users can choose a free trial of 30 days or purchase the activation key from Saba.

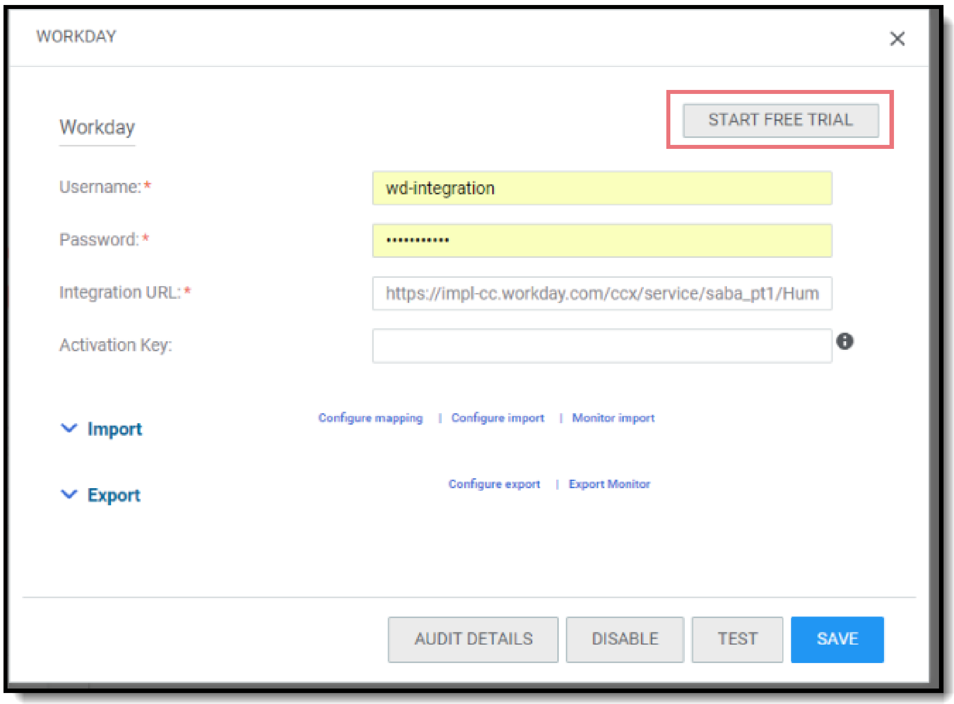


Figure 73: Workday Start free trial

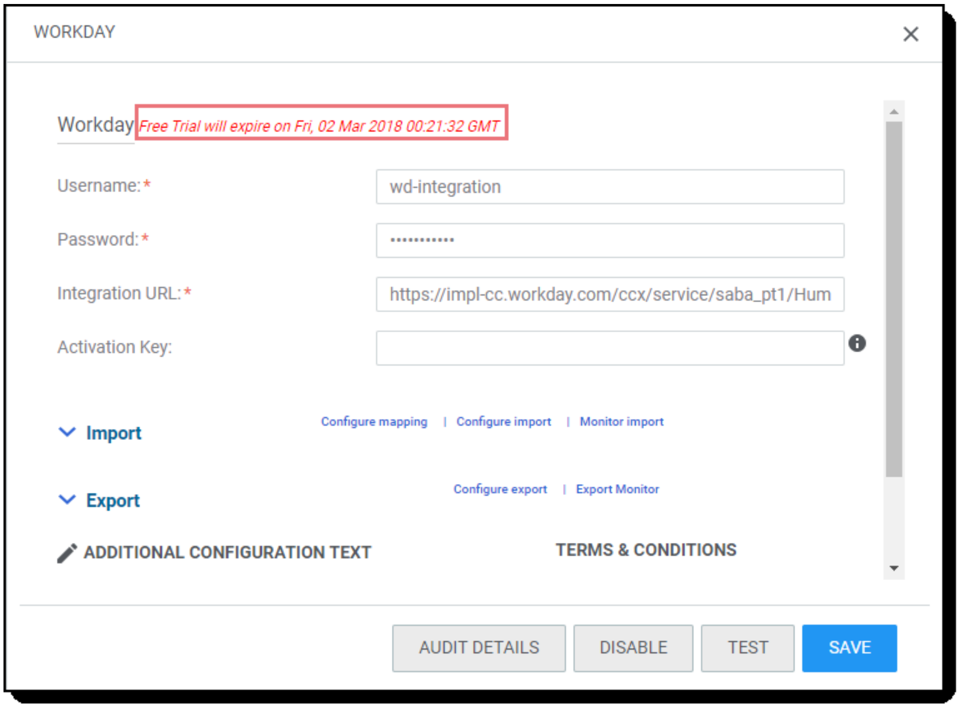


Figure 74: Workday free trial expiration

A system generated key is provided to the user and this activation key must be entered in the required field for the system to save the configuration. Before making any request to the vendor system, Saba will verify if the activation key is still valid. Once that is confirmed, the connector to the vendor will become available.

For existing users, who have configured Workday the activation key will be set by default. The activation key will be valid until the customer's contract renewal date. .

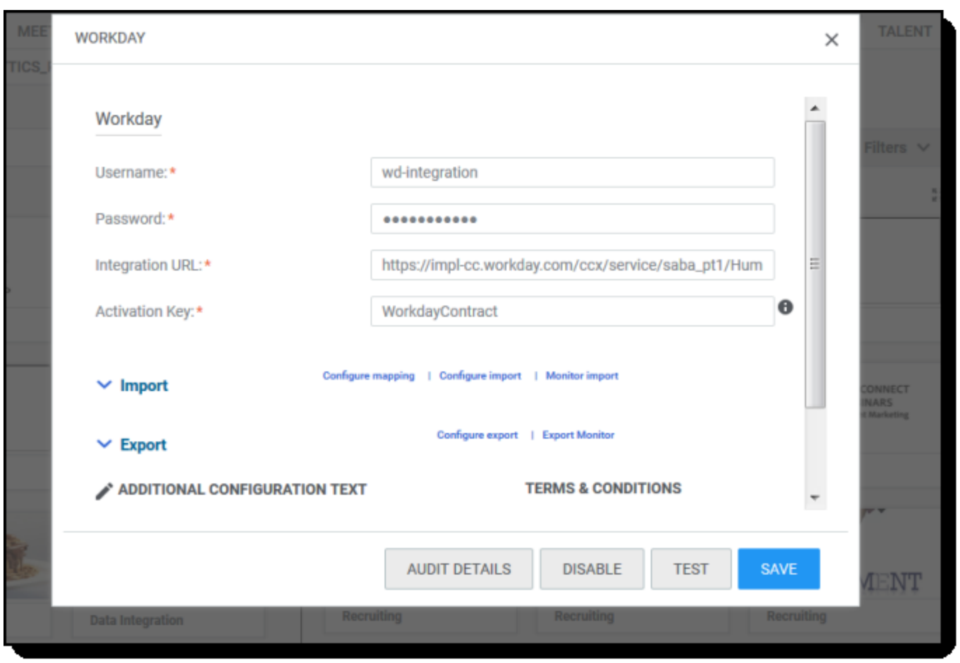


Figure 75: Workday activation screen

Use case

Existing and new Workday connectors will now require an activation key to enable the connector.

Expire Lynda content based on the list from Lynda

How did it work?

Currently, Saba Cloud determines the content to expire based on the content list from Lynda that was a combined list of expired and active content. This method can lead to some inconsistencies.

How does it work now?

With this update, to avoid errors and inconsistencies, an active content list and an expired content list is provided by Lynda and based on that information the content is also expired from Saba Cloud.

Use case

Saba Cloud now expires content only based on the expired content list provided by Lynda.

Chapter 7

Meeting

Topics:

Remove purged Saba Cloud users from Saba Meeting

How did it work?

After a terminated user was purged in Saba Cloud, if the corresponding user existed in Saba Meeting, then the user was not removed from Saba Meeting.

How does it work now?

This update provides the ability to remove users from Saba Meeting when the corresponding users are purged in Saba Cloud from the following work flows:

- A user profile is purged from the People administration work flow
- The Purge Terminated Persons notification is triggered

Note: If a user profile was purged in Saba Cloud before this update, then the corresponding user profile is not removed from Saba Meeting.

The purged users are removed from Saba Meeting using the following internal SMF jobs:

Table 30: SMF jobs

Job	Description
Centra Asynchronous Process to Purge User	This job is responsible to process a purge request. • If the purge process is successful, then the record is deleted from Saba Meeting • If the purge process returns error, then the error is logged for record or reprocessing.
Centra Asynchronous Process to Retry Purge User	This job is responsible to re-process a purge request. It picks up records that failed or are stuck on a previous date. • If the purge process is successful on retry, then the record is deleted from Saba Meeting • If the purge process returns error on retry, then the error is logged for record or reprocessing. • The retry defaults to a maximum of three tries, post which the reprocessing is stopped.

Note: To trigger these SMF jobs, the **Meeting** service must be enabled when terminated users are purged in Saba Cloud.

You can ensure if users are removed from Saba Meeting by navigating to **System** > **Monitor Background Jobs** > **Job Dashboard** and view details for the corresponding SMF jobs.

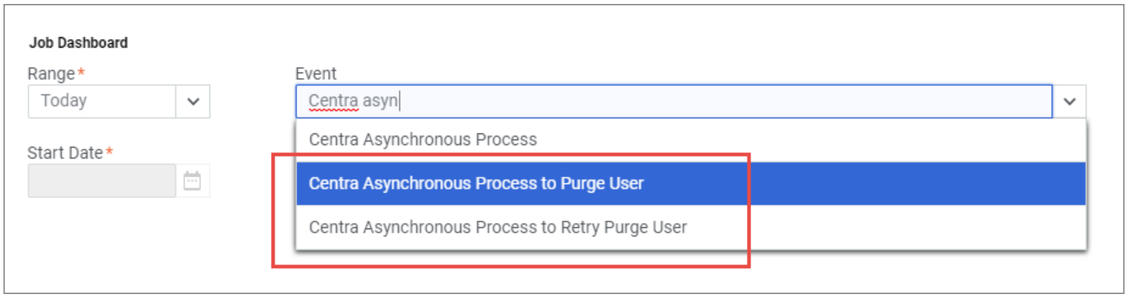


Figure 76: SMF jobs to remove purged users from Saba Meeting

Batch Processing Purged Profiles

Saba Cloud uses the existing "CMS Bulk Profile Sync Batch Size" site-level property to split the list of Saba Cloud purged users into batches and trigger the SMF jobs batch-wise. The default value is 10, which means a batch of 10 purged users is processed by the SMF jobs to remove them from Saba Meeting.

Saba Cloud "admin" users can configure this property.

Note: To enable bulk processing of purged users, submit a request. For details, contact Saba support.

Important

- Even if a user is obfuscated and deleted from Saba Meeting, recordings of meetings the user has led or attended as a participant or presenter continue to be available and accessible in Saba Cloud.
- The "Meet Now" room name of the purged user is changed in Saba Cloud. However, any users who attended that meeting can playback any recordings by accessing the room URL.
- The names of deleted participants are not obfuscated from Saba Meeting recordings and chat logs.
- Purged users are not unenrolled as leaders of any future meetings in Saba Cloud; however, they are unenrolled from such meetings in Saba Meeting. The meeting in Saba Meeting becomes a leaderless meeting. If the meeting in Saba Cloud has other presenters, then such a meeting can be run successfully. If not, then a new meeting has to be created.

Use case

When a terminated user is purged in Saba Cloud, if the corresponding user exists in Saba Meeting, then that user must be automatically deleted from Saba Meeting.

Chapter 8

People

Topics:

Configure option for cleanup of learning items for terminated users

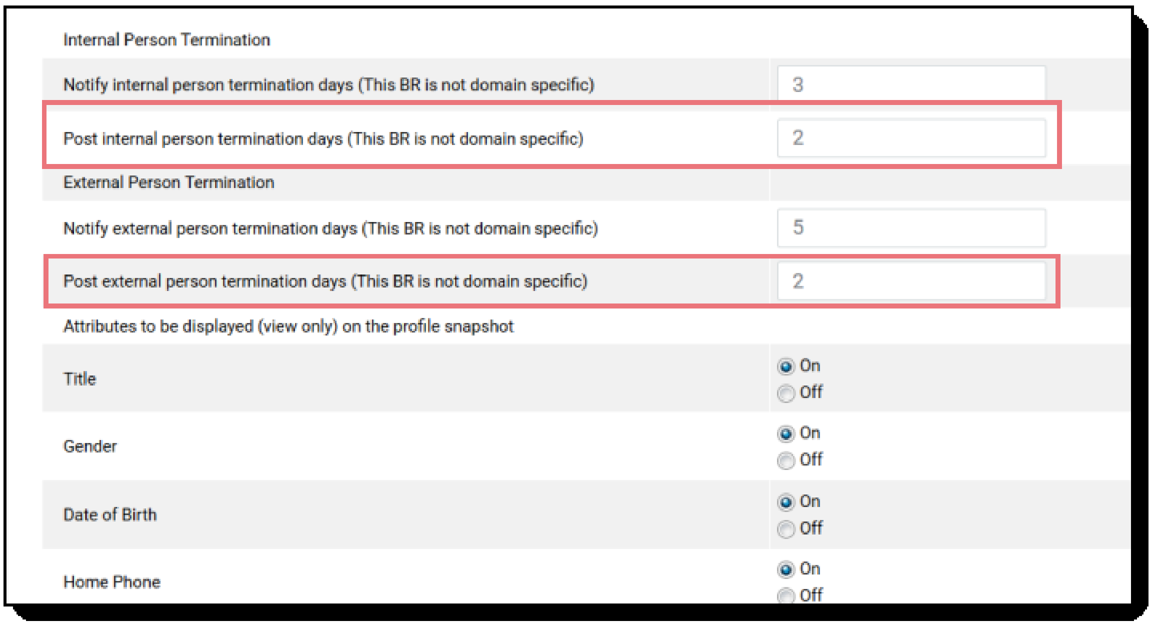
How did it work?

In the past, after termination of users, the clean up of learning items for the terminated users was set to 2 days. In some situations the transition phase needed additional days to avoid issues.

How does it work now?

Starting from this update, this setting can be configured. User can set the value to their specifications. The default value is 2.

Post Internal and External Person Termination days - Default value



Use case

Saba Cloud now provides the option to configure the clean up of learning items for the terminated users.

Audit options for Purge action

How did it work?

In the past, it was not possible to have a record of who executed a purge and when a record was purged and so on.

How does it work now?

With this update, it is now possible for users to get visibility into the Purge actions happening in their environment.

The Purge audit record will display who performed the Purge action and the date and time of the Purge action.

Note: The purged employee's user name or any other identifier will not be displayed.

To view Purge Activity History:

Navigate to **Saba Cloud**>**Admin**>**People**>**Manage People**>**Purge History**

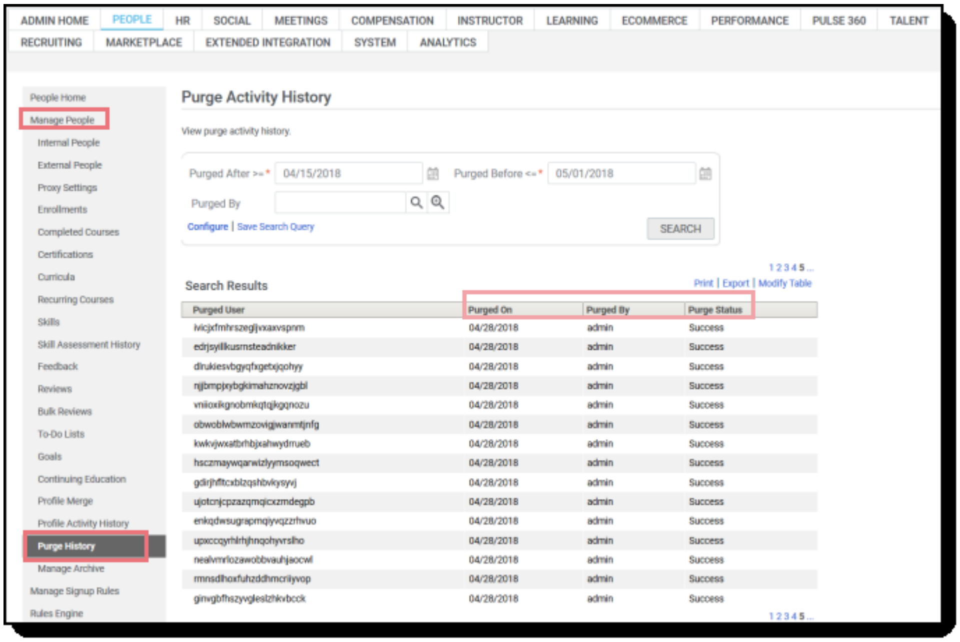


Figure 77: Purge Activity History page

Note: Enable Purge property in Saba Cloud Microsite has to be enabled for Purge History menu to be displayed.

Use case

Users will have more visibility to the Purge actions in their environment.

Transfer Internal users to external and vice-versa

How did it work?

In the past, mechanism to Transfer internal user to external and vice-versa, and bringing over the data were done manually. This was time consuming.

How does it work now?

With this update, the process to transfer user data from internal to external and vice versa is automated and handled by Saba Cloud.

This process is similar to a Merge operation. It involves the following steps:

- Create a new record (Person) on the other side. (external/internal)
- Conduct a Person Merge from old record to new record.
- Carryover the username to the new profile and change the username of the old record.

In the past, this process was done manually. Now, when Profile Transfer button is clicked, the system will automatically perform these steps.

Use case

The mechanism to Transfer internal user to external and vice-versa, and bringing over the data is now automated.

Enhancement to smartlist criteria

How did it work?

New feature addition.

How does it work now?

With this update, a new criteria named Talent Profile has been added to the Smartlist page.

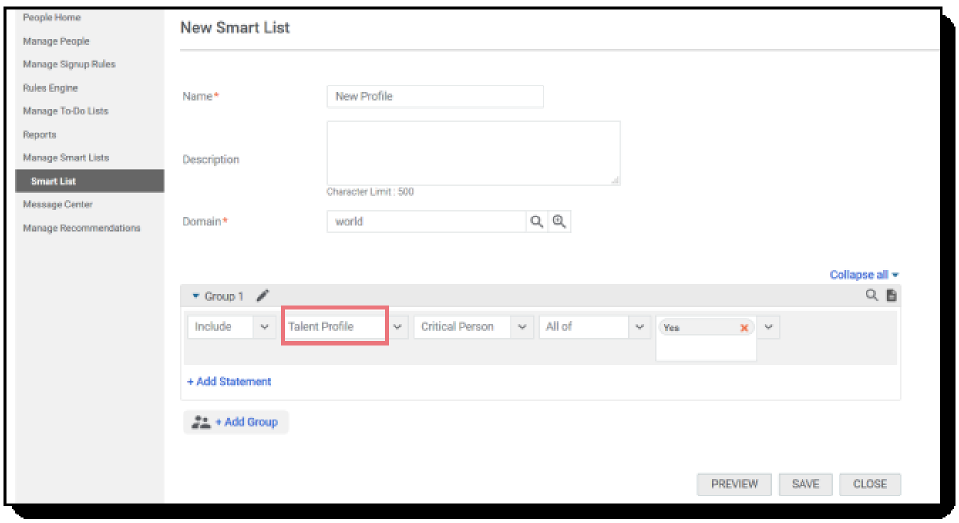


Figure 78: Talent Profile criteria added to Smartlist

Talent profile covers the following attributes:

- Critical Person
- General Readiness
- Potential Level
- Custom fields

Use case

The smartlist criteria option is enhanced now to include Talent profile with associated attributes.

Addition of custom fields on external work history page

How did it work?

New addition.

How does it work now?

In this update, custom fields are added to the External Work History section of the Profile page.

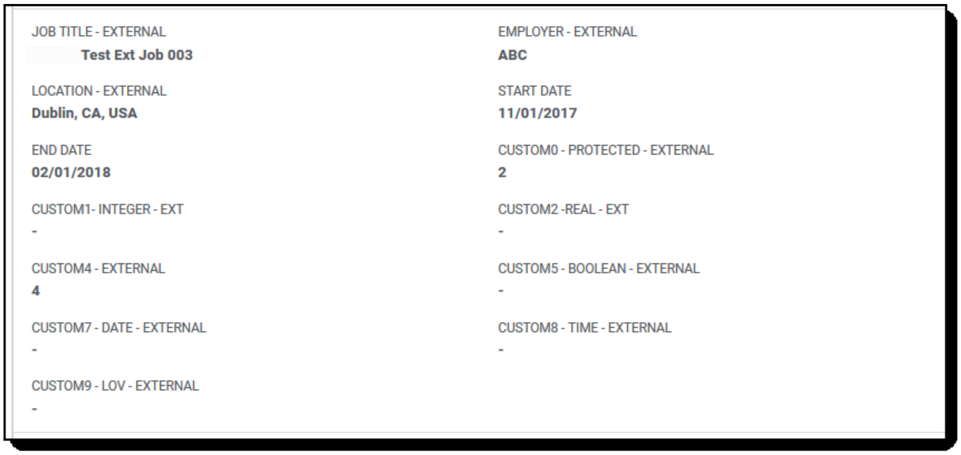


Figure 79: Custom fields added to Work History page

Note: In this update, Saba Cloud supports only the Custom fields for External Work History and does not support Extended Custom fields.

Use case

The custom fields on the Work History page will allow users to include customized information for user profile.

Enhancement to Job Roles description page

How did it work?

Job Roles field has been enhanced to address a few user needs.

How does it work now?

The following changes have been made:

The description field size on Roles has been increased to 2000 characters and will support rich text.

When assigning or viewing assigned Roles, end users and managers can see more details about the Role.

The Required Roles and Optional Roles section will display directly under **Current Job** on the **Profile** page.

Use case

Job Roles section has been enhanced to accommodate user needs.

Provide ability to mark a terminated person as Stop Processing

How did it work?

In the past, terminated user accounts were editable and the data could be exported. However, when employees are terminated, they may want the organizations to Stop Processing their information and Saba Cloud did not provide that option.

How does it work now?

In this update, the mechanism to mark a user who is terminated as **Stop Processing Personal Data** has been added.

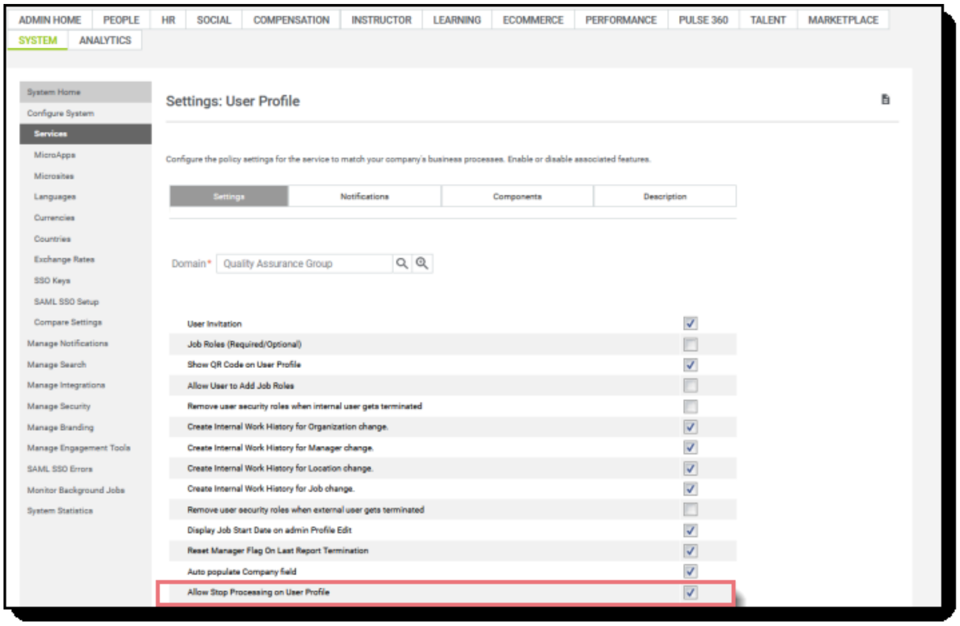
- This applies to users who are already terminated.
- Information for users with Stop Processing state cannot be edited. The profile of such users cannot be edited and their data cannot be exported.
- Users with Stop Processing status can still be Purged.
- Users with Stop Processing option enabled will be skipped by Post Internal Person Termination Activity and Post External Person Termination Activity.

This feature must be enabled by a setting and it is OFF by default and will only be visible if the setting is enabled and the user is terminated.

To enable the setting:

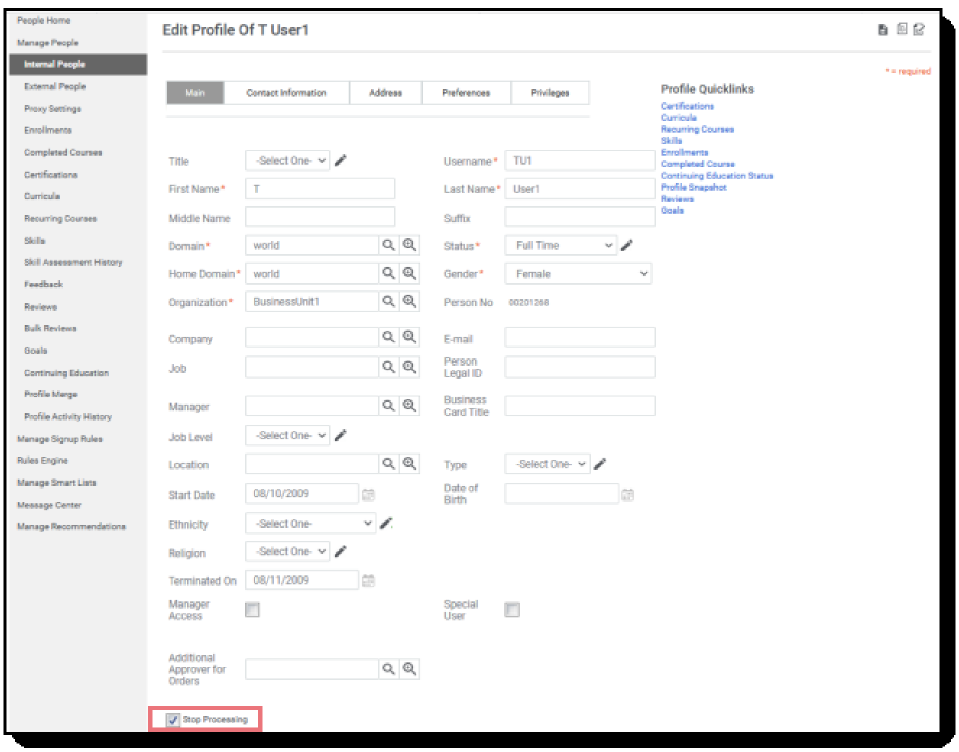
1. Navigate to **Admin**>**System**>**Configure System**> Services
2. Search for and launch **User Profile**.
3. Select the **Allow Stop Processing on User Profile** check box and **Save**.

Enable Allow Stop Processing on User Profile



Only when this option is enabled, you will be able to select the **Stop Processing** check box on the Edit User profile page.

Stop Processing option displayed on User Profile



Use case

Organizations can now stop processing information for terminated users.

Extended Custom attributes are visible in Custom sections

How did it work?

In the past, the Custom Sections (Additional Information) on the Me page and the Profile pages did not support Extended Custom attributes. Some users needed to add additional attributes beyond what Saba Cloud provided.

How does it work now?

With this update, Extended Custom attributes on Custom sections are enabled and visible for these sections.

Users can add additional attributes using the Extended custom attributes to the Custom section under Additional Information of the **Me** page and the **Profile** page.

Figure 80: Extended custom attributes

Use case

Extended Custom attributes are now supported under the Custom Attributes section of the Me page and the Profile page.

Chapter 9

Performance

Topics:

- Configure milestone steps in review cycle
- Change review owner
- Delete Held Skills from My Plan
- Expected distribution can now be hidden from Review Owners
- Enhancements to Overall Score Calculation in Reviews
- New filter to access reviews from My Plan page
- Restrict who can cancel reviews to Performance administrators
- Section weights support up to two decimal places
- Transfer points to peers via impression
- Update required level for skills
- Updated labels for override overall ratings

Configure milestone steps in review cycle

How did it work?

The performance review used to go through the following cycle:

Begin & Activate the Review   Complete the Review   Submit the Review   Approve the Review   Release the Review   Finalise the Review

How does it work now?

The performance administrator now has the provision to make some of the review steps optional so that the review bypasses those steps. This helps the administrator speed up the review process to avoid unwanted delays. This can be configured only at the review cycle level so that the review obeys the process.

The review cycle now has the following steps:

1. Draft (Optional)
2. Activation
3. Owner Submission
4. Approval
5. Release (Optional)
6. Finalization (Optional)

The **Draft**, **Release**, and **Finalization** steps are optional and performance administrator can choose to enable or disable these steps as per their requirements. If any of these optional steps are disabled, then the review based on this review cycle, bypasses these steps and moves to the next step. The **Owner Submission** and **Approval** steps are enabled by default and the administrator cannot disable them. The reviewer sequence has now been moved under the **Activation** step.

Note: This is applicable only for Focal, Anniversary, and Off Cycle reviews.

Consider an example where the Draft, Release and Finalization steps within a review cycle are disabled.

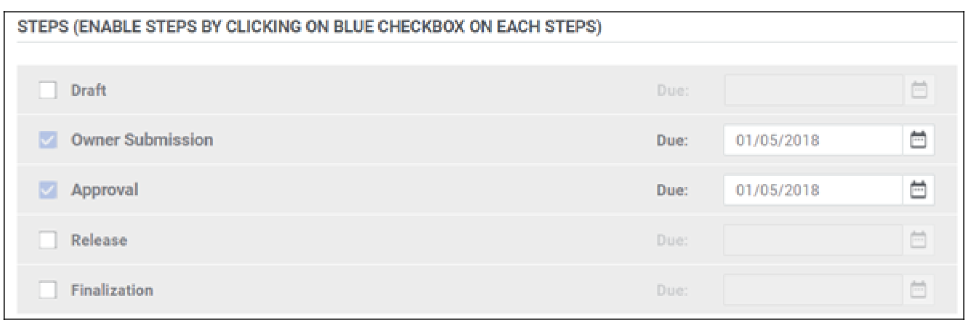


Figure 81: Example of steps disabled within review cycle

As a performance administrator when you try to create a review via monitor review, the review bypasses the **Draft** step and moves to the **Activated** step. Further it goes only through the following cycle:

Complete the Review   Submit the Review   Approve the Review

Few policies on the review cycle and form are now controlled by these steps. For example, the **Review owner can release reviews** policy is now moved under the **Release** step and if this step is disabled, the policy doesn't appear on the cycle. If the **Draft** status is disabled, then the **Review owner can move the review back to draft status from active status.** policy is disabled on the review form.

Use case

This feature provides the ability for performance administrator to configure the review steps based on the organization's needs. The administrator can disable some of the optional steps to speed up the review process.

Change review owner

How did it work?

The reviewee, review owner, and performance administrator could change the current review owner of the review if there is any change in the management hierarchy.

How does it work now?

In this update, only the review owner and the performance administrator is allowed to change the review owner of a review. The performance administrator can now set a review owner in the review cycle itself so that the same setting is applied to all reviews associated with that cycle. As an admin, you can make only the Manager, 2nd Level Manager, and Alternate Manager as a review owner. By default, while creating the cycle, Manager is set as a review owner. You cannot disable the reviewer who is the review owner.

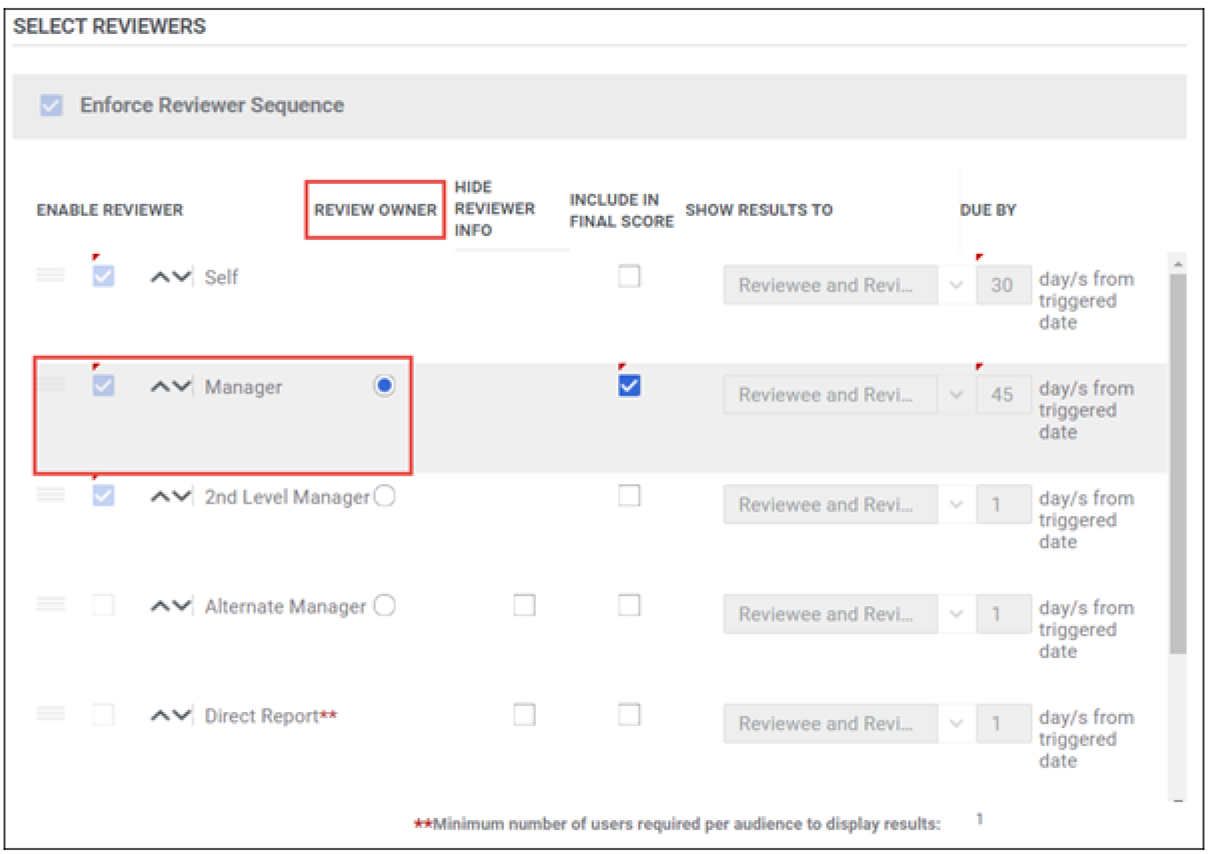


Figure 82: Set review owner in cycle

Once the review cycle is activated, you will not be able to change the review owner.

In the **Summary** tab of the review cycle, the review owner is highlighted.

Note: You can also export the cycle, change the review owner setting, and import the same.

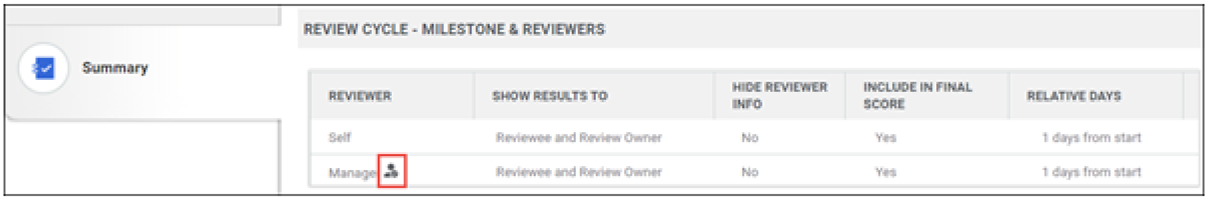


Figure 83: Review owner

Once the reviews are triggered to users, the review owner or performance administrator can change the review owner to any other user. In the second step, you need to choose whether you want to keep or discard the existing comments and/or ratings made by the current review owner. Once the review owner is changed, the same accountability is transferred to the new review owner. As the review owner passes the responsibility of the review to a new review owner, the original review owner is no longer associated with the review.

