Saba Cloud Update 41 – Part 3

Saba Cloud

A look forward…

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Recruiting

Applying with Facebook

Saba University

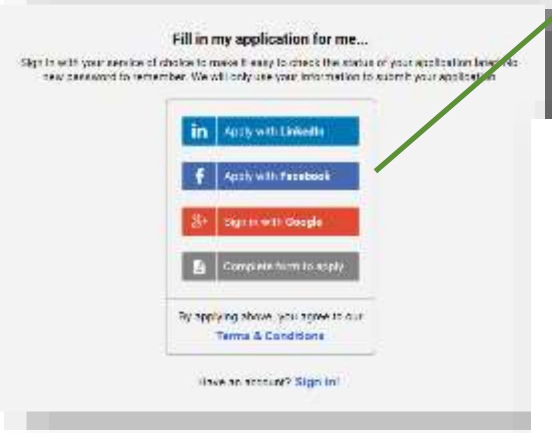
Apply with Facebook

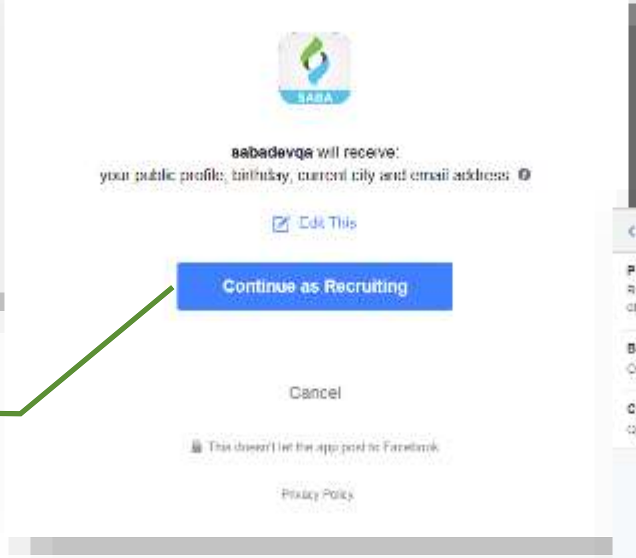
Customer Community Idea

WHAT?	• **Candidate can apply with their Facebook profile** • **Application is prefilled with Facebook profile data such as first name, last name, city, education history, work experience…**
WHY?	Many people fill their Facebook profile with personal data When applying their application will be pre-filled with this data. LinkedIn is largely used by many professional people but some rely mainly on Facebook
WHERE?	At the beginning of the application process, candidate can opt to apply with Facebook
NOTEWORTHY	• Only fields enabled by administrator in the configuration will be displayed to candidates and Hiring team in Saba Recruiting • In the midst of allegations of scandals and data leaks, Facebook lately and momentarily stopped sharing some profile data. Facebook is working on creating a more secure and meaningful partnership platform with focus on keeping people's information safe, secure, and in their control.

Apply with Facebook – Candidate experience

Candidates can opt to “Apply with Facebook” when applying to a job

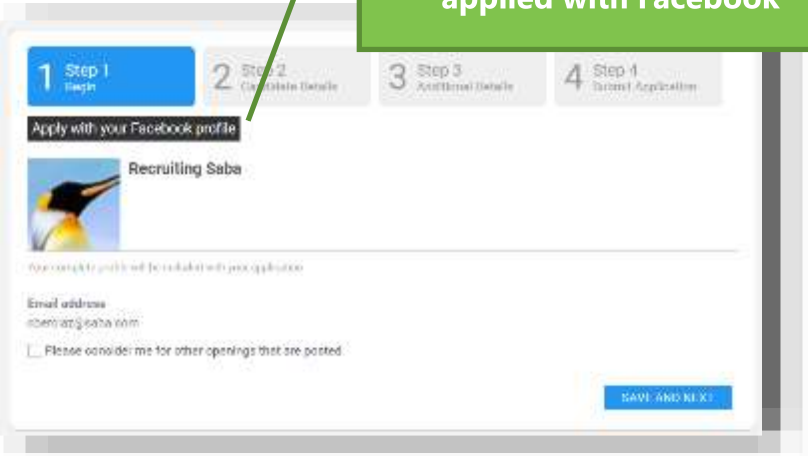




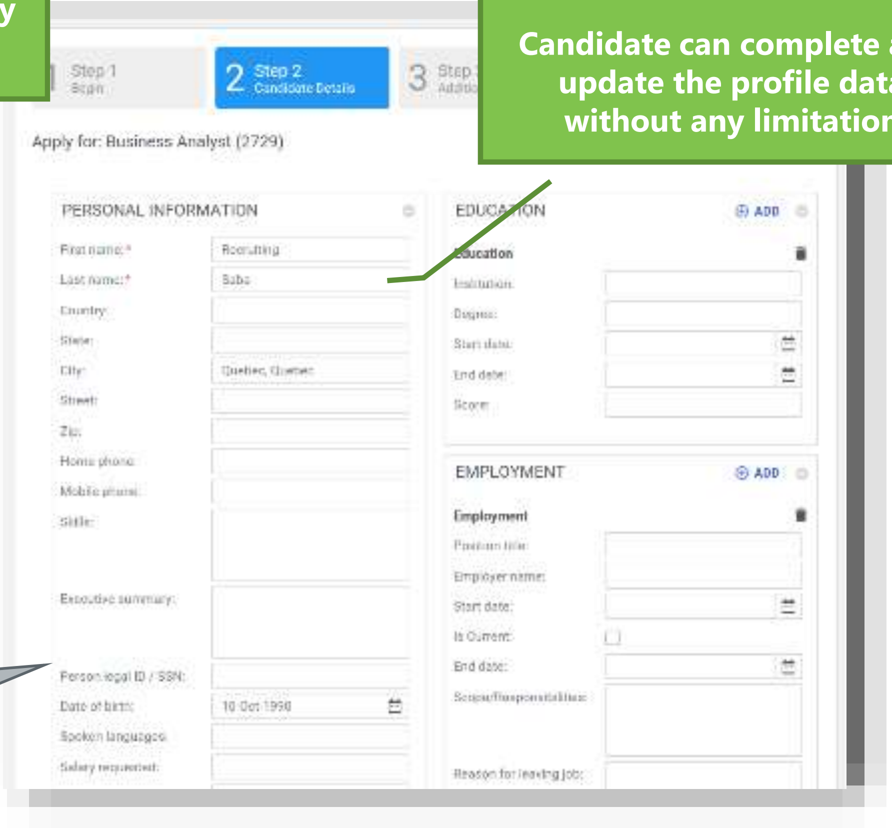
Note that candidates can define in details which profile data they agree to share.

Candidates authorize explicitly Facebook to share profile data with Saba Cloud

Apply with Facebook – Candidate experience



In step 1, candidates see they applied with Facebook



In step 2, candidate's profile is pre-filled with Facebook data.

Candidate can complete and update the profile data without any limitation

In the midst of allegations of scandals and data leaks, Facebook lately and momentarily stopped sharing some profile data.
Facebook is working on creating a more secure and meaningful partnership platform with focus on keeping people's information safe, secure, and in their control.

Enable/Disable “Resume Parsing” or “TIM Candidates” Recommendation

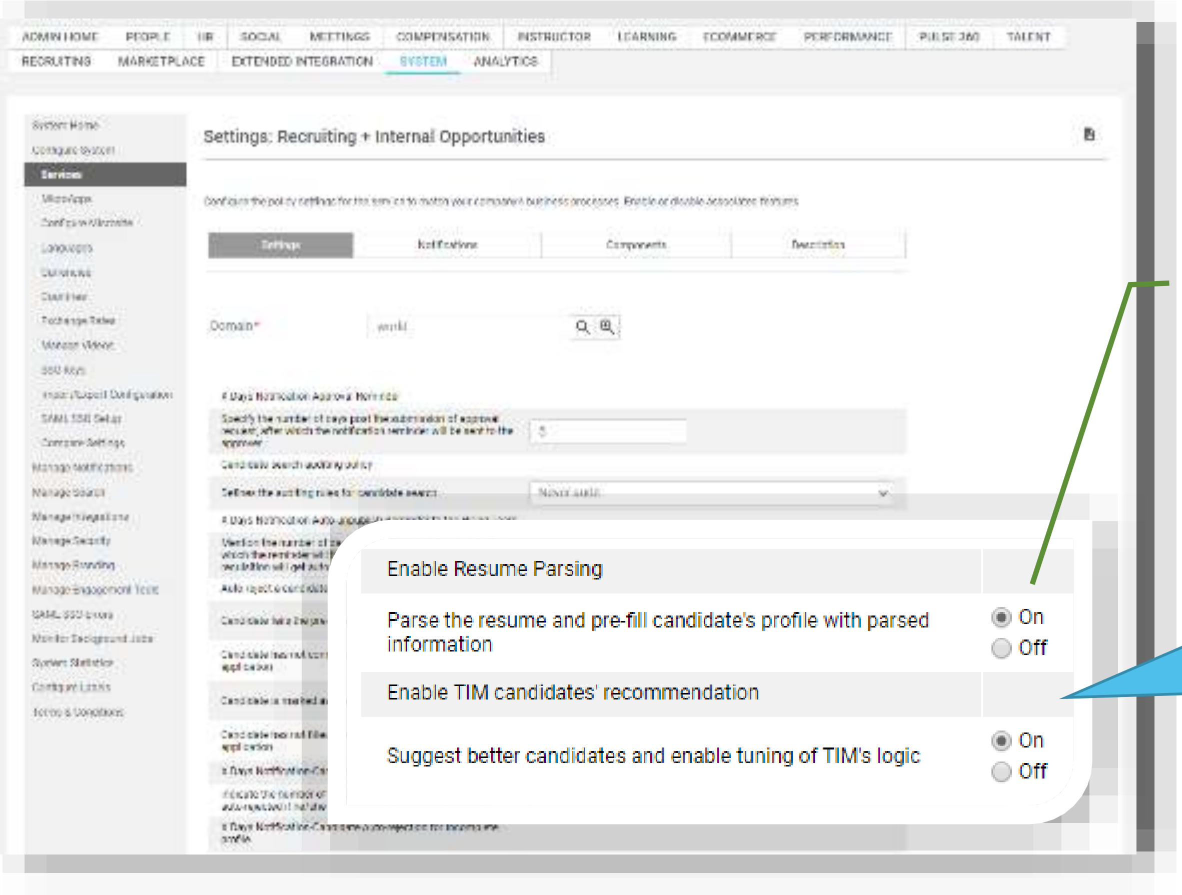
Saba University

Enable/Disable “Resume Parsing” or “TIM candidates’ Recommendation”

Customer Community Idea

WHAT?	Some customers do not want to take advantage of “Resume Parsing” or “TIM Candidates’ Recommendation” features and would rather disable them
WHY?	**“Resume Parsing” disabled** Speed up candidate experience during application process **“TIM candidates’ recommendation” disabled** User experience is simplified for Hiring Team members
WHERE?	**“Resume Parsing” disabled** Candidate application flow Add candidate, Refer candidate and in Candidate details **“TIM candidates’ recommendation” disabled** Hiring Team view
NOTEWORTHY	• By default both “Resume Parsing” and “TIM Candidates’ Recommendation” are enabled • “Resume Parsing” is designed and tuned for English content. It is recommended for customers using other languages to deactivate the “Resume Parsing” feature

Enable/Disable “Resume Parsing” or “TIM Candidates’ Recommendation” – Admin configuration



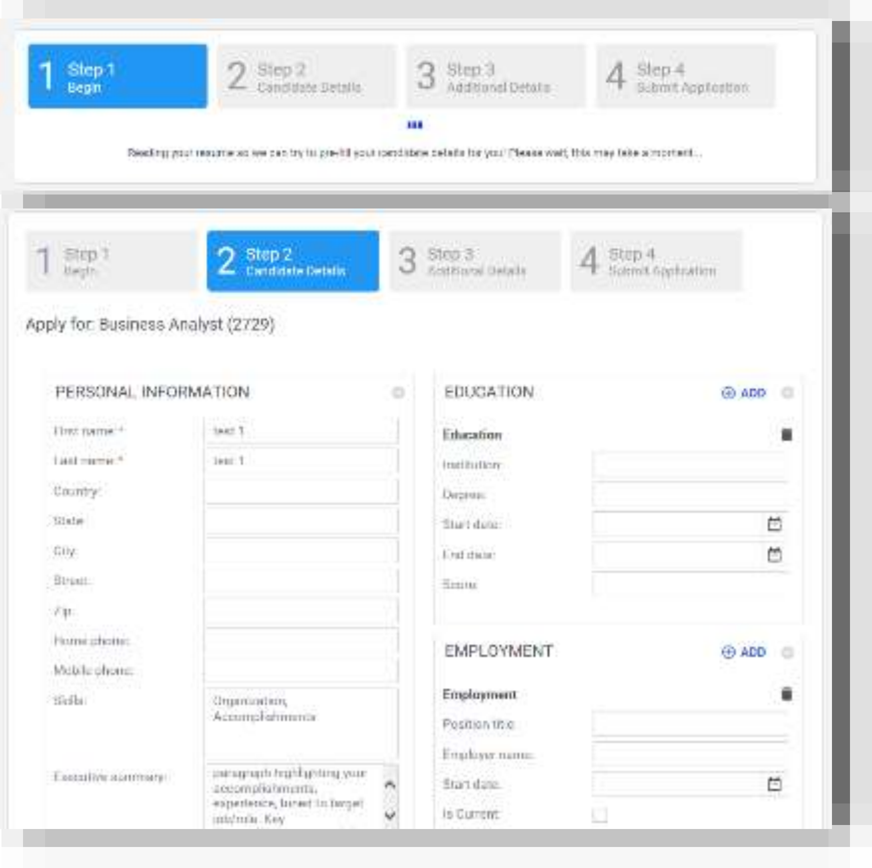
Mark “Resume Parsing” or “TIM Candidates’ Recommendation” as disabled

Admin > System > Configure System > Services > Recruiting + Internal Opportunities > settings

By default, both “Resume Parsing” and “TIM Candidates’ Recommendation” are enabled.

Customer must explicitly turn them off if needed.