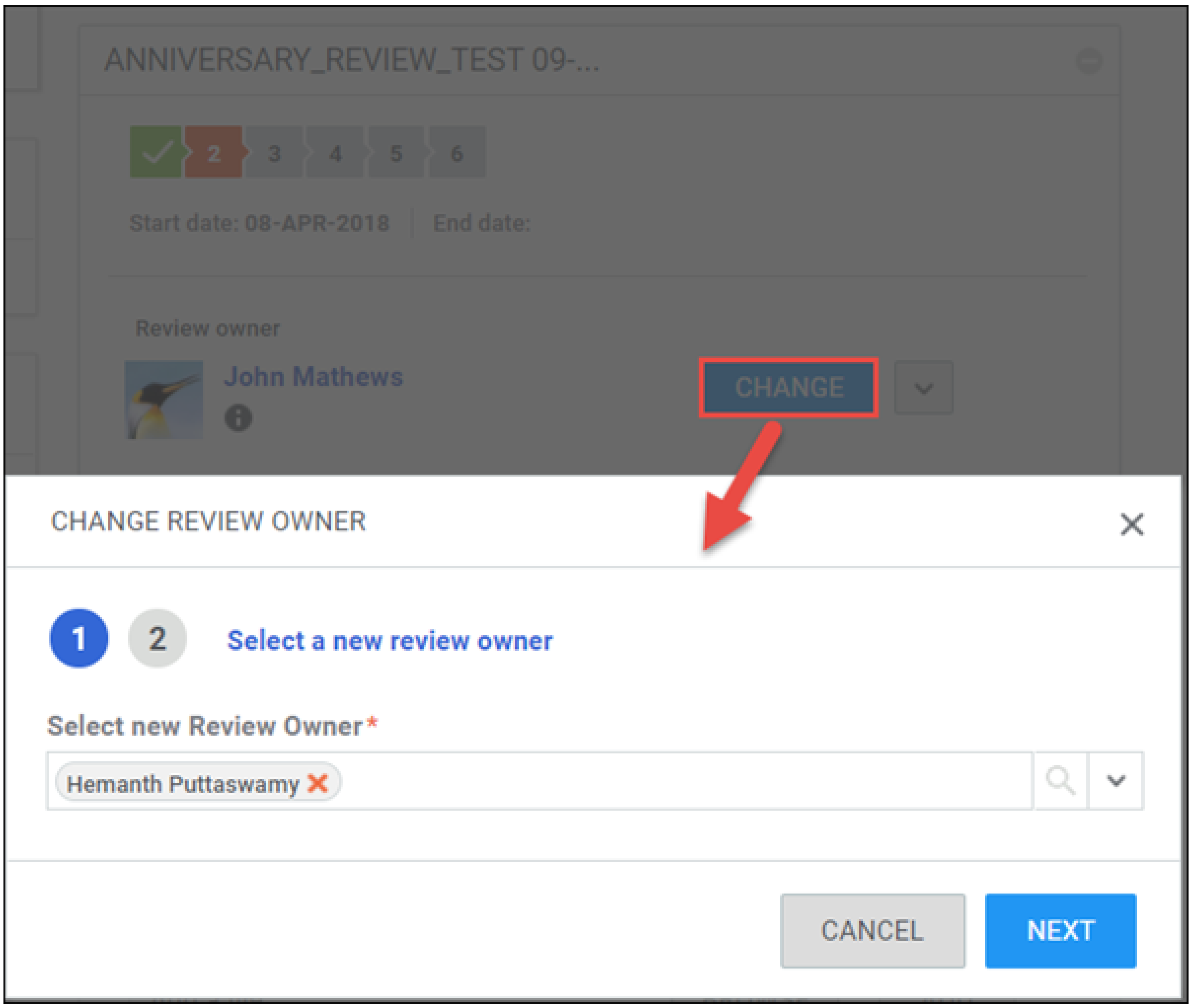


Figure 84: Change review owner

Note: The **Change** button appears only on the **Draft** and **Active** reviews within that **active** review cycle. If the review cycle is completed, then **only** completed reviews show the **Change** button.

If the same review is assigned to multiple reviewees, you can perform a bulk change action to change the review owner. The **Bulk Change** is a 3-step process where, you will have to select a new review owner and reviewees, choose whether to keep or discard existing comments/ratings, and confirmation whether it was success or fail. You must click the dropdown corresponding to the **Change** button to click the **Bulk Change** button and proceed.

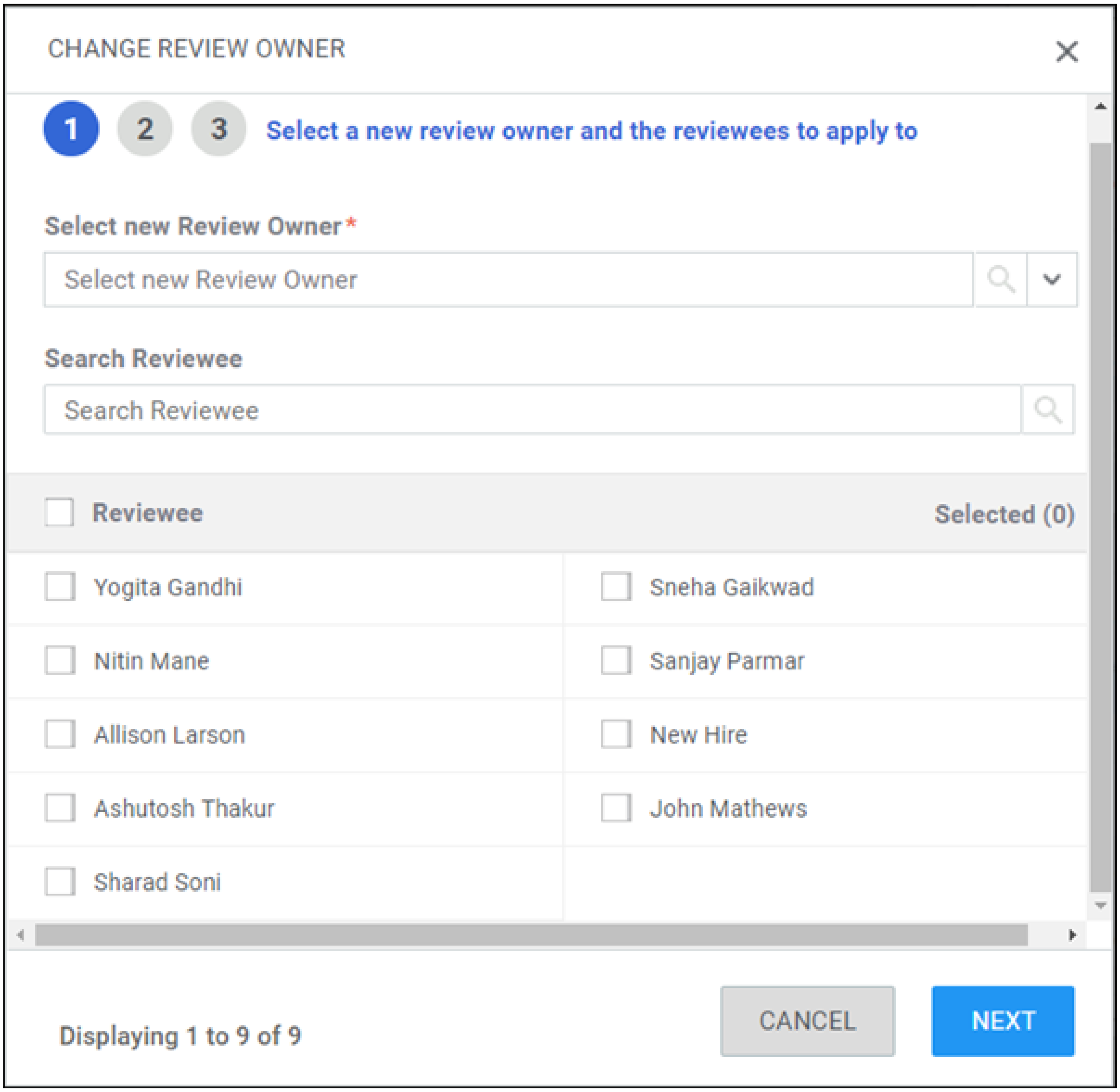


Figure 85: Bulk change review owner

The reviewee can download the review, make changes to the review owner and upload the same to reflect that changes in the review. The people administrator can also do the same through Download/Upload Bulk Reviews.

Use case

This allows the user to change the review owner to any user for a review.

Delete Held Skills from My Plan

How did it work?

The end user and manager could delete a non-assessed skill from **My Plan** > **Skills Development** tab.

Figure 86: Delete non-assessed skill

How does it work now?

The end user and manager can now also delete assessed skills from **My Plan** > **Skills Development** tab. The **Delete** action appears for all assessed skills. However, the end user and manager can delete the assessed skill only if the source type of that skill is person.

Figure 87: Delete assessed skill

This **Delete** action is governed by the following privileges on **Skills** component for **Internal Person Basic Privileges** and **Internal Manager Basic Privileges** security roles.

- Can delete skills added by me to my plan - Allows to delete the skill added by yourself. By default this privilege is enabled for end user and manager.
- Can delete skills of my direct reports, added by me or the direct report - Allows to delete the skill added by your manager. By default this privilege is enabled for manager.
- Can delete any skills added to my plan - Allows to delete the skill added by any source type. By default this privilege is disabled for end user and manager.

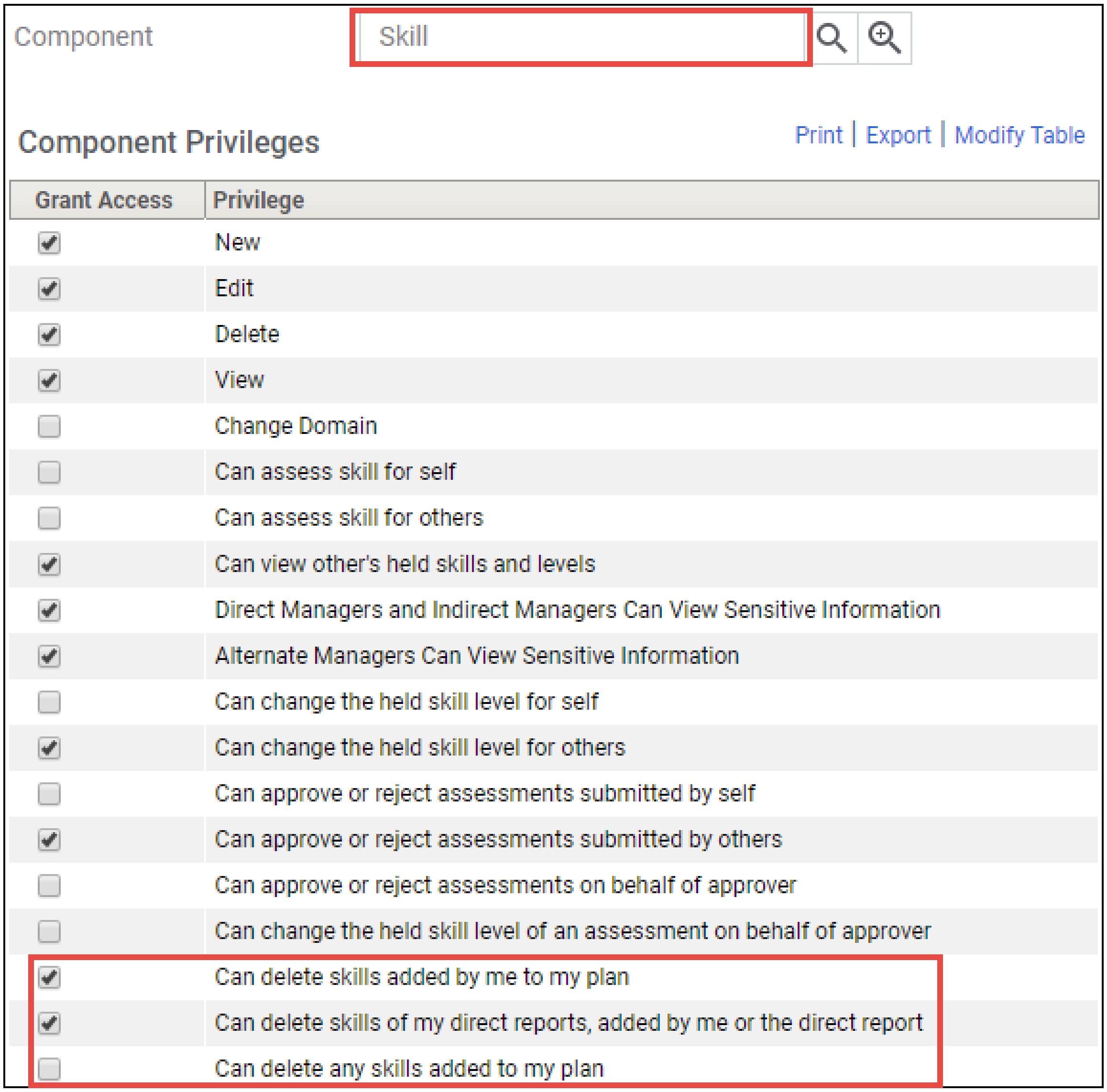


Figure 88: Privileges to Delete Skills

Use case

This enhancement now improves the usability of skills by allowing the end user and manager to delete the assessed skills if its no longer needed.

Expected distribution can now be hidden from Review Owners

How did it work?

Review Owners would always see expected distribution.

How does it work now?

Performance Administrators can now set whether they want Review Owners to see expected distribution (also known as targeted distribution). The new check box is on the Rating Scale page when you are creating a new review cycle.

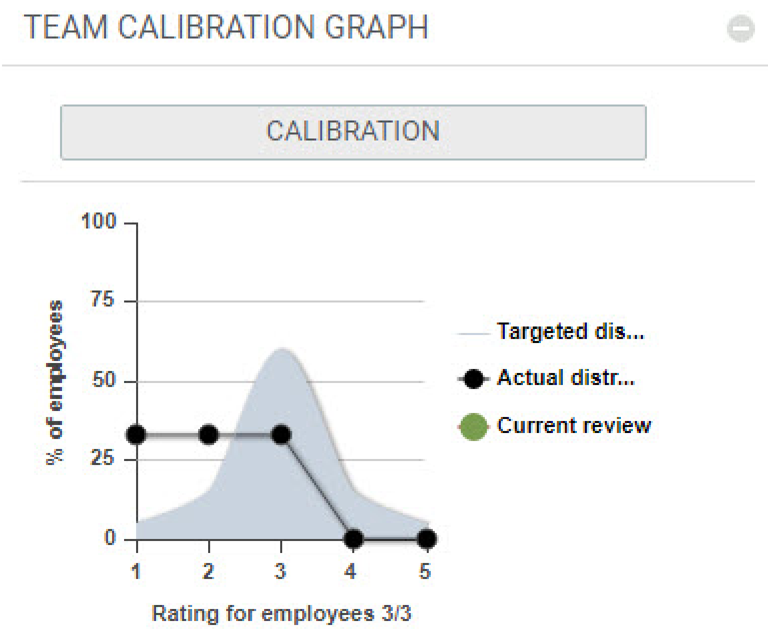


Figure 89: Review Owner can see expected distribution

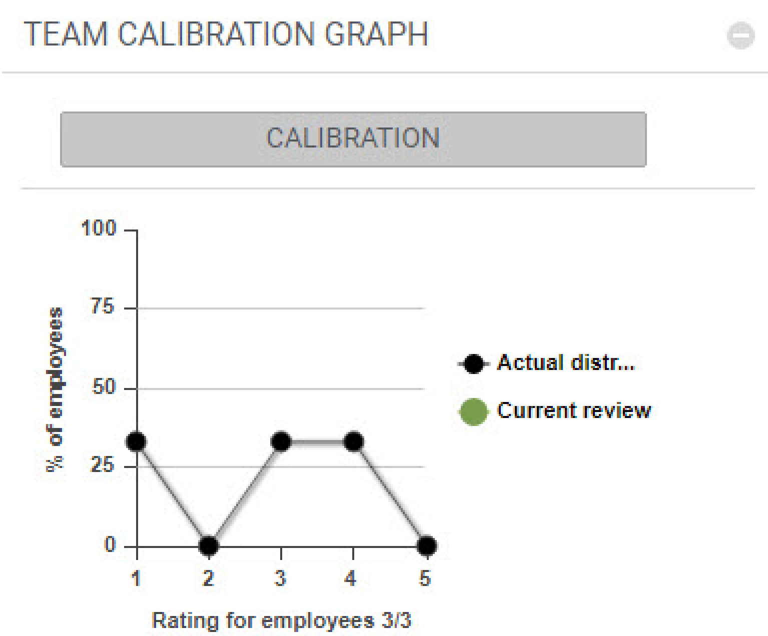


Figure 90: Review Owners cannot see expected distribution

Note: This option is not applicable for 360/Multi Rater Assessments (MRAs).

Enhancements to Overall Score Calculation in Reviews

How did it work?

The final score calculation policies on the review cycle were:

- Yes, calculated
- Yes, set manually by review owner
- No

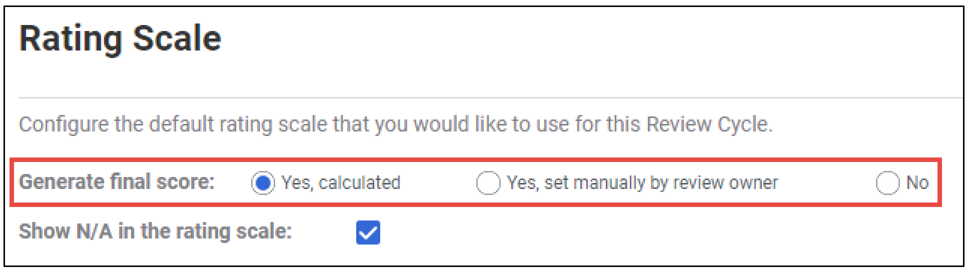


Figure 91: Final Score Calculation Policies on Review Cycle

How does it work now?

The terminology and behavior of overall score calculation policies on the review cycle has been updated.

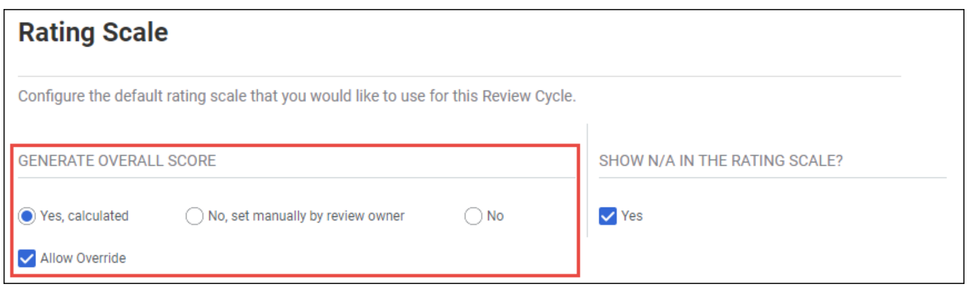


Figure 92: Updated Score Calculation Policies on Review Cycle

The enhancements are:

- The **Generate final score** label is changed to **Generate Overall Score**.
- A new **Allow Override** checkbox appears on selecting **Yes, calculated** policy.
- Yes, set manually by review owner is changed to **No, set manually by review owner**.

The functioning of overall score calculation is:

- When **Yes, calculated** policy and **Allow Override** checkbox are selected on the review cycle, the review owner can override overall score during review submission, review calibration, and in n-box comparison.
- When **Yes, calculated** policy is selected, but **Allow Override** checkbox is not selected on the review cycle, the review owner cannot override the overall score during submission. But, the review owner can override the overall score via the review calibration and n-box comparison. Performance administrator can still override these ratings.
- When **No, set manually by review owner** policy is selected, the calculated ratings are hidden on the review page and on the submission page, but the manual ratings are shown. In the review calibration and in n-box, the review owner can override the calculated scores.

- When **No** policy is selected, the calculated scores are hidden from the reviews page, review calibration, and in n-box.

Note: There is no functional change on overriding score via RDI.

Use case

This simplifies the overall score calculation functionality.

New filter to access reviews from My Plan page

How did it work?

The end user could access the reviews on the My Plan page using the following filters:

- Type
- Reviews
- Status
- Due Date On Or Before
- Due Date On Or After
- Active Year From
- Active Year To

How does it work now?

A new filter **Reviewee** is added under the **Reviews, Meetings & Interviews** tab. This filter appears only when **Reviews** is selected from the **Type** filter. By default this field is blank. This filter allows you to search for reviews based on the reviewee name. You can search for reviews using the first few letters of the first name or last name; you don't have to enter the entire first or last name. This field does not support both first name + last name. For example, you can either use **J**, **Jo**, **John** or **G**, **Gar**, **Gartener** but not both **John Gartener**.

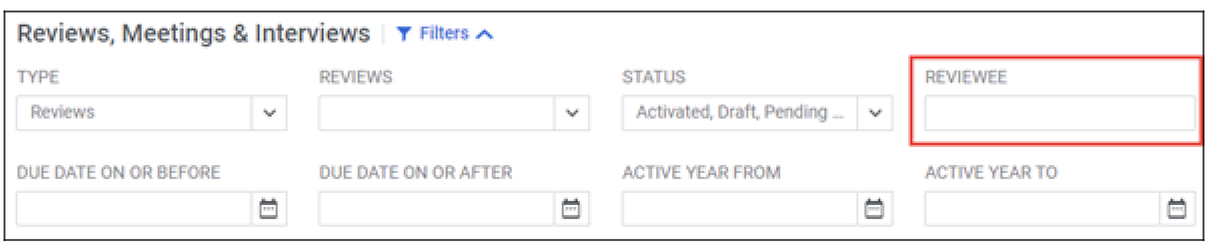


Figure 93: Reviewee filter

Use case

This enhancement allows you to find the review of a specific user.

Restrict who can cancel reviews to Performance administrators

How did it work?

Performance administrators could not restrict who was allowed to cancel reviews.

How does it work now?

Performance administrators can now disallow review owners from canceling reviews by enabling the following check box when creating a review cycle:

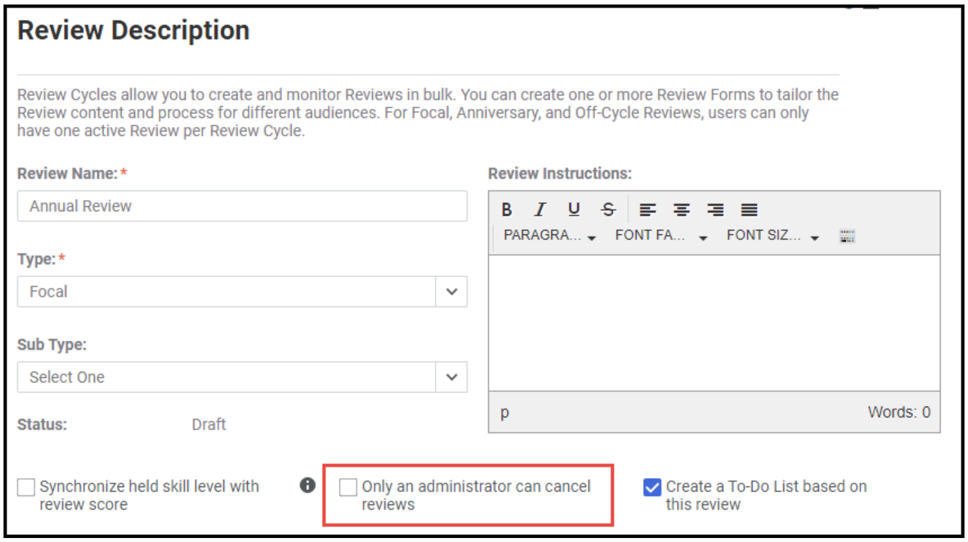


Figure 94: Only an administrator can cancel reviews check box

Section weights support up to two decimal places

How did it work?

Review sections on the form configuration page could be set up to support weights but you could not enter section weights with a decimal place.

How does it work now?

Now you can enter section weights with up to two decimal places on the form configuration page. The weights must total 100%.

Use case

Here is an example of how you could set up sections with different weights:

UP	DOWN	NAME	TYPE	WEIGHT %	ACTION
		Functional Skills	Individual Skills	62.5	Delete
		Company Skills	Core Skills	12.5	Delete
		Core Skills	Core Skills	12.5	Delete
		Departmental Skills	Core Skills	9.75	Delete
		Professional Skills	Core Skills	2.75	Delete
			Total Weight:	100.00	

Transfer points to peers via impression

How did it work?

Through an impression you let the user know how you were impressed by their work and you also associate a badge to describe them. In addition to this, you would give them suggestions for improvements. When **Saba Net Performance Score** is enabled, then you could rate the user on the scale of 0-10 where 0-4 being lowest and 5-10 being the highest.

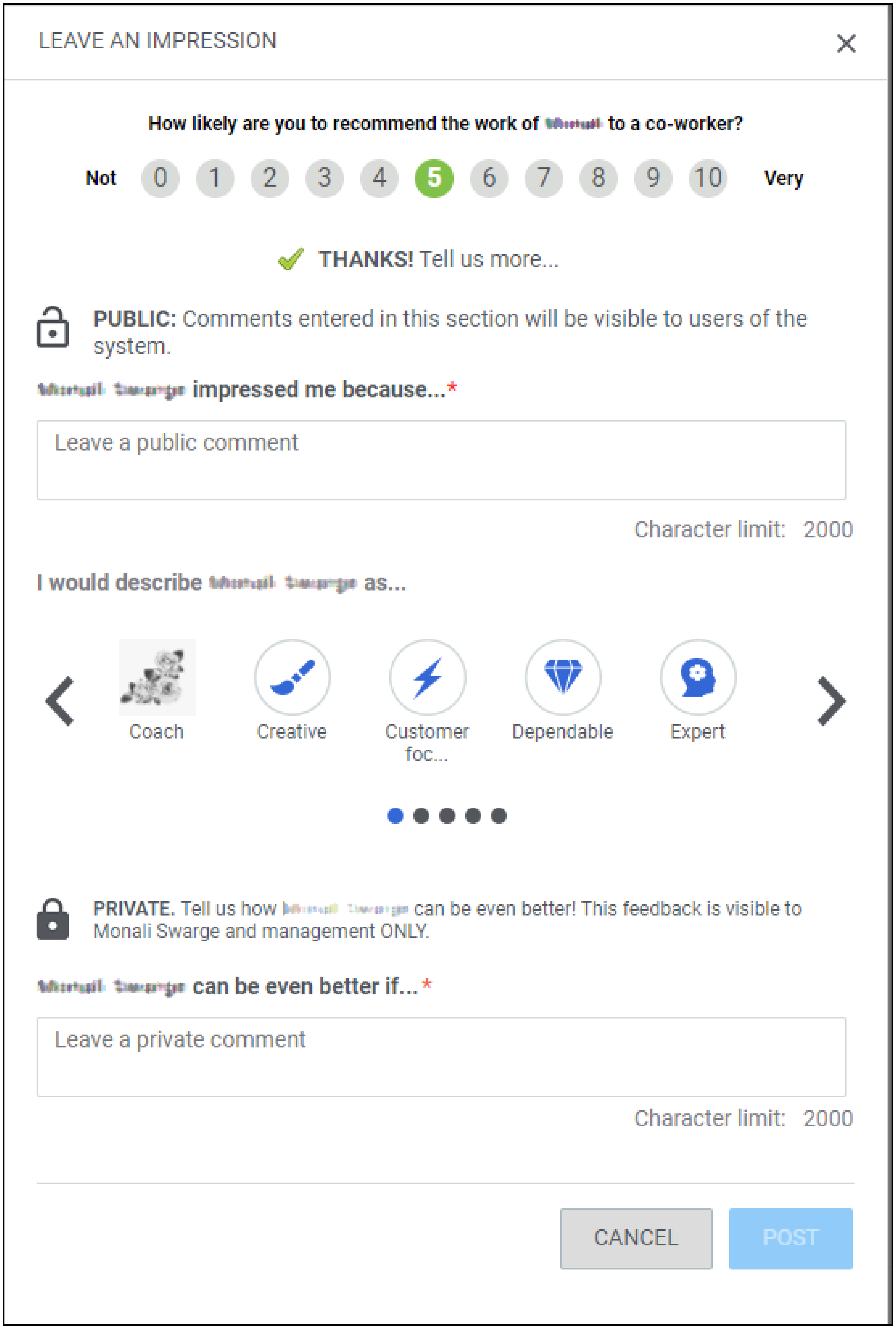


Figure 95: Leave an Impression popup

How does it work now?

The rating scale of 0-10 on the **Leave an Impression** popup has now been replaced with emojis. Therefore, after enabling **Saba Net Performance Score**, this is how the **Leave an Impression** popup appears.

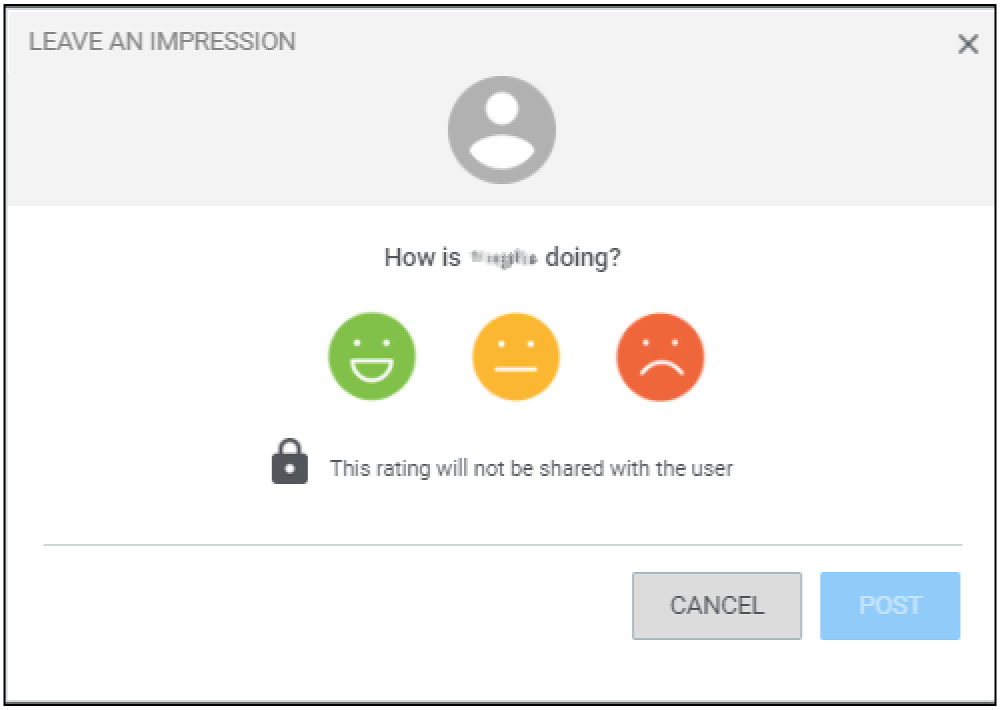


Figure 96: Leave an Impression

On selecting the **Happy** emoji, you can leave a public/private comment and a badge. If you select the **Neutral** or **Sad** emoji, the recipient does not receive any notification but the system collects your response.

In addition to this, you can now also transfer your earned points to users while leaving an impression. You can transfer points only when the **Assign points on leaving an impression** setting under the **Foundation** > **Rewards** service is enabled. By default, this setting is disabled. To enable, contact your system administrator.

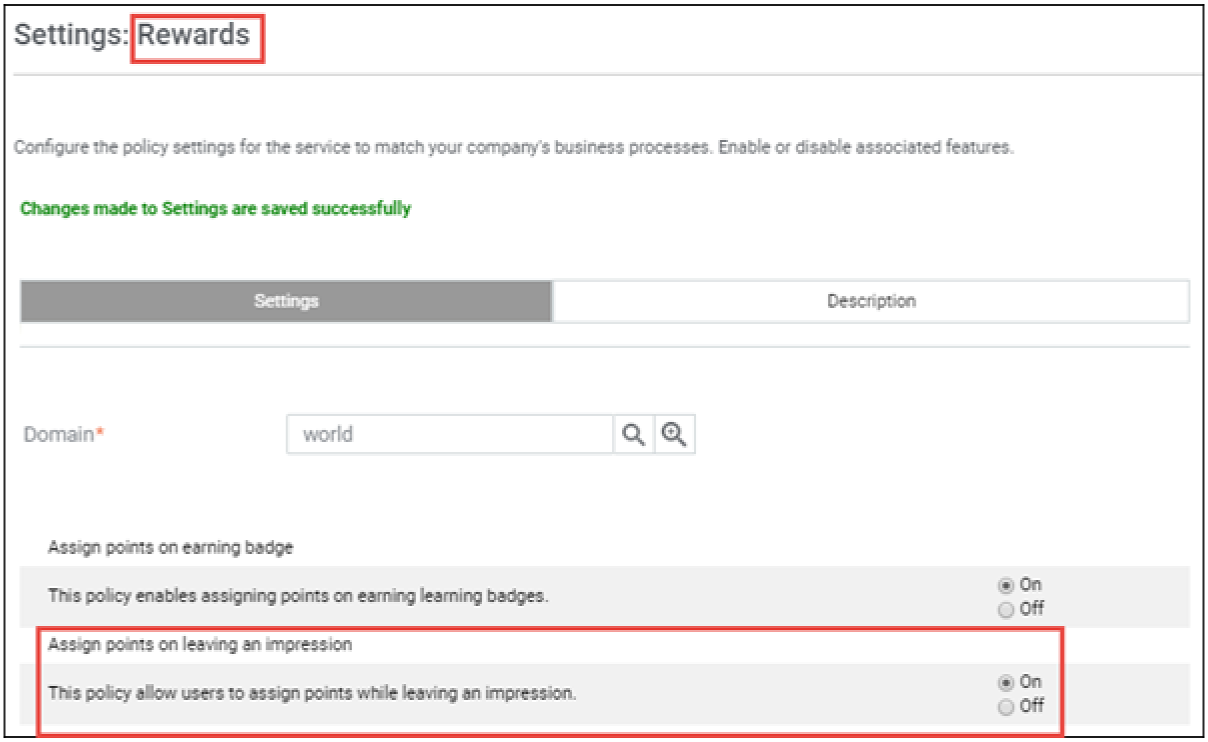


Figure 97: New setting to assign points

In the **Give points?** widget, you can either type or use the **Up** and **Down** icons to enter your points for transfer. Once transferred, those points are deducted from your wallet. It is not mandatory to give points to other users. You can check the **Available points** on the widget and accordingly choose to transfer. On selecting the points, they are immediately deducted from your wallet in real time and the available points reflect on the widget. The **Give points?** widget appears only if you have points in your wallet.

Figure 98: Leave an impression with points

Once you give the impression including points to a user, the recipient and you will receive a notification indicating the reward points earned via impression. This notification is triggered only when the **@SabaImpression_Rewards_Points_Earned@,** keyword is used in the **Saba Impression Created** and **Private Saba Impression Created** triggered events.

Points once transferred cannot be retrieved by deleting the impression, you may have to contact your HR administrator to cancel those points. The HR administrator can navigate to **ADMIN** > **HR** > **Manage Rewards** > **Manage Points**, search for the impression with points and cancel that impression. The HR administrator must provide a valid reason for cancelling the impression. Once the impression is cancelled, the points are reverted to your wallet.

Note: The HR administrator can cancel only those points that are associated with the impression.

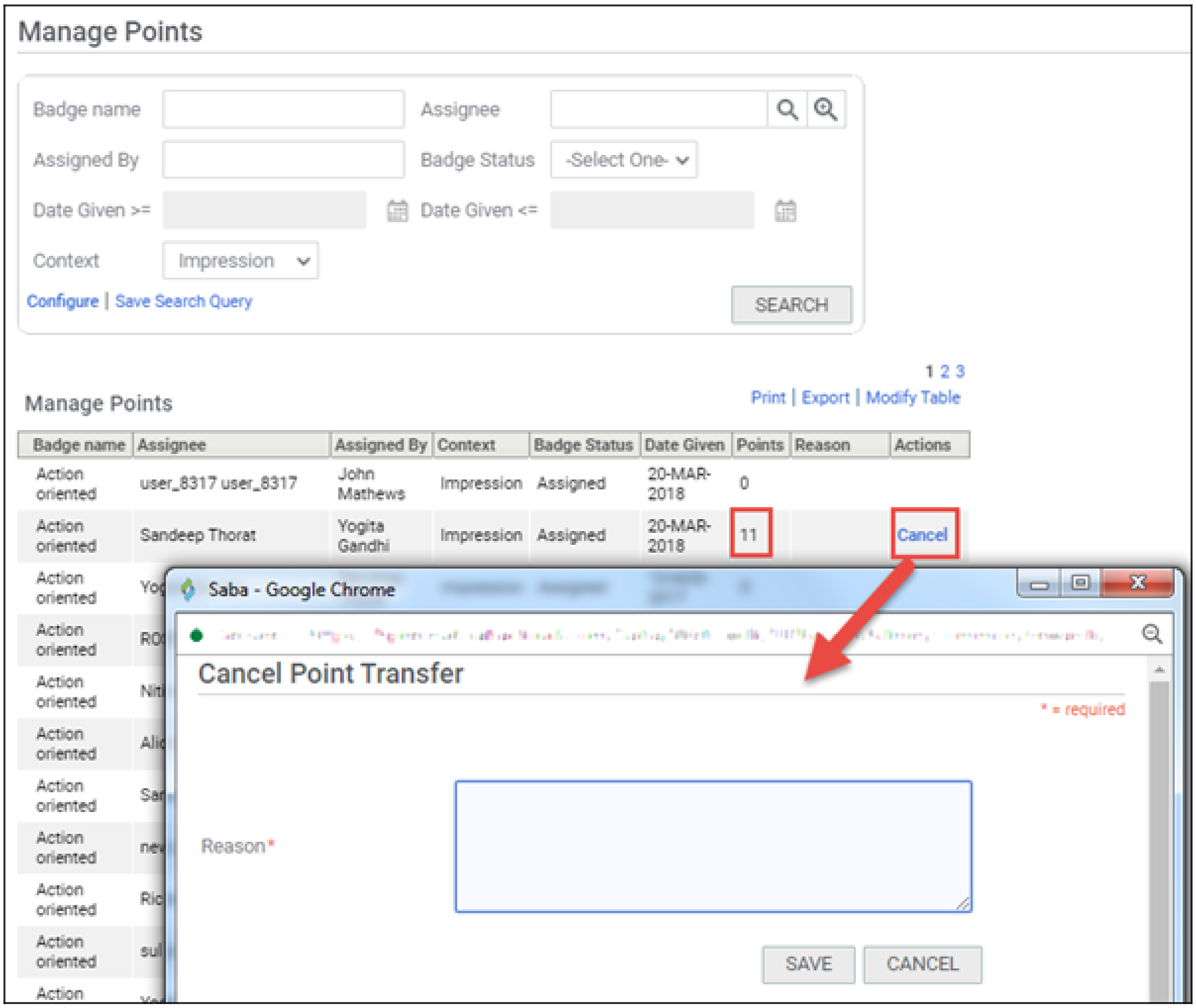


Figure 99: Cancel impression points

Use case

This improves the usability of points because if you are not redeeming those points for yourself; you can transfer those points to your peer or anyone who impressed you.

Update required level for skills

How did it work?

Once you add a skill or your manager assigns a skill, you could only update the held level of the skill but not the required level of that skill.

How does it work now?

You and your manager can now update the required level of a skill that is added by self or manager. You and your manager can use the new action **Update Required Level** corresponding to the skill to update the level.

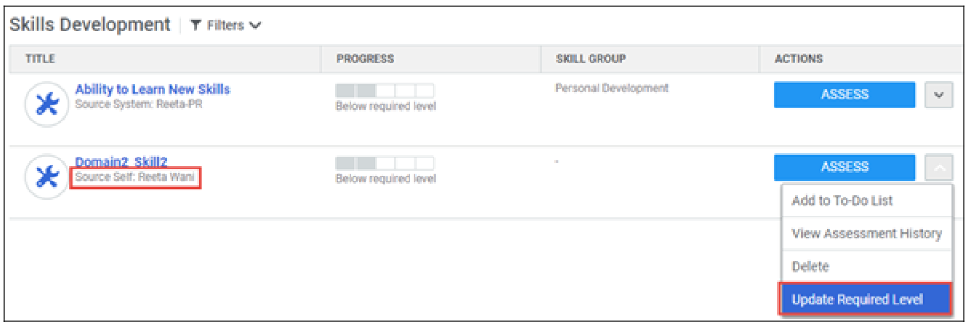


Figure 100: Update required level action

On the Update Required Level popup, you can view the current level and then set the new required level. You can now also view the descriptions on the level while selecting. The highest level appears for that skill under the **Progress** column.

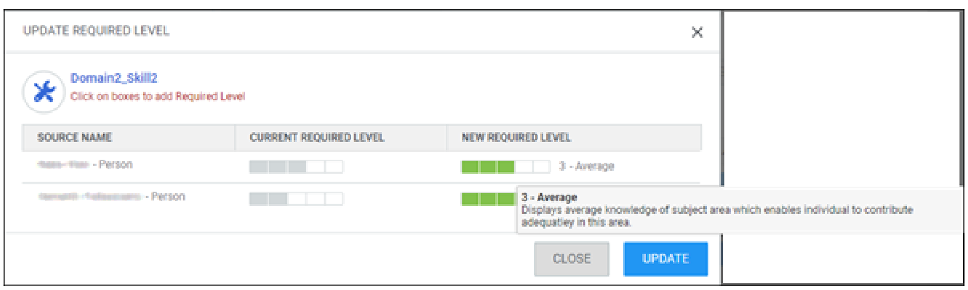


Figure 101: Update required level

In addition to this, you can also view the behavioral indicators of skills while adding skills and set the required level for your selected skills.

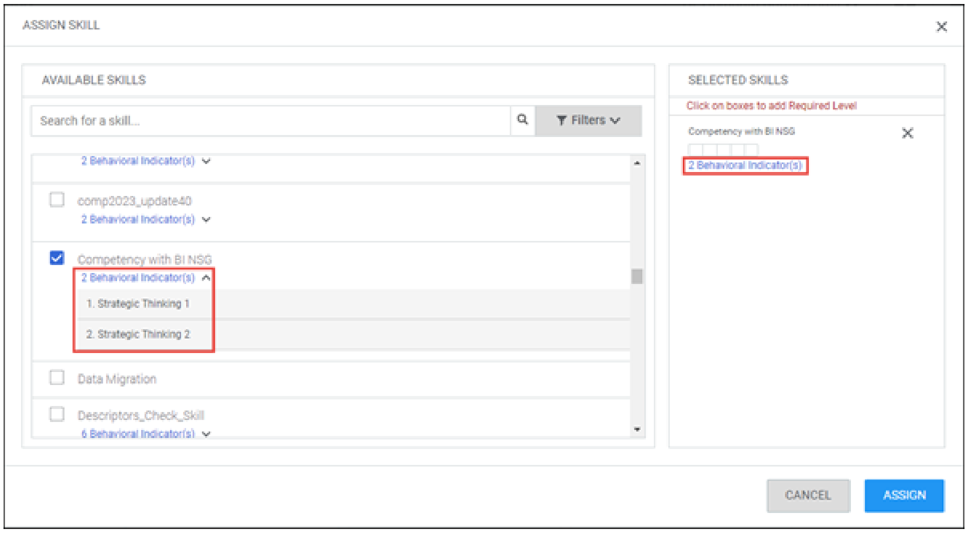


Figure 102: Behavioural Indicators of Skills

Use case

This improves the usability of skills.

Updated labels for override overall ratings

How did it work?

There was a need to update labels on the Override Overall Rating page.

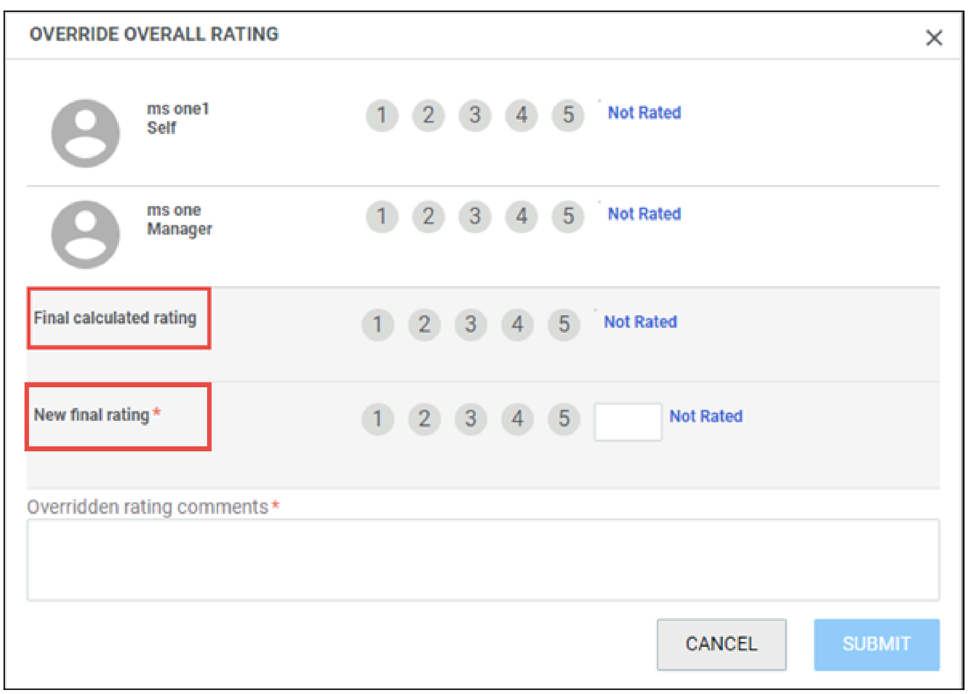


Figure 103: Current Override Overall Rating Popup

How does it work now?

The labels on the **Override Overall Rating** popup have been updated as shown below.

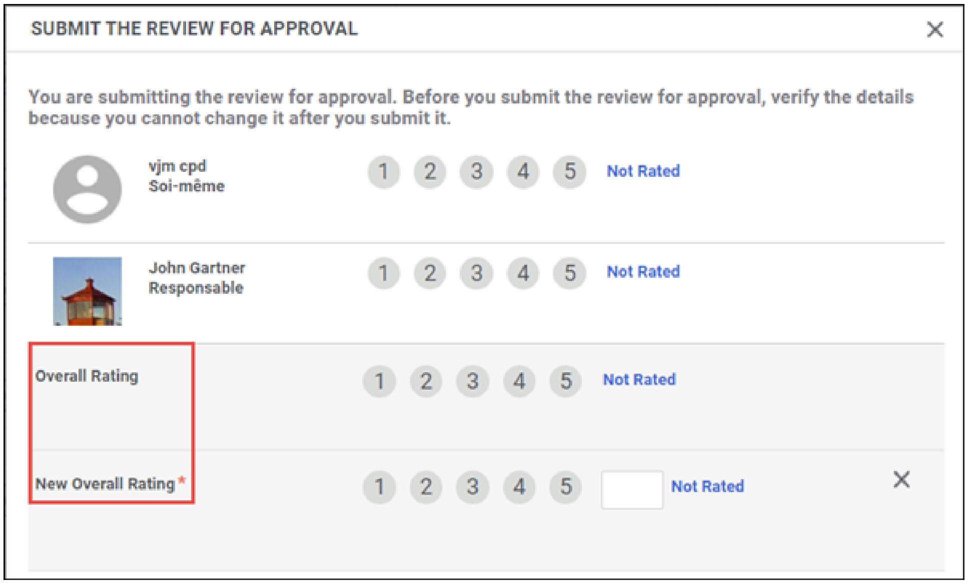


Figure 104: Updated labels on Submit Review popup

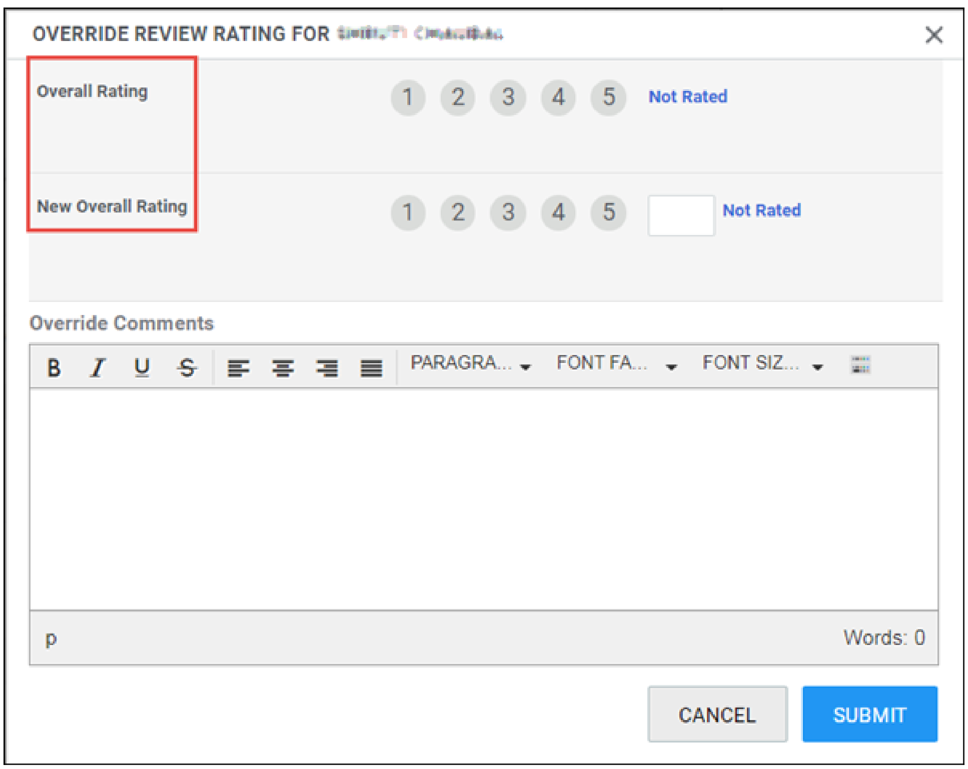


Figure 105: Updated labels on Override Review Rating popup

Use case

This simplifies the labels on both the popups thus improving its usability.

Chapter 10

Recruiting

Topics:

Apply for Job with Facebook

How did it work?

The candidates could apply for a job via Facebook but, it was just a Single Sign-On. The profile details were not fetched from Facebook.

How does it work now?

The candidates can now apply for a job via Facebook thus pulling the profile details from Facebook.

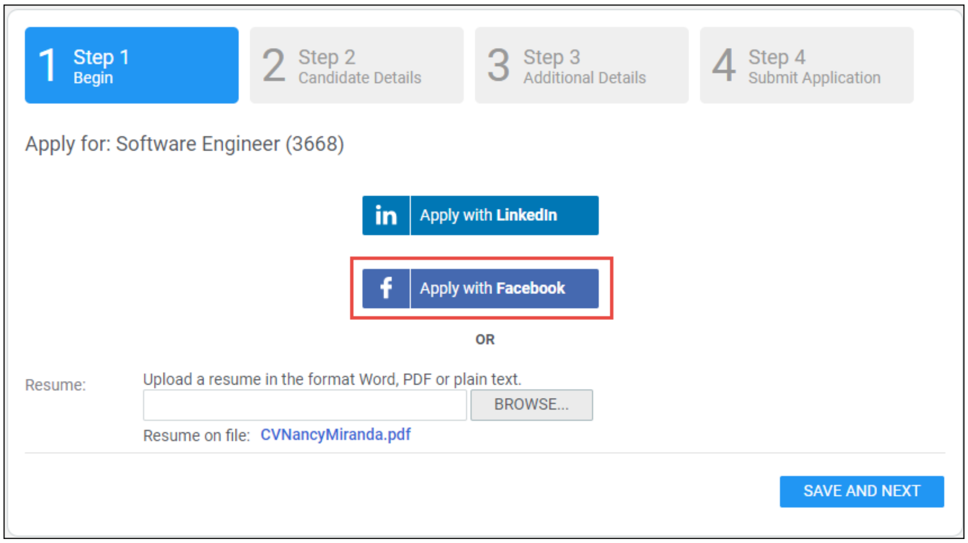


Figure 106: Apply for Job with Facebook

This simplifies the job application process for the candidate. With just one click, the candidate's details like about me profile, website URL, work history, location, education history, date of birth details are pulled from Facebook.

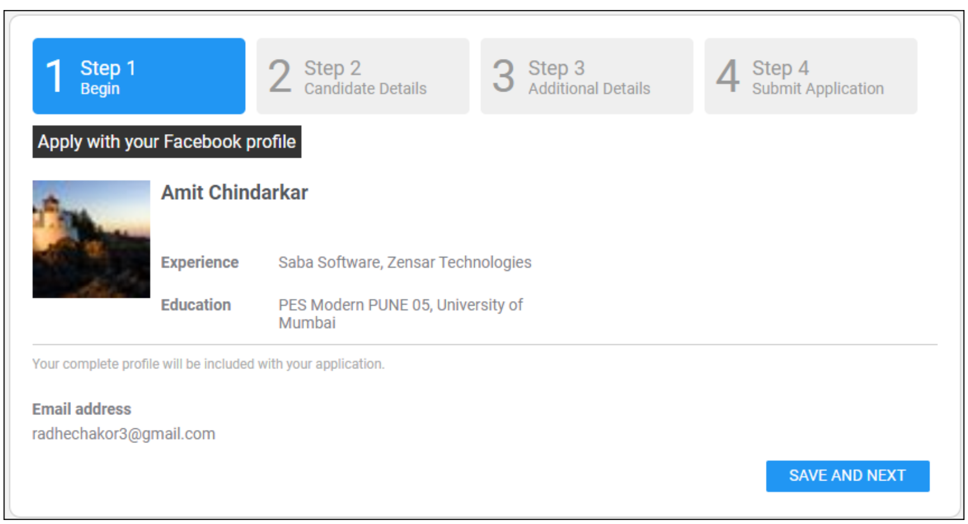


Figure 107: Apply for Job with Facebook

This information reflects in the **Step 2 Candidate Details** tab.

Note: As of today, candidate's details such as About Me, Education and Work History is not retrieved as Facebook aims to keep the people’s information safe and secure. This feature relies on Facebook policies about their core commitments to privacy and security. Sooner or later the data will be re-shared.

Use case

This feature is useful for companies that are in media where the potential candidates does not have profiles on professional sites like LinkedIn.

Configurable Invite Candidate Email for External Assessment

How did it work?

When the hiring team members invite a candidate to take an external assessment, an adhoc notification is sent to the candidate. This notification was triggered through the system and it was not configurable.

How does it work now?

A new notification **Candidate Invitation for External Assessment** has been added under the **Recruiting + Internal Opportunities** service. This notification is a triggered event and configurable. By default this notification is enabled. It is triggered to a candidate to take the external assessment.

Note: You can access notifications by navigating to **Admin** > **System** > **Configure System** > **Services** > **Recruiting + Internal Opportunities** > **Notifications** tab.

This notification includes all keywords associated with other Recruiting notifications. However, the following new keywords are added to this notification:

- @Recruiting_ReqCandidate_ExtAssessment_Id@ - Displays the ID associated with the external assessment.
- @Recruiting_ReqCandidate_ExtAssessment_LaunchUrl@ - Displays the assessment URL.
- @Recruiting_ReqCandidate_ExtAssessment_Name@ - Displays the assessment name.

The system administrator can define the notification by adding the desired keywords, recipients, and attachments. For more information, refer the *Notification Reference* guide.

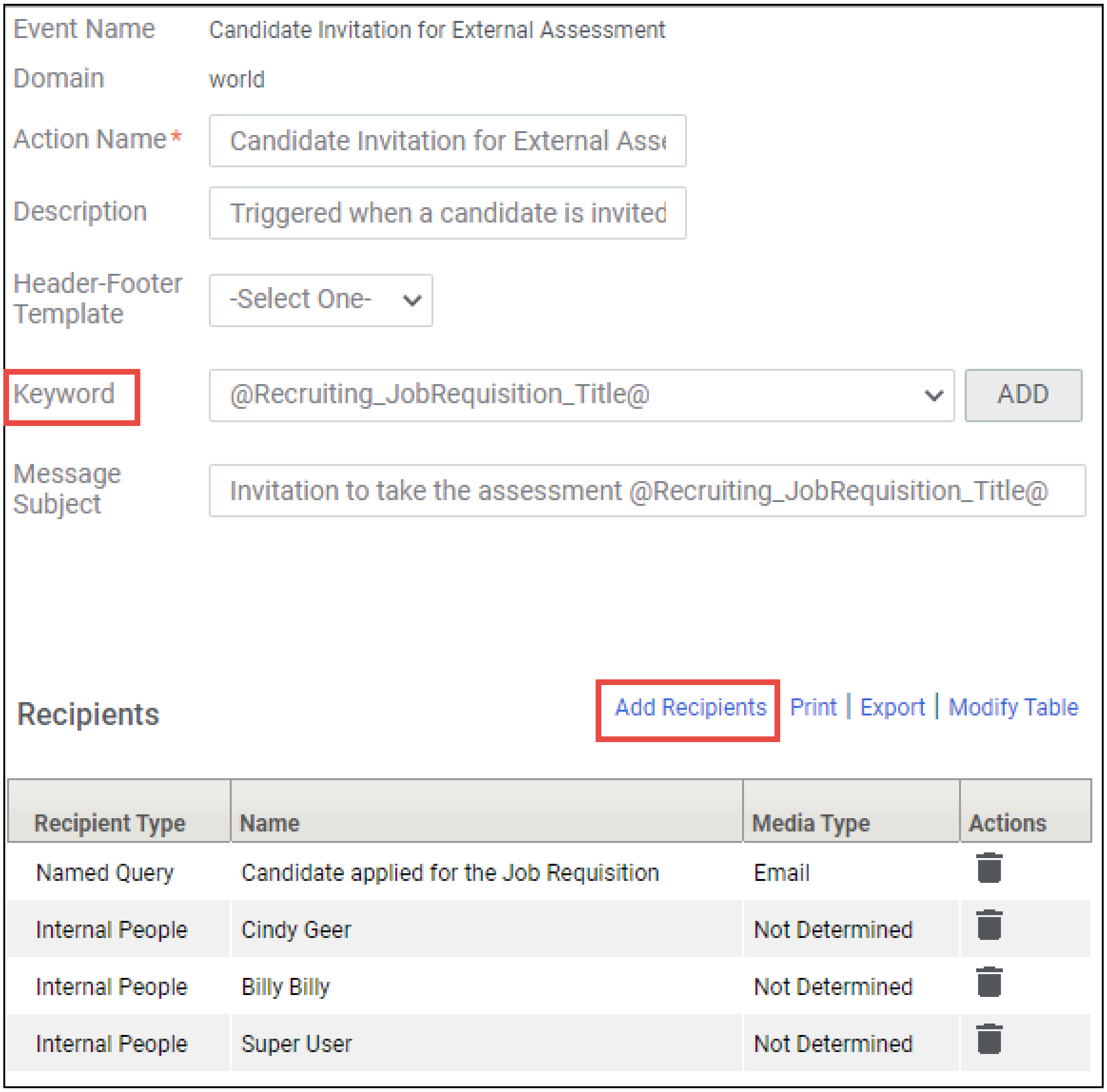


Figure 108: Candidate Invitation for External Assessment Notification

Once the notification is configured, the hiring team members can invite candidates for external assessment from the Hiring Team view. The candidate receives the notification with a link to take the external assessment.

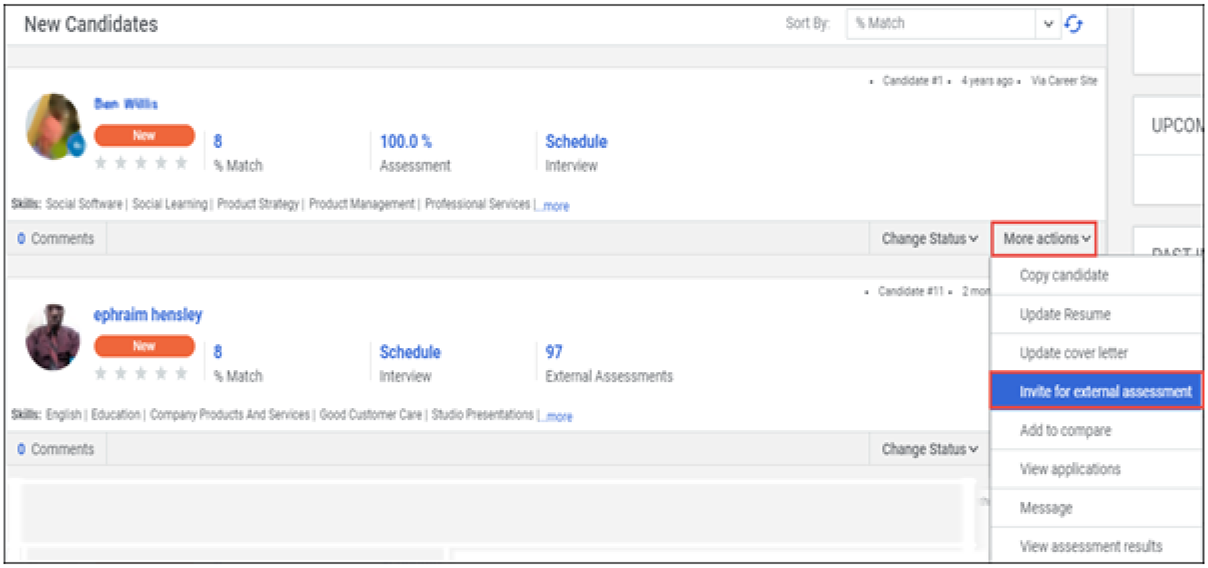


Figure 109: Inviting Candidate for External Assessment

Use case

This enhancement improves the usability of the **Candidate Invitation for External Assessment** notification by letting you configure the notification text as per your requirement. You can add Job Requisition ID, Name, and such elements to the notification to distinguish it from other notifications in the candidate's Inbox.

Enable and define external job boards

How did it work?

The external job boards were not supported as the desired metadata were not configurable in job requisition.

How does it work now?

The Marketplace Administrator can now add OOB and custom attributes and configure external job boards. These additional information is necessary for mapping the user data with the job requisition to publish the job requisition.

The **Job Postings & Services** tab of a job requisition displays external job boards and the data required by them.

The typical job board attributes supported by Saba are Location, Job Family, Salary Type, Employment Type, Industry, Min Experience, and so on. You can use the custom attributes to provide the additional mandatory details.

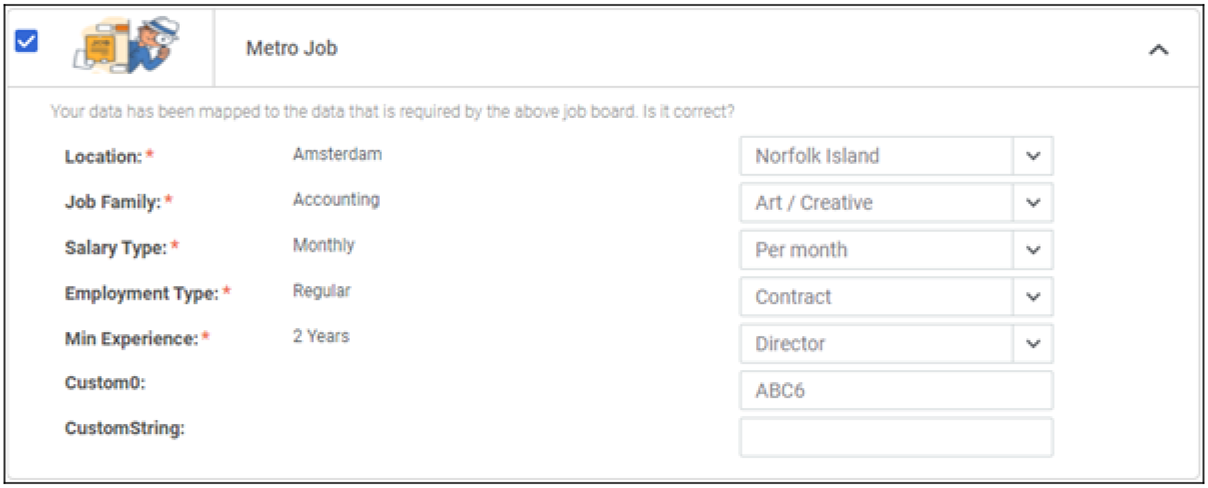


Figure 110: External Job Boards

The recruiting admin and recruiter can update the desired metadata and use custom fields to populate the additional information desired by the external job board.

Use case

The recruiting admin and recruiter can now post the requisition to an external job board by defining additional metadata.

Enhancements to Workflow

How did it work?

Candidate selection workflow is a hiring process to evaluate and find the best candidate for the open job. There was a need to make some cosmetic changes focussing on usability, alignment and spaces.

How does it work now?

The following changes have been made in the create workflow, hiring team view of requisition with workflow, and candidate details page:

1. Admin > Recruiting > Manage Workflows

- On the Workflows page, the following new search filters are added:
    - Workflow Name - Allows you to search for a workflow using its name.
    - Status - Allows you to search for a workflow using its current status i.e., Active or Inactive

Figure 111: New filters

- On the **Create New Workflow** popup, the Preview action is prefixed with an icon and suffixed with the selected workflow name.

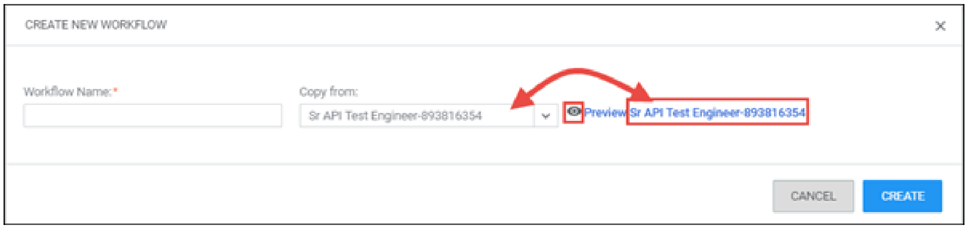


Figure 112: Updated Preview label

- When you move a step within the statuses on the workflow details page, the **Moving** message appears until the action is completed.
- When a user opens a workflow and clicks **Cancel**, the user is navigated to last accessed page and not the first page.

2. Hiring team page of a requisition associated with workflow
   - The message **Offer can be sent to the candidate only once its approved** appears when you select the **Move to Offer Sent** action. This message indicates that the offer will be sent to the candidate only when its approved.
   - The actions in the **Change Status** dropdown list for selected candidates (bulk action) are sequenced as defined in the workflow.

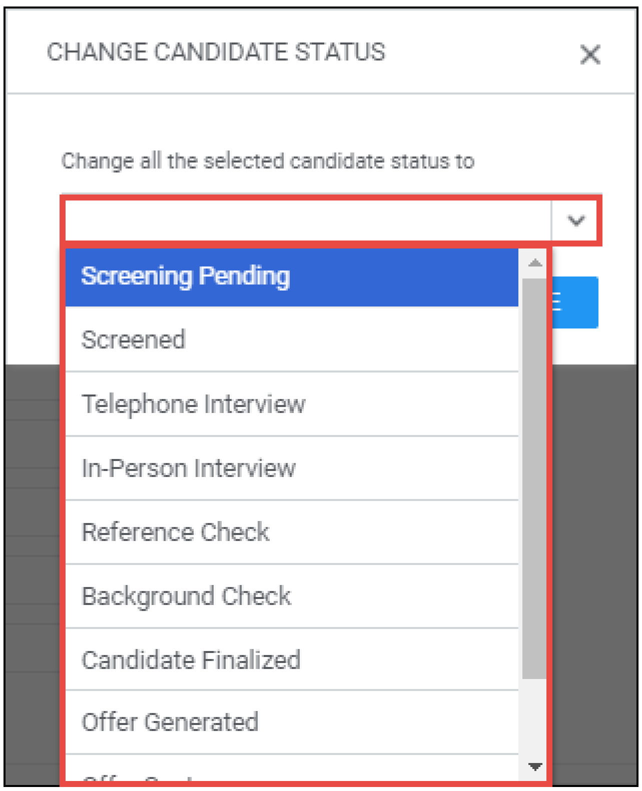


Figure 113: Change Candidate Status in Bulk

- The next action is populated by default in the **Change Status** dropdown while changing the status for individual candidates.

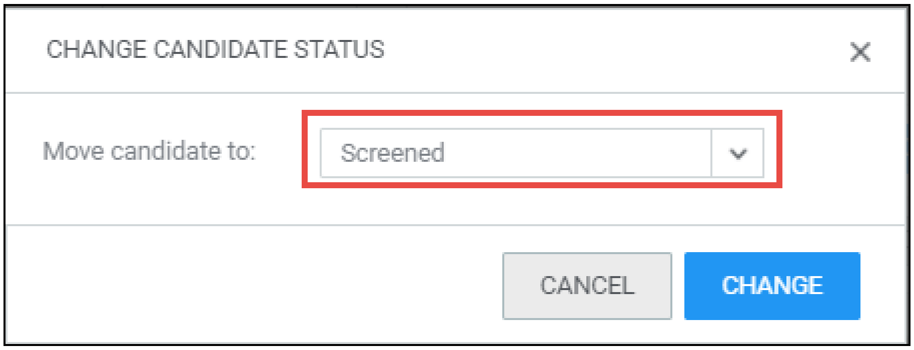


Figure 114: Change Candidate Status for individual

- Info icon appears on the **Offer Sent** step indicating whether the candidate has accepted the offer or rejected it. If it is rejected, then the rejected reason is also shown.

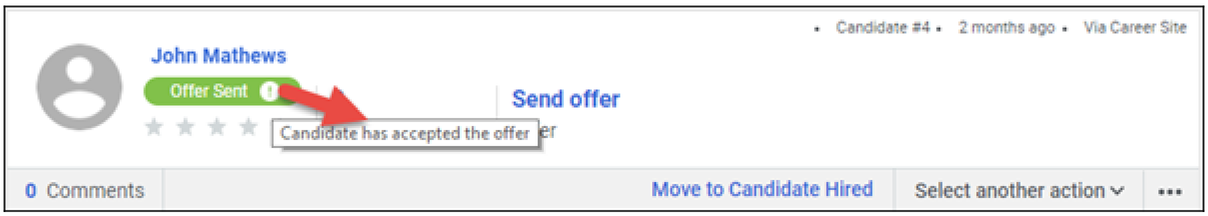


Figure 115: Info icon on Offer Sent step

3. Candidate details page

- The steps are now shown under the **Change Status** dropdown list for hired candidates.
- The **Mark Rejected** step is moved out from **More Actions** and placed next to **Change Status**.

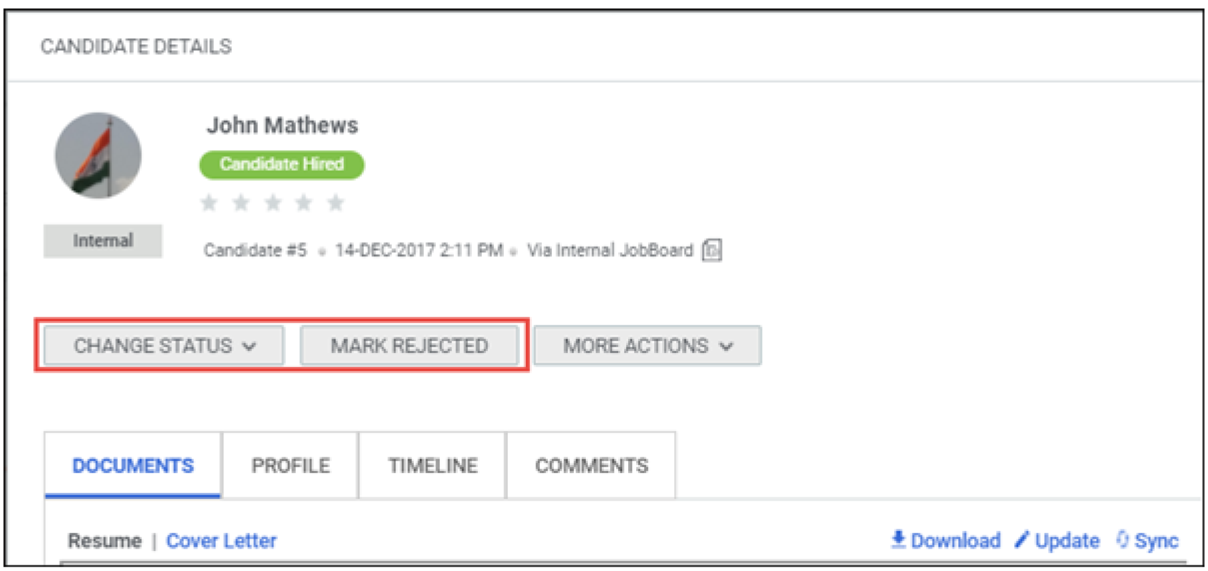


Figure 116: Usability changes on Candidate Details page

Use case

These enhancements improve the usability of workflows in job requisition.

New recruiting dashboard

How did it work?

You viewed job requisitions in a list using the Manage Requisitions page.

How does it work now?

Now there is a new recruiting dashboard, which is a quick, visual way to see the status of job requisitions. Recent requisitions in the dashboard are sorted by the creation date (not the last modified date).