Enable/Disable "Resume Parsing" – Candidate experience



"Resume Parsing" ENABLED

-- Step 1 --
System spends time parsing the resume before saving the data and moving to step 2

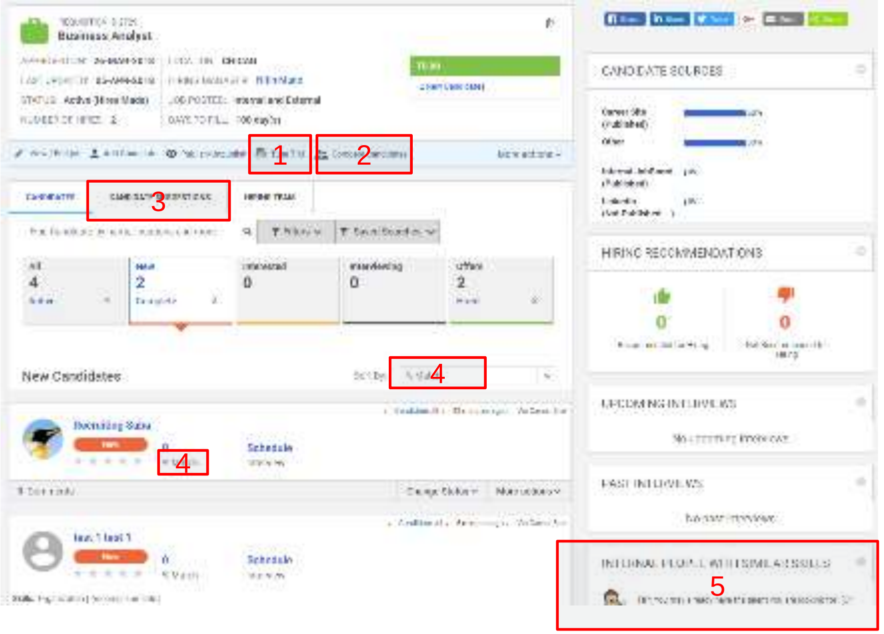
-- Step 2 --
Candidate Profile is pre-filled with data coming from resume. Candidate can complete and update data

"Resume Parsing" DISABLED

-- Step 1 –
System saves data and moves directly to step 2

-- Step 2 –
Candidate Profile remains empty and candidate must complete application data

Enable/Disable “TIM Candidates’ Recommendation” – Hiring Team experience



“TIM Candidates’ Recommendation” ENABLED

All “TIM” related functionalities are available

“TIM Candidates’ Recommendation” DISABLED

1. “Tune TIM” button is hidden
2. “Candidate suggestion” tab is hidden
3. “% Match” data are hidden
   - Candidate’s value
   - Sort criteria
   - Filter criteria
4. “Compare” abilities
   - “Compare candidate” button
   - “Add to compare”
5. “Internal People with similar skills” section is hidden

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Customize “Candidate Invitation for External Assessment” Notification

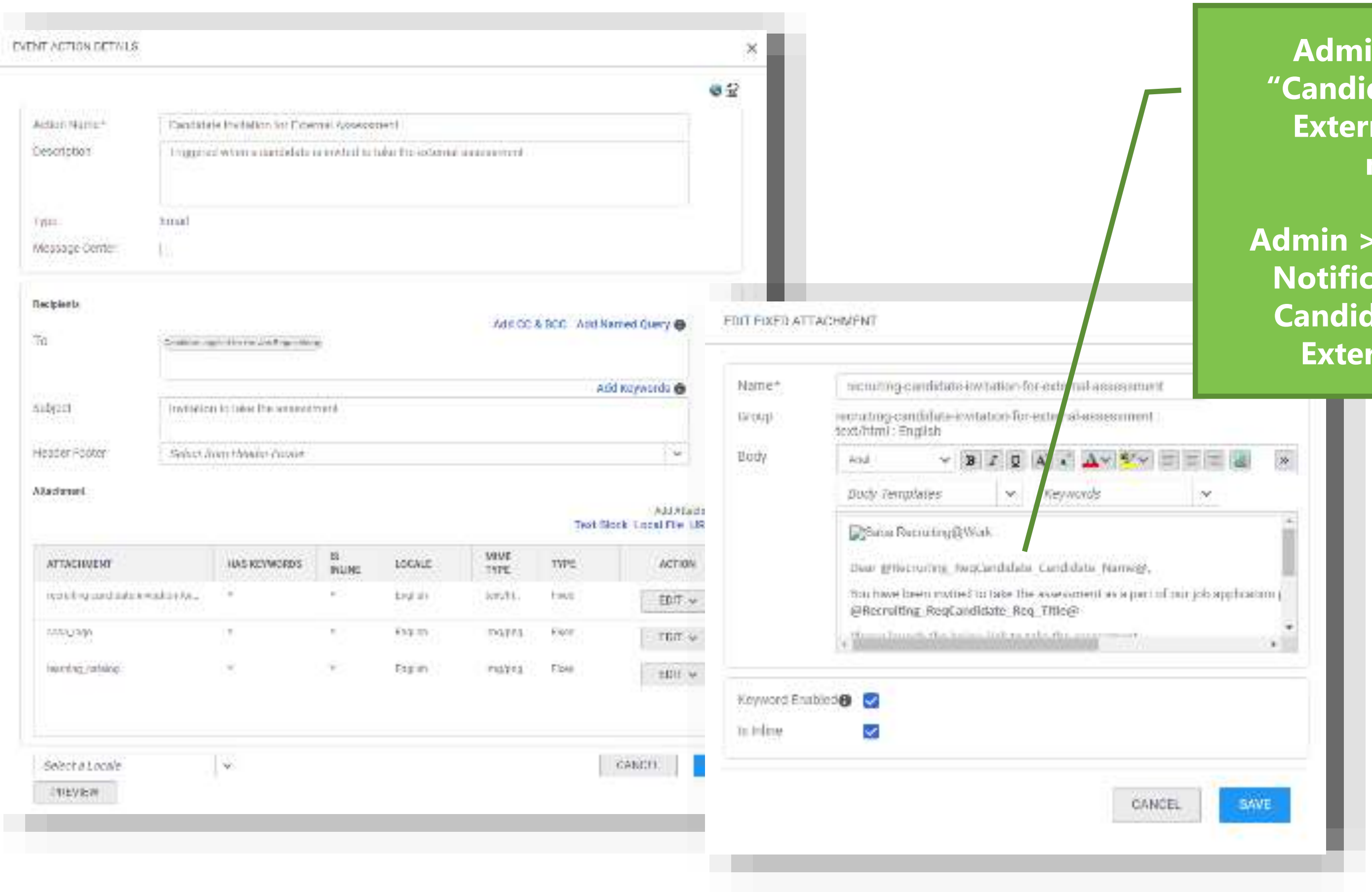
Saba University

Customize “Candidate Invitation for External Assessment ” notification

Customer
Community
Idea

WHAT?	“Candidate Invitation for External Assessment” notification can be customized
WHY?	Customers want to customize their communication with their candidates and the external assessment invitation was a rare one not yet configurable. Also, since it was English only, it was preventing or raising big concerns from non-English customers
WHERE?	Admin > System > Manage Notifications > Events > Candidate Invitation for External Assessment
NOTEWORTHY	3 additional “External Assessment“ specific keywords have been added and are now available. They can be included in notification

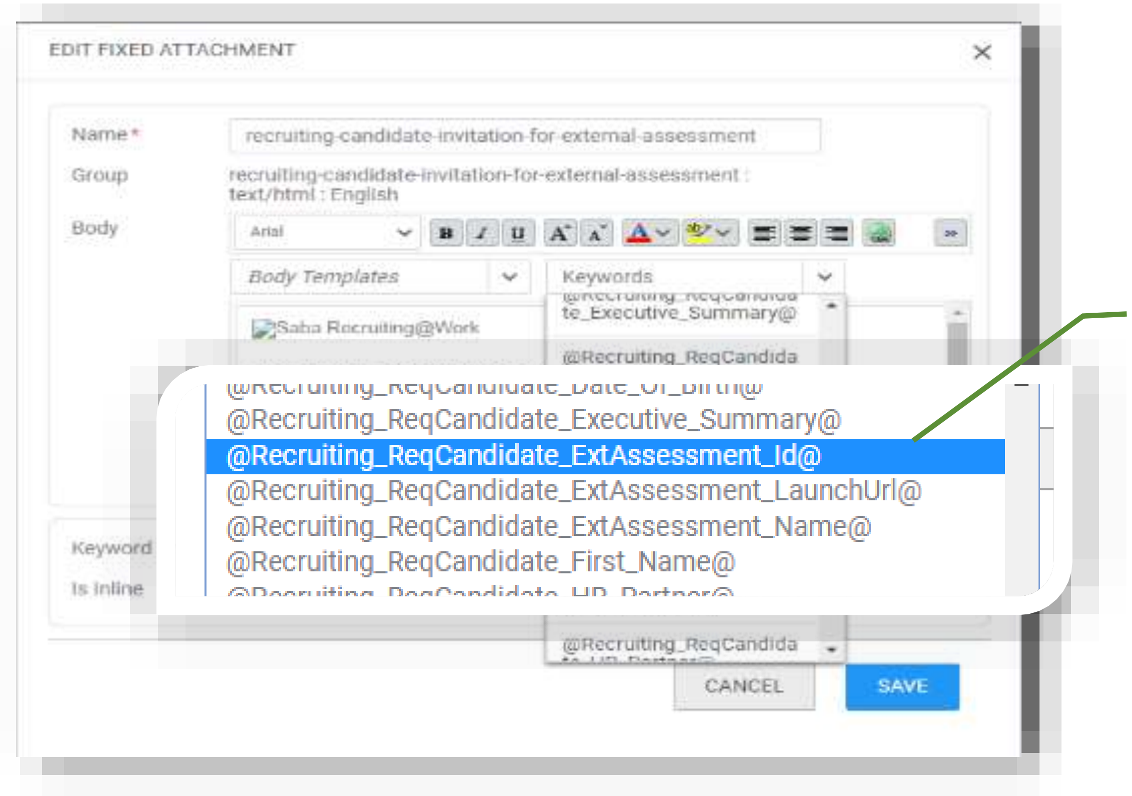
Customize “Candidate Invitation for External Assessment” notification
– Admin configuration



Admin can customize “Candidate Invitation for External Assessment” notification

Admin > System > Manage Notifications > Events > Candidate Invitation for External Assessment

Customize “Candidate Invitation for External Assessment” notification
– Admin configuration



3 new External Assessment specific keywords are now supported:
ReqCandidate_ExtAssessment_LaunchUrl
ReqCandidate_ExtAssessment_Name
ReqCandidate_ExtAssessment_Id

Admin can include them in their template

Candidates Flows Accessibility 508 Compliance

Candidates flows accessibility

WHAT?	**Candidates can live an "accessible experience" throughout their job application flows: from browsing the job openings to submitting their application**
WHY?	Accessibility is a basic and mandatory requirement in many countries and industries as stated by section 508 of the Rehabilitation Act of 1973 known as Web accessibility. All federal agencies must ensure that electronic or information technology they develop, procure, maintain or use is accessible to people with disabilities, whether they are federal employees or members of the public.
WHERE?	The following candidate flows are accessible: • Career site's homepage • Job Detail page • Job application flow (all 4 steps) • General resume flow • Candidate profile edition • My jobs view

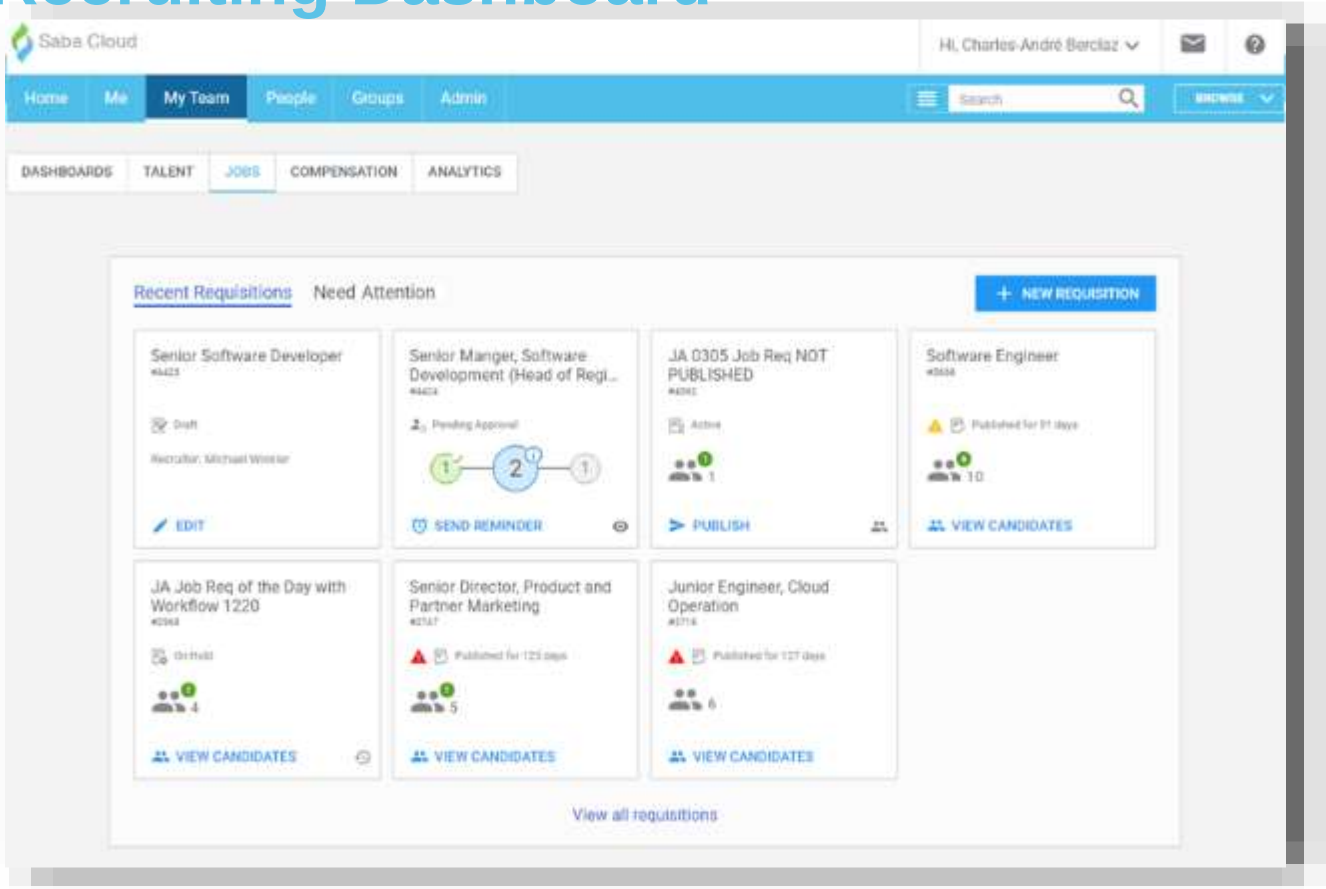
Recruiting Dashboard – Requisitions Section