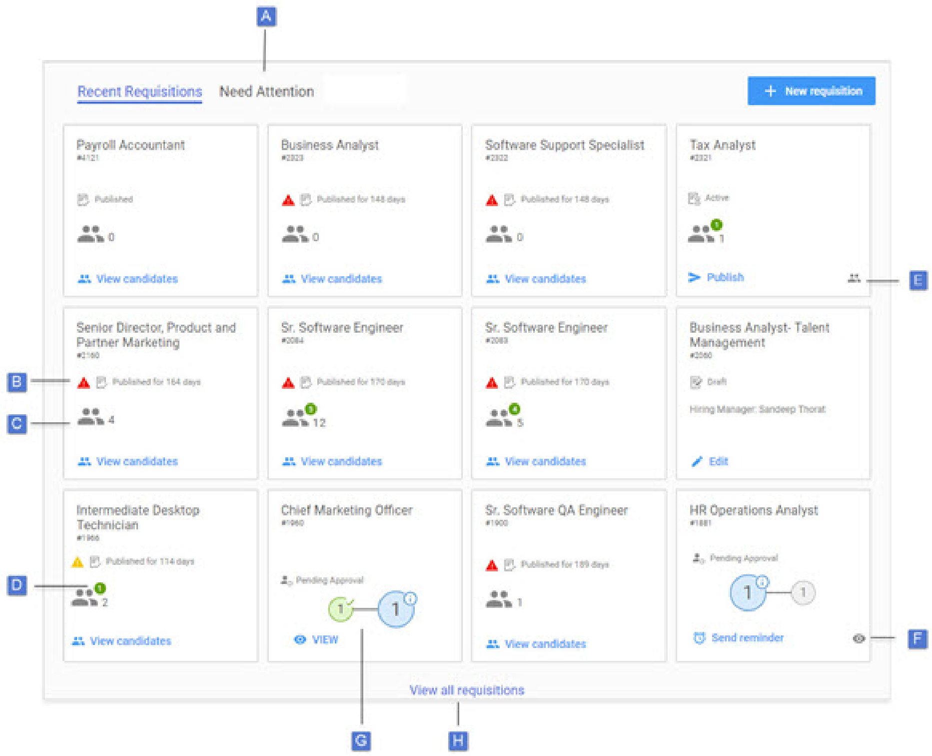


Figure 117: Recruiting Dashboard

A Click to view the job requisitions that need your attention, which are job requisitions that have stayed in the same status for a specific period of time.

B Shows the job requisitions that need attention by displaying a red or yellow warning icon.

Status	Shows Red When Greater Than...	Shows Yellow When Greater Than...
Draft	14 days	7 days
Pending Approval	10 days	5 days
Rejected	14 days	7 days
Active	14 days	7 days

Status	Shows Red When Greater Than...	Shows Yellow When Greater Than...
On Hold	180 days	90 days
Published	120 days	60 days

C Shows the number of candidates who have applied to the job.

D Shows the number of new candidates for the job.

E Click to see the candidates for the job.

F Click to view the job requisition.

G Shows where the requisition is in the approval chain (1 has completed their approval and another needs to approve).

H Shows a list of all job requisitions.

New settings to enable resume parsing and TIM recommendations

How did it work?

Resume parsing and prefilling the candidate profile fields only worked for English locale resume and was always enabled and there was no option to turn it off.

How does it work now?

In this update, two new settings have been introduced under **Recruiting + Internal Opportunities** service.

The settings are:

- Enable Resume Parsing

  Syncs resume and pre-fills candidate's profile with the parsed information. By default this setting is enabled. On disabling this setting:

  - Resume will not be parsed during candidate's application flow.
  - Candidate's profile will not pre-filled with parsed results.
  - The **Sync** link will be hidden from the Candidate details page.
- Enable TIM candidate's recommendation

  Suggests better candidates for hiring and helps in tuning TIM's logic. By default this setting is enabled. On disabling this setting, the following options are hidden from the Hiring Team view:

  - **Tune TIM** button
  - **Candidate Suggestions** tab
  - **% Match** from candidate details, sort criteria and filter criteria
  - **Compare Candidate** button
  - **Add to compare** action from More actions and Candidate details
  - **Internal People with Similar Skills** section

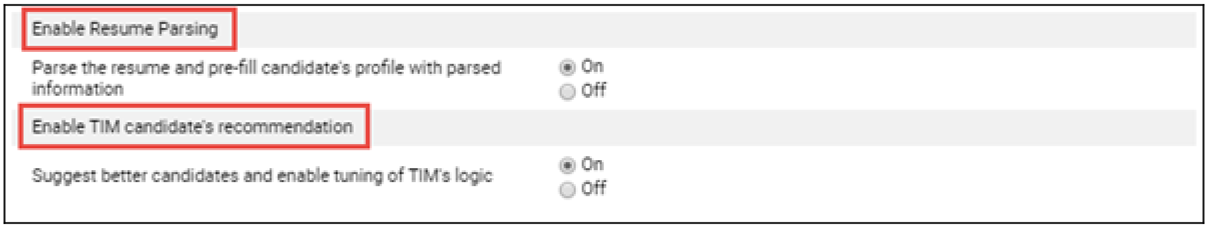


Figure 118: New settings

Use case

This improves the usability as the user can disable resume parsing and TIM when not needed.

Updated logic of Days to Fill calculation for position

How did it work?

Once a candidate for a position is hired, the **Days to Fill** field on the Hiring Team view calculates the number of days used to fill this position. This field actually considers the days right from the requisition published date till the candidate is hired. This field also considers the days when the requisition is moved to Draft, On Hold, Cancelled status and so on before any candidate is hired.

How does it work now?

The **Days to Fill** field is now calculated as:

```
last candidate marked hired - requisition published date
```

Before the candidate is hired, if the requisition goes into status other than **Active**, then those days are not considered. In such a case, this field is calculated as:

```
last candidate marked hired - first activated date - (summation of invalid
days like requisition
was on hold, draft, closed, or pending)
```

Illustration

Consider a requisition that was published and a candidate got hired. In between, the requisition went through multiple statuses. So let's see in this case how the **Days to Fill** will be calculated.

Old Status	Current Status	Start Date	End Date	Days to Fill
Draft	Pending	10-Jan-18	10-Jan-18	
Pending	Active	10-Jan-18	15-Jan-18	5
Active	On Hold	15-Jan-18	20-Jan-18	*5*
	1st candidate hired	13-Jan-18		3 days (13-Jan-18) - (10-Jan-18)

Old Status	Current Status	Start Date	End Date	Days to Fill
On Hold	Active	20-Jan-18	30-Jan-18	10
Active	Closed	30-Jan-18	10-Feb-18	*11*
Closed	Draft	10-Feb-18	15-Feb-18	*5*
Draft	Pending	11-Feb-18	20-Feb-18	*5*
Pending	Active	20-Feb-18		
	2nd candidate hired	25-Feb-18		20 days (25-Feb-18) - (15-Jan-18) - (invalid days in italics)

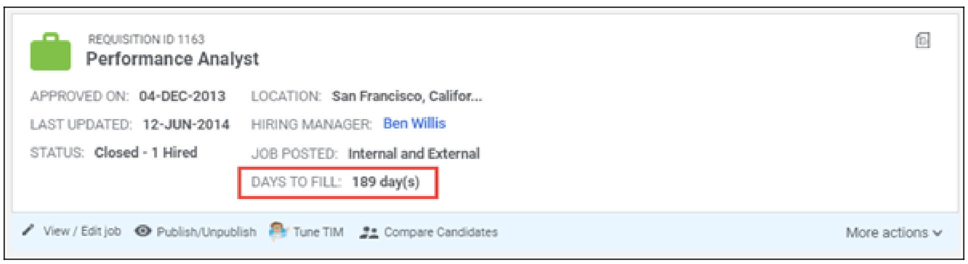


Figure 119: Days to fill requisition

Use case

This improves the usability by displaying the correct duration of days to fill the job requisition.

Chapter 11

Saba Video

Topics:

Saba Video provides you with an easy and secure way to learn with video. You can now upload and stream video content from Saba Cloud's formal (courses, certification, and more) and social learning (canvas, newsfeed, video channel, groups, and more) workflows. Organizations can configure and manage all these video capabilities from one consolidated place.

Saba Video services

How did it work?

Prior to this update, Saba Cloud provided video streaming only via the Marketplace connector with Panopto.

How does it work now?

With this update, Saba Cloud introduces video streaming via Saba Video.

The following new services can control various actions such as upload, launch and other features for Saba Video:

Table 31: New Saba Video services

Service	Description	Default Value
Saba Video	Parent service that provides the ability to access Saba Video in Saba Cloud.	Disabled
Formal Videos	Provides the ability to access Saba Video in Learning. Currently, this service controls import and launch of 'Video content' of 'Saba Video' provider type.	Disabled
Social Videos	Provides ability for users to contribute/add and play Saba Video from Home/Group Activity Stream, Video Channels, System Canvas, Workspace, Page, Blogpost, and Announcement areas.	Disabled

These services are domain-aware.

Note: Saba Video is an add-on feature. For provisioning Saba Video, submit a request. For details, contact your Saba Account Manager.

After enabling the services by "admin" user, system administrators can enable or disable the services at the site level. To access the new services, navigate to **System** > **Configure System** > **Services** > **Saba Video**.

Use case

Administrators need the ability to configure various activities such as upload, launch and so on for Saba Video.

Upload and launch formal streaming videos

How did it work?

Prior to this update, Saba Cloud did not provide the ability to upload and launch formal streaming videos.

How does it work now?

With this update, Saba Cloud provides support to upload and launch formal streaming videos. Streaming video differs from regular video files such that the video can be streamed rather than downloaded.

Note: This feature is available only if the **Formal Video** service under **Saba Video** parent service is enabled for a site. To enable the services, submit a request. For details, contact your Saba Account Manager or Saba support. Once Saba enables the service, system administrators can enable or disable the service at the site level.

Upload streaming videos to content library

Content administrators can now upload formal streaming videos in the "video content" format to the content library.

To upload a formal streaming video to content library:

1. Navigate to **Learning** > **Manage Content** > **Content Library**.
2. Select the required folder and click **Import**.
3. **Important:** Select "Video Content" from **Content Format** and "Saba Video" from **Content Provider**.
4. Click **Next**.
5. Click **Upload Video**. The **Select Video** popup appears.
6. Either add a new video or select a previously uploaded video as follows:

   a. To add a new video, click the Upload icon or drag and drop a video file.
   b. The upload progress is displayed as a percentage. You can cancel the upload midway by clicking the **x** icon.

   OR,

   a. To add an existing video, search and select the video, if available.
   b. Click the **Upload** button.

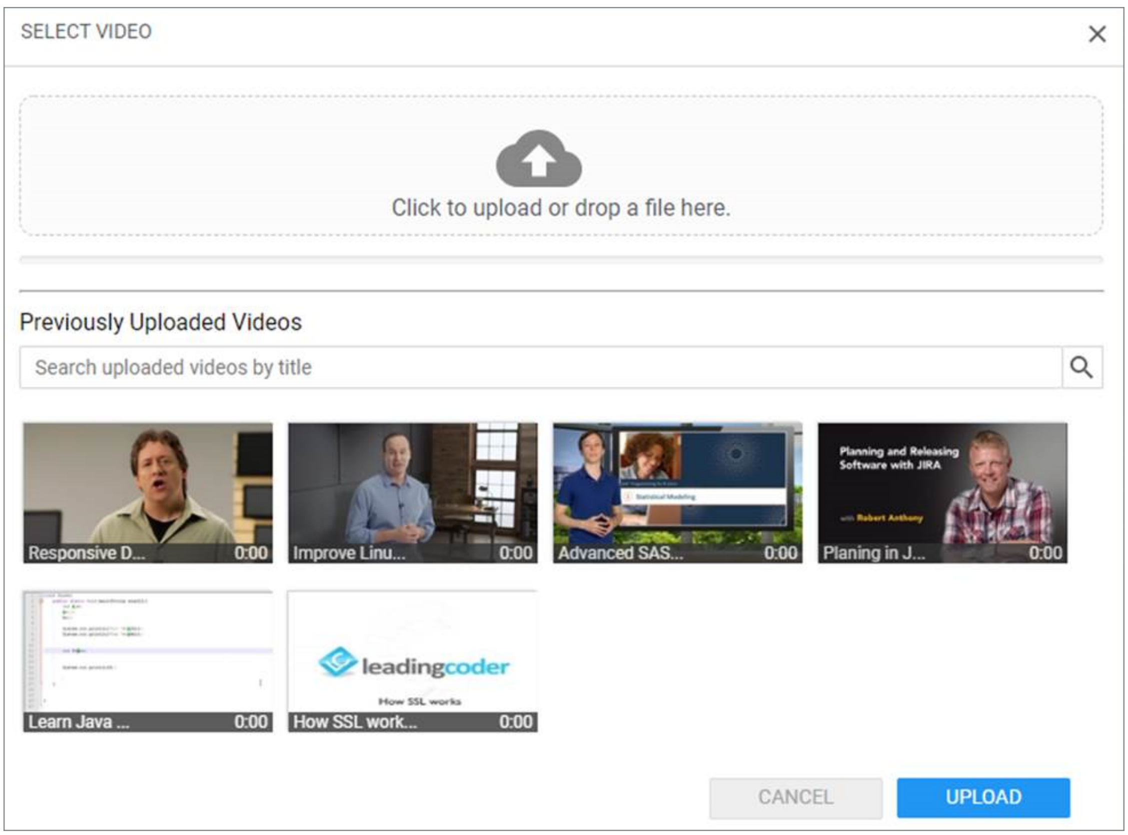


Figure 120: Import a formal streaming video

7. Specify the **Video Completion Criteria** in percentage. When learners launch the video and watch the specified percentage of video, they are automatically marked complete. Valid values range between 1 and 100.

Note: This field is available only if the selected **Content Provider** is "Saba Video". It is not available for "Panopto".

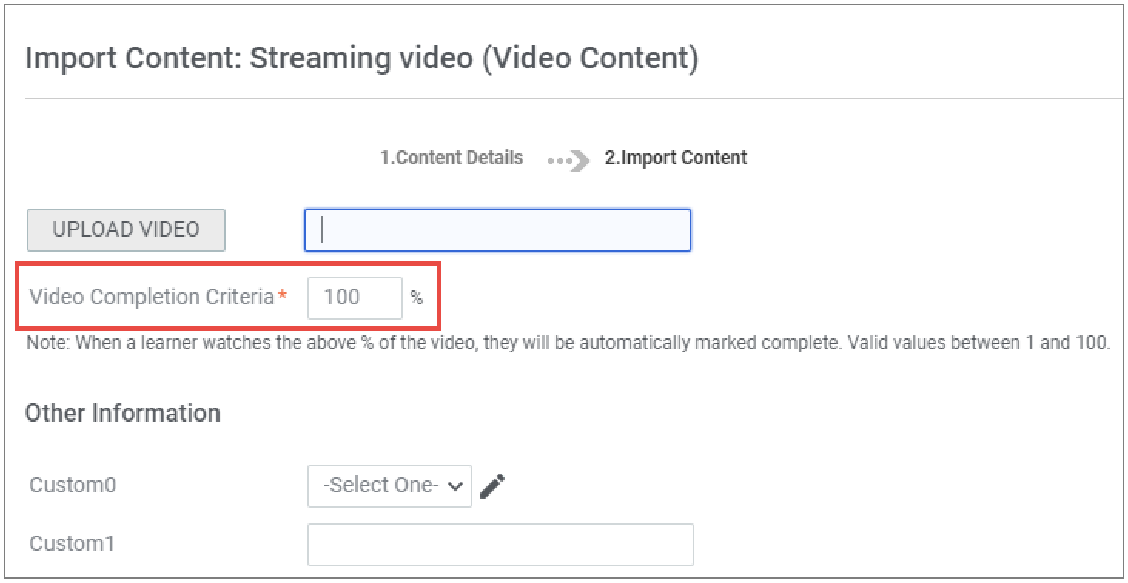


Figure 121: Video completion criteria

8. Specify other informatio, if any.
9. Click the **Import** button.

Upload streaming videos to a quick online course

Catalog administrators can now upload formal streaming videos in the "video content" format to a quick online course using the quick course wizard.

To upload a formal streaming video to a quick online course:

1. Navigate to **Learning** > **Manage Learning Catalog** > **Learning Catalog** > **New Catalog Item**.
2. Click **Online Course** link. The quick course wizard opens.
3. Specify required fields and go to the **Activities** tab.
4. Select "Content" from **Add Activity**.
5. Select **New Content** and **Video** options.
6. **Important:** Select "Saba Video" from **Content Provider**.
7. Click **Choose File**. The **Select Video** popup appears.

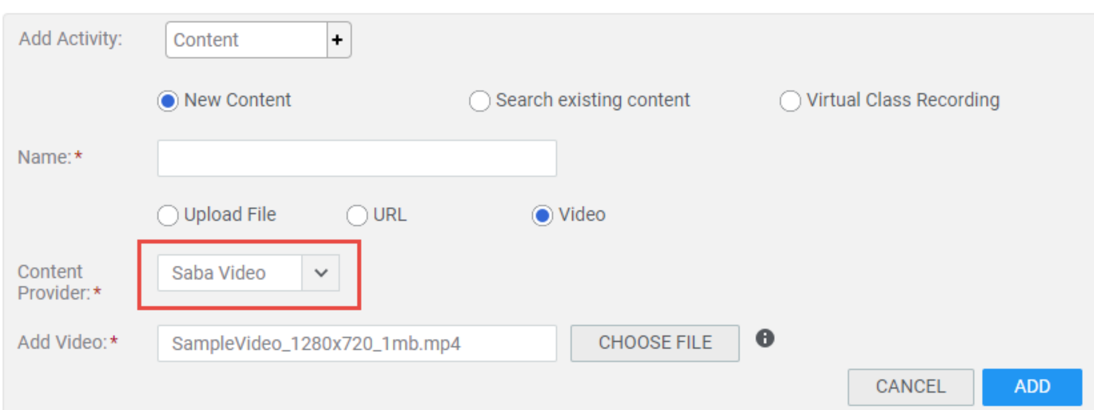


Figure 122: Upload a streaming video

8. Either add a new Saba video or select a previously uploaded video as follows:
   a. To add a new video, click the Upload icon or drag and drop a video file.
   b. The upload progress is displayed as a percentage. You can cancel the upload midway by clicking the **x** icon.

   OR,

   a. To add an existing video, search and select the video, if available.
   b. Click the **Upload** button.
9. Click **Upload**.
10. On the **Activities** page, click the **Add** button. If the upload is successful, then the **Activity Details** popup page appears; else, the wizard displays an error message.
11. Add the required activity details and click **Save**. The selected Saba video content is added as an activity to the course.

Clicking **Preview Content** link streams the video.

Launch streaming videos

Now, learners can stream videos as opposed to launching them from their registered classes. The content is streamed directly from Saba Video.

Features

- Provides ability to upload large videos to content library.
- With streaming videos, learners experience quick start, minimum buffering and smooth playing, regardless of the size* of the video and network bandwidth*.

  - **Within a reasonable range*
- Provides a uniform video experience to learners with different screen resolutions, regardless of their screen resolution.
- Allows learners to smoothly pause, resume, fast-forward and rewind videos without intrusive buffering.
- Supports full screen for videos so the video is played in the entire viewable space of the device.

Limitation

- Saba Cloud does not provide data import and API support for formal streaming video content.

Use case

Saba Cloud needs to support upload and launch of streaming formal videos using Saba Video.

Manage Saba Video usage

How did it work?

N/A

How does it work now?

With this update, Saba Cloud introduces the new **Video Usage** dashboard for Saba Video that allows administrators to:

- View how many videos are uploaded out of total available video count
- Find videos by different attributes such as name, author, size, count, and so on
- Delete one or more videos to free up count

Note: Your video limit depends on the number of videos purchased. For provisioning the dashboard, submit a request. For details, contact your Saba Account Manager or Saba support.

If enabled, then the dashboard is available to users with the following roles:

- Learning admin - Catalog Builder

  To access the new dashboard, navigate to **Admin** > **Learning** > **Manage Content** > **Manage Videos**.
- Collaboration admin

  To access the new dashboard, navigate to **Admin** > **Social** > **Manage Videos**.
- System admin

  To access the new dashboard, navigate to **Admin** > **System** > **Configure System** > **Manage Videos**.

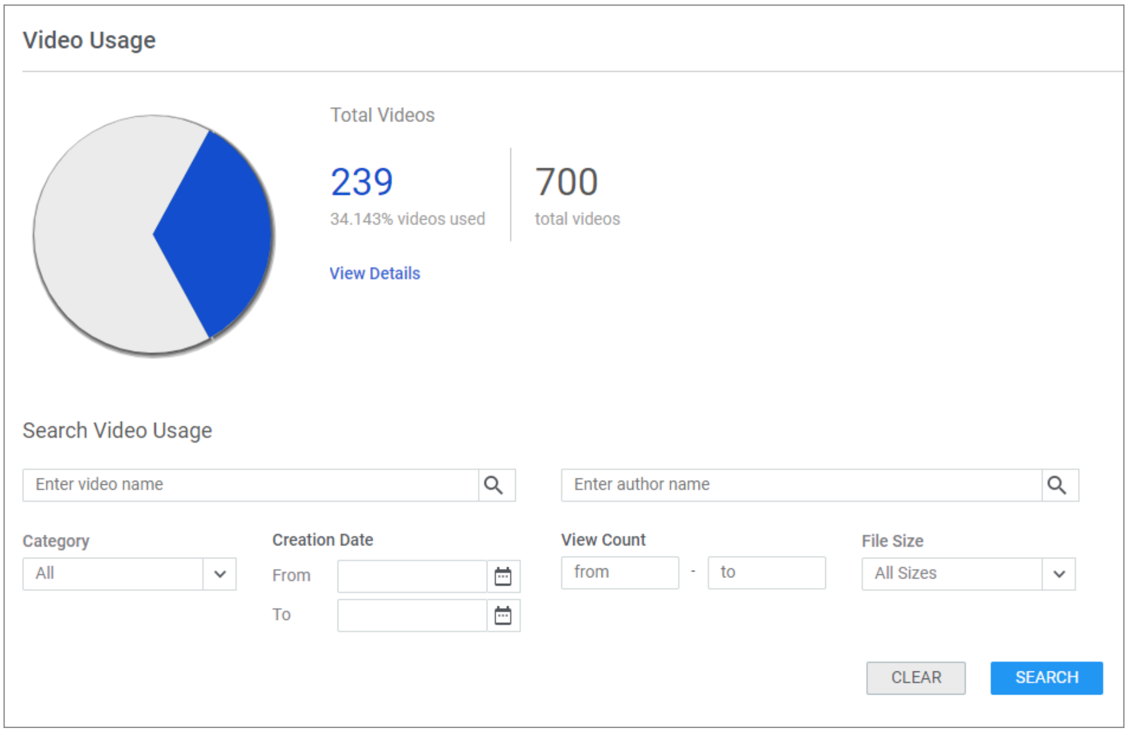


Figure 123: Video Usage dashboard by Video Count

All administrators can view the video usage summary details for all categories. However, except for System administrators, other administrators can can find and delete videos only in their respective categories. For example, Learning administrators can only find and delete Learning videos. Similarly, Social administrators can only find and delete Social videos.

To delete a video, select the checkbox corresponding to the video and click the delete icon. Once a video is deleted, it cannot be recovered. So, when users try to view a deleted video, Saba Cloud shows them an error message.

Use case

It is critical for organizations to effectively implement a capacity for videos uploaded to Saba Cloud and manage their video limit without having to contact Saba Support.

Showcase videos in a group

How did it work?

The user could not contribute a video channel to a group.

How does it work now?

The group owner can now share a video channel to a group. If the **Video Channel** service under the **Collaboration** service is enabled, then the **Video Channel** service within **Groups** is available. By default, this service is disabled. The group owner must edit the group and enable this service.

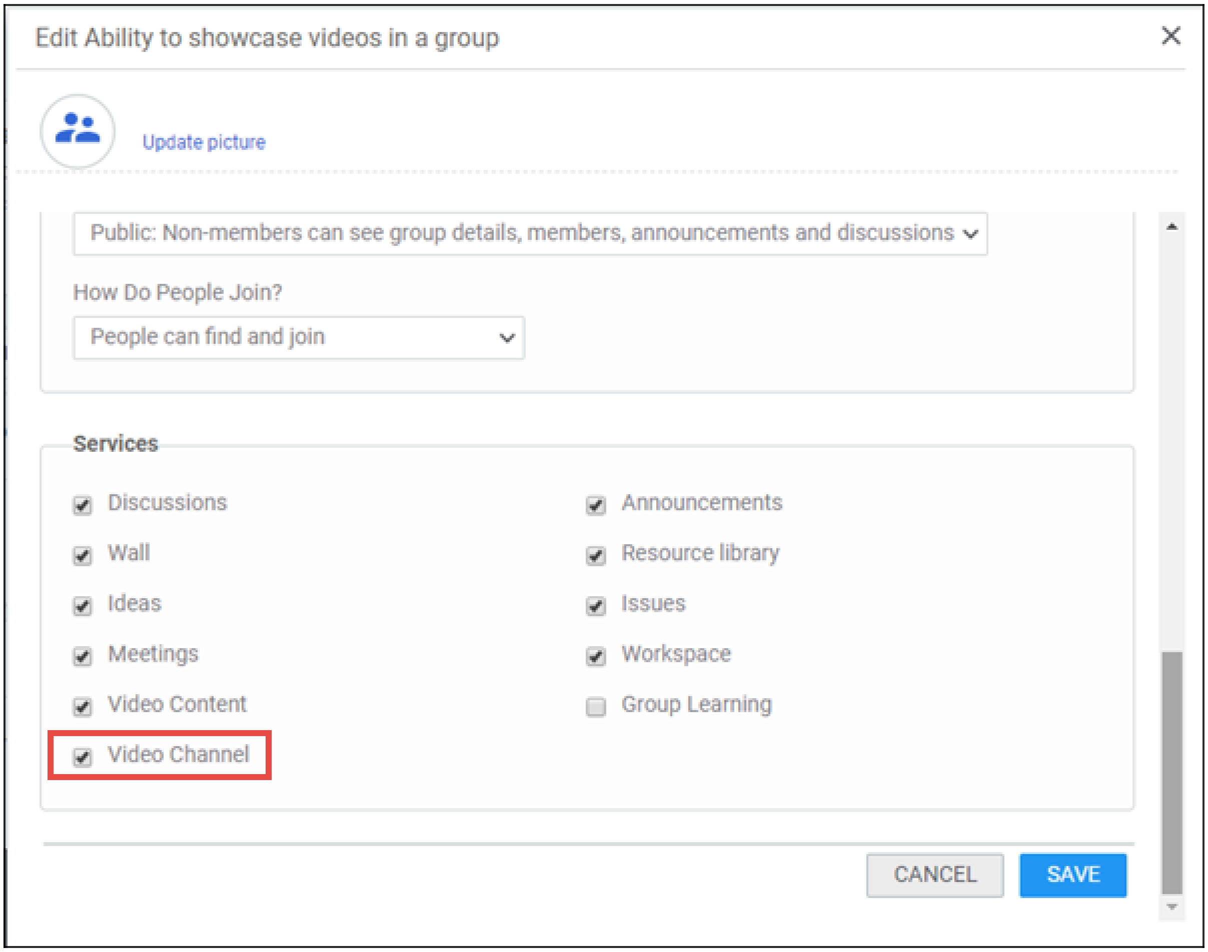


Figure 124: Video Channel service within Group

The group owner can then share a video channel by clicking **Contribute** > **Video** > **Share Video Channel**. It populates all the **public** and **active** video channels where a logged-in user is a member. You can select the desired channel for your group. You can share a channel only if you are member of that channel. The members of the group must subscribe to the channel to view the videos

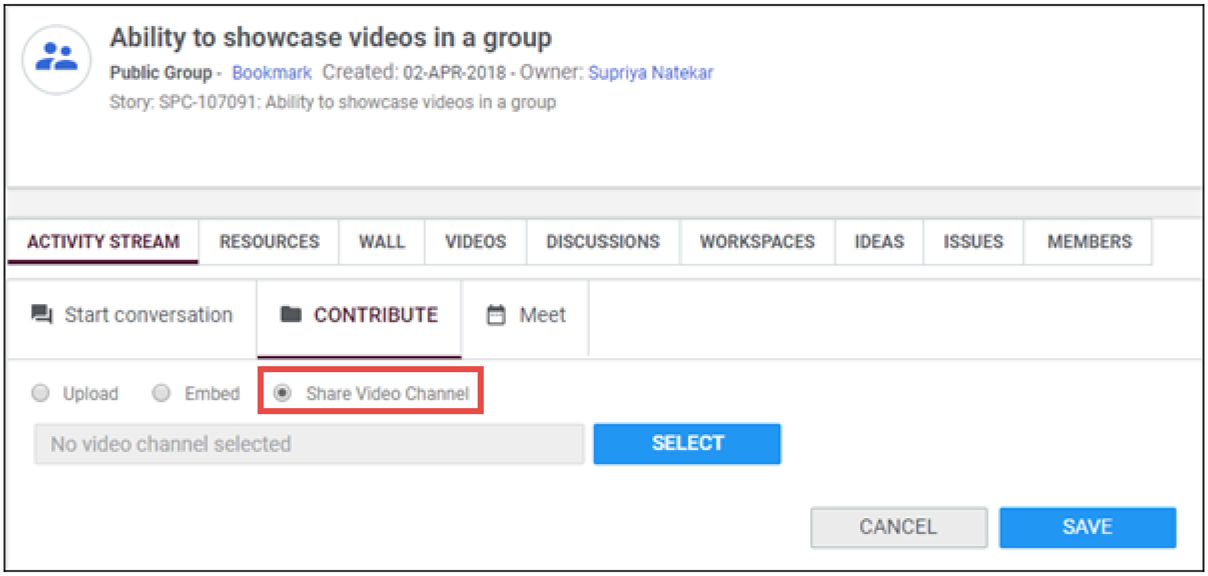


Figure 125: Share Video Channel

If a video channel is already added to the group, it does not appear in the list while adding. You can add multiple channels to a group. You can also add the same channel to your other groups.

All your video channels appear under the **Videos** tab of your group.

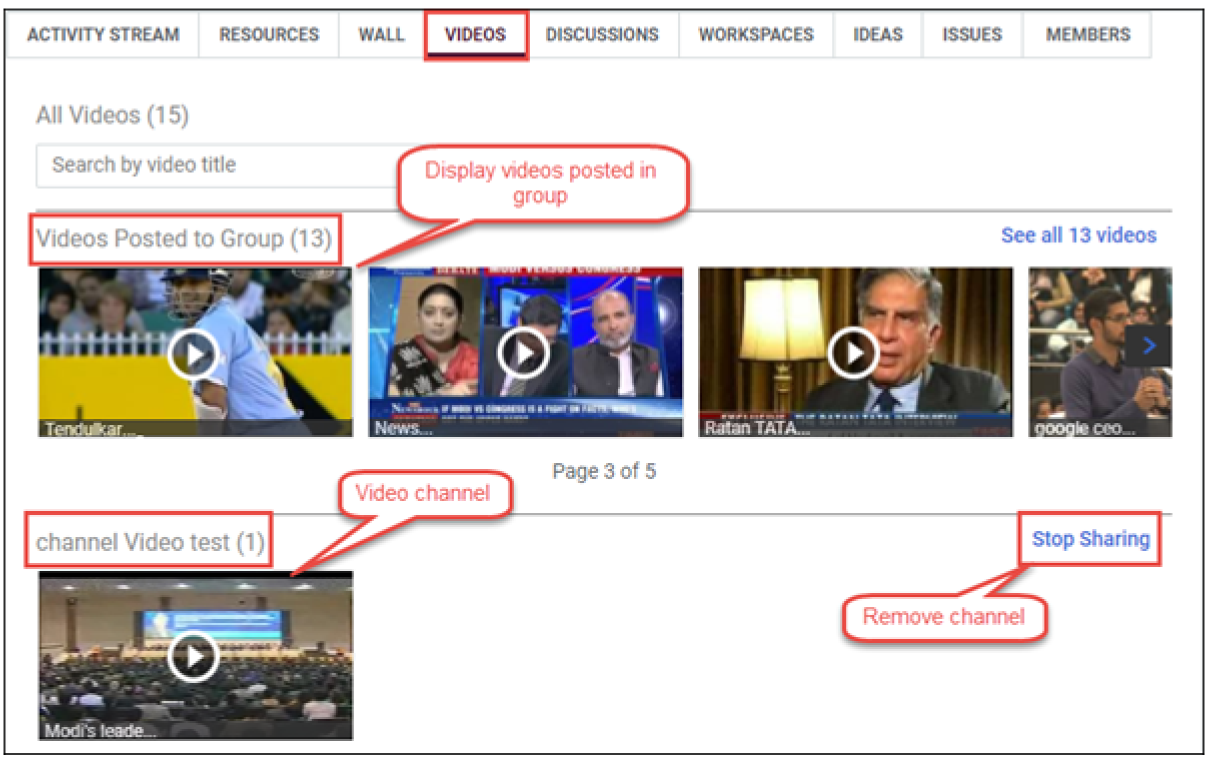


Figure 126: Videos tab in Group

The first section shows all the videos posted in the group. The rest of the sections are video channels shared in the group. You and your group members can use the Search bar to search for a desired video. Above Search bar, you can view the count of videos that includes group videos and shared channel videos. All the videos within a channel can be viewed in the carousel. The carousel can display **only** 25 videos. Click the **See all x videos** link to view all videos. This link appears only when there are more than 3 videos in the channel. The videos are sorted by added on or created on date and time.

Once the channel is added to the group, as a group owner you can remove the video channel by clicking the **Stop Sharing** link.

If a video channel which is already shared gets unsubscribed, then all videos of that channel gets removed from the group. The count of videos get updated accordingly. Once again the group administrator can subscribe for the channel to restore the channel videos.

Use case

This improves the usability of accessing group and video channels within the same instead of a separate group and a channel. This also helps the group members to find videos within the group easily.

Upload Saba Video

How did it work?

You could contribute a video to the activity stream only by embedding videos with HTML code.

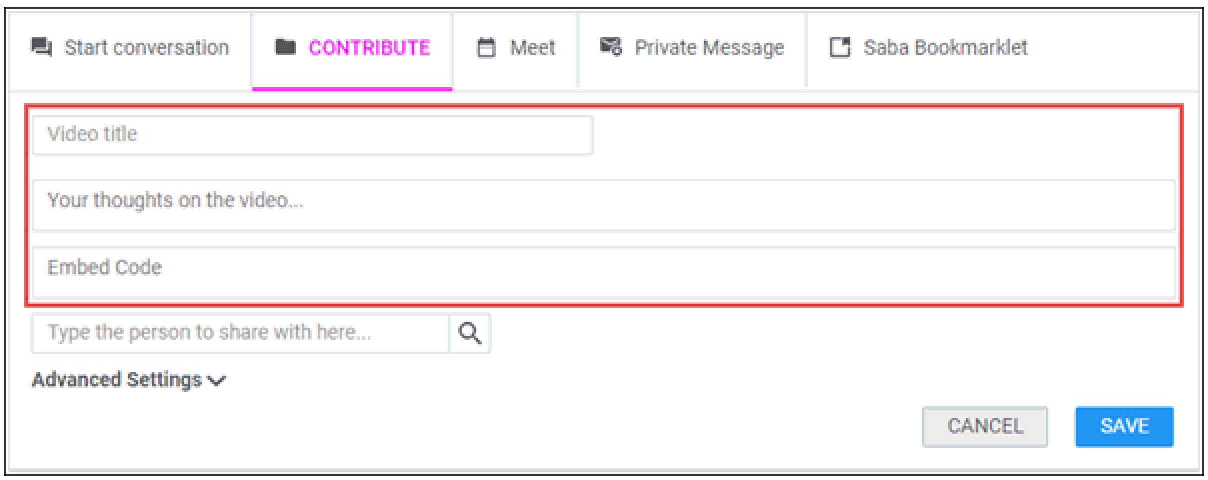


Figure 127: Contribute video

How does it work now?

You can now contribute videos to the activity stream by uploading videos from the existing library or from your computer. You can upload videos only after your "admin" user configures the Saba Video settings within your site and enables the **Social Videos** service within the **Saba Video** service. By default, these services are disabled. To enable them, contact your system administrator.

Figure 128: Upload video services

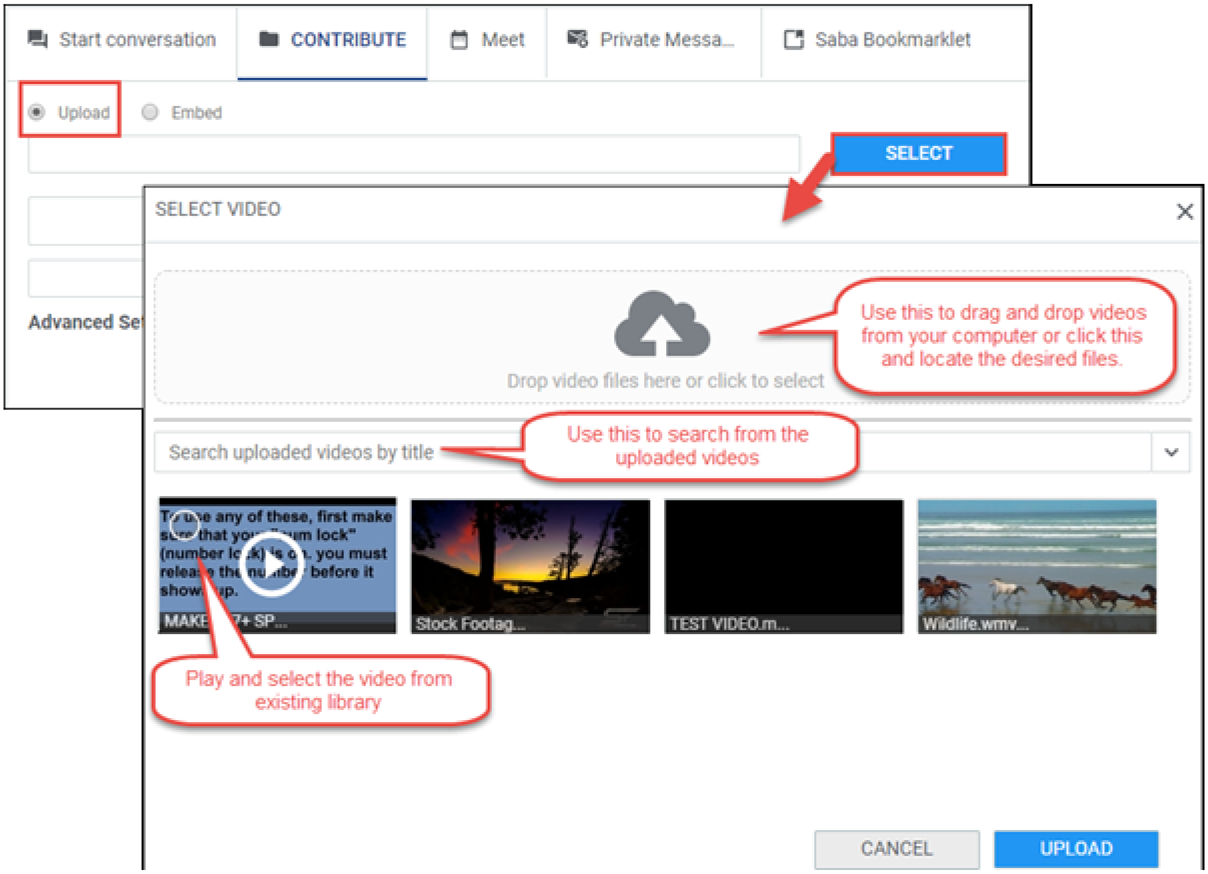


Figure 129: Upload video

Points to Remember:

- While uploading a video, the progress bar appears indicating the uploading progress.
- The **Upload** button is enabled only when you select an existing video. If you are uploading a new video, the popup closes once the video is uploaded and redirects you to the main page.
- You can upload only one video at a time.
- You can play the video in the carousel before uploading it.
- After selecting a video, you can update the video title before contributing it. The title doesn't change the actual video's title but reflects only where the video is shared.
- Once the video is uploaded, you can edit the video and its details.
- You can view the user activity on the uploaded videos like number of users who have played and watched the video provided the **Learning Record Store Reporting** service within **Saba Discovery** is enabled.

Impacted Areas:

This upload functionality now appears in the following areas as well:

- System Canvas: The users who can edit the canvas; can now upload Saba Video.

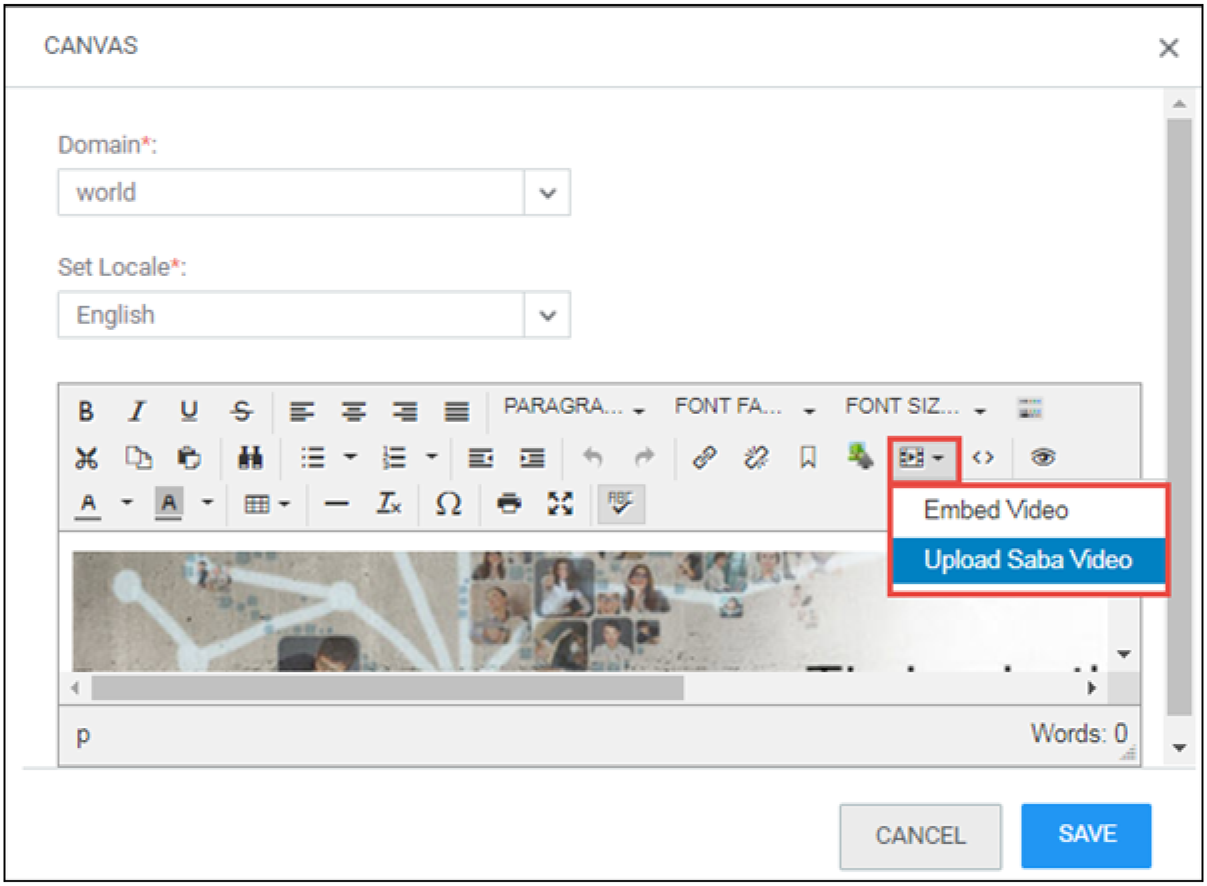


Figure 130: Upload video in system canvas

- Home > Announcements portlet: As a group owner, you can upload a Saba Video in the **Announcements** portlet. Click **Edit** > **Advanced Options** > **Insert/Edit Video** > **Upload Saba Video** to upload the desired video and click **Save**.

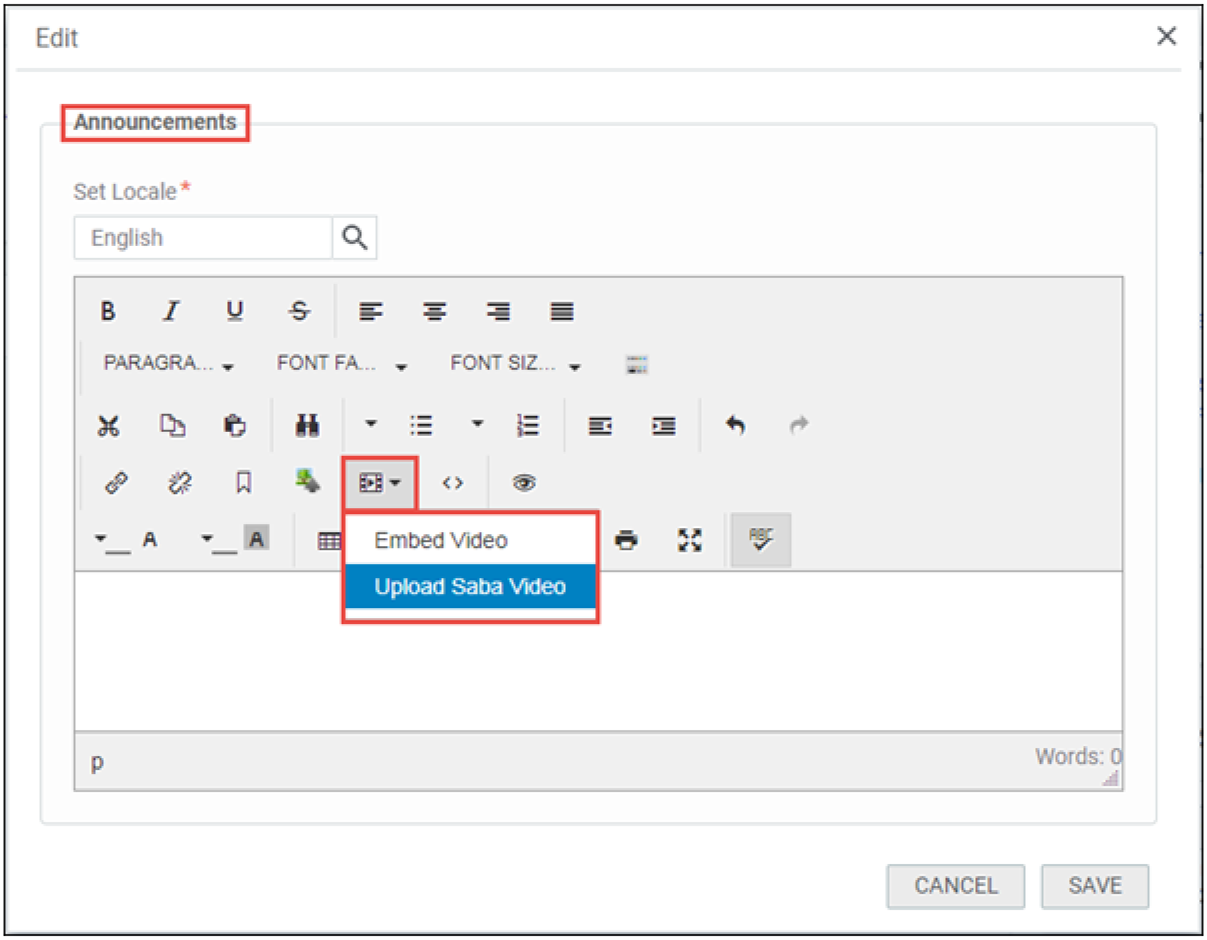


Figure 131: Upload video in Announcements portlet

- Collections: As an end user, you can now upload a Saba Video to your collections. Navigate to **ME** > **Collections** > *<collection-name>* > **New** > **Video** and click the **Upload** option to add a Saba Video to your collection.

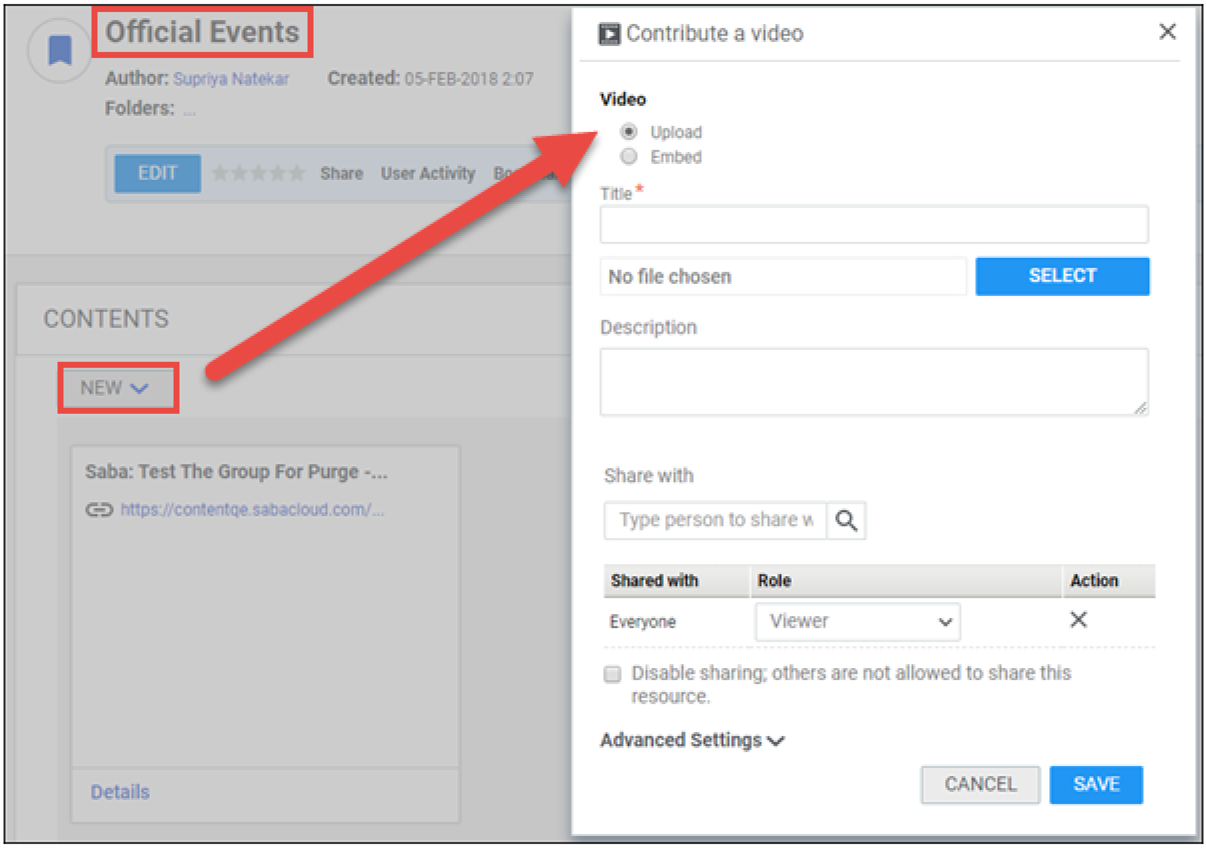


Figure 132: Upload video in Collections

- Groups: As a group member, you can now contribute videos by uploading it provided the **Can Submit Video Content** privilege is enabled by the group owner.

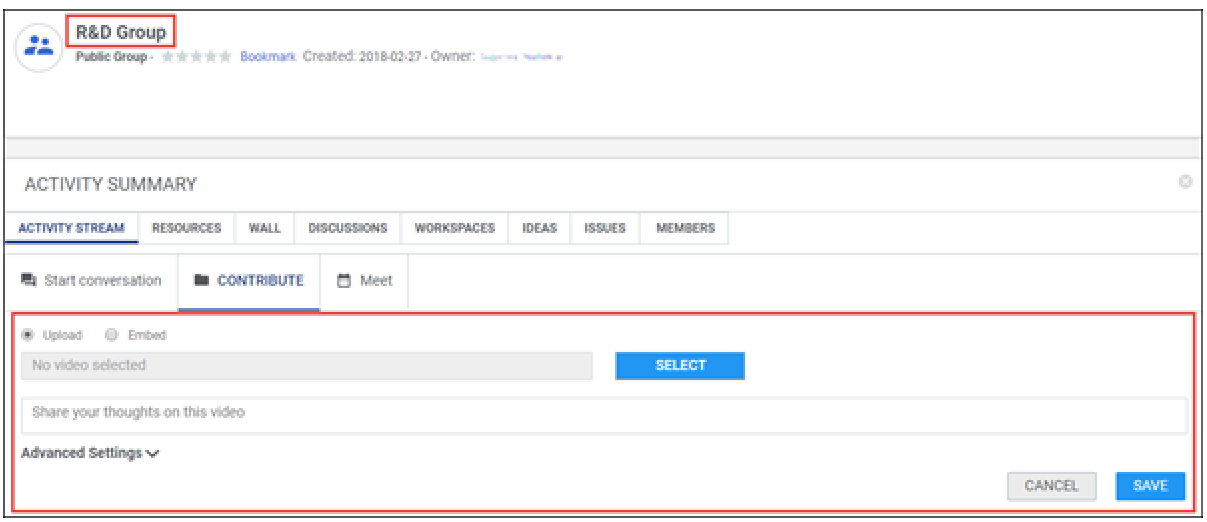


Figure 133: Upload video in group

- Groups > Announcements portlet: As a group owner, you can upload a Saba Video in the **Announcements** portlet. Click **Edit** > **Advanced Options** > **Insert/Edit Video** > **Upload Saba Video** to upload the desired video and click **Save**.
- Groups > Resources folder: As a group member, you can upload a Saba Video to a group resource folder. Go to a group > **Resources** tab > *<folder-name>* > **Add New** > **Video** > **Upload** to upload the desired video and click **Save**.

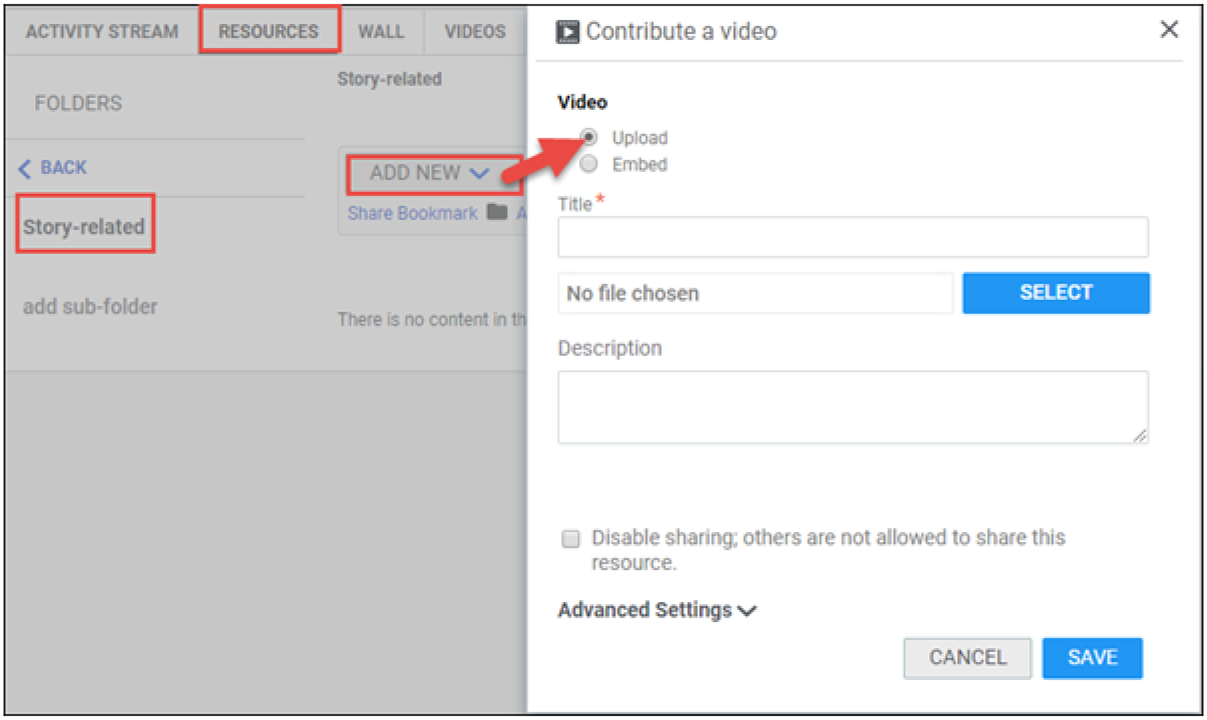


Figure 134: Upload video in resources folder of group

- Video Channel: As a member if you have subscribed to the video channel, you can also upload videos to it.

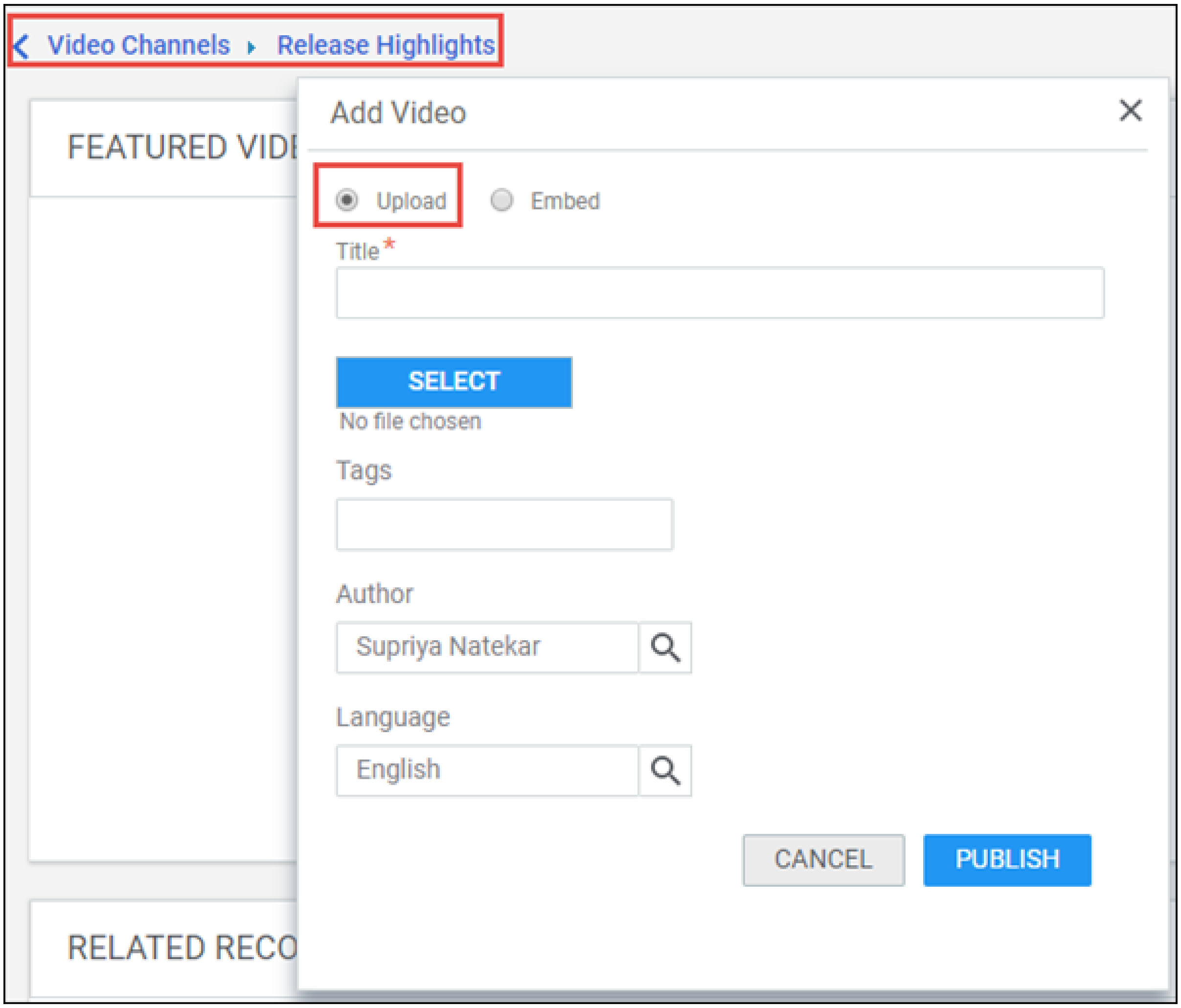


Figure 135: Upload video in video channel

- Workspace Page: As an owner and contributor, you can upload a Saba Video in a page within a workspace.

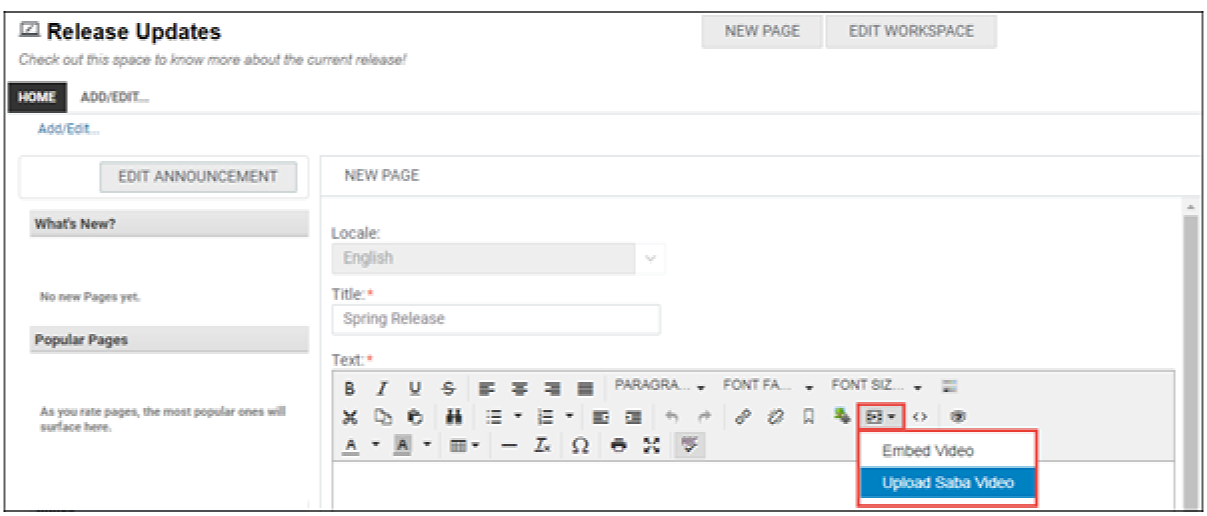


Figure 136: Upload video in Workspace Page

- Blog: As a owner and editor, you can upload a Saba Video in a post within a blog.

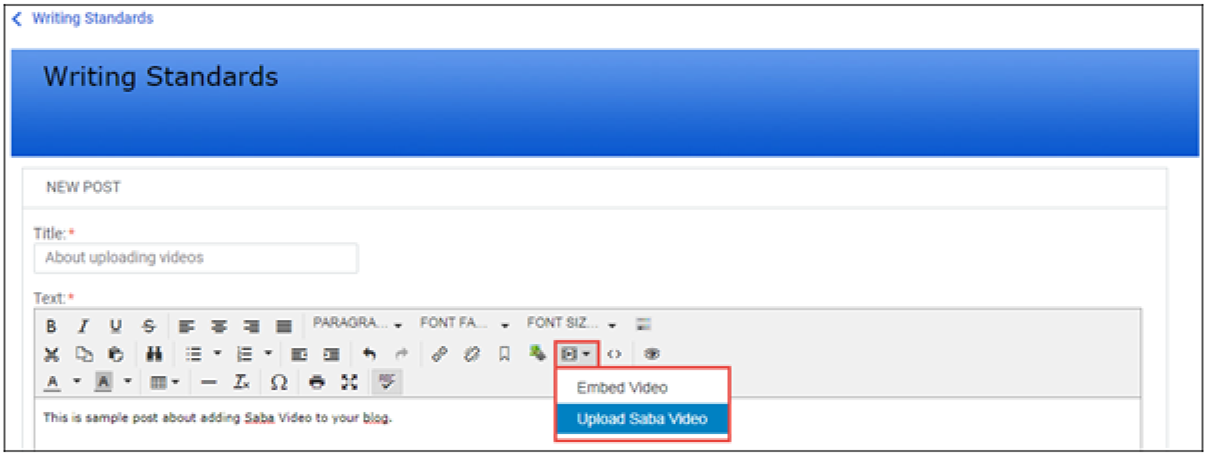


Figure 137: Upload video in Blog

The supported formats for uploading videos are:

- QuickTime: MP4, MOV, QT, and M4V
- Flash: FLV and F4V
- Microsoft Windows: AVI, ASF and WMV along with MPEG, WEBM, 3GP and MXF

If you have multiple video providers, such as Panopto and Saba Video, then Saba Video will be your default video provider.

Use case

This improves the usability of video upload feature as you can now upload a video in groups and video channels thus increasing the feature value.

Chapter 12

Social

Topics:

Enhancements to Collections

How did it work?

In the last update, the Collection details page was updated with a fresh visually engaging look. However, there were several requirements to be accomplished in the existing framework.

How does it work now?

In this update, the following enhancements have been made to Collections:

- **My bookmarks** portlet on the Home page renamed to **My Collections**.

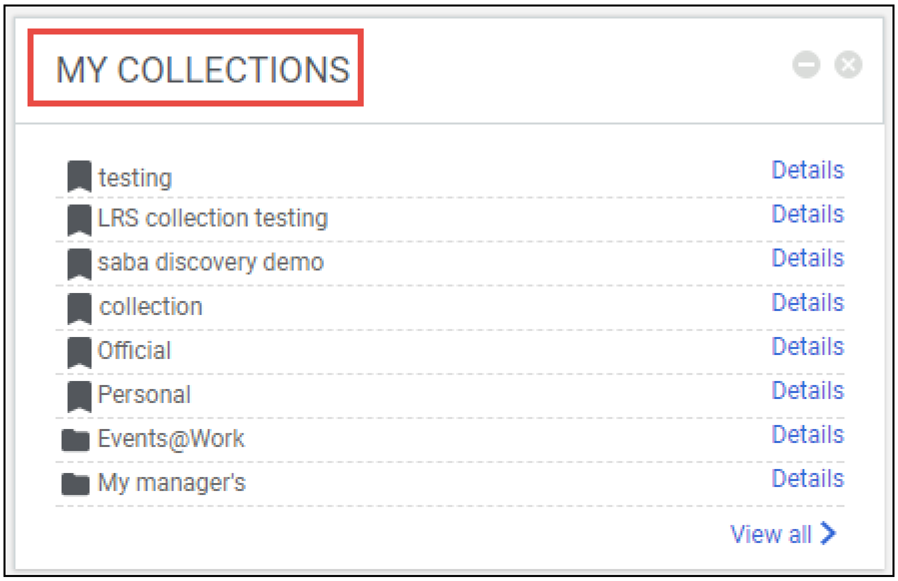


Figure 138: My Collections portlet

- **Bookmarks** menu from left navigation under **ME** tab renamed to **Collections**.

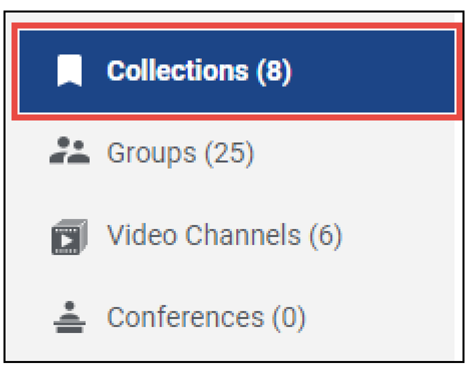


Figure 139: Collections left navigation menu

- **Add a New Folder** on the **My Collections** page is renamed to **New Collection**.

Figure 140: New Collection button

- **List Of Contents** title on the Collection details page is renamed to **Contents**.
- **Add New** button on the Collection details page is renamed to **New**.

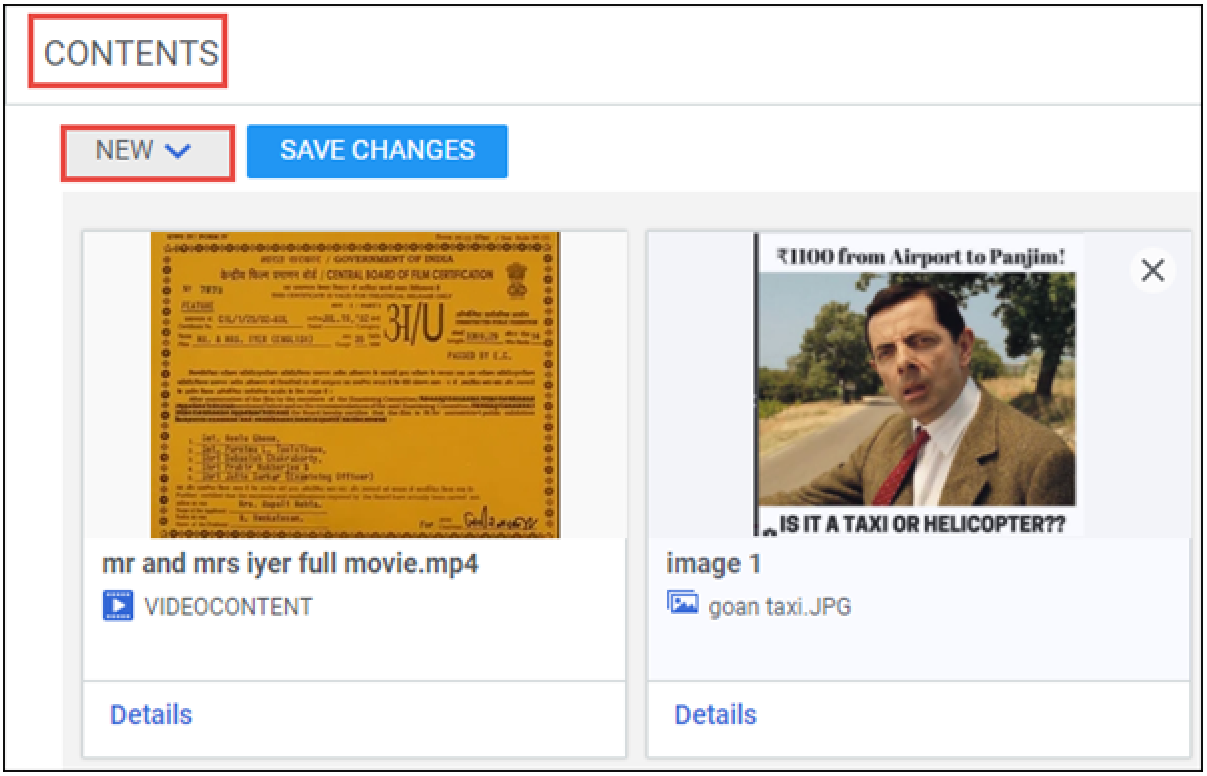


Figure 141: Collections page

Use case

This enhancement improves the usability of collections.

Inline preview of images in activity stream

How did it work?

When you contribute a portrait image, the entire image doesn't appear in the Activity Stream. You had to click on the image to view the entire picture.

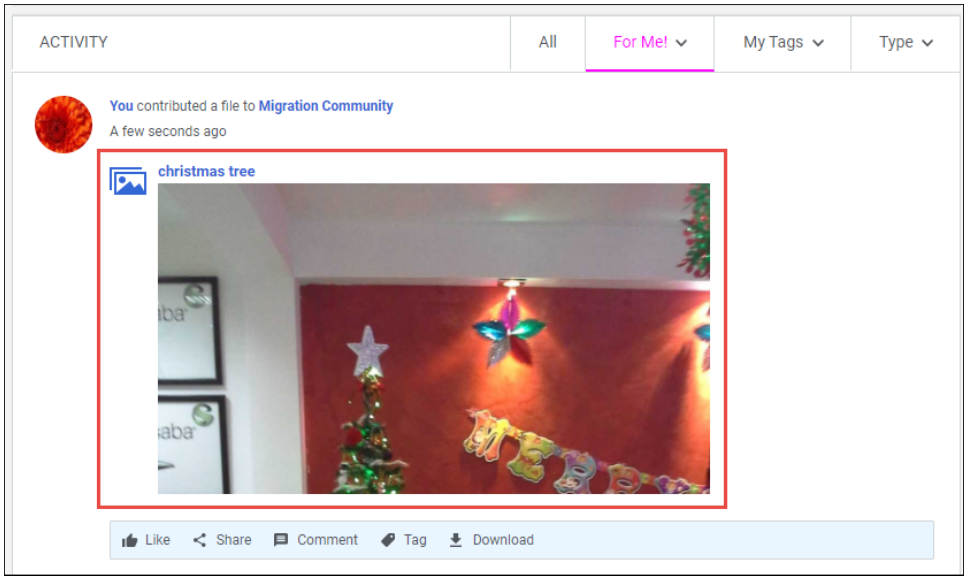


Figure 142: Incomplete Picture Preview

How does it work now?

The picture algorithm has been updated so that the picture is shown based on its aspect ratio irrespective of their different dimensions. The entire picture is now resized and displayed accordingly in the Home Activity Stream and Group Activity Stream.

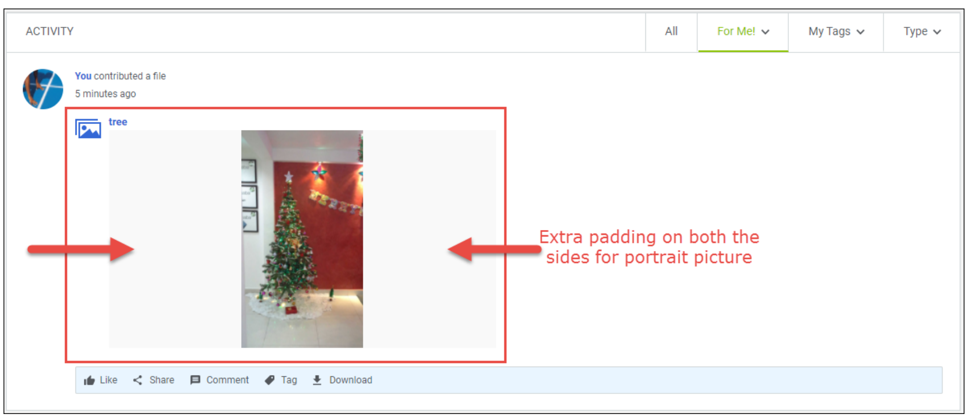


Figure 143: Complete Picture Preview

Use case

The pictures are now resized thus improving its preview functionality in the activity stream.