Recruiting Dashboard

Customer Community Idea

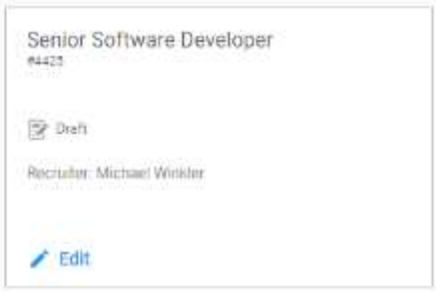
WHAT?	New My Team / Jobs page
WHY?	Simplify and expedite hiring managers day-to-day work by focusing on relevant data and most predictable "next action(s)" for each job requisition. Job requisitions can be displayed by: • Recent requisitions → most recently created first • Need Attention→ requiring the most attention first It considers "How long" the job requisition has been in the same status (Attention level depends on pre-defined thresholds)
WHERE?	My team / Jobs
NOTEWORTHY	Implemented using new UI technologies and modern UX design patterns: - Simple and intuitive usage and navigation - contextualized data: relevant data according to the requisition status - Predictable next action(s): most relevant action(s) according to the requisition status - Responsive UI: adapt from Mobiles to widescreen desktops

Recruiting Dashboard



Recruiting Dashboard
Pertinent Data & Most Predictable Next Action(s)

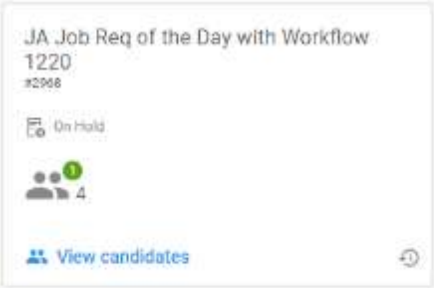
Draft



Pending Approval

Rejected

On Hold



Active

Published

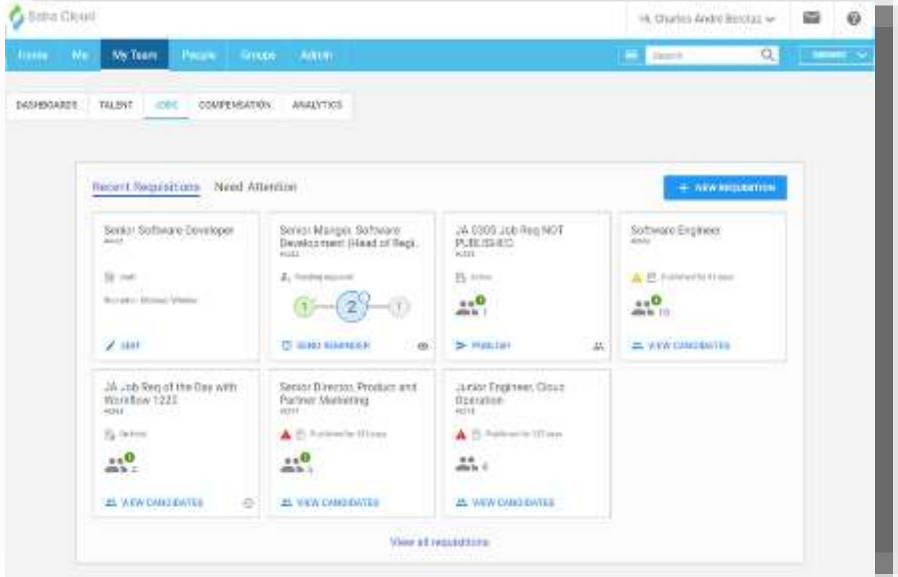
Recruiting Dashboard
Attention levels and thresholds

Normal	Yellow	Red
No special indicator only the status Pending Approval	"yellow indicator" +duration in this status Published for 115 days	"red indicator" +duration in this status Published for 121 days

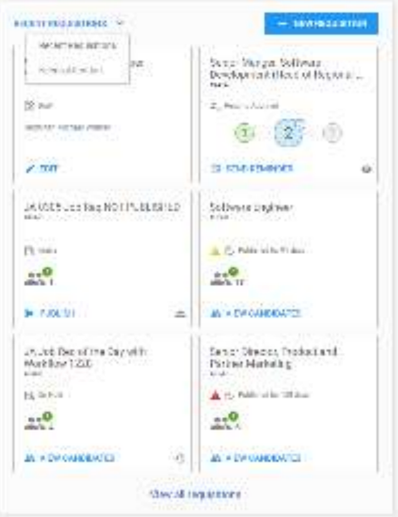
Thresholds	Yellow	Red
Draft	> 7 days	> 14 days
Pending Approval	> 5 days	> 10 days
Rejected	> 7 days	> 14 days
On Hold	> 90 days	> 180 days
Active	> 7 days	> 14 days
Published	> 60 days	> 120 days

Recruiting Dashboard Responsive

Desktop



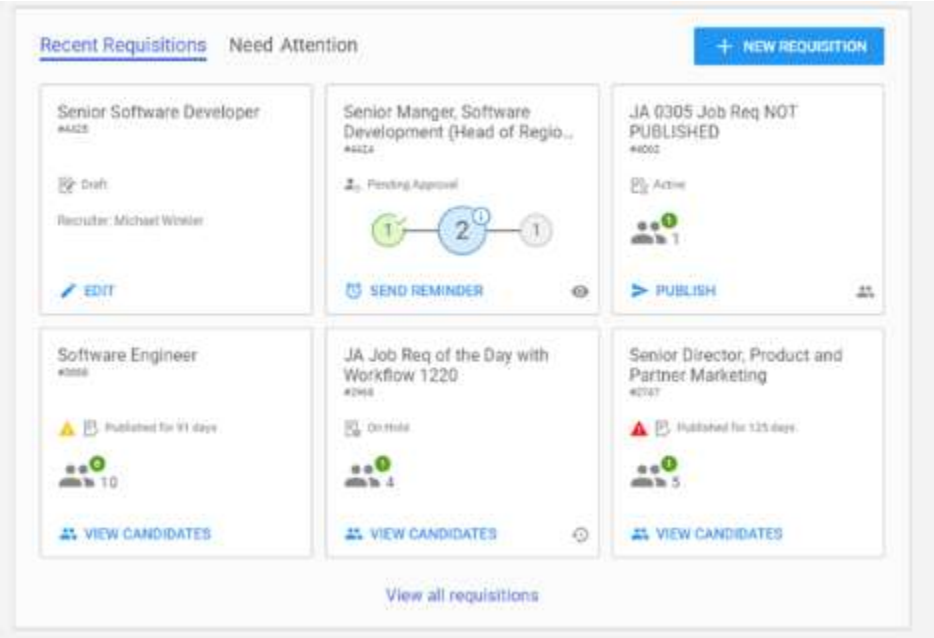
Tablet



Mobile

Recruiting Dashboard Responsive

Tablet landscape



Mobile landscape

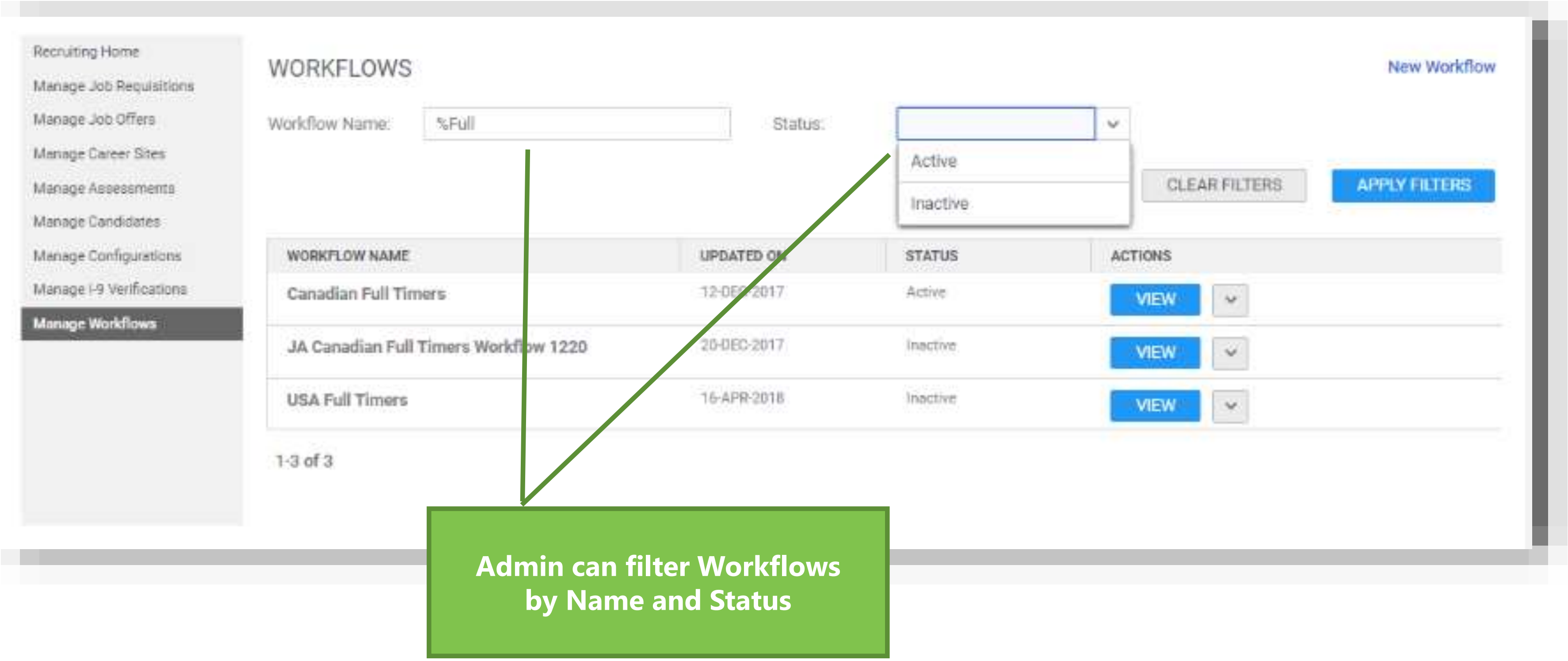
Improve “Custom Customer Selection Workflow” Usability

Improve “Custom Candidate Selection Workflow” usability

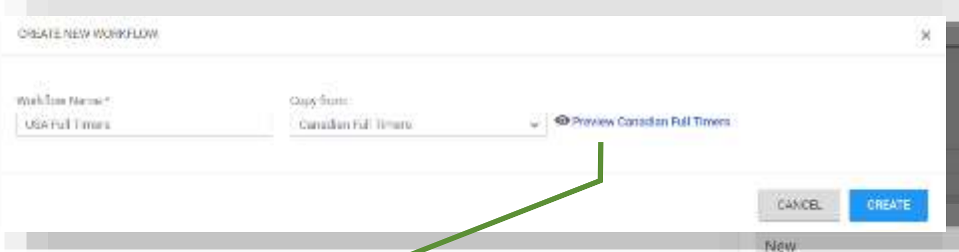
Customer Community Idea

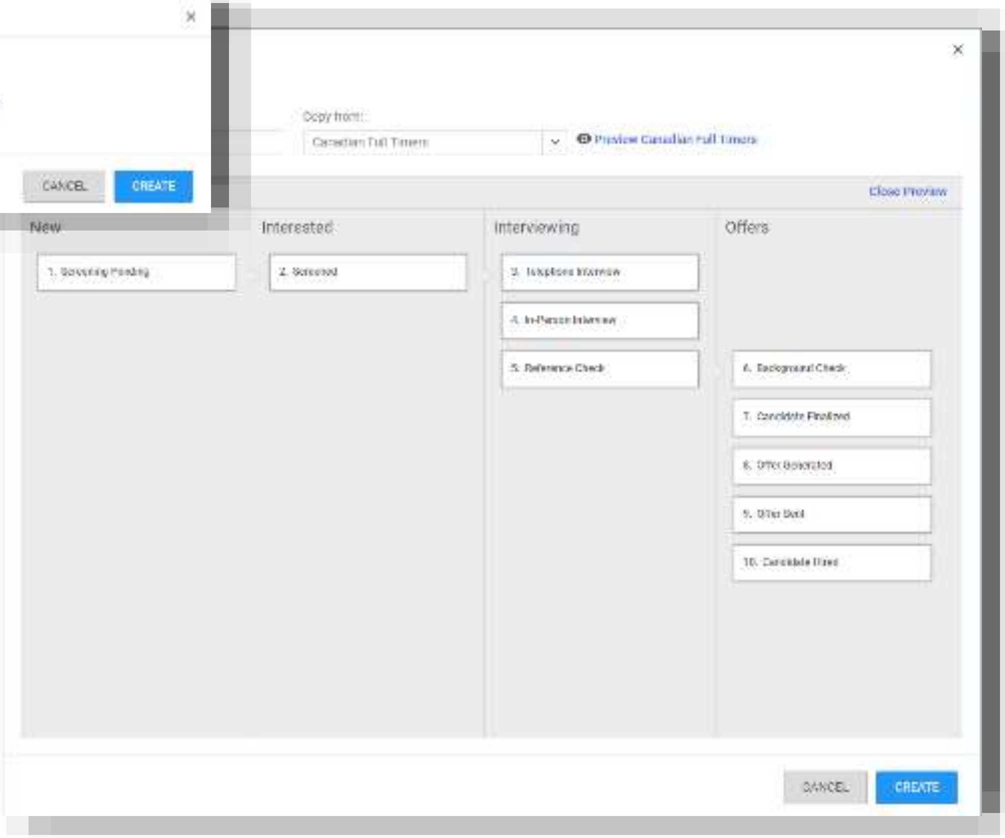
WHAT?	Fine tuning the “Custom Candidate Selection Workflow” introduced in U40
WHY?	Introduced in U40, customers started using “Custom Candidate Selection Workflow”. They provided valuable usability feedbacks for improvements
WHERE?	Workflow Administration • Workflow search and filtering • Preview workflow during creation • Miscellaneous UX navigation and workflow editor improvements Hiring Team view • Statuses sorted as defined in the workflow when changing status • Next logical status selected by default in “Change Status” • “Offer Sent” status displays details when offer is accepted or rejected • Candidate “Interview info” clickable for more details and actions Candidate Uber View • “Mark as Rejected” displayed up-front • Ability to change status after candidate is mark as “Hired”

Improve “Custom Candidate Selection Workflow” usability → Workflow Administration improvements