Chapter 13

System

Topics:

- Web accessibility support
- Captcha is now updated
- Change in sorting of text-based searches for Catalog items
- Audit Trail Authorization
- Improvements to PGP configuration
- Change or import IdP certificate for an existing IdP metadata
- Changes to attributes for SAML user provisioning
- Changes to Badges administration workflow
- Improvements to Microsite properties page
- Alerting users about the use of cookies
- Improvements to IP validation error messages and status codes
- Cert SSO enabled Microsite login page to now also accept URL Identifier
- Data Integration
- REST API

Web accessibility support

How did it work?

Prior to this update, there was no Web accessibility support for the following areas in Saba Cloud:

- Analytics
- Career Site
- Portlets in HOME and GROUPS tab
- Goals
- Performance Reviews
- Skills
- Assessment Player for end users
- Content Player for end users
- Sections under the Profile team in Me and My Team

How does it work now?

With this update, certain areas in Saba Cloud provide support for Web accessibility (Section 508 and WCAG 2.0 level AA). Users can now use keyboard navigation and keyboard key presses to access the user interface in the following areas:

- Analytics
- Career Site
  - Home Page
    - View All Jobs
  - Job details page
  - Job Application steps
  - My Jobs
  - My Profile

    Note: The **Work Reference**, **Education** and **Employment** sections are not compliant.
  - User Name > My Settings
- GROUPS
  - Groups Home
  - Workspaces
  - Discussions
  - Ideas
  - Issues
- HOME page
  - Shopping Cart
  - Inbox
  - Contribute
  - Private Message
  - Activity Stream
- ME

    - Subscription page
        - Subscription details page
    - Training Unit page
    - Payment Options page
    - Profile page
    - Reviews
    - Skills
    - Goals
    - Additional Information page
- My Team
    - Profile page
    - Reviews
    - Skills
    - Goals
    - Additional Information
- Assessment Player for end users
- Content Player for end users

Use case

There is a need to enable users using Assistive technologies to easily navigate through the application with interaction taking place through keyboard events.

Captcha is now updated

How did it work?

Google has discontinued the support for the version of reCAPTCHA that used to appear on the signup and forgot password pages.

How does it work now?

This reCAPTCHA is now upgraded to a version 2. The reCAPTCHA challenge just requires the user to click a checkbox indicating the user is not a robot. It challenges users using a photo grid as well as an audio based captcha to validate whether or not they are human.

Use case

This enhancement upgrades the existing reCAPTCHA.

Change in sorting of text-based searches for Catalog items

How did it work?

Search results were inconsistent. Certain text-based searches for the catalog items were alphabetically sorted, whereas the same search performed under global search would sort the results by relevance.

For example: Manager goes to add learning (from My Team) and searches for some catalog items, the search results used to be sorted alphabetically.

How does it work now?

Now the search results are consistent. Text-based searches for the catalog items are also sorted by relevance.

Use case

Customers used to seeing the catalog search results in alphabetical order may notice a change that the results are now sorted by relevance instead.

Audit Trail Authorization

How did it work?

The Audit Trail details page used to display the audit details for the objects that the logged-in user does not have access to view.

How does it work now?

A new configuration **security** property called **Audit Trail Authorization** is now available for the **Saba Cloud** microsite. When this property is enabled, the logged in user only sees details that he/she is authorized to see.

Note: By default, **Audit Trail Authorization** is disabled.

Use case

Audit Trail details will now be accessible only to those authenticated users who have the access to view them.

Improvements to PGP configuration

How did it work?

The existing UI **System** > **Manage Integrations** > **PGP Configuration** was not very intuitive and it didn't allow generating a new PGP key pair.

How does it work now?

System > **Manage Integrations** > **PGP Configuration** now has a better UI.

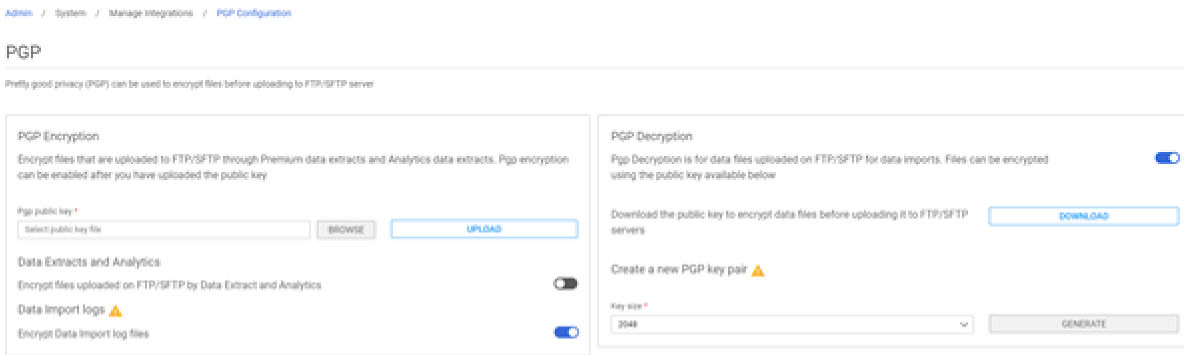


Figure 144: PGP Configuration

PGP Encryption and PGP Decryption sections give a lot more information on the actions that can be performed along with the appropriate warnings.

Additionally, the new UI now allows the system admin to generate a new PGP key pair. The system admin needs to choose the required key size (2048 / 4096) and then click **GENERATE** to generate a new PGP key pair.

Note: Data Import will fail for import data files that have been encrypted with older public key.

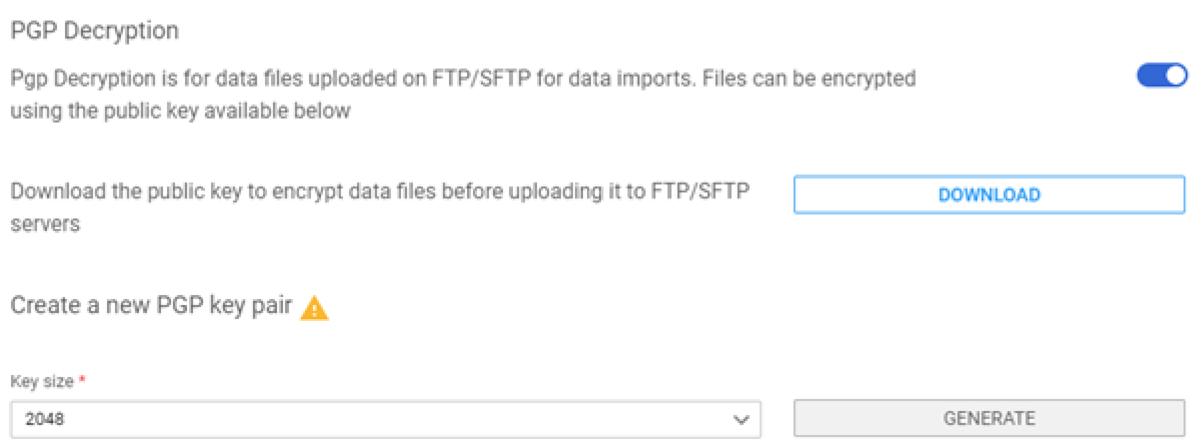


Figure 145: PGP Decryption - Generate a new PGP key pair

Use case

Customers can now generate a new PGP key pair using the new UI.

Change or import IdP certificate for an existing IdP metadata

How did it work?

Prior to this update, it was not possible to change or import IdP certificate for an existing IdP metadata. It required re-importing the IdP metadata.

How does it work now?

In this update, a new option called **Change IdP Certificate** is available under **System** > **Configure System** > **SAML SSO Setup** > **Edit configuration** > **Configure IdP**.

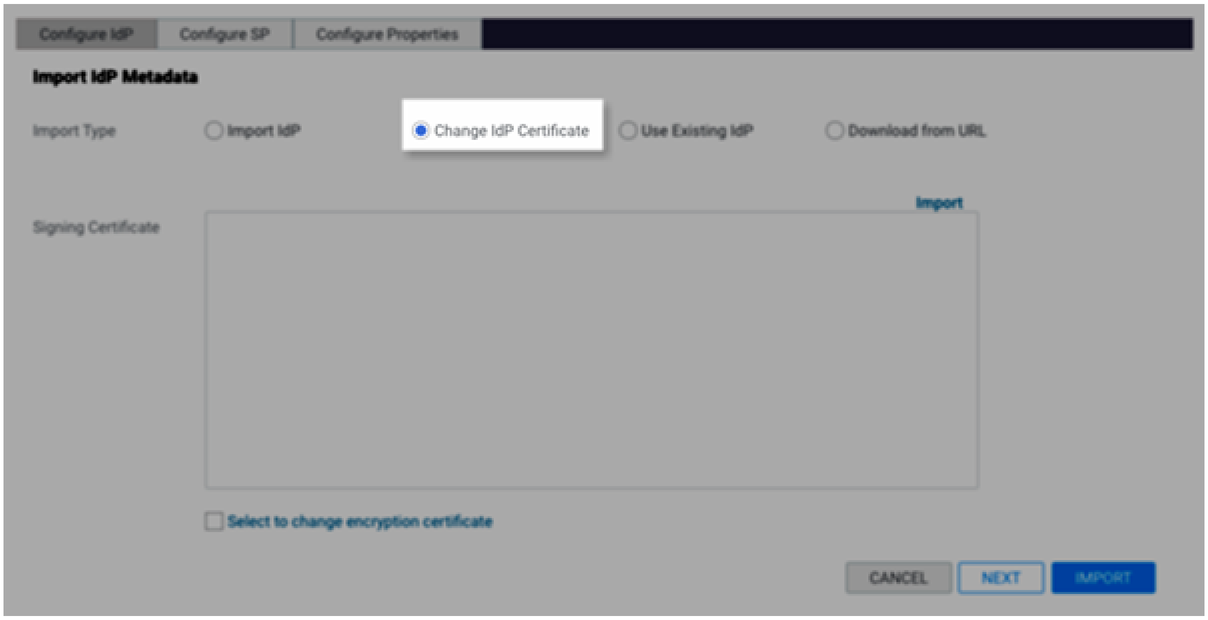


Figure 146: Change IdP Certificate

You can either copy the certificate to the text area or import it using the link. If you want to replace the encryption certificate, select the option. After the certificate is imported it will appear in the text area, verify it and click the button to import and replace the certificate in the system.

Use this option to change the IdP certificate for an existing IdP metadata that is already imported into the system. This option allows changing the signing and encryption certificate in the IdP metadata which was imported earlier without requiring to re-import the IdP metadata.

Note: This option will be available only if this config setup has imported the IdP metadata at least once previously. You can either copy the certificate to the text area or import it using the **Import** link.

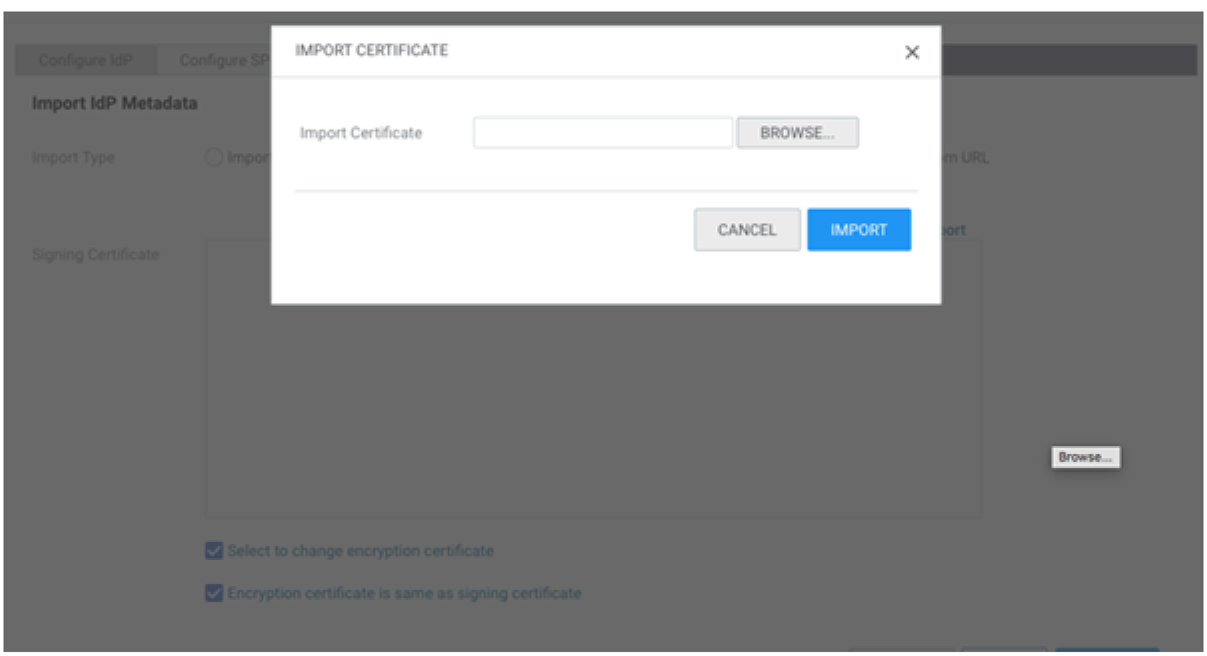


Figure 147: Change IdP Certificate - Import

Clicking **Import** shows the **Import Certificate** popup, where you can browse to the actual certificate file.

If you want to also replace the encryption certificate, select the **Select to change the encryption certificate** option.

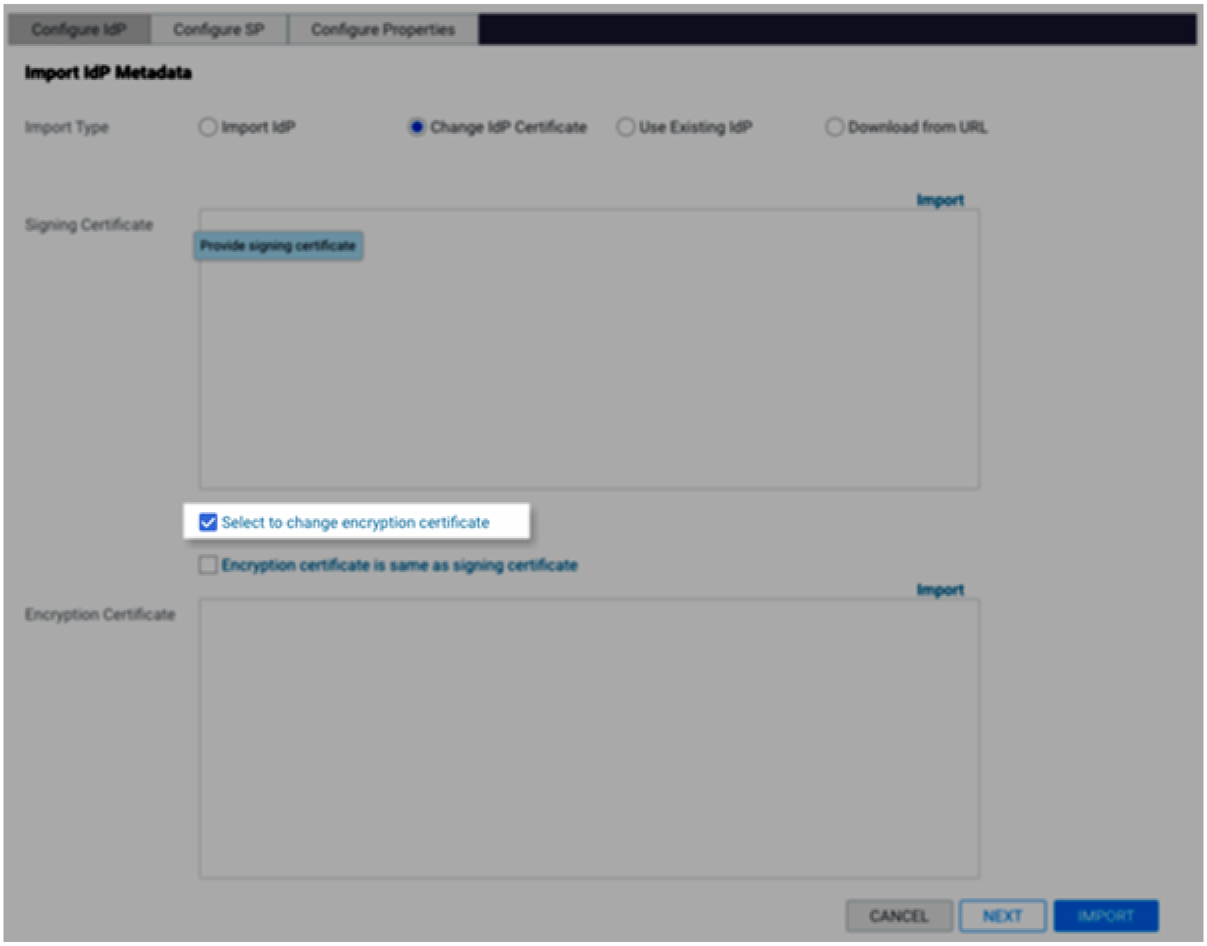
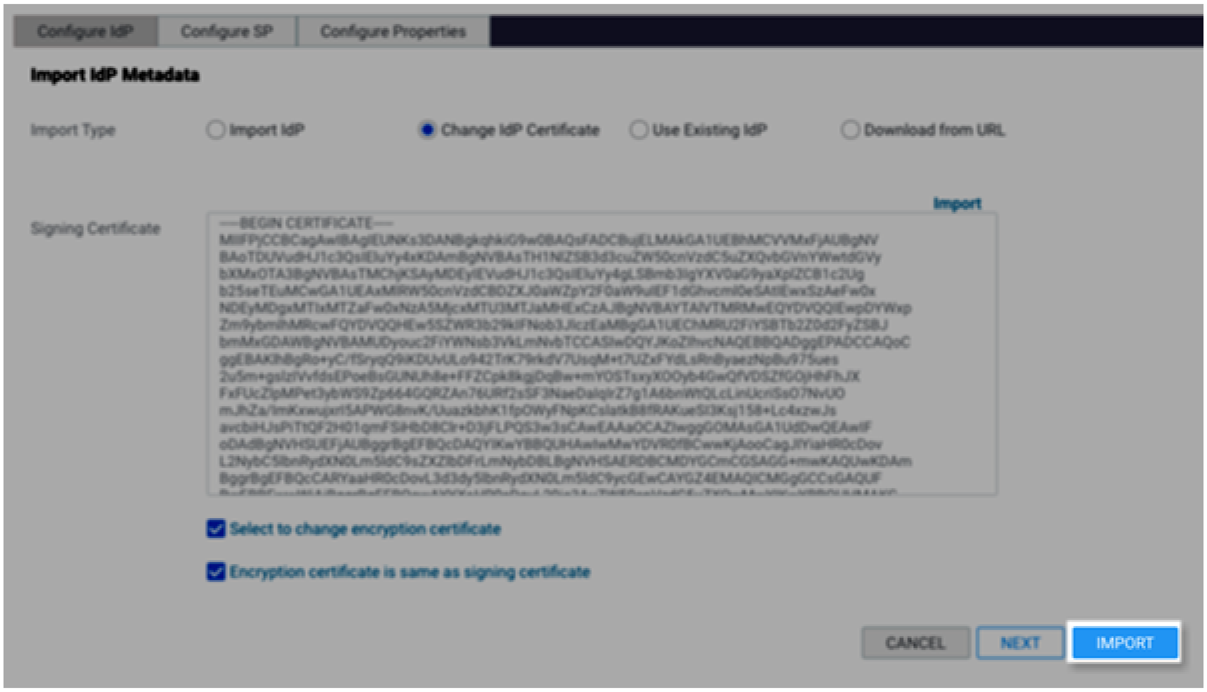


Figure 148: Change IdP Certificate - Select to change the encryption certificate

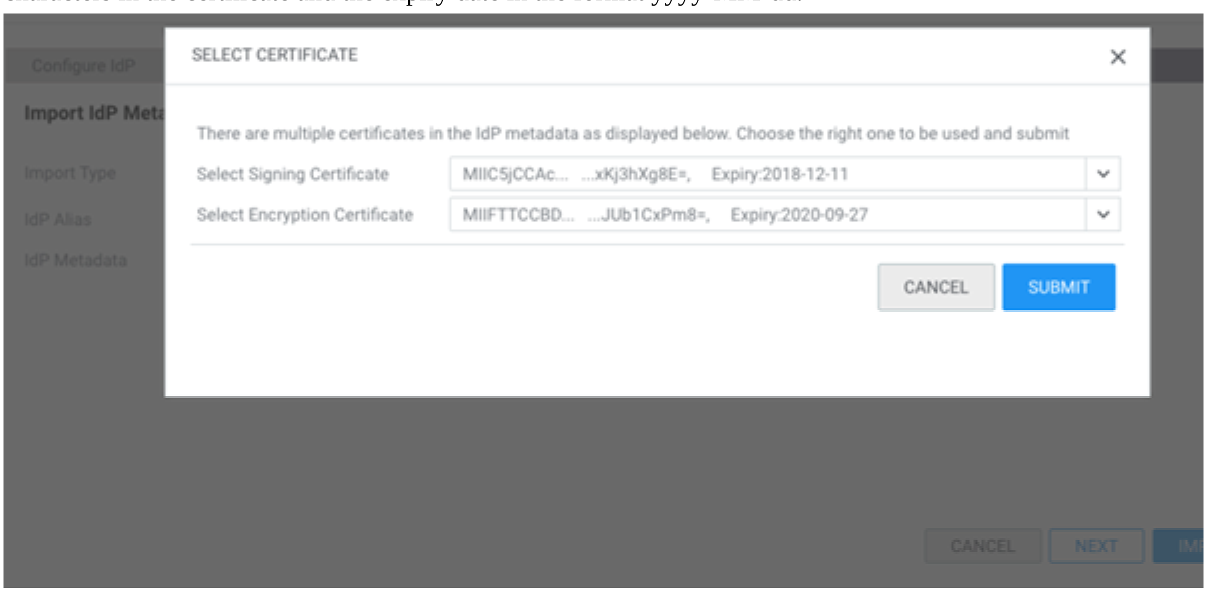
You can either copy the certificate to the text area or import it using the **Import** link.

Note: If the encryption certificate is the same as the signing certificate, select the **Encryption certificate is same as signing certificate** option.

After the certificate is imported it will appear in the text area, verify it and click the **IMPORT** button to import and replace the certificate in the system.



While importing the IdP metadata, if there are 2 different certificates for Signing or Encryption, the user will be shown a pop-up allowing to choose the right certificate to be used in the system. By default, the certificate with the farthest expiry date will be selected. A certificate in the drop down will be indicated using the first and last 10 characters in the certificate and the expiry date in the format yyyy-MM-dd.



Select the right certificate to be used and click **SUBMIT**.

Figure 150: Change IdP Certificate - Choose the right certificate

Figure 149: Change IdP Certificate - IMPORT

Use case

This helps improve the IdP certificate management.

Changes to attributes for SAML user provisioning

How did it work?

N/A

How does it work now?

In this update, the following attributes have been added and are available under **System > Configure System > SAML SSO Setup > Edit / Start any existing SAML configuration > Configure Properties > Show Advanced Config**:

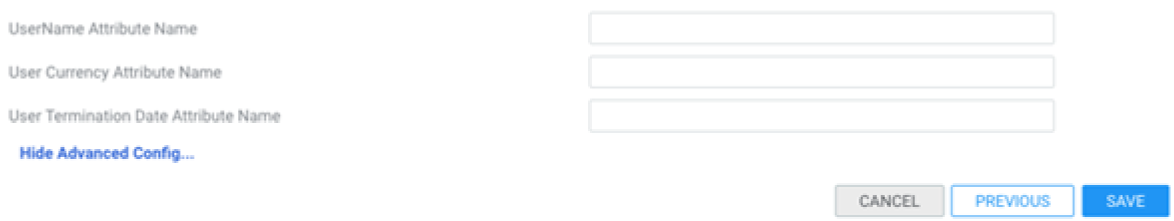


Figure 151: New attributes

- **UserName Attribute Name**: Provide the username in the SAML response for user provisioning, in case the username has to be different from the NameId provided.

  Note: It will be honored only if the property **Enable Person Number As Username** is true during user creation.

- **User Currency Attribute Name**: Provide the ISO code for the currency. It will be added as the default currency for the user during the external user creation.

  Note: No currency update option is available with this attribute.

- **User Termination Date Attribute Name**: Termination Date can be provided during creation / update of the user. The accepted date format is yyyy-MM-dd.

  Note: Past or current date will be ignored.

- **Enable Termination Date Update if Empty** - true indicates, that the termination date will be updated even if it is empty, if the provisioning update is enabled for SAML. If the property value is set to false, then the termination date will be updated only if it is not empty.

In addition to this, there's a change in the following attribute:

- **Use Person Number as UserName:** For user provisioning, NameID will be used as Person Number instead of Person Number attribute field value. The Person Number attribute field will be ignored for user provisioning.

Use case

This provides better flexibility and management of user profile data during SAML user provisioning.

Changes to Badges administration workflow

How did it work?

Prior to this update, there were certain restrictions for administrators in the Badge creation workflow:

- If the "Assign points on earning badge" setting was disabled on a domain, then HR administrators were not allowed to create Badges with points in that particular domain.
- HR administrators were not allowed to add learning items to a badge if the domains of learning items were different than that of the Badge. They could only see learning items that were associated with the Badge's domain.

How does it work now?

This update enhances the security model of Badge creation workflow for administrators as follows:

- HR administrators can now create Badges with points in a domain where they have access to, irrespective of the "Assign points on earning badge" setting value on that domain. For example, consider HR admin has access to domain "Mumbai" where **Rewards** service is enabled but the "Assign points on earning badge" setting under this service is disabled. In this case, HR admin can still define numeric point and associate them with a badge.

  This change does not affect the existing behavior for learners. Continuing with the above example, if Jay is a learner in domain "Mumbai" and if he earns a badge in that domain, then he does not earn any points for that badge because the "Assign points on earning badge" setting is disabled on domain "Mumbai".

- HR administrators can now add learning items from domains they have access to, to a Badge even if the domains of learning items are different than that of the Badge. With this change, they can now see all learning items where they have domain rights, irrespective of the Badge's domain.

  This change does not affect the existing behavior for learners. They continue to earn badges and points if any for learning items they successfully complete or acquire in the domain they have access to.

Use case

There is a need to enhance the Badge administration workflow to improve its usability and effectiveness.

Improvements to Microsite properties page

How did it work?

The existing UI **System > Configure System > Microsites > Configure Microsite** was not very intuitive. The Properties tab had a lot of links making it huge and difficult to use.

How does it work now?

The existing Microsite properties are now also available under the new UI **System > Configure System > Microsite Properties**.

Note: By default, the new UI will be disabled. To enable the new UI, submit a support request. For assistance, contact Saba support.

As of now, these properties are also accessible from the old UI: **System > Configure System > Microsites > Configure Microsite > <*MicroSiteName*> > Site Properties**.

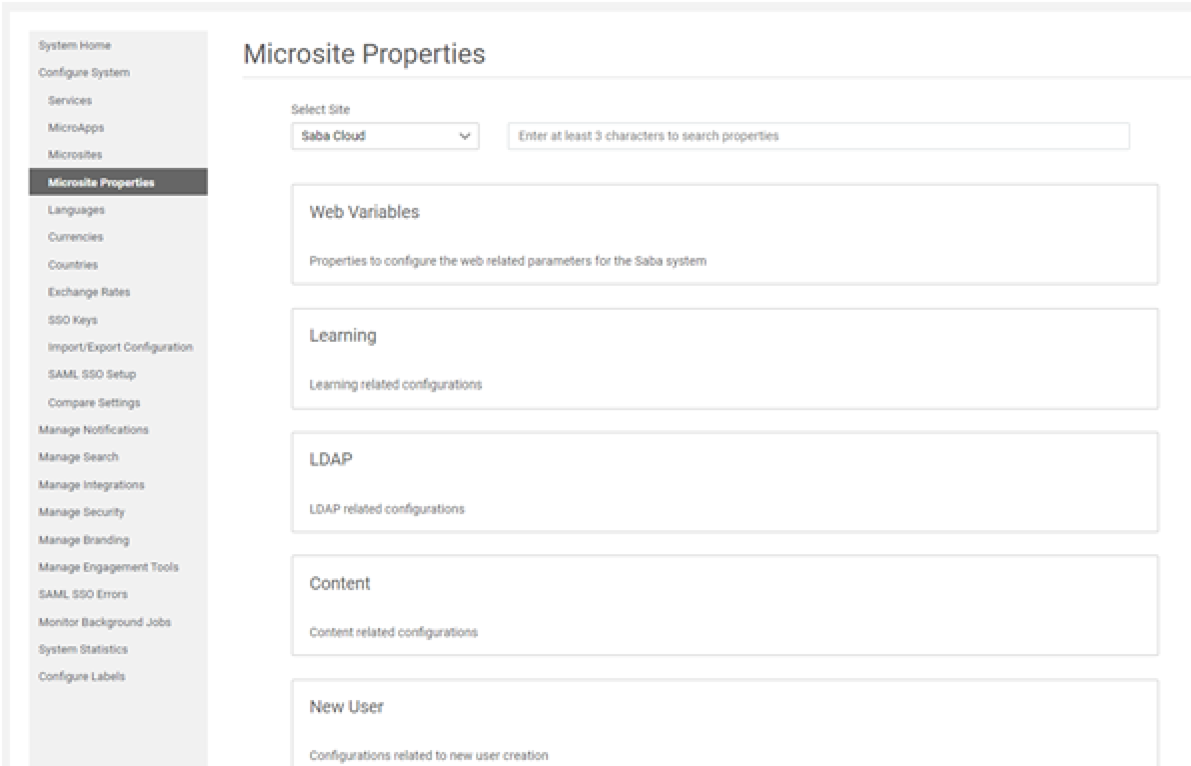


Figure 152: Configure Properties

This page lists the properties for the selected Microsite. You can also filter the properties using the Search Properties textbox.

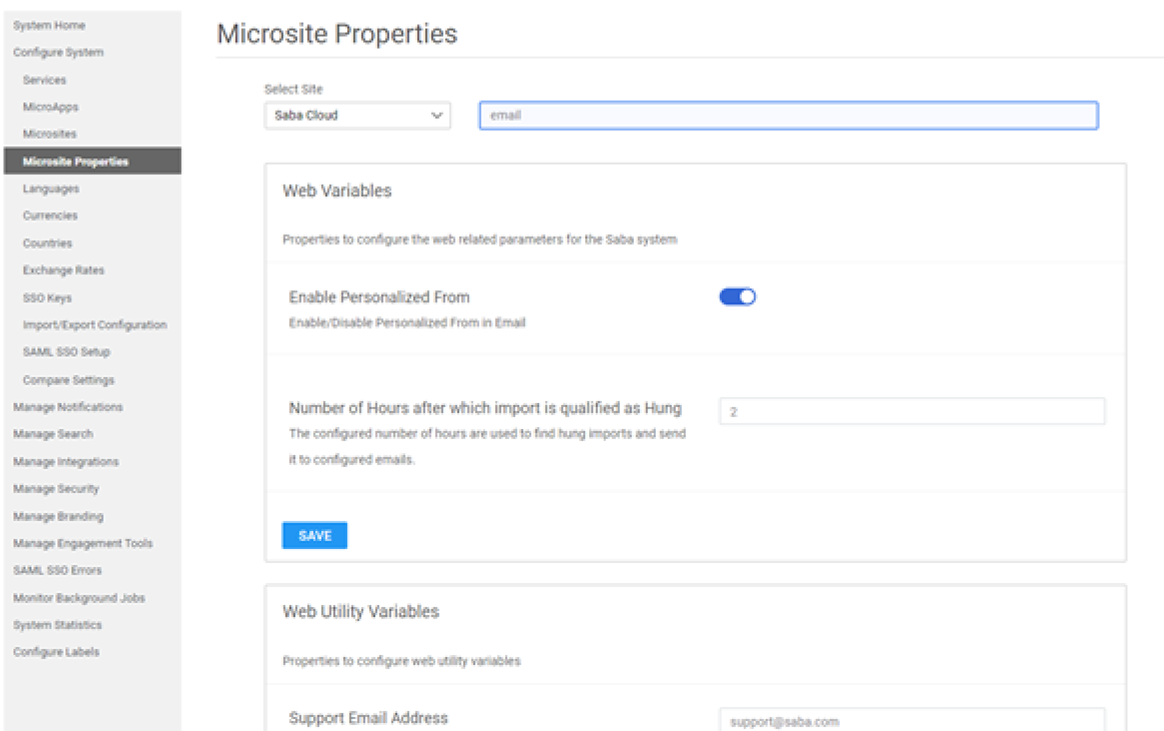


Figure 153: Filter properties

After filtering, the sections (for example: Web Utility properties) will only show the filtered values.

Use case

This enhancement help improve the usability of the Microsite properties page.

Alerting users about the use of cookies

How did it work?

Prior to this update, it was not possible to alert the users about the use of cookies in Saba Cloud.

How does it work now?

It is now possible to alert the users about the use of cookies in Saba Cloud.

Note: By default, this feature is not enabled. To enable the alerts, either of the following properties need to be enabled:

- Microsites > Web Variables > Enable GDPR Configurations
- Microsites > Web Variables > Show Cookie Consent Message

The message will be shown on the following pages:

- Login
- Guest Catalog
- SignUp Page
- Career Site
- All the application pages

  Note: Pop-up windows are not included.

A cookie will be created when the user acknowledges the message and that cookie will be valid for a month. The cookie is not user specific and will persist on the user's Web browser.

Note: The message will then not show up till this cookie is valid.

You can change this message via Microsite's **Configure Branding** page.

Note: **Cookie usage Information Text** textfield will only be available if this alerts feature is enabled.

Use case

This enhancement will allow customers to alert their users about the use of cookies.

Improvements to IP validation error messages and status codes

How did it work?

Prior to this update, if a user fails at IP validation while trying to access the system, the following error message was shown "You are not authorized to perform this action." along with the Saba logo.

Note: IP validation is an existing feature where you can either whitelist or blacklist a set of IPs to access the system. It can be configured via **Admin** > **System** > **Configure System** > **Microsites** > **Open any microsite** > **Site properties** > **Security**.

How does it work now?

This update brings in the following changes, when the user is restricted from accessing the system during IP validation

1. The Saba logo is no longer shown
2. The status code is now 403
3. The error message is now updated as "Access Denied: Unauthorized access"

   Note: This error message can be customized via **Admin** > **System** > **Configure Labels**. Search for the current label/error message and then change the message as required.

Use case

This enhancement helps bring consistency in error messages.

Cert SSO enabled Microsite login page to now also accept URL Identifier

How did it work?

Prior to this update, on the login page of a Certificate SSO enabled Microsite, in the MicrositeId text field you could only pass the internal micrositeId.

How does it work now?

On the login page of a Certificate SSO enabled Microsite, in the MicrositeId text field you can now either pass urlIdentifier or the micrositeId.

Use case

N/A

Data Integration

Checklists association for Blended offering, virtual class, ILT and WBT imports

How did it work?

In the past, Virtual Class, Blended Offering, Instructor Led Training (ILT) and Web-based Training (WBT) imports only allowed associating Content and Task as activity; Checklists were not included.

How does it work now?

Starting from this update, Checklists are also included in the association.

You can add or remove pre-existing checklists from Virtual class, Blended offerings, ILT and WBT classes through imports.

The following editing activities are supported for checklists:

- Marking it Optional
- Marking it Required
- Marking it Enabled
- Marking it Disabled

The following new columns are added to the RDI template:

- TASK_STATUS
- CHECKLIST_NAME
- CHECKLIST_REQUIRED
- CHECKLIST_SEQUENCE
- CHECKLIST_STATUS

Use case

This update provides the capability to associate Checklists for Virtual Class, Blended Offering, ILT and WBT classes and the capability to pass the Task Status for Blended and Virtual classes.

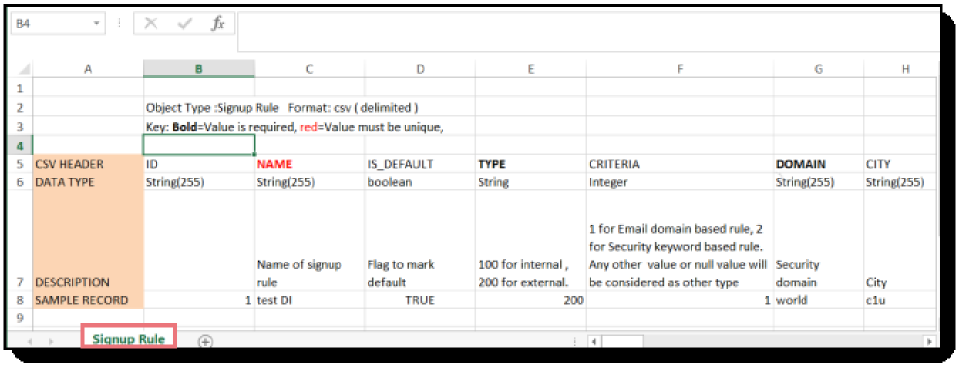
Data import option for Sign-up Rules

How did it work?