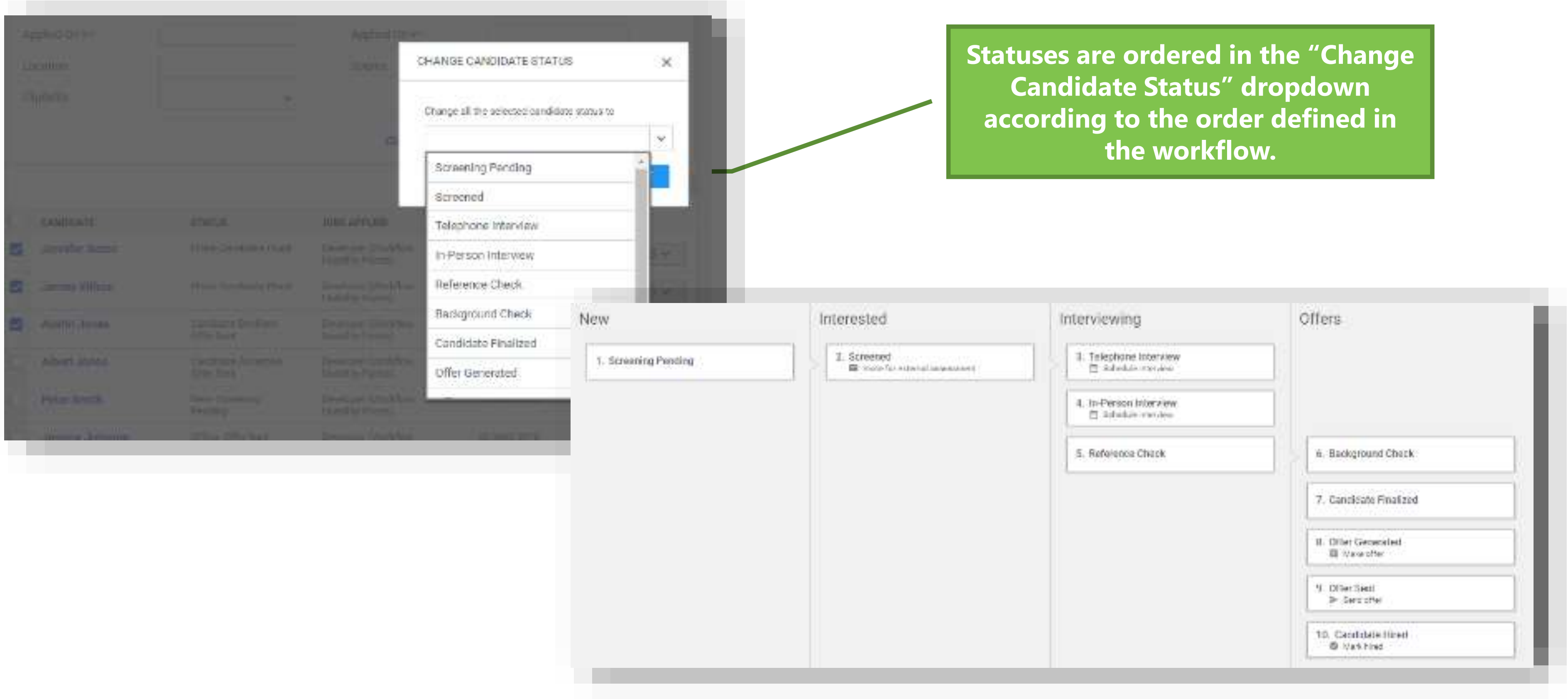
Improve “Custom Candidate Selection Workflow” usability
→ Workflow Administration improvements





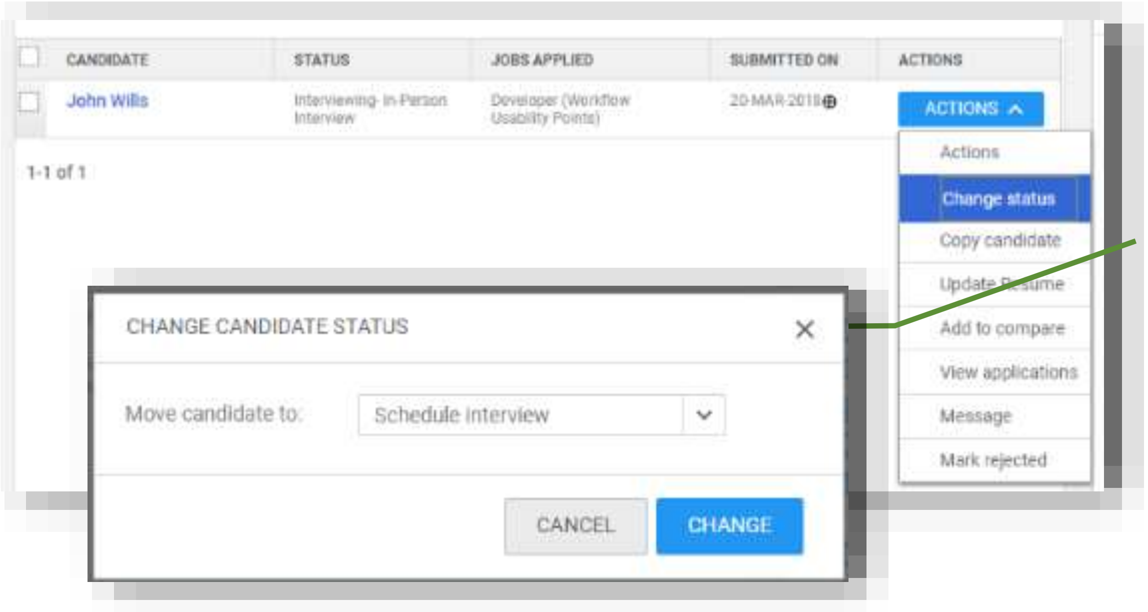
Improved usability for Admin to show/hide the preview of the “Copy From” workflow

Improve “Custom Candidate Selection Workflow” usability → Hiring Team improvements



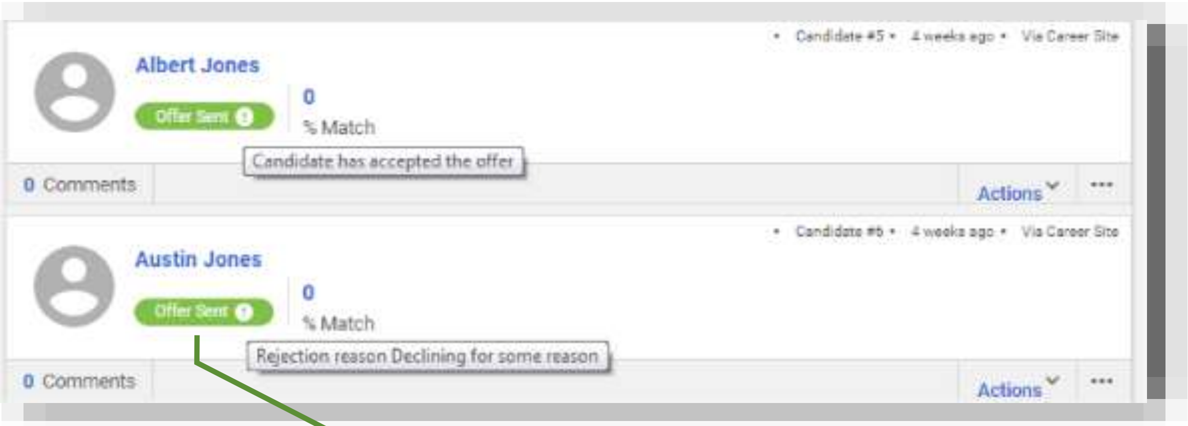
Statuses are ordered in the “Change Candidate Status” dropdown according to the order defined in the workflow.

Improve "Custom Candidate Selection Workflow" usability
→ Hiring Team improvements



When changing status individually, the next logical status is selected and proposed by default.

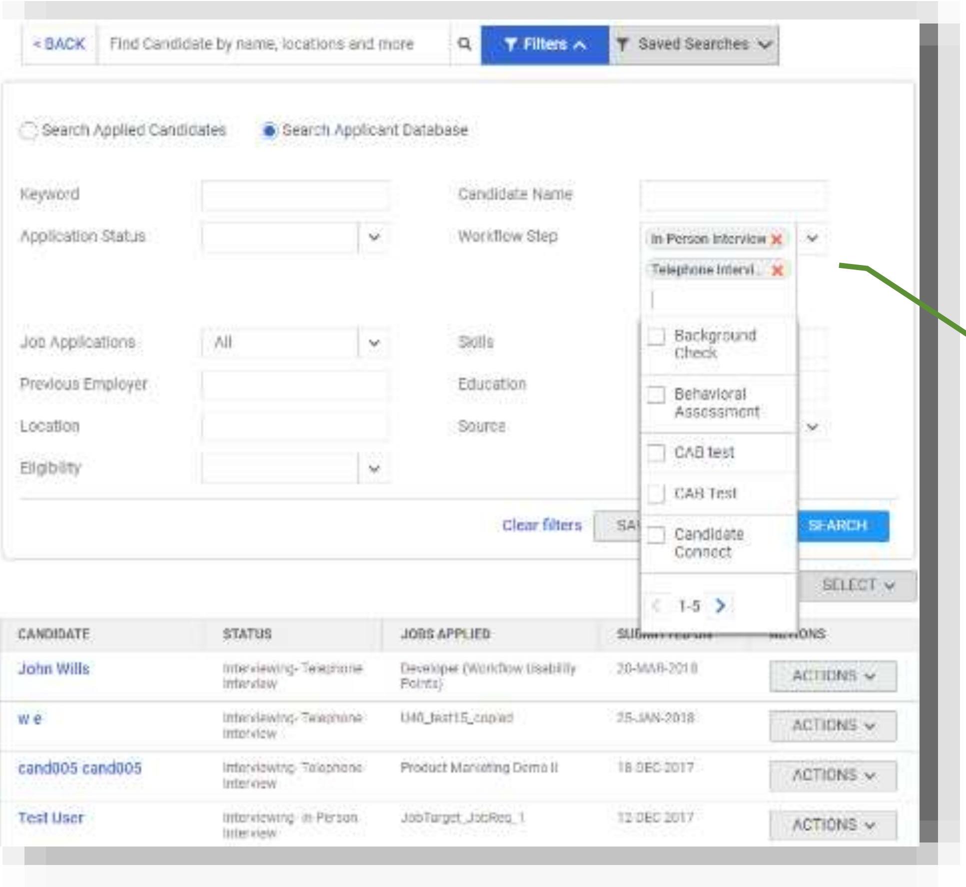
Improve “Custom Candidate Selection Workflow” usability → Hiring Team improvements



When Candidates in “Offer Sent” status have ACCEPTED or REJECTED the offer an “info” icon is displayed.

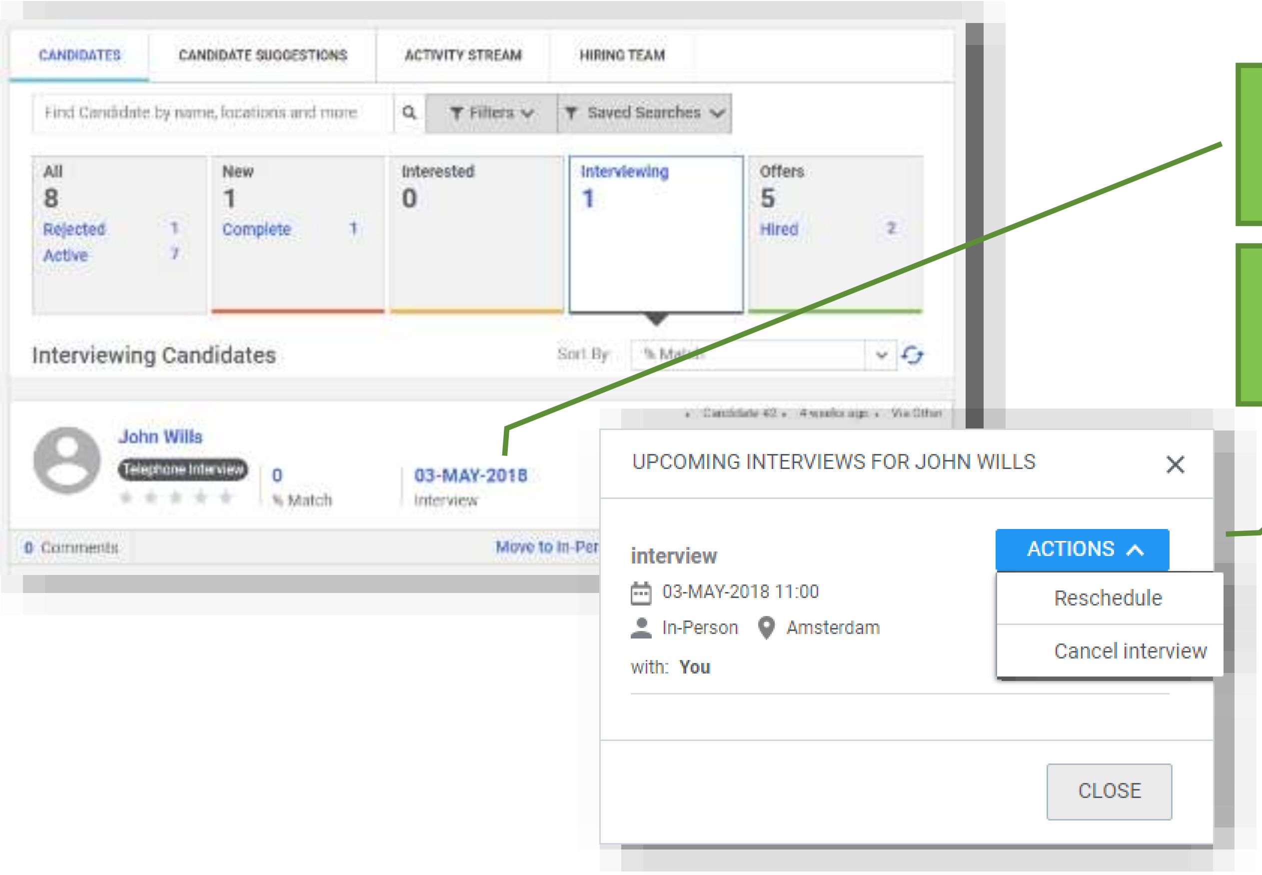
On mouse-over details are displayed.

Improve "Custom Candidate Selection Workflow" usability → Hiring Team improvements



Ability to filter by workflow statuses in the "Applicant Database"

Improve "Custom Candidate Selection Workflow" usability
→ Hiring Team improvements



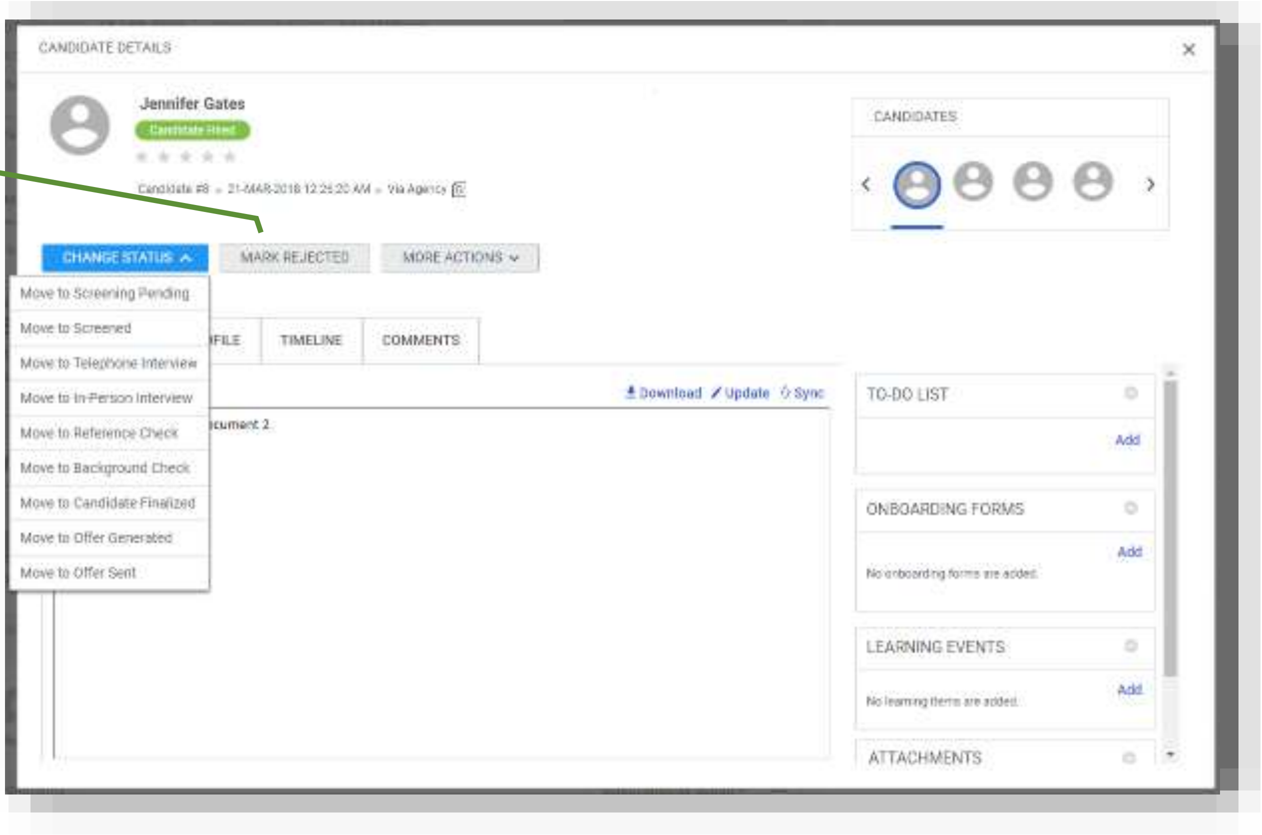
"Interview info" are clickable and directly displays the "Interview details".

From "Interview details" user can easily "Reschedule" or "Cancel Interview"

Improve “Custom Candidate Selection Workflow” usability → Candidate Uber View improvements

“Mark as Rejected” always displayed up-front regardless of current candidate’s status

Even after a candidate is marked as “Hired”, user can still change the application status.



Improve "Time to Fill" Calculation

Improve "Time To Fill" calculation

Customer Community Idea

WHAT?	**"Time to Fill" was inaccurate when a job requisition was put "On Hold". "Time to Fill" was reset and calculated considering only the latest reactivation date.** **New calculation always considers the initial activation/publish date as the starting point. During the period(s) the job requisition is "On Hold" the "Time to Fill" is not increased.**
WHY?	When a job requisition is reactivated after an "On Hold" period, "Time to Fill" calculation was inaccurate
WHERE?	In "Hiring Team View" and Analytics reports
NOTEWORTHY	• Previous and new calculation of "Time to Fill" remain similar in most of the cases (unless requisition went through "On Hold" period) • Additionally to "On Hold" period, when a job requisition is set back to "Draft", "Pending-Approval" or "Closed", "Time to Fill" will not be increasing either. • We recommend customers not to re-open requisitions and rather create new ones (or use "Copy from") since re-opening is impacting "Time to Fill" calculation

Improve “Time To Fill” calculation

Customer Community Idea

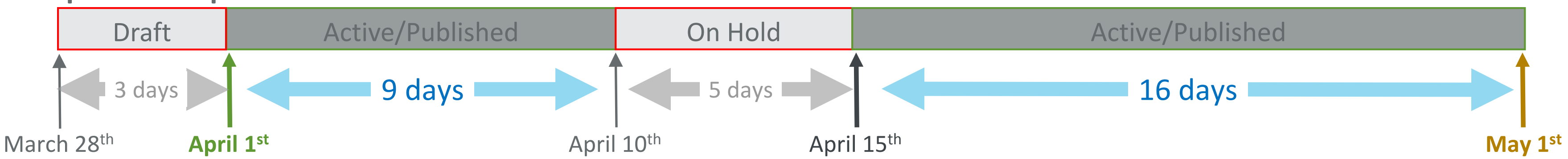
NOTEWORTHY	• Out of the Box Analytics report and existing custom reports are using the new calculation method. • Improved accuracy and new Metrics available ○ Time to Fill Requisition(Days) ○ Active Time for Requisition(Days) ○ Time to Hire Candidate(Days)

Improve "Time To Fill" calculation

Sample Job Requisition A

	Before U41	After U41
"Time to Fill" Job Requisition A	**30 days**	**30 days**
Publish date considered for calculation	**April 1st**	**April 1st**

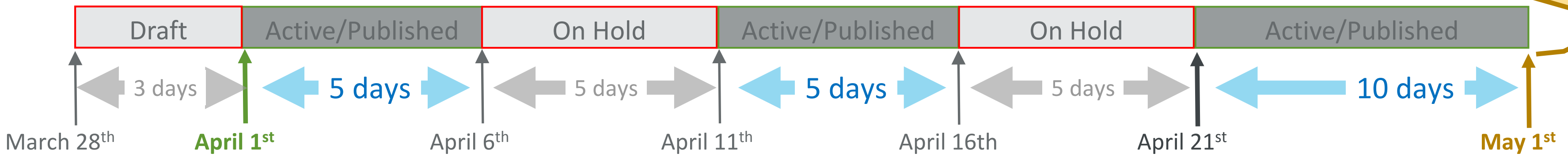
Sample Job Requisition B



	Before U41	After U41
"Time to Fill" Job Requisition B	16 days	**25 days**
Publish date considered for calculation	April 15th	**April 1st (9d + 16d)**

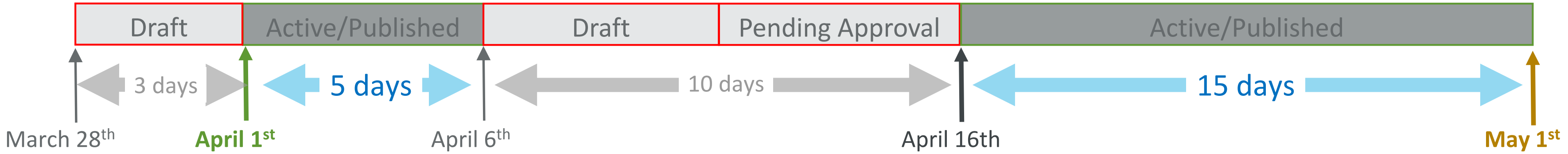
Improve “Time To Fill” calculation

Sample Job Requisition C



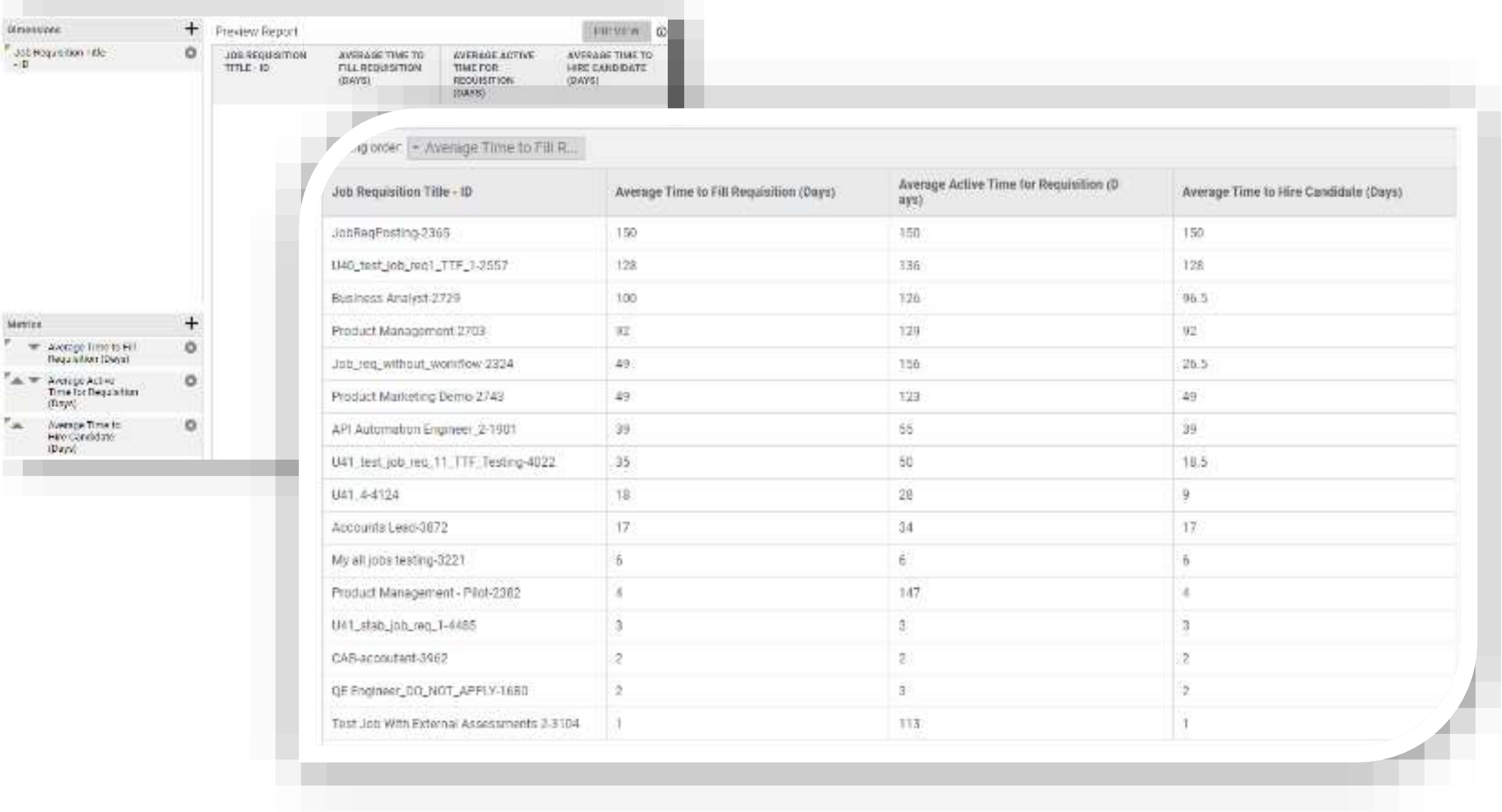
	Before U41	After U41
“Time to Fill” Job Requisition C	10 days	**20 days**
Publish date considered for calculation	April 21st	**April 1st (5d+5d+10d)**

Sample Job Requisition D



	Before U41	After U41
“Time to Fill” Job Requisition D	15 days	**20 days**
Publish date considered for calculation	April 16th	**April 1st (5d+15d)**

Improve “Time To Fill” calculation Analytics



Job Requisition Title - ID	Average Time to Fill Requisition (Days)	Average Active Time for Requisition (Days)	Average Time to Hire Candidate (Days)
JobReqPosting-2365	150	150	150
U40_test_job_req1_TTF_1-2557	128	136	128
Business Analyst-2729	100	126	96.5
Product Management-2703	92	129	92
Job_req_without_workflow-2324	49	156	26.5
Product Marketing Demo-2743	49	123	49
API Automation Engineer_2-1901	39	55	39
U41_test_job_req_11_TTF_Testing-4022	35	50	18.5
U41_4-4124	18	28	9
Accounts Lead-3872	17	34	17
My all jobs testing-3221	6	6	6
Product Management - Pilot-2382	4	147	4
U41_stab_job_req_1-4485	3	3	3
CAB-accoutant-3962	2	2	2
QE Engineer_DO_NOT_APPLY-1680	2	3	2
Test Job With External Assessments 2-3104	1	113	1

Performance

Reviews

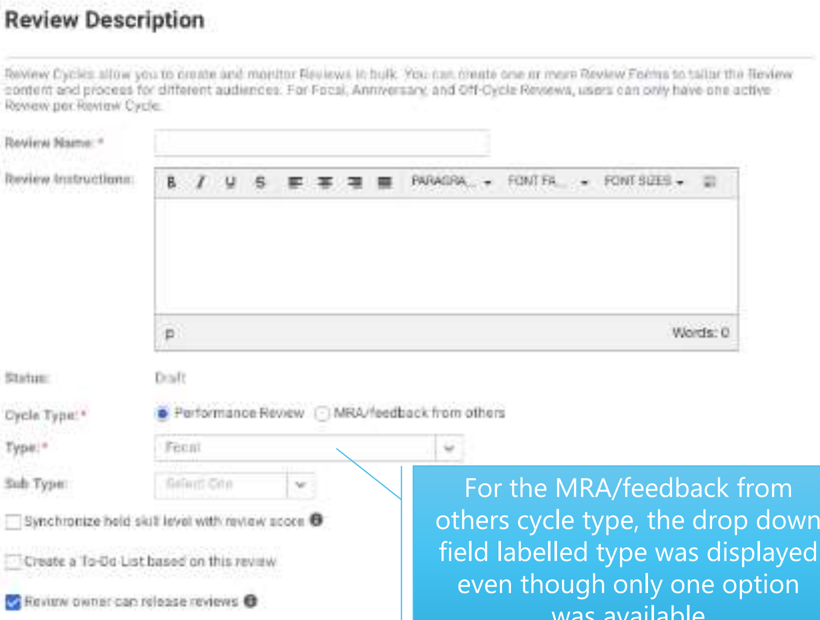
Performance → Reviews

Customer Community Idea

WHAT?	Ability to configure cycle milestone steps
WHY?	• Performance administrators want to create review cycles that are more tailored to the requirements within their organization • To allow organizations to reduce the number of steps within a review cycle to improve the experience for users, if the requirements of an organization permit
WHERE?	Performance Admin > Manage Reviews > Review Cycles
NOTEWORTHY	• Taken the opportunity to improve the UI of the cycle creation screen • Applicable to focal, anniversary and off cycle cycles • Existing behavior is maintained for existing cycles, and the default for all new cycles is for all steps to be enabled • It is possible to disable the draft, release and finalize steps • Neither the owner submission step or the approval step can be disabled, however the approval step is dependent upon an approval flow being configured within a review • The policy that determines whether the review owner can release reviews is dependent upon the release step being enabled • If a step is disabled, the review automatically moves to the next step • When the release and/or finalized steps are disabled, the last enabled step will result in the review being finalized on behalf of the employee