This is a new feature.

How does it work now?

With this update, data import option is provided for Sign-up Rules.



Object Type :Signup Rule   Format: csv (delimited)

Key: **Bold**=Value is required, red=Value must be unique,

CSV HEADER	ID	NAME	IS_DEFAULT	**TYPE**	CRITERIA	**DOMAIN**	CITY
DATA TYPE	String(255)	String(255)	boolean	String	Integer	String(255)	String(255)
DESCRIPTION		Name of signup rule	Flag to mark default	100 for internal , 200 for external.	1 for Email domain based rule, 2 for Security keyword based rule. Any other value or null value will be considered as other type	Security domain	City
SAMPLE RECORD	1	test DI	TRUE	200	1	world	c1u

Signup Rule

Figure 154: Signup Rules Data Import

Use case

This new data import option for sign-up rules will help with automation of external user management.

Enhancement to Student Certification Import

How did it work?

Until now, ability to grant student certification as well as student curriculum was not available from RDI import.

How does it work now?

With this update, RDI import supports granting of student certifications and curriculum without their having to complete a course. This feature was available via the application interface. It is now available from RDI import as well.

Use case

This update makes it possible to grant certificate and curriculum to users without them completing the course. This provides more flexibility to users.

Skip column functionality extended to a few more objects

How did it work?

Until now, SKIP Column configuration was not available for the objects listed below.

How does it work now?

With this update, the following additional objects are available for SKIP Column configuration:

1. VC Offering
2. Bulk Content Import
3. Registration
4. Student Certification
5. Student Curriculum
6. New Sign Up Rules

Use case

SKIP column functionality is extended to a few more objects.

Associate and dis-associate courses in Job Role imports

How did it work?

Currently, Job Role Import can only be used to associate Learning events like Certification and Curricula but not for Courses.

How does it work now?

With this update, It is also be possible to use Job Role import to associate/dis-associate Courses.

Use case

Job Role imports can also be used to associate/dis-associate Courses.

RDI import for Adhoc transcript improved

How did it work?

Currently, it is only possible to cancel or revoke a recurring course completion from the application UI. It is not possible from the RDI import.

How does it work now?

With this update, It is also be possible to cancel or revoke Adhoc Transcripts for recurring course completions.

The following statuses are applicable:

- Cancellation only applies to assigned/expired-reassigned transcripts.
- Revocation applies to acquired transcripts.
- Cancel or Revoke will have no effect on Expired and In-progress transcripts.

Use case

Adhoc transcripts for recurring course completions can now be cancelled or revoked using the RDI import.

Allow removal of skills from Person Competency Import

How did it work?

Currently, the Person Competency Import (Required Skills Import) and Held Skills import can be used to assign skills to the user but not to remove skills.

How does it work now?

In this update an enhancement added enables users to delete Required or Held Skills from a single source or all sources, provided the required level is set for skills.

Note: This option is available only in Person Competency import.

A new column named ACTION is available in the RDI import which can accept values such as DELETE_REQUIRER, DELETE_ALL_REQUIRERS.

Default value for this columns stays empty which will continue assigning or updating competency to user.

With DELETE_REQUIRER option REQUIRER will be mandatory and only source for competency assigned by the REQUIRER will be deleted.

DELETE_ALL_REQUIRERS option enables competency to be deleted from all sources, without mentioning REQUIRER.

Object Type : Person Competency Format: csv (delimited)
Key: **Bold**=Value is required, red=Value must be unique ,

CSV HEADER	**ID**	**ASSIGNEE**	**COMPETENCY**	**LEVEL**	**REQUIRER**	ACTION
UI LABEL	N/A					
DATA TYPE	string(100)	String	String	Integer	String	String
DESCRIPTION	External ID of the record. Uniquely identify the record for Saba customers. No mapping in the application.	Person Username in Saba	Competency Name in Saba	Specify Competency Level This will be optional in case of actions like DELETE, DELETE_ALL	Person Username in Saba This will be optional in case of DELETE_ALL action	For Assign action keep this column blank. Use DELETE for deassociating skill from person. Use DELETE_ALL when you want to delete skill from all sources (requirers)
VALUE	1	uone	comp1	2	utwo	

Figure 155: Person Competency RDI Import

Use case

Person Competency Import (Required Skills Import) and Held Skills import process has been enhanced to allow users to assign as well remove skills.

Provide data import option for bulk transfer of people

How did it work?

New addition.

How does it work now?

With this update, bulk transfer of people can be performed using the RDI import.

All of the following steps are accomplished using the RDI import file.

- Create a profile of the opposite type.
- Ensure that the user name on the new record is the one that was on the old record.
- Execute a Profile merge to bring data from the old profile to the new profile.
- Mark old profile as terminated.

Object Type :Profile Merge Format: csv (delimited)
Key: **Bold**=Value is required

A	B	C	D	E	F	G	H	I	J	K
CSV HEADER	**PROFILE_TO_TRANSFER**	**MERGE_VC_AND_BLENDED_TRANSCRIPT**	RECAL_COMPLETION_STATUS_CERT_AND_CURR	MERGE_SECURITY_ROLES	MERGE_AUDIENCE_TYPE	NEW_SEC_DOMAIN	NEW_HOME_DOMAIN	NEW_ORG	STATUS	GENDER
DATA TYPE	String	String	String	Boolean	Boolean	Boolean	Boolean	Boolean		
DESCRIPTION	Person Username in Saba	Person Username in Saba	SECONDARY PROFILE MERG	MERGE SECURITY RO	MERGE AUDIENCE T	MERGE VIRTUAL AN	RECALCULATE COM	SWAP PERSON NUMBER		
SAMPLE RECORD	TEST1	TEST2		TRUE	TRUE	TRUE	TRUE	FALSE		

Figure 156: Bulk transfer RDI import file

Use case

Bulk transfer of people can be performed using the RDI import method.

Data import supports marking a terminated person with Stop Processing

How did it work?

In the past, terminated users could not be marked with **Stop Processing**.

How does it work now?

This release provides the capability to mark a terminated user as Stop Processing. A new column named DO_NOT_PROCESS has been added to the RDI import file for Internal Person and External person. This provides the capability to mark a terminated user as Stop Processing.

See Provide ability to mark a terminated person as Stop Processing on page 142 "Provide ability to mark a terminated person as Stop Processing" for details on how this works using Saba Cloud application interface.

When a terminated person record is processed by setting DO_NOT_PROCESS to TRUE, that Person will be marked with **Stop Processing**. Once this is done, person record will no longer be editable via Imports. For such a record, you can only reset **Stop Processing** back by setting DO_NOT_PROCESS to FALSE; no other field can be modified.

Note: The MIGRATION_ADMIN user which is configured to run RDI imports, should not have Stop Processing enabled.

Use case

Data Import now has the mechanism to stop processing a terminated user's data.

Premium data extracts will not return purged users or those with do-not-process mark

How did it work?

In the past, Premium Data Extracts were pulling the records of Purged users.

How does it work now?

With this update, OOB queries in Premium Data Extract will not return users that are purged from Saba Cloud as well as users with Do-Not-Process status mark.

Use case

OOB queries will no longer return records of users that are purged or are marked with Do-Not-Process status.

RDI supports certification in recertify status

How did it work?

RDI import did not support the recertify option on certifications that were already in acquired status.

How does it work now?

With this release, it is now possible to recertify certifications that were already in acquired status. A new column named RECERTIFY_ALREADY_ACQUIRED has been added to the RDI import template to provide the capability. Until now the UI had the capability for this option, but the RDI import is now enhanced to support this feature.

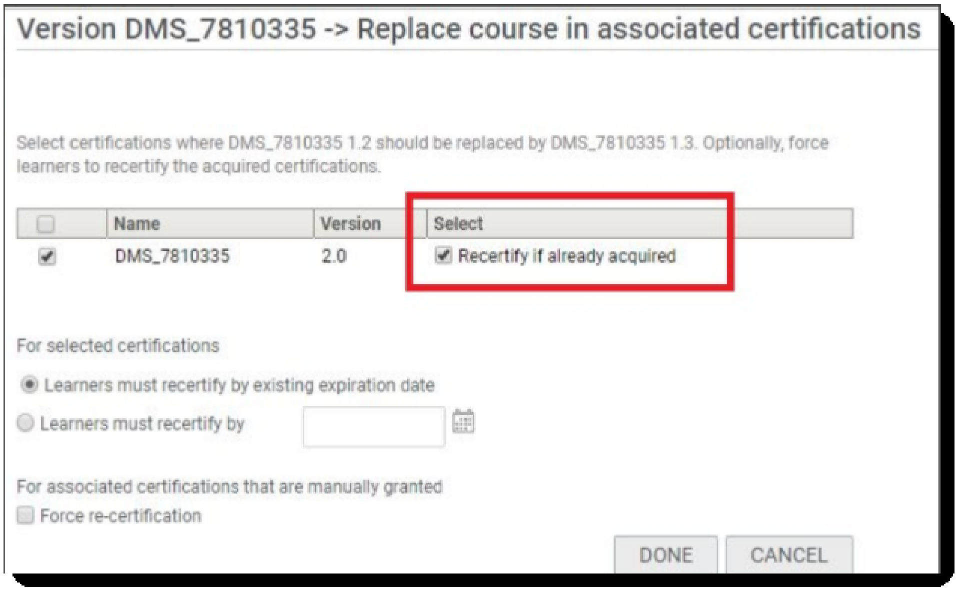
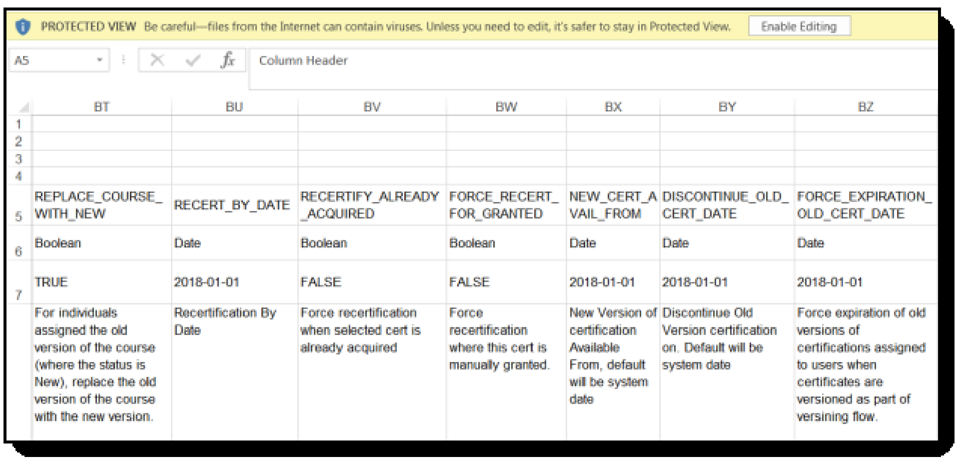


Figure 157: Recertify if already acquired selection



	BT	BU	BV	BW	BX	BY	BZ
1							
2							
3							
4							
5	REPLACE_COURSE_WITH_NEW	RECERT_BY_DATE	RECERTIFY_ALREADY_ACQUIRED	FORCE_RECERT_FOR_GRANTED	NEW_CERT_AVAIL_FROM	DISCONTINUE_OLD_CERT_DATE	FORCE_EXPIRATION_OLD_CERT_DATE
6	Boolean	Date	Boolean	Boolean	Date	Date	Date
7	TRUE	2018-01-01	FALSE	FALSE	2018-01-01	2018-01-01	2018-01-01
	For individuals assigned the old version of the course (where the status is New), replace the old version of the course with the new version.	Recertification By Date	Force recertification when selected cert is already acquired	Force recertification where this cert is manually granted.	New Version of certification Available From, default will be system date	Discontinue Old Version certification on. Default will be system date	Force expiration of old versions of certifications assigned to users when certificates are versioned as part of versining flow.

Figure 158: RECERTIFY_ALREADY_ACQUIRED column added

Use case

RDI import now supports the recertify option on certifications that were already in acquired status.

REST API

Support for special characters

How did it work?

REST APIs did not support , ; < and > characters as q param values.

How does it work now?

REST APIs now support , ; < and > characters as q param values. They just need to be encoded before passing as a q param value.

Use case

N/A

Updated REST APIs

Updates to Training Unit Agreement APIs

How did it work?

The following existing APIs did not support the flag to indicate if this TUA is shared with other organizations:

- GET META DETAILS OF TRAINING UNIT AGREEMENT
- GET DETAILS OF A PARTICULAR TRAINING UNIT AGREEMENT
- CREATE A NEW TRAINING UNIT AGREEMENT
- UPDATE DETAILS OF A TRAINING UNIT AGREEMENT

How does it work now?

These REST APIs are now updated with a new attribute called **is_shared_with_other_orgs**.

GET META DETAILS OF TRAINING UNIT AGREEMENT

Return Values


```
{
   "sampleData":{
      "expiration_date":null,
      "trainingunit_id":null,
      "available_units":0,
      "agreement_no":null,
      "no_unit":0,
      "order_contact":null,
      "no_unit_used":0,
      "sourceagreement_id":null,
      "owner_id":null,
      "source_id":null,
```

```
      "status":"100",
      "id":null,
      "is_shared_with_other_orgs":false,

"href":"https://<hostname-api.sabacloud.com>/v1/tuagreement/tutpo000000000000001"

   },
   "name":"TrainingUnitAgreement",
   "displayName":"Training Unit Agreement",
   "attributes":[
      {
         "name":"agreement_no",
         "displayName":"Agreement Number",
         "description":null,
         "isRequired":true,
         "isAutoGenerated":true,
         "type":"string",
         "isReference":false,
         "display":true,
         "isSearchFilter":false
      },
      {
         "name":"available_units",
         "displayName":"Available Training Units",
         "description":null,
         "isRequired":true,
         "isAutoGenerated":false,
         "type":"integer",
         "isReference":false,
         "display":true,
         "isSearchFilter":true
      },
      {
         "name":"currency",
         "displayName":"Currency",
         "description":null,
         "isRequired":true,
         "isAutoGenerated":false,
         "type":"object",
         "isReference":true,
         "display":true
      },
      {
         "name":"expiration_date",
         "displayName":"Expiry Date",
         "description":null,
         "isRequired":false,
         "isAutoGenerated":false,
         "type":"date",
         "isReference":false,
         "display":true,
         "isSearchFilter":true
      },
      {
         "name":"id",
         "displayName":"ID",
         "description":null,
         "isRequired":true,
         "isAutoGenerated":true,
         "type":"string",
         "isReference":false,
         "display":true,
```

```
        "isSearchFilter":false
     },
     {
        "name":"no_unit",
        "displayName":"Number of Units",
        "description":null,
        "isRequired":true,
        "isAutoGenerated":false,
        "type":"integer",
        "isReference":false,
        "display":true,
        "isSearchFilter":true
     },
     {
        "name":"no_unit_used",
        "displayName":"Number of Training Units Used",
        "description":null,
        "isRequired":true,
        "isAutoGenerated":false,
        "type":"integer",
        "isReference":false,
        "display":true,
        "isSearchFilter":true
     },
     {
        "name":"order_contact",
        "displayName":"Order Contact",
        "description":null,
        "isRequired":false,
        "isAutoGenerated":false,
        "type":"object",
        "isReference":true,
        "display":true
     },
     {
        "name":"owner_id",
        "displayName":"Organization",
        "description":null,
        "isRequired":true,
        "isAutoGenerated":false,
        "type":"object",
        "isReference":true,
        "display":true
     },
     {
        "name":"paymentTransactionId",
        "displayName":"Payment Transaction ID",
        "description":"payment transaction id",
        "isRequired":true,
        "isAutoGenerated":false,
        "type":"string",
        "isReference":false,
        "display":true,
        "isSearchFilter":false
     },
     {
        "name":"paymentType",
        "displayName":"Payment Type",
        "description":"payment type",
        "isRequired":true,
        "isAutoGenerated":false,
        "type":"string",
```

```
          "isReference":false,
          "display":true,
          "isSearchFilter":false
       },
       {
          "name":"sourceagreement_id",
          "displayName":"Source Agreement",
          "description":null,
          "isRequired":false,
          "isAutoGenerated":false,
          "type":"object",
          "isReference":true,
          "display":true
       },
       {
          "name":"source_id",
          "displayName":"Source Company",
          "description":null,
          "isRequired":false,
          "isAutoGenerated":false,
          "type":"object",
          "isReference":true,
          "display":true
       },
       {
          "name":"status",
          "displayName":"Status",
          "description":null,
          "isRequired":true,
          "isAutoGenerated":false,
          "type":"object",
          "isReference":true,
          "choices":{

"href":"https://<hostname-api.sabacloud.com>/v1/sysli000000000004006/values"
          },
          "display":true
       },
       {
          "name":"trainingunit_id",
          "displayName":"Training Unit",
          "description":null,
          "isRequired":true,
          "isAutoGenerated":false,
          "type":"object",
          "isReference":true,
          "display":true
       },
       {
          "name":"custom0",
          "displayName":"Custom0",
          "description":null,
          "isRequired":false,
          "isAutoGenerated":false,
          "type":"string",
          "isReference":false,
          "display":false,
          "length":255,
          "maximumLength":255,
          "isSearchFilter":true
       },
       {
```

```
            "name":"custom1",
            "displayName":"Custom1",
            "description":null,
            "isRequired":false,
            "isAutoGenerated":false,
            "type":"string",
            "isReference":false,
            "display":false,
            "length":255,
            "maximumLength":255,
            "isSearchFilter":true
         },
         {
            "name":"custom2",
            "displayName":"Custom2",
            "description":null,
            "isRequired":false,
            "isAutoGenerated":false,
            "type":"string",
            "isReference":false,
            "display":false,
            "length":255,
            "maximumLength":255,
            "isSearchFilter":true
         },
         {
            "name":"custom3",
            "displayName":"Custom3",
            "description":null,
            "isRequired":false,
            "isAutoGenerated":false,
            "type":"string",
            "isReference":false,
            "display":false,
            "length":255,
            "maximumLength":255,
            "isSearchFilter":true
         },
         {
            "name":"custom4",
            "displayName":"Custom4",
            "description":null,
            "isRequired":false,
            "isAutoGenerated":false,
            "type":"string",
            "isReference":false,
            "display":false,
            "length":255,
            "maximumLength":255,
            "isSearchFilter":true
         },
         {
            "name":"custom5",
            "displayName":"Custom5",
            "description":null,
            "isRequired":false,
            "isAutoGenerated":false,
            "type":"string",
            "isReference":false,
            "display":false,
            "length":255,
            "maximumLength":255,
```

```
         "isSearchFilter":true
      },
      {
         "name":"custom6",
         "displayName":"Custom6",
         "description":null,
         "isRequired":false,
         "isAutoGenerated":false,
         "type":"string",
         "isReference":false,
         "display":false,
         "length":255,
         "maximumLength":255,
         "isSearchFilter":true
      },
      {
         "name":"custom7",
         "displayName":"Custom7",
         "description":null,
         "isRequired":false,
         "isAutoGenerated":false,
         "type":"string",
         "isReference":false,
         "display":false,
         "length":255,
         "maximumLength":255,
         "isSearchFilter":true
      },
      {
         "name":"custom8",
         "displayName":"Custom8",
         "description":null,
         "isRequired":false,
         "isAutoGenerated":false,
         "type":"string",
         "isReference":false,
         "display":false,
         "length":255,
         "maximumLength":255,
         "isSearchFilter":true
      },
      {
         "name":"custom9",
         "displayName":"Custom9",
         "description":null,
         "isRequired":false,
         "isAutoGenerated":false,
         "type":"string",
         "isReference":false,
         "display":false,
         "length":255,
         "maximumLength":255,
         "isSearchFilter":true
      }
   ]
}
```


GET DETAILS OF A PARTICULAR TRAINING UNIT AGREEMENT

Return Values

```
{
    "agreement_no": "00001040",
    "available_units": 2,
    "customValues": {
        "custom0": null,
        "custom1": null,
        "custom2": null,
        "custom3": null,
        "custom4": null,
        "custom5": null,
        "custom6": null,
        "custom7": null,
        "custom8": null,
        "custom9": null
    },
    "expiration_date": "2015-09-17T00:00:00.000+0000",
    "id": "tutpo000000000001040",
    "is_shared_with_other_orgs": false,
    "no_unit": 2,
    "no_unit_used": 0,
    "order_contact": null,
    "owner_id": {
        "displayName": "saba1",
        "id": "cmpny000000000001120"
    },
    "source_id": null,
    "sourceagreement_id": null,
    "status": "200",
    "trainingunit_id": {
        "displayName": "Training Unit1",
        "id": "tunit000000000001000"
    }
}
```

CREATE A NEW TRAINING UNIT AGREEMENT

Request Body

```
{
  "owner_id": {
    "id": "cmpny000000000001002",
    "displayName": "Company3"
  },
  "agreement_no": "00001149",
  "expiration_date": null,
  "trainingunit_id": {
    "id": "tunit000000000001058",
    "displayName": "TU1"
  },
  "no_unit": 19,
  "currency": {
    "id": "crncy000000000000001",
    "displayName": "US Dollars"
  },
  "paymentType": "invoiceMe",
  "is_shared_with_other_orgs": false,
  "paymentTransactionId": "axxccssxx1001",
  "invoiceRequest": {
    "details": "Invoice payment for TUA via rest api test",
    "custom0": "abc"
```

```
  },
  "customValues": {
    "custom0": true,
    "custom1": "cust1",
    "custom2": "cust2",
    "custom3": "cust3",
    "custom4": "cust4",
    "custom5": "cust5",
    "custom6": "cust6",
    "custom7": "cust7",
    "custom8": "cust8",
    "custom9": "cust9"
  }
}
```

UPDATE DETAILS OF A TRAINING UNIT AGREEMENT

Request Body

```
{
    "customValues":{"custom0": "11111"},
    "agreement_no":"123123123",
    "is_shared_with_other_orgs":false
}
```

Use case

N/A

Updates to People APIs

How did it work?

The following existing People API did not support user friendly URL:

- GET CERTIFICATIONS/ENROLLMENTS/TRANSCRIPTS FOR A PERSON
- GET PROFILE PIC URL
- GET PROFILE PIC

In the following existing People API the status field did not support the IN clause:

- SEARCH ALL THE CERTIFICATIONS/CURRICULA ASSIGNED TO A LEARNER BASED ON THE STATUS, TIMESTAMP (Using POST - Range based search)

How does it work now?

These REST APIs are now updated.

GET CERTIFICATIONS/ENROLLMENTS/TRANSCRIPTS FOR A PERSON

URL

https://<*hostname-api.sabacloud.com*>/v1/people/:id/:attributeName/search?q=(:criteria_field%3D%3D:field_value)&count=:count&startPage=:startPage

URL (User-friendly)

You can use a user-friendly URL which accepts **username** or **person_no** instead of the internal Person's ID.

https://<*hostname-api.sabacloud.com*>/v1/people/*username*=<*userName*>/:attributeName/search

?type=internal

https://<*hostname-api.sabacloud.com*>/v1/people/*person_no*=<*personNo*>/:attributeName/search

?type=internal

Note: The **type** query parameter is mandatory to support these lookups (**username** or **person_no**).

GET PROFILE PIC URL

URL

https://<*hostname-api.sabacloud.com*>/v1/common/profile/:personId/profilePicURL

URL (User-friendly)

You can use a user-friendly URL which accepts the **username** instead of the internal Person's ID.

https://<*hostname-api.sabacloud.com*>/v1/common/profile/username%3D<*Username*>/profilePicURL

GET PROFILE PIC

URL

https://<*hostname-api.sabacloud.com*>/v1/common/profile/:personId/profilePic

URL (User-friendly)

You can use a user-friendly URL which accepts the **username** instead of the internal Person's ID.

https://<*hostname-api.sabacloud.com*>/v1/common/profile/username%3D<*Username*>/profilePic

SEARCH ALL THE CERTIFICATIONS/CURRICULA ASSIGNED TO A LEARNER BASED ON THE STATUS, TIMESTAMP (Using POST - Range based search)

A manager/admin can use the IN operator to specify a list of team members as the search criteria. If the logged in person is a manager, then the API returns the data for all team members specified using the IN operator.

Note: Only 5 team members are supported in the IN operator.

The following attributes support using the IN operator:

Student Certification

- assignee
- username
- person_no
- **status_description_cert**
- **status_description_curr**

Student Curriculum

- assignee
- username
- person_no
- **status_description_cert**
- **status_description_curr**

Note: The **status_description_cert** and **status_description_curr** attributes are now added to this list.

Use case

This helps reduce the number of API calls.

Retrieve all orders for TUA/PO using ID or Agreement Number

How did it work?

The following existing Order API did not support retrieving all orders for TUA/PO using ID or Agreement Number:

- FIND DETAILS OF ORDERS

How does it work now?

The FIND DETAILS OF ORDERS REST API is now updated to support the following additional search criteria:

Searching Orders by Training Unit Agreement's tu_agreement_id

https://<*hostname-api.sabacloud.com*>/v1/learning/order?q=(tu_agreement_id%3D%3Dtutpo000000000001004)

Searching Orders by Training Unit Agreement's tu_agreement_number

https://<*hostname-api.sabacloud.com*>/v1/learning/order?q=(tu_agreement_number%3D%3D00001001)

Searching Orders by Purchase Order's po_id

https://<*hostname-api.sabacloud.com*>/v1/learning/order?q=(po_id%3D%3Dpordr000000000001000)

Use case

N/A

Retrieve all the resources attached to a class

How did it work?

The following existing Class API did not support retrieving the resources attached to a class:

- GET DETAILS OF A CLASS

How does it work now?

The GET DETAILS OF A CLASS REST API is now updated to support the following additional **context** value:

You can now alter the URL as below to retrieve all the resources attached to this class:

https://<*hostname-api.sabacloud.com*>/v1/offering/:offeringId**?context=adminWithResources**

Example:

https://<hostname-api.sabacloud.com>/v1/offering/class000000000015681**?context=adminWithResources**

Return Values (?context=adminWithResources)

```
{
    "@type": "com.saba.learning.services.offering.OfferingDetail",
    "min_ct": 5,
    "max_ct": 20,
    "max_book": 20,
    "csr_id": null,
    "open_enroll": null,
    "open_enroll_for_all": null,
    "enroll_close": null,
    "stop_auto_promotion": null,
    "skip_days_map": "0000000",
```

```
    "vleInfo": null,
    "disp_for_web": true,
    "disp_for_call_center": true,
    "enforced_seq": "100",
    "offeringPrices": [
        "list",
        [
            {
                "@type": "com.saba.learning.services.common.Money",
                "amount": [
                    "java.math.BigDecimal",
                    100
                ],
                "currency": {
                    "@type": "ServiceObjectReference",
                    "id": "crncy000000000000167",
                    "displayName": null
                },
                "amountString": "100 USD",
                "isocode": "USD"
            }
        ]
    ],
    "startDateI18n": "17/04/2018",
    "endDateI18n": "17/04/2018",
    "learningAssignments": null,
    "offering_temp_no": null,
    "offeringlocked": false,
    "publishStartDate": null,
    "publishEndDate": null,
    "publishStatus": null,
    "publishStatusMessage": null,
    "locationDetail": {
        "@type": "com.saba.learning.services.resource.LocationDetail",
        "attachments": [
            "list",
            []
        ],
        "contactInfo": {
            "@type": "com.saba.learning.services.common.ContactDetail",
            "email": "",
            "fax": "",
            "secondaryPhone": "",
            "primaryPhone": ""
        },
        "organization": null,
        "locationId": "00003260",
        "locationName": "Redwood Shore HQ",
        "locationContact": null,
        "addressInfo": {
            "@type": "com.saba.learning.services.common.AddressDetail",
            "city": "Redwood Shore",
            "country": "United States",
            "addressLine1": "2400 Bridge Parkway",
            "addressLine2": "",
            "addressLine3": null,
            "zipCode": "94065",
            "state": "California"
        },
        "eeoMandatory": null,
        "timezone": {
            "@type": "ServiceObjectReference",
```

```
            "id": "tzone000000000000012",
            "displayName": "(GMT-05:00) Eastern Time (US & Canada)"
        }
    },
    "audienceTypes": [
        "list",
        []
    ],
    "availabilityDetails": {
        "@type": "com.saba.learning.services.offering.
            OfferingDetail$OfferingRegistrationAvailabilityDetailsSection",
        "availableSeats": 20,
        "offeringPrice": {
            "@type": "com.saba.learning.services.common.Money",
            "amount": [
                "java.math.BigDecimal",
                100
            ],
            "currency": {
                "@type": "ServiceObjectReference",
                "id": "crncy000000000000167",
                "displayName": null
            },
            "amountString": "100 USD",
            "isocode": "USD"
        },
        "offeringPriceDisplay": "100 USD"
    },
    "creditsCollection": null,
    "actions": null,
    "has_community": false,
    "group_id": null,
    "consumeWithinCert": false,
    "creditString": null,
    "customValues": [
        "list",
        []
    ],
    "owners": [
        "list",
        []
    ],
    "trainingUnits": null,
    "status": "Open - Normal",
    "calendarExportURL": null,
    "microLearning": false,
    "do_not_drop_post": null,
    "post_order": null,
    "post_completion": null,
    "cpfMins": 0,
    "waitListedCount": 0,
    "registeredCount": 0,
    "groupAssociatedWithCourse": {
        "@type": "ServiceObjectReference",
        "id": "teams000000000003361",
        "displayName": "Core Java-00026029"
    },
    "statusNumValue": 100,
    "inheritedTrainingUnits": null,
    "suppressScoreForOT": false,
    "customFieldsSetOnCourse": false,
    "courseDescription": "",
```

```
    "classDescription": "Core Java ilt1",
    "courseCustomValues": [
        "list",
        [
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom0",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course String"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom1",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 1
                },
                "value": null,
                "displayName": "Course Integer"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom2",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 2
                },
                "value": null,
                "displayName": "Course Real2"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom3",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 9
                },
                "value": null,
                "displayName": "Course Boolean"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom4",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 10
                },
                "value": null,
                "displayName": "Course Date"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom5",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 12
                },
                "value": null,
```

```
                "displayName": "Course Time"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom6",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course String LOV"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom7",
                "datatype": {
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                    "value": 18
                },
                "value": null,
                "displayName": "Course String_Protected"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom8",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course String22"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom9",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course String LOV"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom10",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
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                "value": null,
                "displayName": "Course Integer"
            },
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                "@type": "CustomAttributeValueDetail",
                "name": "custom11",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course Real"
            },
```

```
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom12",
                "datatype": {
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                    "value": 18
                },
                "value": null,
                "displayName": "Course String Protected"
            },
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                "@type": "CustomAttributeValueDetail",
                "name": "custom13",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course Boolean"
            },
            {
                "@type": "CustomAttributeValueDetail",
                "name": "custom14",
                "datatype": {
                    "@type": "CustomAttributeDatatype",
                    "value": 18
                },
                "value": null,
                "displayName": "Course Time 22"
            }
        ]
    ],
    "id": "class000000000015681",
    "price": {
        "@type": "com.saba.learning.services.common.Money",
        "amount": [
            "java.math.BigDecimal",
            100
        ],
        "currency": {
            "@type": "ServiceObjectReference",
            "id": "crncy000000000000167",
            "displayName": null
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        "amountString": "100 USD",
        "isocode": "USD"
    },
    "abstract": "",
    "availableSeats": 20,
    "deliveryType": {
        "@type": "ServiceObjectReference",
        "id": "eqcat000000000000004",
        "displayName": "Instructor-Led"
    },
    "offeringTemplate": {
        "@type": "ServiceObjectReference",
        "id": "cours000000000046101",
        "displayName": "Core Java"
    },
    "language": {
        "@type": "ServiceObjectReference",
        "id": "lange000000000000001",
```

```
        "displayName": "English"
    },
    "offeringNumber": "00026029--CORE JAVA ILT1",
    "sessionTemplate": "Tue 7:00 -8:00;",
    "facility": null,
    "securityDomain": {
        "@type": "ServiceObjectReference",
        "id": "domin000000000000001",
        "displayName": "world"
    },
    "componentName": "ComponentName",
    "startDate": {
        "@type": "com.saba.customtypes.DateWithLocale",
        "date": 1523923200000,
        "locale": "17/04/2018",
        "timeInLocale": "0:00",
        "dateInUserTimeZone": "17/04/2018",
        "timeInUserTimeZone": "5:30",
        "dateInCustomTimeZone": null,
        "timeInCustomTimeZone": null,
        "customTimeZoneDate": 0,
        "timeInStandardFormat": "12:00 AM",
        "dateInStandardFormat": "04/17/2018"
    },
    "endDate": {
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        "date": 1523923200000,
        "locale": "17/04/2018",
        "timeInLocale": "0:00",
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        "timeInCustomTimeZone": null,
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        "dateInStandardFormat": "04/17/2018"
    },
    "duration": 60,
    "cpf": false,
    "customFields": {
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    },
    "delivery_id": {
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        "id": "eqcat000000000000004",
        "displayName": "Instructor-Led"
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    "wbt_no": "00026029--CORE JAVA ILT1",
    "avail_from": null,
    "offering_temp_id": {
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        "id": "cours000000000046101",
        "displayName": "Core Java"
    },
    "language_id": {
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        "id": "lange000000000000001",
        "displayName": "English"
    },
    "class_no": "00026029--CORE JAVA ILT1",
    "session_template": "Tue 7:00 -8:00;",
    "location_id": {
```

```
        "@type": "ServiceObjectReference",
        "id": "locat000000000003320",
        "displayName": "Redwood Shore HQ"
    },
    "facility_id": null,
    "vendor_id": null,
    "start_date": {
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        "date": 1523923200000,
        "locale": "17/04/2018",
        "timeInLocale": "0:00",
        "dateInUserTimeZone": "17/04/2018",
        "timeInUserTimeZone": "5:30",
        "dateInCustomTimeZone": null,
        "timeInCustomTimeZone": null,
        "customTimeZoneDate": 0,
        "timeInStandardFormat": "12:00 AM",
        "dateInStandardFormat": "04/17/2018"
    },
    "manufacturer_id": null,
    "disc_from": null,
    "dropPolicyInfo": {
        "@type": "com.saba.learning.services.catalog.DropPolicyInfo",
        "notifyDropCondition": "",
        "trainingUnitDropPolicyInfo": null,
        "allEffectivePolicies": [
            "list",
            [
                {
                    "@type":
"com.saba.learning.services.catalog.DropPolicyDetail",
                   "displayString": "Cancellation charge of 100.0 % if dropped
 between 07/04/2018 and 17/04/2018.",
                    "timeEntryId": "",
                    "daysFrom": 0,
                    "daysTo": 10,
                    "charge": 100,
                    "chargeType": 1,
                    "currency": {
                        "@type": "ServiceObjectReference",
                        "id": "crncy000000000000167",
                        "displayName": null
                    }
                },
                {
                    "@type":
"com.saba.learning.services.catalog.DropPolicyDetail",
                    "displayString": "Cancellation charge of 10.0 % for all
other days.",
                    "timeEntryId": "",
                    "daysFrom": -99999,
                    "daysTo": 99999,
                    "charge": 10,
                    "chargeType": 1,
                    "currency": {
                        "@type": "ServiceObjectReference",
                        "id": "crncy000000000000167",
                        "displayName": null
                    }
                }
            ]
        ],
```

```
        "lastDateToDropWithoutCharge": null
    },
    "vleinfoDetail": {
        "@type": "map"
    },
    "courseVersion": null,
    "durationString": "01:00",
    "baseDeliveryType": 100,
    "ownersValue": null,
    "customFieldsValue": [
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        []
    ],
    "priceDisplayString": "100 USD",
    "description": "Core Java ilt1",
    "location": {
        "@type": "ServiceObjectReference",
        "id": "locat000000000003320",
        "displayName": "Redwood Shore HQ"
    },
    "resources": [
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        [
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                "@type":
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                "resourceLocation": null,
                "resourceFacility": null,
                "resourceCatalog": null,
                "resourceRates": null,
                "type": "TYPE_PERSON",
                "qualified": false,
                "resourceStartDate": null,
                "resourceEndDate": null,
                "addInfo": {
                    "@type": "map"
                },
                "resource": {
                    "@type": "ServiceObjectReference",
                    "id": "emplo000000000001041",
                    "displayName": "Super User"
                },
                "resourceType": 200,
                "disabled": false,
                "purpose": "recat000000000000504"
            },
            {
                "@type":
"com.saba.learning.services.resource.ResourceInfoDetail",
                "resourceLocation": {
                    "@type": "LocationReference",
                    "id": "locat000000000003320",
                    "displayName": "Redwood Shore HQ",
                    "primaryKey": {
                        "@type": "com.saba.persist.ObjectId",
                        "id": "locat000000000003320",
                        "prefix": "locat"
                    }
                },
                "resourceFacility": null,
                "resourceCatalog": null,
                "resourceRates": [
```

```
                    "list",
                    [
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                            "@type": "com.saba.currency.Money",
                            "amount": [
                                "java.math.BigDecimal",
                                0
                            ],
                            "currency": {
                                "@type":
"com.saba.currency.SabaCurrencyReference",
                                "id": "crncy000000000000167",
                                "displayName": "US Dollars"
                            },
                            "isocode": "USD",
                            "string": "0 USD"
                        }
                    ]
                ],
                "type": "TYPE_ROOM",
                "qualified": false,
                "resourceStartDate": null,
                "resourceEndDate": null,
                "addInfo": {
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                    "custom0": "customvalue0",
                    "custom1": "customvalue1",
                    "ExCustom1": "customvalue2"
                },
                "resource": {
                    "@type": "ServiceObjectReference",
                    "id": "rooms000000000001280",
                    "displayName": "Room1"
                },
                "resourceType": 100,
                "disabled": false,
                "purpose": "recat000000000000501"
            },
            {
                "@type":
"com.saba.learning.services.resource.ResourceInfoDetail",
                "resourceLocation": {
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                    "id": "locat000000000003320",
                    "displayName": "Redwood Shore HQ",
                    "primaryKey": {
                        "@type": "com.saba.persist.ObjectId",
                        "id": "locat000000000003320",
                        "prefix": "locat"
                    }
                },
                "resourceFacility": null,
                "resourceCatalog": null,
                "resourceRates": [
                    "list",
                    [
                        {
                            "@type": "com.saba.currency.Money",
                            "amount": [
                                "java.math.BigDecimal",
                                0
                            ],
```

```
                              "currency": {
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                                  "id": "crncy000000000000167",
                                  "displayName": "US Dollars"
                              },
                              "isocode": "USD",
                              "string": "0 USD"
                          }
                      ]
                  ],
                  "type": "TYPE_EQUIPMENT",
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                  "resourceEndDate": null,
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                      "custom9": "customvalue9",
                      "custom0": "121331",
                      "custom3": null,
                      "custom4": null,
                      "custom1": null,
                      "custom2": null,
                      "custom7": "customvalue7",
                      "custom8": "customvalue8",
                      "custom5": "customvalue5",
                      "custom6": "customvalue6",
                      "ExCustom1": "world"
                  },
                  "resource": {
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                      "id": "equip000000000001180",
                      "displayName": "EQ1001"
                  },
                  "resourceType": 300,
                  "disabled": false,
                  "purpose": "recat000000000000510"
              },
              {
                  "@type":
"com.saba.learning.services.resource.ResourceInfoDetail",
                  "resourceLocation": null,
                  "resourceFacility": null,
                  "resourceCatalog": null,
                  "resourceRates": [
                      "list",
                      [
                          {
                              "@type": "com.saba.currency.Money",
                              "amount": [
                                  "java.math.BigDecimal",
                                  80
                              ],
                              "currency": {
                                  "@type":
"com.saba.currency.SabaCurrencyReference",
                                  "id": "crncy000000000000167",
                                  "displayName": "US Dollars"
                              },
                              "isocode": "USD",
                              "string": "80 USD"
                          }
```

```
                    ]
                ],
                "type": "TYPE_INVENTORY",
                "qualified": false,
                "resourceStartDate": null,
                "resourceEndDate": null,
                "addInfo": {
                    "@type": "map"
                },
                "resource": {
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                    "id": "prdct000000000001100",
                    "displayName": "20170802001Inventery"
                },
                "resourceType": 400,
                "disabled": false,
                "purpose": "recat000000000000519"
            }
        ]
    ],
    "name": "Core Java"
}
```

Use case

N/A

Retrieve external Job Board data

How did it work?