Ability to configure milestone steps

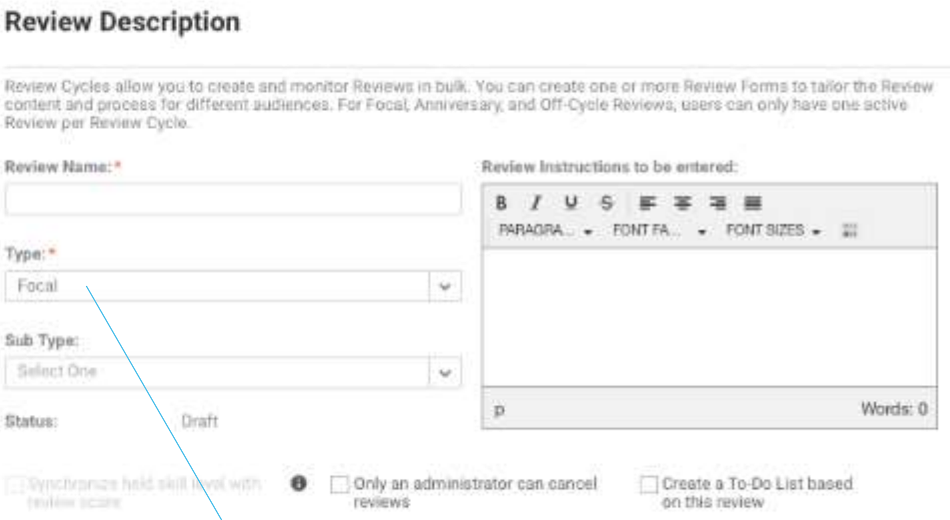
Cycle Creation - Existing UI



For the MRA/feedback from others cycle type, the drop down field labelled type was displayed even though only one option was available

There was much white space on the cycle creation screen with the policies being listed vertically

Cycle Creation - New UI

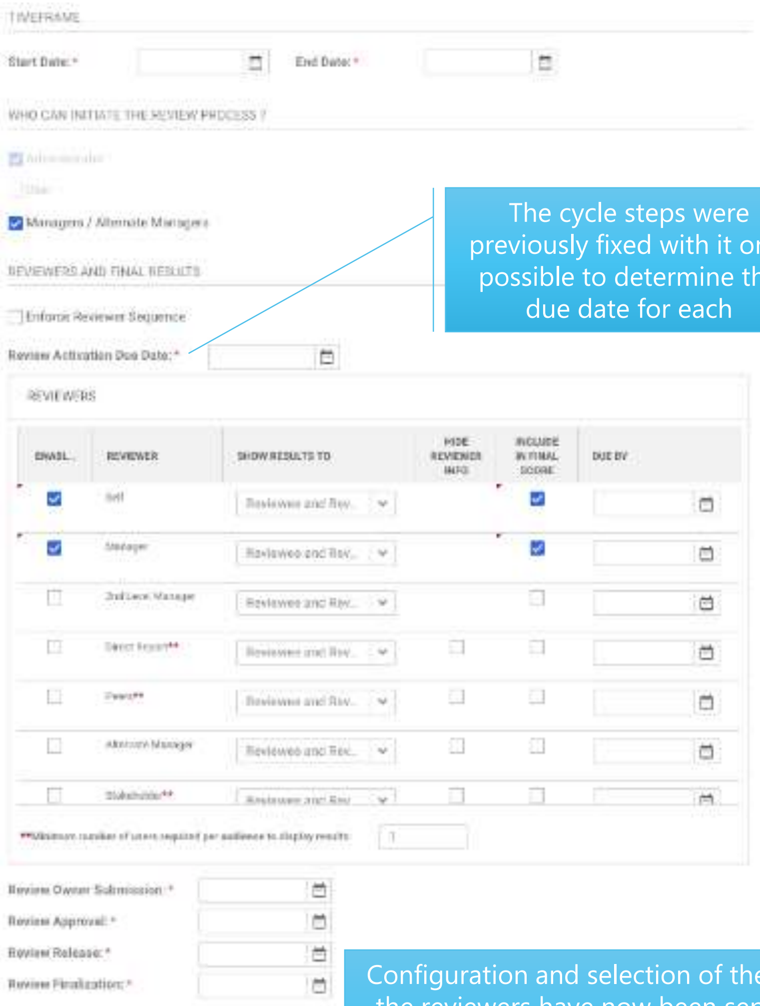


The previous field labelled cycle type and the type field have now been combined

The policies are now listed horizontally to reduce white space

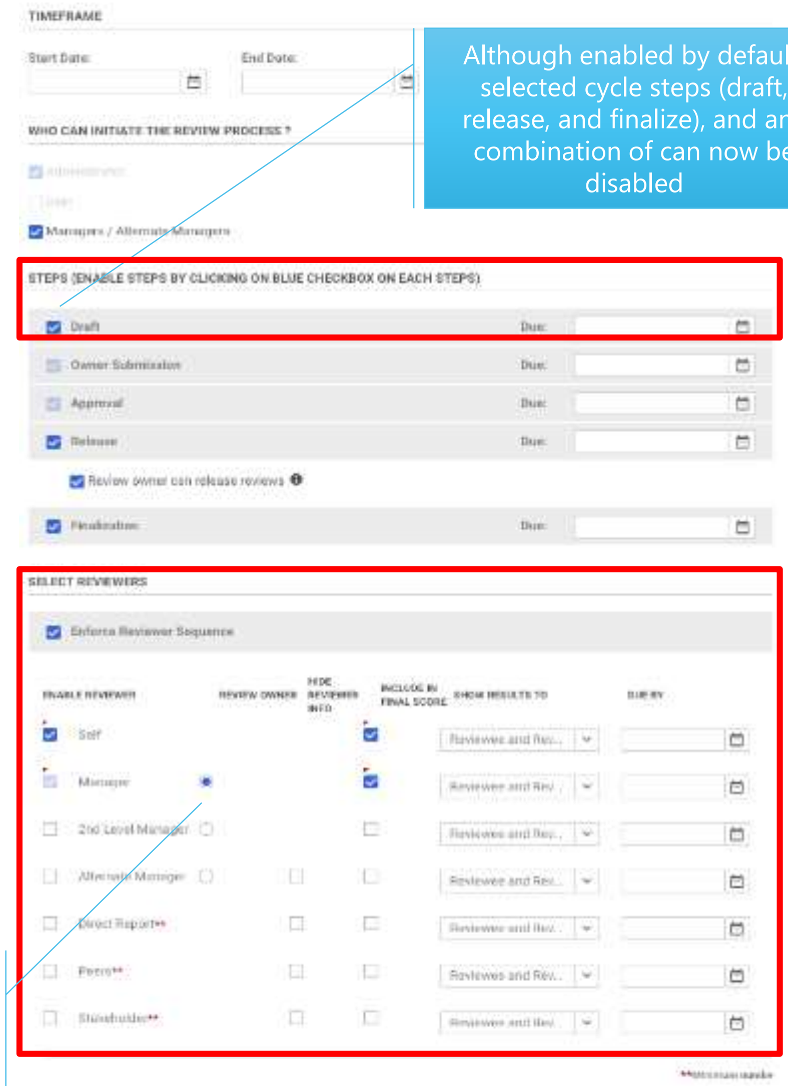
Ability to configure milestone steps

Cycle creation – existing UI



The cycle steps were previously fixed with it only possible to determine the due date for each

Cycle creation – new UI



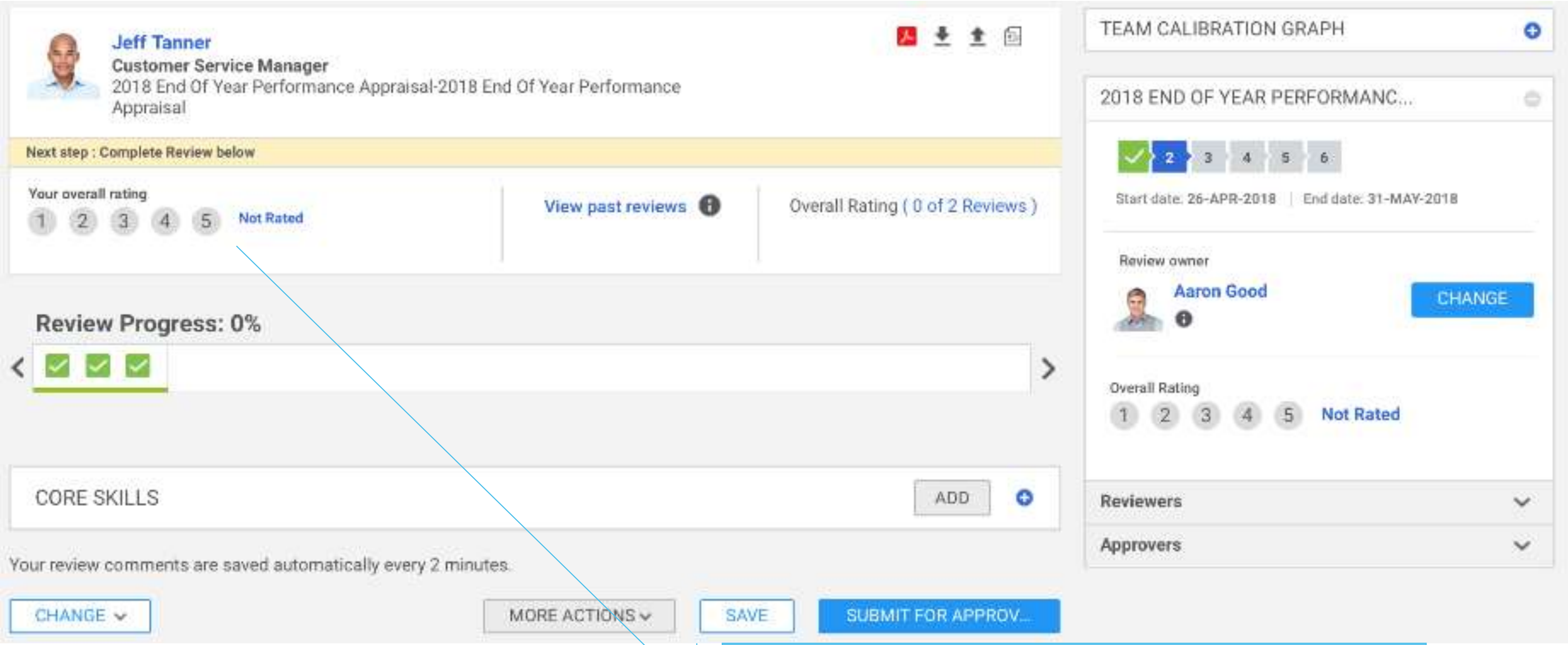
Although enabled by default, selected cycle steps (draft, release, and finalize), and any combination of can now be disabled

Configuration and selection of the steps and the reviewers have now been separated on the UI and functionality added to configure for a cycle whether the manager, 2nd level manager, or the alternate manager of a reviewee is to be the review owner

Performance → Reviews

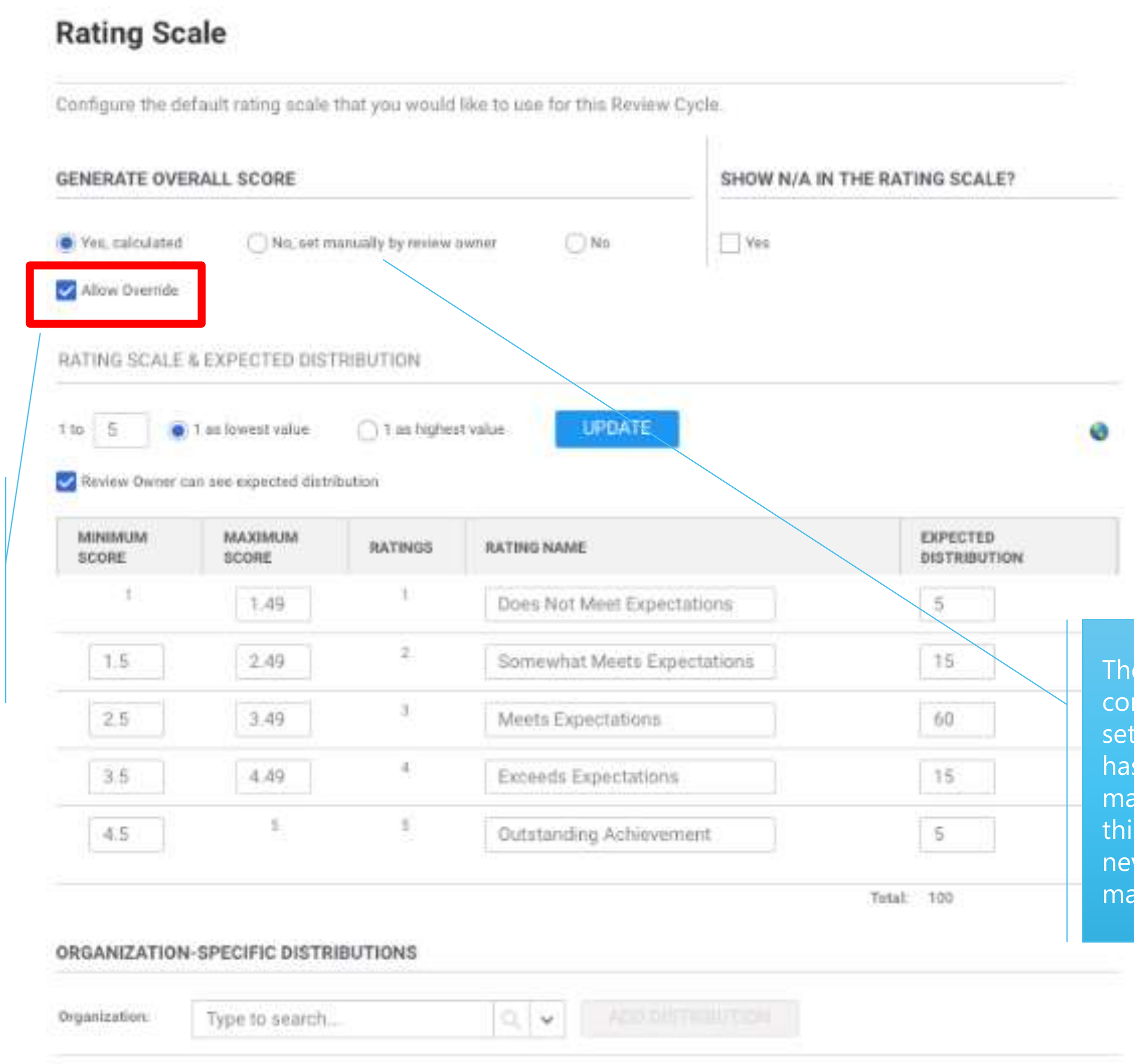
WHAT?	Overall Score Enhancements
WHY?	• Manual setting of the overall score on a review was causing confusion as the system was also calculating a score. • Performance administrators want to be able to create review cycles that prevent review owners from being able to override the calculated score • The ability to override the calculated overall score of a review is fixed (enabled by default) and many organizations don't want to allow users to have this capability.
WHERE?	Performance Admin > Manage Reviews > Review Cycles
NOTEWORTHY	• The generate overall score configuration policy labeled 'Yes, set manually by review owner' has been relabeled 'No, set manually by review owner'. • For existing cycles, and the default for all new cycles is for the new 'Allow Override policy to be enabled, meaning the existing behavior is maintained. • Performance administrators are able to override the overall score whether the policy is either disabled or enabled. • Regardless of the configuration of the policy the overall score can be overridden when undertaking calibration.

Overall score enhancements



If the score is configured to be set manually by the review owner, even though the items on the review are rated, no overall score is calculated and shown on the review here. The review owner has to select an overall score before they will be able to submit the review.

Overall score enhancements

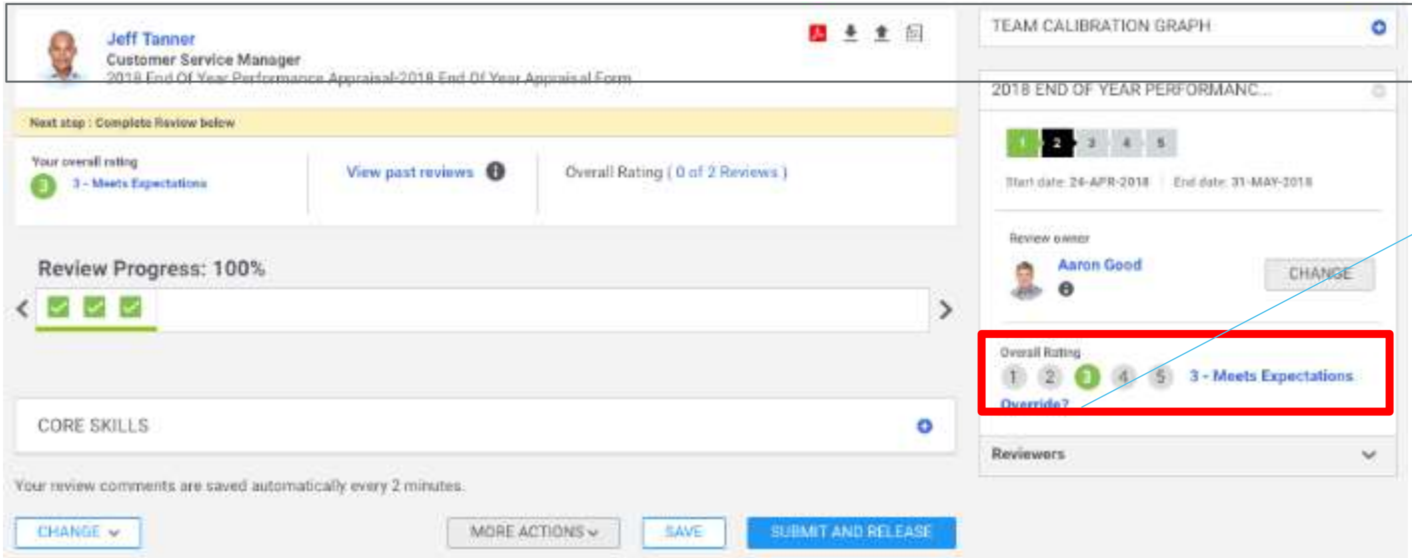


The new policy to override the overall score is available within the rating scale configuration screen with a cycle

The generate overall score configuration policy labeled ‘Yes, set manually by review owner’ has been relabeled ‘No, set manually by review owner’. In this configuration the score is never generated as it is always manually entered.

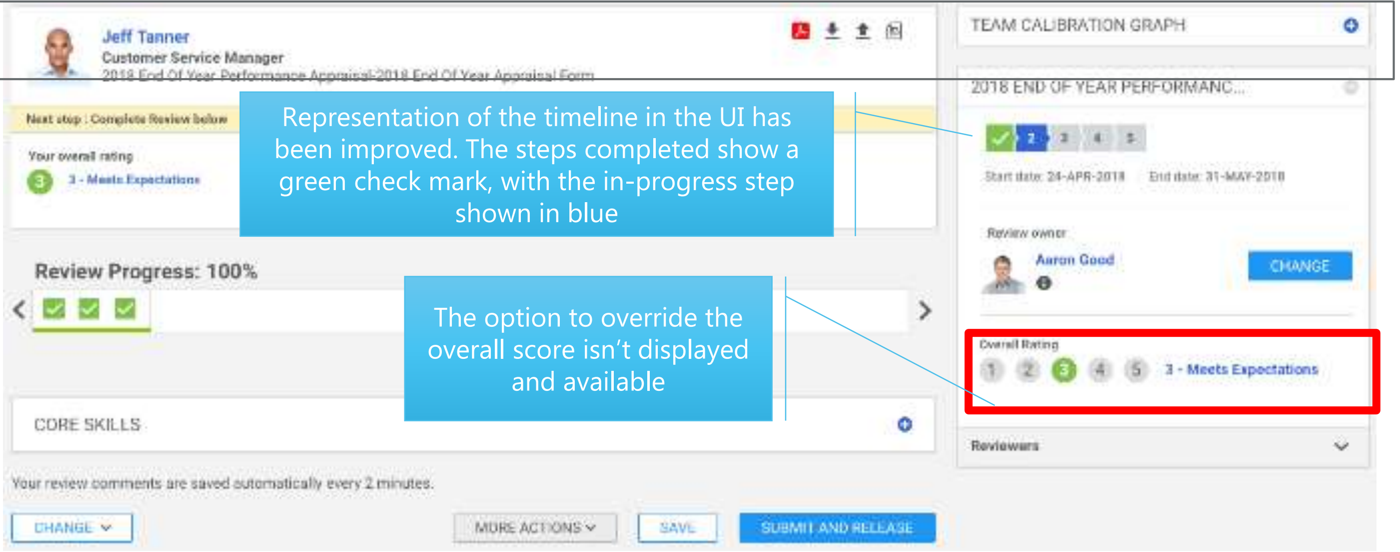
Overall score enhancements

If the policy is enabled



The option to override the overall score is displayed and available

If the policy is disabled



Representation of the timeline in the UI has been improved. The steps completed show a green check mark, with the in-progress step shown in blue

The option to override the overall score isn't displayed and available

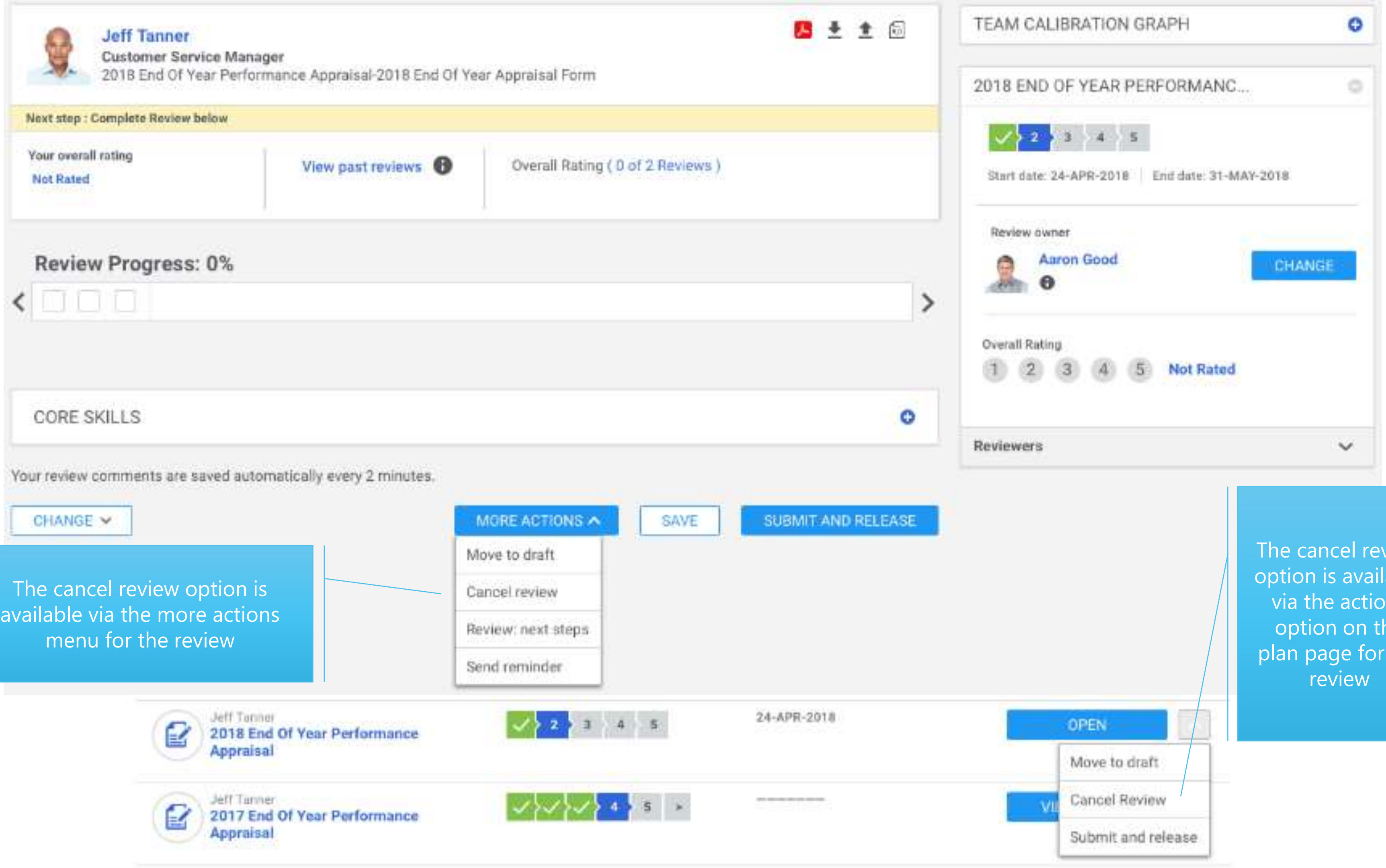
Performance → Reviews

Customer Community Idea

WHAT?	Capability to restrict who can cancel reviews
WHY?	• Performance administrators want to prevent review owners from being able to cancel reviews
WHERE?	Performance Admin > Manage Reviews > Review Cycles
NOTEWORTHY	• The new policy is labelled 'Only an administrator can cancel reviews' • Applicable to focal, anniversary and off cycle cycles • Existing behavior is maintained for existing cycles, and the default for all new cycles is for the policy to be disabled, meaning it will be possible for review owners to cancel reviews unless the policy is enabled • Performance administrators are able to cancel reviews regardless of whether the policy is disabled or enabled.

Capability to restrict who can cancel reviews

If the policy is disabled

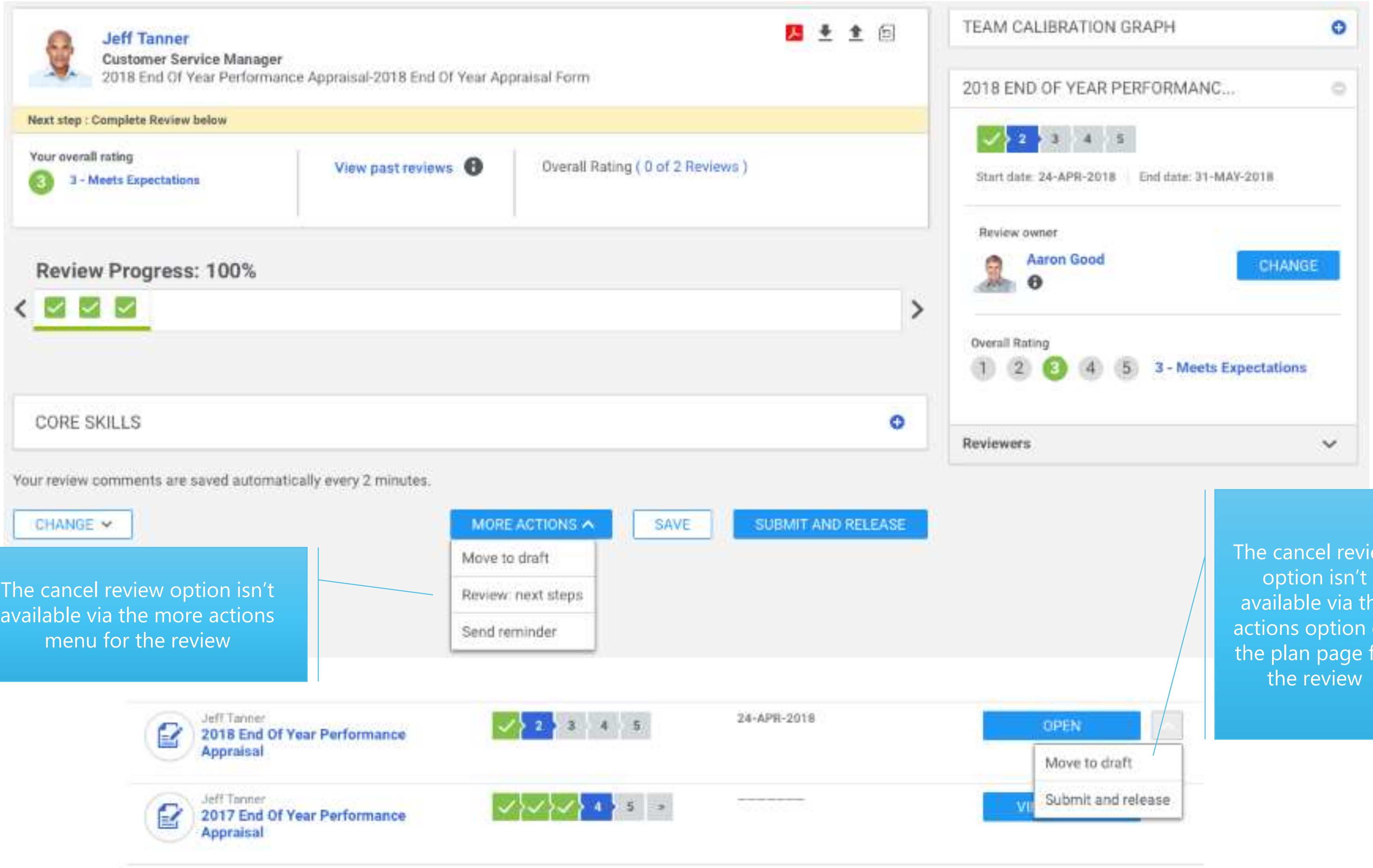


The cancel review option is available via the more actions menu for the review

The cancel review option is available via the actions option on the plan page for the review