The following existing Job Requisition API did not support retrieving external Job Board data:

- GET DETAILS OF A PARTICULAR JOB REQUISITION

How does it work now?

The GET DETAILS OF A PARTICULAR JOB REQUISITION REST API is now updated to support the following additional parameter as well as retrieving external Job Board data:

URL (to include external job board data)

https://<*hostname-api.sabacloud.com*>/v1/job-requisition/:id**?includeJobBoardData=true**

OR

https://<*hostname-api.sabacloud.com*>/v1/job-requisition/:id**:(jobBoardData,jobboards)**

Return Values

```
{
    "jobboards":[
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
```

```
            "jobBoard":"vendr0000001c4316020141108ff091007ffc",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004113"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr000000545cc2aa0140c94bfe57007ffe",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004114"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr0000001c4316020141108ff091007fff",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004115"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr00000049a4339c01629452a33a004142",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004116"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
```

```
            },
            "postStatus":null,
            "jobBoard":"vendr00000049a4339c01629452a33a0034dc",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004117"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr00000034540e6f0162bd540a150020d4",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004118"
        }
    ],
    "id":"jobrq000000000004446",
    "jobBoardData":[
        {
            "name":"Broadbean",
            "code":"BROADBEAN",
            "customFields":[

            ],
            "oobFields":[
                {
                    "name":"Location",
                    "code":"COUNTRY_CODE",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"in",
                        "displayName":"India"
                    }
                },
                {
                    "name":"State",
                    "code":"STATE",
                    "visible":true,
                    "type":"String",
                    "value":"Maharashtra",
                    "lovValue":null
                },
                {
                    "name":"Job Family",
                    "code":"JOB_FUNCTION",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
```

```
                    "lovValue":{
                        "code":"mgmt",
                        "displayName":"Management"
                    }
                },
                {
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                    "code":"PAY_INTERVAL",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"BW",
                        "displayName":"Bi-weekly"
                    }
                },
                {
                    "name":"Employment Type",
                    "code":"JOB_TYPE",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"C",
                        "displayName":"Contract"
                    }
                },
                {
                    "name":"Industry",
                    "code":"INDUSTRY",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                },
                {
                    "name":"Min experience ",
                    "code":"EXPERIENCE_LEVEL",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                }
            ]
        },
        {
            "name":"Metro Job",
            "code":"METRO JOB",
            "customFields":[
                {
                    "name":"Custom0",
                    "code":"CUSTOM",
                    "visible":true,
                    "type":"String",
                    "value":"custom0str",
                    "lovValue":null
                },
                {
                    "name":"CustomString",
                    "code":"CUSTOMSTRING",
                    "visible":true,
                    "type":"String",
```

```
                "value":"str",
                "lovValue":null
            }
        ],
        "oobFields":[
            {
                "name":"Location",
                "code":"COUNTRY_CODE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"in",
                    "displayName":"India"
                }
            },
            {
                "name":"State",
                "code":"STATE",
                "visible":false,
                "type":"LOV",
                "value":"Maharashtra",
                "lovValue":null
            },
            {
                "name":"Job Family",
                "code":"JOB_FUNCTION",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"mgmt",
                    "displayName":"Management"
                }
            },
            {
                "name":"Salary Type",
                "code":"PAY_INTERVAL",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"BW",
                    "displayName":"Bi-weekly"
                }
            },
            {
                "name":"Employment Type",
                "code":"JOB_TYPE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
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                    "displayName":"Part-time"
                }
            },
            {
                "name":"Industry",
                "code":"INDUSTRY",
                "visible":false,
                "type":"LOV",
```

```
                    "value":null,
                    "lovValue":null
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                {
                    "name":"Min experience ",
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                    "value":null,
                    "lovValue":null
                }
            ]
        },
        {
            "name":"Cus_JB",
            "code":"CUS_JB",
            "customFields":[
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                    "name":"String_attr",
                    "code":"code3",
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                    "type":"String",
                    "value":null,
                    "lovValue":null
                },
                {
                    "name":"custlov",
                    "code":"custlov",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":null,
                        "displayName":null
                    }
                },
                {
                    "name":"test",
                    "code":"code1",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":null,
                        "displayName":null
                    }
                },
                {
                    "name":"flag",
                    "code":"code2",
                    "visible":true,
                    "type":"Boolean",
                    "value":true,
                    "lovValue":null
                },
                {
                    "name":"customLov",
                    "code":"customLov",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
```

```
                    "code":null,
                    "displayName":null
                }
            }
        ],
        "oobFields":[
            {
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                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"in",
                    "displayName":"India"
                }
            },
            {
                "name":"State",
                "code":"STATE",
                "visible":true,
                "type":"String",
                "value":"Maharashtra",
                "lovValue":null
            },
            {
                "name":"Job Family",
                "code":"JOB_FUNCTION",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"mgmt",
                    "displayName":"Management"
                }
            },
            {
                "name":"Salary Type",
                "code":"PAY_INTERVAL",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":null,
                    "displayName":null
                }
            },
            {
                "name":"Employment Type",
                "code":"JOB_TYPE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":null,
                    "displayName":null
                }
            },
            {
                "name":"Industry",
                "code":"INDUSTRY",
                "visible":false,
```

```
                "type":"LOV",
                "value":null,
                "lovValue":null
            },
            {
                "name":"Min experience ",
                "code":"EXPERIENCE_LEVEL",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":null
            }
        ]
    },
    {
        "name":"Job Market Fair",
        "code":"JOB MARKET FAIR",
        "customFields":[
            {
                "name":"Are you willing to Join this organization now?",
                "code":"21",
                "visible":true,
                "type":"Boolean",
                "value":true,
                "lovValue":null
            },
            {
                "name":"Skills",
                "code":"Sk1",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":null,
                    "displayName":null
                }
            },
            {
                "name":"Degree",
                "code":"T1",
                "visible":true,
                "type":"String",
                "value":"ENGG",
                "lovValue":null
            }
        ],
        "oobFields":[
            {
                "name":"Location",
                "code":"COUNTRY_CODE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"in",
                    "displayName":"India"
                }
            },
            {
                "name":"State",
                "code":"STATE",
                "visible":false,
```

```
                    "type":"LOV",
                    "value":"Maharashtra",
                    "lovValue":null
                },
                {
                    "name":"Job Family",
                    "code":"JOB_FUNCTION",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"mgmt",
                        "displayName":"Management"
                    }
                },
                {
                    "name":"Salary Type",
                    "code":"PAY_INTERVAL",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":null,
                        "displayName":null
                    }
                },
                {
                    "name":"Employment Type",
                    "code":"JOB_TYPE",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":null,
                        "displayName":null
                    }
                },
                {
                    "name":"Industry",
                    "code":"INDUSTRY",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                },
                {
                    "name":"Min experience ",
                    "code":"EXPERIENCE_LEVEL",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                }
            ]
        },
        {
            "name":"LinkedIn",
            "code":"LINKEDIN",
            "customFields":[

            ],
            "oobFields":[
```

```
            {
                "name":"Location",
                "code":"COUNTRY_CODE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"in",
                    "displayName":"India"
                }
            },
            {
                "name":"State",
                "code":"STATE",
                "visible":true,
                "type":"String",
                "value":"Maharashtra",
                "lovValue":null
            },
            {
                "name":"Job Family",
                "code":"JOB_FUNCTION",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"mgmt",
                    "displayName":"Management"
                }
            },
            {
                "name":"Salary Type",
                "code":"PAY_INTERVAL",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"BW",
                    "displayName":"Bi-weekly"
                }
            },
            {
                "name":"Employment Type",
                "code":"JOB_TYPE",
                "visible":true,
                "type":"LOV",
                "value":null,
                "lovValue":{
                    "code":"C",
                    "displayName":"Contract"
                }
            },
            {
                "name":"Industry",
                "code":"INDUSTRY",
                "visible":false,
                "type":"LOV",
                "value":null,
                "lovValue":null
            },
            {
                "name":"Min experience ",
```

```
                    "code":"EXPERIENCE_LEVEL",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                },
                {
                    "name":"LinkedIn Id",
                    "code":"POSTED_BY",
                    "visible":true,
                    "type":"String",
                    "value":"test123@test.test",
                    "lovValue":null
                }
            ]
        },
        {
            "name":"Monster",
            "code":"MONSTER",
            "customFields":[

            ],
            "oobFields":[
                {
                    "name":"Location",
                    "code":"COUNTRY_CODE",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"in",
                        "displayName":"India"
                    }
                },
                {
                    "name":"State",
                    "code":"STATE",
                    "visible":true,
                    "type":"String",
                    "value":"Maharashtra",
                    "lovValue":null
                },
                {
                    "name":"Job Family",
                    "code":"JOB_FUNCTION",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"mgmt",
                        "displayName":"Management"
                    }
                },
                {
                    "name":"Salary Type",
                    "code":"PAY_INTERVAL",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"BW",
                        "displayName":"Biweekly"
```

```
                    }
                },
                {
                    "name":"Employment Type",
                    "code":"JOB_TYPE",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":{
                        "code":"P",
                        "displayName":"Intern"
                    }
                },
                {
                    "name":"Industry",
                    "code":"INDUSTRY",
                    "visible":false,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                },
                {
                    "name":"Min experience",
                    "code":"EXPERIENCE_LEVEL",
                    "visible":true,
                    "type":"LOV",
                    "value":null,
                    "lovValue":null
                }
            ]
        }
    ],
    "jobboards":[
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr0000001c4316020141108ff091007ffc",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004113"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr000000545cc2aa0140c94bfe57007ffe",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
```

```
            "postMessage":null,
            "id":"rqjbd000000000004114"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr0000001c4316020141108ff091007fff",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004115"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr00000049a4339c01629452a33a004142",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004116"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr00000049a4339c01629452a33a0034dc",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004117"
        },
        {
            "externalId":null,
            "requisition":{
                "id":"jobrq000000000004446",
                "displayName":"Need SSE API"
            },
            "postStatus":null,
            "jobBoard":"vendr00000034540e6f0162bd540a150020d4",
            "externalServiceType":"JOB-BOARD",
            "additionalInfo1":null,
            "additionalInfo2":null,
```

```
            "additionalInfo3":null,
            "additionalInfo4":null,
            "postMessage":null,
            "id":"rqjbd000000000004118"
        }
    ]
}
```


Use case

Integration partners will be able to extract the posting details for the extended job boards they support and perform the job posting.

New REST APIs

Add smartlist as a criteria for an audience type

How did it work?

The existing Smartlist APIs did not allow associating a smart list to an audience type.

How does it work now?

The following API is now available that allows adding smartlist as a criteria for an audience type.

ADD SMARTLIST AS CRITERIA FOR AUDIENCE TYPE

Overview

Adds smartlist as a criteria for an audience type.

Requires OAuth

No

Method

POST

URL

http://<*hostname-api.sabacloud.com*>/v1/smartlists/addOwner

Calling Options

Table 32: Calling Options

Name	Description	Default Value	Data Type	Required?
parent	The Smartlist used as criteria	{"id": "slst000000000001062","displayName": "test smartlist"}	string	Yes

Name	Description	Default Value	Data Type	Required?
owner	Audience type	{"id": "audie000000000001163","dis~ playName": "AT1"}	string	Yes

Request Body

```
{
 "parent": {
  "displayName": "test SL basic"
 },
 "owner": {
  "displayName": "aud_1"
 }
}
```

In addition to this, the following existing REST APIs will now return smartlistId, in case there is criteria associated to the AT:

- GET DETAILS OF A PARTICULAR AUDIENCE TYPE
- GET DETAILS OF A PARTICULAR SUB AUDIENCE TYPE

Use case

This helps associating a smart list to an audience type using REST APIs.

APIs to find extended details of classes

How did it work?

These are new REST APIs.

How does it work now?

The following APIs are now available that allow finding the extended details of classes.

FIND EXTENDED DETAILS OF CLASSES

Overview

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

Requires OAuth

YES

Method

GET

URL

https://<*hostname-api.sabacloud.com*>/v1/offering/search?type=:type&q=(:criteria_field%3D%3D:field_value)&count=:count&startPage=:startPage

Calling Options

Table 33: Calling Options

Name	Description	Sample Value	Data Type	Required?
type	The type of the desired class.	instructor_led	string	No
criteria_field	The search criteria i.e. the field name.	part_no	string	No
field_value	The search value for the specified search criteria.		string	No
count	The number of records per page.	10	integer	No
startPage	The start page number for the list of records.	1	integer	No

Criteria and display columns supported by this API

Name	Description	Display column	Condition token
part_no	Offering Id	Yes	Yes
offering_start_date	Offering start date	Yes	Yes
offering_end_date	Offering end date	Yes	Yes
Domain	Class Domain Id	Yes	Yes
course_domain	Course Domain	Yes	No
offering_name	Offering title	Yes	Yes
offering_credits	Credits	Yes	No
course_id	Course Id	Yes	Yes
course_title	Course Title	Yes	Yes
course_custom0	Course custom 0	Yes	Yes
course_custom1	Course custom 1	Yes	Yes
course_custom2	Course custom 2	Yes	Yes
course_custom3	Course custom 3	Yes	Yes
course_custom4	Course custom 4	Yes	Yes
course_custom5	Course custom 5	Yes	Yes

Name	Description	Display column	Condition token
course_custom6	Course custom 6	Yes	Yes
course_custom7	Course custom 7	Yes	Yes
course_custom8	Course custom 8	Yes	Yes
course_custom9	Course custom 9	Yes	Yes
course_custom10	Course custom 10	Yes	Yes
course_custom11	Course custom 11	Yes	Yes
course_custom12	Course custom 12	Yes	Yes
course_custom13	Course custom 13	Yes	Yes
course_custom14	Course custom 14	Yes	Yes
course_no	Course Number	Yes	Yes
course_version	Course Version	Yes	Yes
course_description	Course description	Yes	No
course_abstract	Course abstract	Yes	No
session_name	Session template id	Yes	Yes
Status	Offering Status code	Yes	Yes
Language	Language Id	Yes	Yes
delivery_name	Offering delivery type name	Yes	No
avail_from	Available from date	Yes	Yes
disc_from	Discontinued from date	Yes	Yes
max_ct	Max number of seats	Yes	Yes
max_book	Waitlist capacity	Yes	Yes
min_ct	Min number of seats	Yes	Yes
stud_ct	Number of registered seats	Yes	Yes
stud_book	Maximum overbook	Yes	Yes
competency_id	Competency Id	No	Yes
competency_level_id	Competency level Id	No	Yes

Name	Description	Display column	Condition token
competency_name	Competency Name	No	Yes
competency_level_name	Competency Level Name	No	Yes
delivery_id	Delivery type Id	No	Yes
location_id	Location Id	Yes	Yes
person_id	Person Id against which audience type check will be performed	No	Yes
course_categories	Categories of course	Collection of categories	No
course_keywords	Keywords of course	Collection of Keywords	No
course_equivalents	Equivalents of course	Collection of Equivalents	No
course_competencies	Competencies of course	Collection of competencies with level details	No
offering_custom0	Offering custom 0	Yes	Yes
offering_custom1	Offering custom 1	Yes	Yes
offering_custom2	Offering custom 2	Yes	Yes
offering_custom3	Offering custom 3	Yes	Yes
offering_custom4	Offering custom 4	Yes	Yes
offering_custom5	Offering custom 5	Yes	Yes
offering_custom6	Offering custom 6	Yes	Yes
offering_custom7	Offering custom 7	Yes	Yes
offering_custom8	Offering custom 8	Yes	Yes
offering_custom9	Offering custom 9	Yes	Yes

Return Values


```
{
    "facets": [],
    "totalResults": 1,
    "itemsPerPage": 1,
    "hasMoreResults": false,
    "startIndex": 1,
    "results": [
        {
            "offering_name": "Attendance Check",
```

```
            "session_name": null,
            "course_keywords": [
                {
                    "name": "abc",
                    "id": "kywrd000000000200200"
                },
                {
                    "name": "abc pqr",
                    "id": "kywrd000000000200201"
                }
            ],
            "min_ct": null,
            "offering_start_date": "3000-01-01T00:00:00.000+0530",
            "delivery_name": "Web-Based",
            "disc_from": "3000-01-01T00:00:00.000+0530",
            "language": "lange000000000000001",
            "location_id": null,
            "course_categories": [
                {
                    "name": "new Cat",
                    "id": "categ000000000001040"
                }
            ],
            "course_competencies":[
                {
                    "competency_name":"Designer",
                    "competency_level_id":"cplvl000000000001067",
                    "competency_level":"Average",
                    "competency_id":"compt000000000001021"
                }
            ],
             "course_domain":"domin000000000000001"
            "stud_book": null,
            "course_custom2": "2",
            "course_custom1": "1",
            "course_custom4": "4",
            "course_equivalents": [
                {
                    "name": "111",
                    "id": "cours000000000200486",
                    "version": null
                },
                {
                    "name": "#12",
                    "id": "cours000000000200814",
                    "version": null
                }
            ],
            "offering_end_date": "1900-01-01T00:00:00.000+0530",
            "id": "dowbt000000000001943",
            "course_custom3": "3",
            "course_custom0": "0",
            "stud_ct": null,
            "offering_custom0": "0",
            "course_abstract": "-------------- Course to validate Session
Attendance ----------------
\nuone1 has not attended any sessions\nutwo1 has attended sessions
1,3,5\nuthree1 has attended all sessions",
            "course_custom9": "9",
            "course_custom10":null,
            "course_custom11":null,
            "course_custom12":null,
```

```
            "course_custom13":null,
            "course_custom14":null,
            "course_id": "cours000000000001080",
            "offering_custom1": "1",
            "max_ct": null,
            "course_custom6": "6",
            "course_custom5": "5",
            "course_custom8": "8",
            "course_custom7": "7",
            "course_title": "Attendance Check",
            "offering_custom8": "8",
            "offering_custom9": null,
            "offering_custom6": "6",
            "course_version": null,
            "offering_custom7": "7",
            "offering_custom4": "4",
            "offering_custom5": "5",
            "offering_custom2": "2",
            "avail_from": "2009-07-17T00:00:00.000+0530",
            "max_book": null,
            "offering_custom3": "3",
            "part_no": "ID",
            "domain": "domin000000000000001",
            "offering_credits": null,
            "course_no": "PG2-ATTCHK",
            "course_description": "Description",
            "status": null,
            "href":
"http://localhost/Saba/api/component/offering/dowbt000000000001943"
        }
    ]
}
```

FIND EXTENDED DETAILS OF CLASSES (Using POST - Range based search)

Overview

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

Requires OAuth

No

Method

POST

URL

https://<*hostname-api.sabacloud.com*>/v1/offering/search?type=:type&q=(:criteria_field%3D%3D:field_value)&count=:count&startPage=:startPage

Calling Options

Table 34: Calling Options

Name	Description	Sample Value	Data Type	Required?
type	The type of the desired class.	instructor_led	string	No

Name	Description	Sample Value	Data Type	Required?
conditions	The search conditions. You can use search operators such as: • =gt= • =ge= • =lt= • =le= • =eq= • =ne=	[{"name": "part_no", "operator": "==","value": "Id"}]	string	Yes
count	The number of records per page.	10	integer	No
startPage	The start page number for the list of records.	1	integer	No

Criteria and display columns supported by this API

Name	Description	Display column	Condition token
part_no	Offering Id	Yes	Yes
offering_start_date	Offering start date	Yes	Yes
offering_end_date	Offering end date	Yes	Yes
Domain	Class Domain Id	Yes	Yes
course_domain	Course Domain	Yes	No
offering_name	Offering title	Yes	Yes
offering_credits	Credits	Yes	No
course_id	Course Id	Yes	Yes
course_title	Course Title	Yes	Yes
course_custom0	Course custom 0	Yes	Yes
course_custom1	Course custom 1	Yes	Yes
course_custom2	Course custom 2	Yes	Yes
course_custom3	Course custom 3	Yes	Yes
course_custom4	Course custom 4	Yes	Yes
course_custom5	Course custom 5	Yes	Yes

Name	Description	Display column	Condition token
course_custom6	Course custom 6	Yes	Yes
course_custom7	Course custom 7	Yes	Yes
course_custom8	Course custom 8	Yes	Yes
course_custom9	Course custom 9	Yes	Yes
course_custom10	Course custom 10	Yes	Yes
course_custom11	Course custom 11	Yes	Yes
course_custom12	Course custom 12	Yes	Yes
course_custom13	Course custom 13	Yes	Yes
course_custom14	Course custom 14	Yes	Yes
course_no	Course Number	Yes	Yes
course_version	Course Version	Yes	Yes
course_description	Course description	Yes	No
course_abstract	Course abstract	Yes	No
session_name	Session template id	Yes	Yes
Status	Offering Status code	Yes	Yes
Language	Language Id	Yes	Yes
delivery_name	Offering delivery type name	Yes	No
avail_from	Available from date	Yes	Yes
disc_from	Discontinued from date	Yes	Yes
max_ct	Max number of seats	Yes	Yes
max_book	Waitlist capacity	Yes	Yes
min_ct	Min number of seats	Yes	Yes
stud_ct	Number of registered seats	Yes	Yes
stud_book	Maximum overbook	Yes	Yes
competency_id	Competency Id	No	Yes
competency_level_id	Competency level Id	No	Yes

Name	Description	Display column	Condition token
competency_name	Competency Name	No	Yes
competency_level_name	Competency Level Name	No	Yes
delivery_id	Delivery type Id	No	Yes
location_id	Location Id	Yes	Yes
person_id	Person Id against which audience type check will be performed	No	Yes
course_categories	Categories of course	Collection of categories	No
course_keywords	Keywords of course	Collection of Keywords	No
course_equivalents	Equivalents of course	Collection of Equivalents	No
course_competencies	Competencies of course	Collection of competencies with level details	No
offering_custom0	Offering custom 0	Yes	Yes
offering_custom1	Offering custom 1	Yes	Yes
offering_custom2	Offering custom 2	Yes	Yes
offering_custom3	Offering custom 3	Yes	Yes
offering_custom4	Offering custom 4	Yes	Yes
offering_custom5	Offering custom 5	Yes	Yes
offering_custom6	Offering custom 6	Yes	Yes
offering_custom7	Offering custom 7	Yes	Yes
offering_custom8	Offering custom 8	Yes	Yes
offering_custom9	Offering custom 9	Yes	Yes

Request Body

```
{
 "conditions" : [
  {"name": "part_no", "operator": "==","value": "WBT000004"}
 ]
}
```

Return Values


```
{
    "facets": [],
    "totalResults": 1,
    "itemsPerPage": 1,
    "hasMoreResults": false,
    "startIndex": 1,
    "results": [
        {
            "offering_name": "Attendance Check",
            "session_name": null,
            "course_keywords": [
                {
                    "name": "abc",
                    "id": "kywrd000000000200200"
                },
                {
                    "name": "abc pqr",
                    "id": "kywrd000000000200201"
                }
            ],
            "min_ct": null,
            "offering_start_date": "3000-01-01T00:00:00.000+0530",
            "delivery_name": "Web-Based",
            "disc_from": "3000-01-01T00:00:00.000+0530",
            "language": "lange000000000000001",
            "location_id": null,
            "course_categories": [
                {
                    "name": "new Cat",
                    "id": "categ000000000001040"
                }
            ],
            "course_competencies":[
                {
                    "competency_name":"Designer",
                    "competency_level_id":"cplvl000000000001067",
                    "competency_level":"Average",
                    "competency_id":"compt000000000001021"
                }
            ],
             "course_domain":"domin000000000000001"
            "stud_book": null,
            "course_custom2": "2",
            "course_custom1": "1",
            "course_custom4": "4",
            "course_equivalents": [
                {
                    "name": "111",
                    "id": "cours000000000200486",
                    "version": null
                },
                {
                    "name": "#12",
                    "id": "cours000000000200814",
                    "version": null
                }
            ],
            "offering_end_date": "1900-01-01T00:00:00.000+0530",
            "id": "dowbt000000000001943",
            "course_custom3": "3",
            "course_custom0": "0",
```

```
            "stud_ct": null,
            "offering_custom0": "0",
            "course_abstract": "-------------- Course to validate Session
Attendance ----------------
\nuone1 has not attended any sessions\nutwo1 has attended sessions
1,3,5\nuthree1 has attended all sessions",
            "course_custom9": "9",
            "course_custom10":null,
            "course_custom11":null,
            "course_custom12":null,
            "course_custom13":null,
            "course_custom14":null,
            "course_id": "cours000000000001080",
            "offering_custom1": "1",
            "max_ct": null,
            "course_custom6": "6",
            "course_custom5": "5",
            "course_custom8": "8",
            "course_custom7": "7",
            "course_title": "Attendance Check",
            "offering_custom8": "8",
            "offering_custom9": null,
            "offering_custom6": "6",
            "course_version": null,
            "offering_custom7": "7",
            "offering_custom4": "4",
            "offering_custom5": "5",
            "offering_custom2": "2",
            "avail_from": "2009-07-17T00:00:00.000+0530",
            "max_book": null,
            "offering_custom3": "3",
            "part_no": "ID",
            "domain": "domin000000000000001",
            "offering_credits": null,
            "course_no": "PG2-ATTCHK",
            "course_description": "Description",
            "status": null,
            "href":
"http://localhost/Saba/api/component/offering/dowbt000000000001943"
        }
    ]
}
```


Use case

N/A

Public APIs to retrieve job postings

How did it work?

These are new public REST APIs.

How does it work now?

The following APIs are now available that allow retrieving job postings.

GET ALL ACTIVE JOB-POSTINGS

Overview

Returns all the active job-postings.

Note: This is a public REST API (for external career sites) and does not require authentication.

Requires OAuth

No

Method

GET

URL

https://<*hostname-api.sabacloud.com*>/v1/public/job-postings?count=:count&startPage=:startPage

Table 35: Calling Options

Name	Description	Sample Value	Data Type	Required?
count	The number of records per page.	10	integer	No
startPage	The start page number for the list of records.	1	integer	No

Return Values

```
{
    "totalResults": 2,
    "startIndex": 1,
    "hasMoreResults": false,
    "itemsPerPage": 10,
    "results": [
        {
            "id": "jobrq000000000001020",
            "href":
"http://<hostname-api.sabacloud.com>/v1/public/job-postings/jobrq000000000001020",

            "title": "Coder"
        },
        {
            "id": "jobrq000000000001060",
            "href":
"http://<hostname-api.sabacloud.com>/v1/public/job-postings/jobrq000000000001060",

            "title": "HPEngineer3A"
        }
    ],
    "facets": []
}
```

GET DETAILS OF A PARTICULAR JOB-POSTING

Overview

Returns details of a particular job-posting.

Note: This is a public REST API (for external career sites) and do not require authentication.

Requires OAuth

No

Method

GET

URL

https://<*hostname-api.sabacloud.com*>/v1/public/job-postings/{id}

Table 36: Calling Options

Name	Description	Sample Value	Data Type	Required?
id	ID of the job-posting	jobrq000000000001020	string	Yes

Return Values


```
{
    "employmentType": "Regular",
    "about": "<p>We are a dynamic organization with great customers and a
culture where people are valued and empowered to deliver amazing results. We
are also growing and looking to hire talented and passionate individuals to
join our team!</p>",
    "description": "<p>Job description</p>",
    "title": "QA Manager",
    "experience": [
        {
            "experience": "Strategy",
            "experienceLevel ": "3"
        },
        {
            "experience": "IT Background",
            "experienceLevel ": "10"
        },
        {
            "experience": "Team Management",
            "experienceLevel ": "7"
        }
    ],
    "applyLink":
"http://<hostname>/Saba/Web_spf/HPRecruit/jobs-jobs/career/jobdetail/jobrq000000000001020",

    "skills": [
        {
            "skill": "MBA",
            "skillLevel ": "Guru"
        },
        {
            "skill": "HTML5",
            "skillLevel ": "Expert"
        },
        {
            "skill": "JAVA",
            "skillLevel ": "Expert"
```

```
        }
    ],
    "number": "1020",
    "qualification": "<p>qa</p>",
    "locationCountry": "USA",
    "closedDate": null,
    "postedOn": "Posted 25 day(s) ago",
    "jobFamily": "Executives",
    "location": "San Francisco, Californina",
    "id": "jobrq000000000001020",
    "locationState": "CA",
    "category": null,
    "locationCity": "Redwood Shores"
}
```


Use case

The public job requisition posting API allows external vendors/job boards to subscribe to publicly posted jobs on the customer tenant and automatically post jobs on external job boards.

Update or delete profile picture of a person using REST APIs

How did it work?

The existing People APIs did not allow updating or deleting profile picture of a person.

How does it work now?

The following APIs are now available that allow updating or deleting the profile picture of a person.

UPDATE A PERSON'S PROFILE PIC

Overview

Updates the profile picture of a person based on the Person's ID or username using multipart/form-data as the content-type.

Requires OAuth

No

Method

PUT

URL

https://<*hostname-api.sabacloud.com*>/v1/common/profile/:person_id/profilePic

URL (User-friendly)

You can use a user-friendly URL which accepts the **username** instead of the internal Person's ID.

https://<*hostname-api.sabacloud.com*>/v1/common/profile/username%3D<*Username*>/profilePic?type=<type>

Content-type

Multipart/form-data

Note:

The supported file types for upload are: .jpg of .gif. A file needs to be passed and the file size should be less than *Picture size* specified Web variables.

Calling Options

Table 37: Calling Options

Name	Description	Sample Value	Data Type	Required?
person_id	Person's ID	per~ sn000000000001000	string	Yes
file	key / value	file: picturefile.jpg	file	Yes

DELETE A PERSON'S PROFILE PIC

Overview

Deletes the profile picture of a person based on the Person's ID or username.

Requires OAuth

No

Method

DELETE

URL

https://<*hostname-api.sabacloud.com*>/v1/common/profile/:person_id/profilePic

URL (User-friendly)

You can use a user-friendly URL which accepts the **username** instead of the internal Person's ID.

https://<*hostname-api.sabacloud.com*>/v1/common/profile/username%3D<*Username*>/profilePic?type=<type>

Calling Options

Table 38: Calling Options

Name	Description	Sample Value	Data Type	Required?
person_id	Person's ID	per~ sn000000000001000	string	Yes

Use case

N/A

Chapter 14

Talent

Topics:

Update domain of talent pool in Draft state

How did it work?

The talent administrator could update the domain of a talent pool in the **Active** state.

How does it work now?

The talent administrator can now update the domain of a talent pool only in the **Draft** state. The **Domain** field is grayed out in **Active** state.

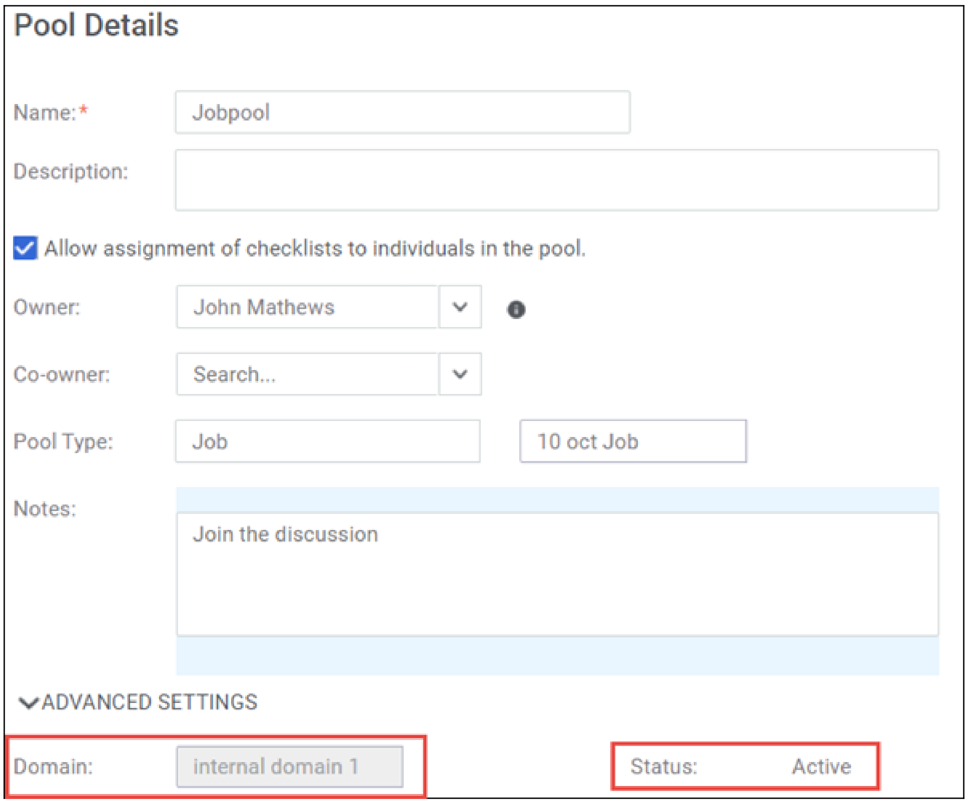

Figure 159: Domain field disabled on Pool Edit Details page

Use case

This improves the usability.