Capability to restrict who can cancel reviews

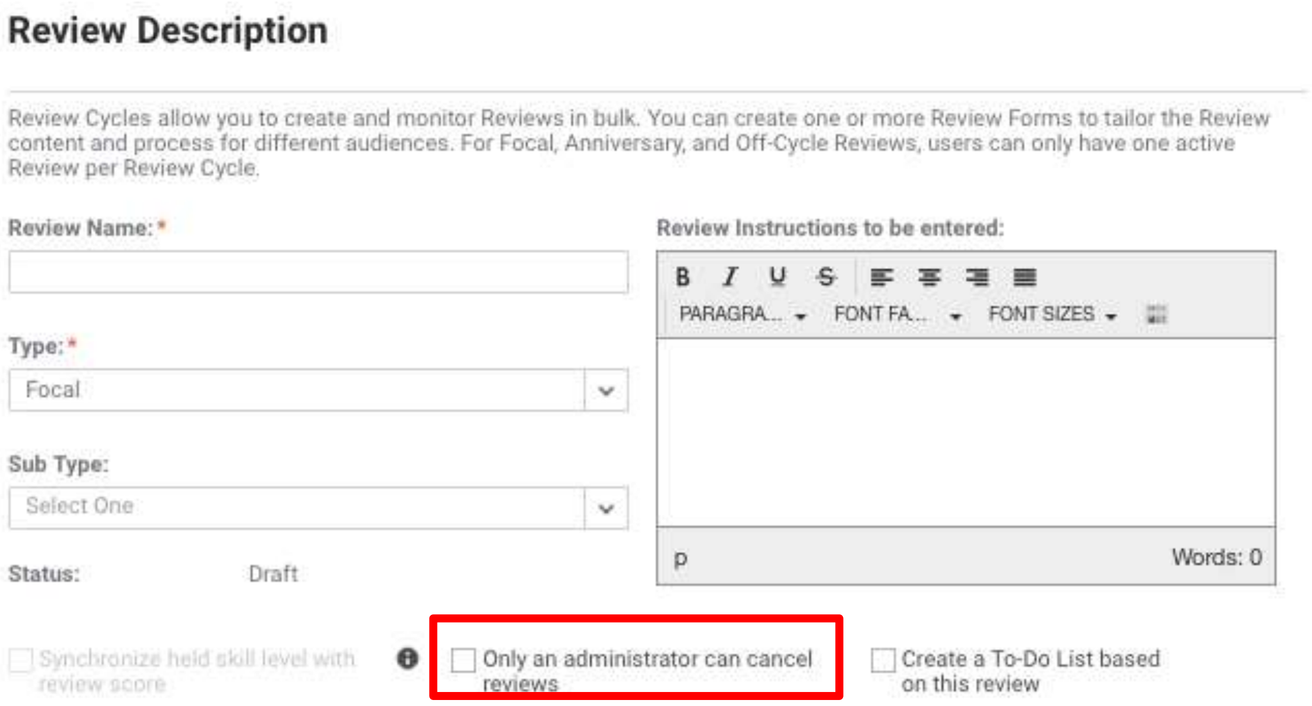
If the policy is enabled



The cancel review option isn't available via the more actions menu for the review

The cancel review option isn't available via the actions option on the plan page for the review

Capability to restrict who can cancel reviews



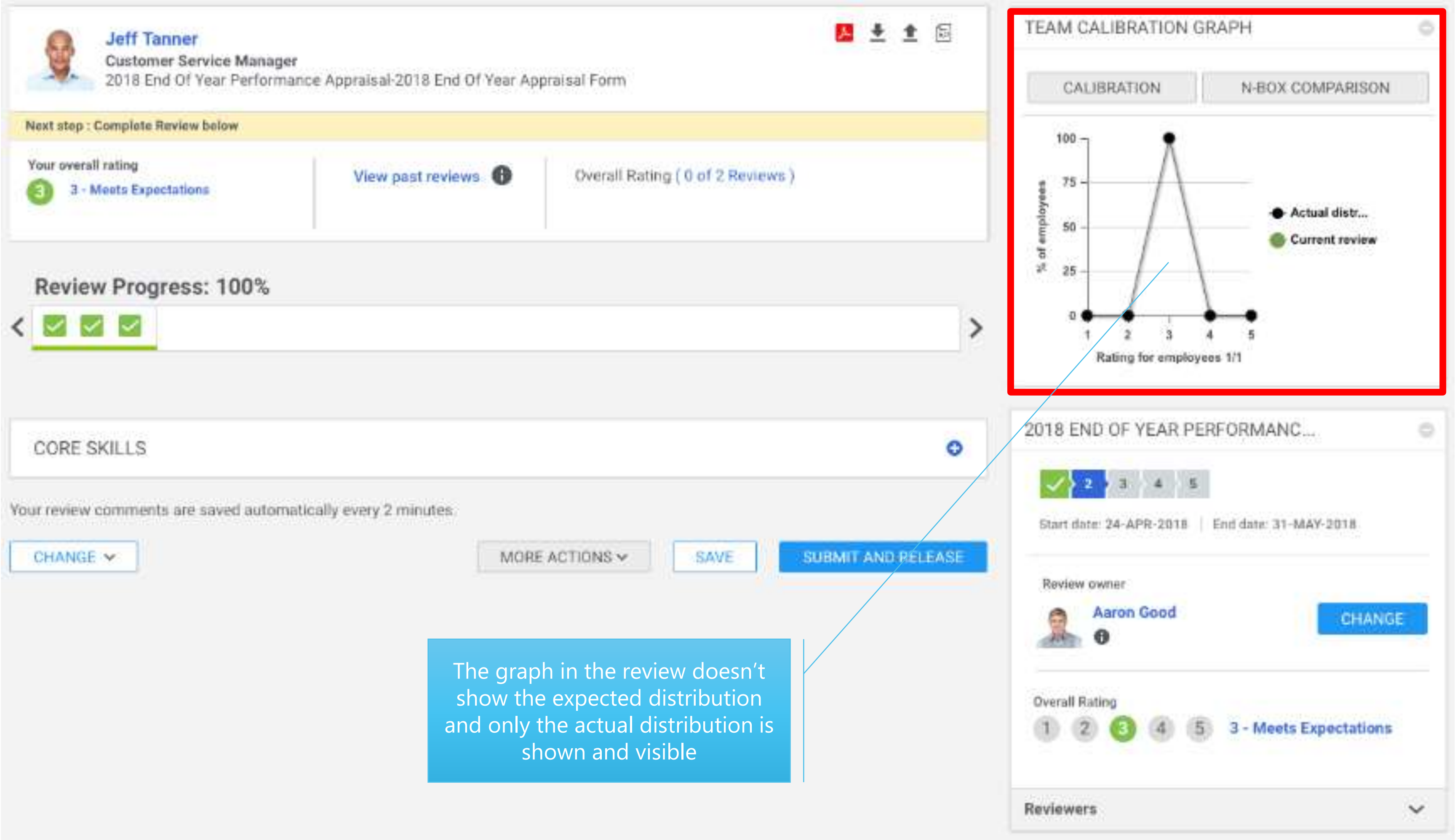
The new policy is available within the cycle description configuration screen with a cycle

Performance → Reviews

WHAT?	Ability to hide the expected distribution from a review owner
WHY?	• Performance administrators want to be able to prevent a review owner from seeing the expected distribution and therefore potentially allowing the expectation to potentially influence their rating
WHERE?	Performance Admin > Manage Reviews > Review Cycles
NOTEWORTHY	• The new policy is labelled 'Review owner can see expected distribution' • Existing behavior is maintained for existing cycles, and the default for all new cycles is for the policy to be enabled, meaning the expected distribution will continue to be displayed unless the policy is disabled • Performance administrators are able to see the expected distribution regardless of whether the policy is disabled or enabled • The expected distribution will be hidden in all calibration graphs for which the review owner has access, including the graph displayed in the review and the graph(s) displayed having selected the calibration option

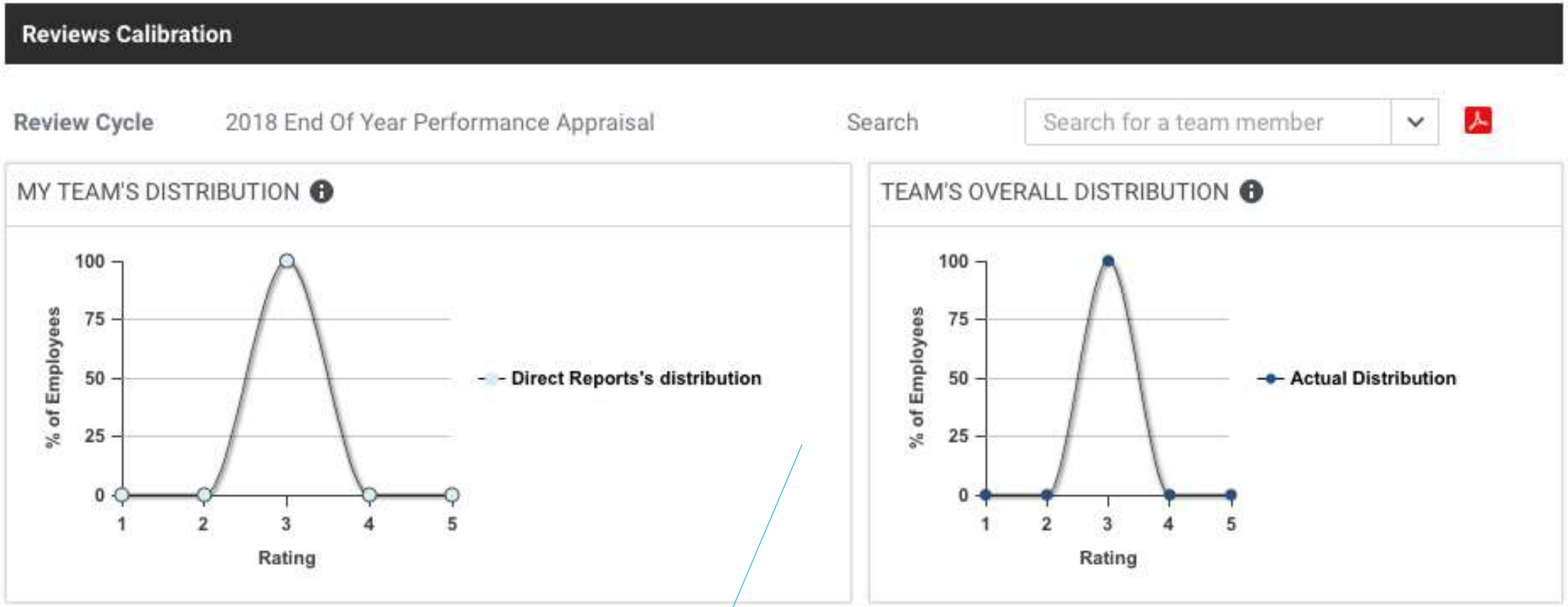
Ability to hide the expected distribution from a review owner

If the policy is disabled



The graph in the review doesn't show the expected distribution and only the actual distribution is shown and visible

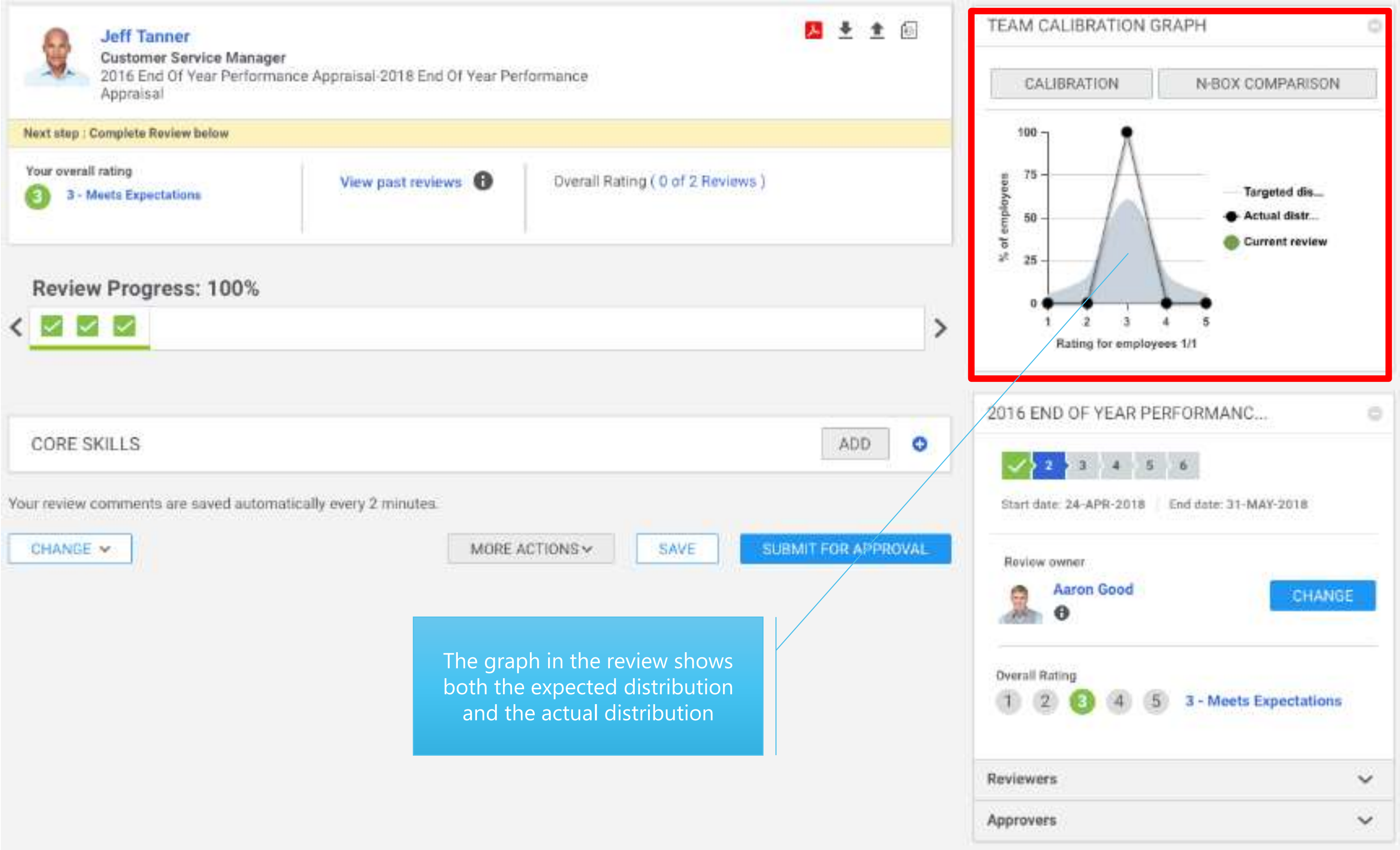
Ability to hide the expected distribution from a review owner



Having selected the calibration option both graphs don't show the expected distribution and only the actual distribution is shown and visible

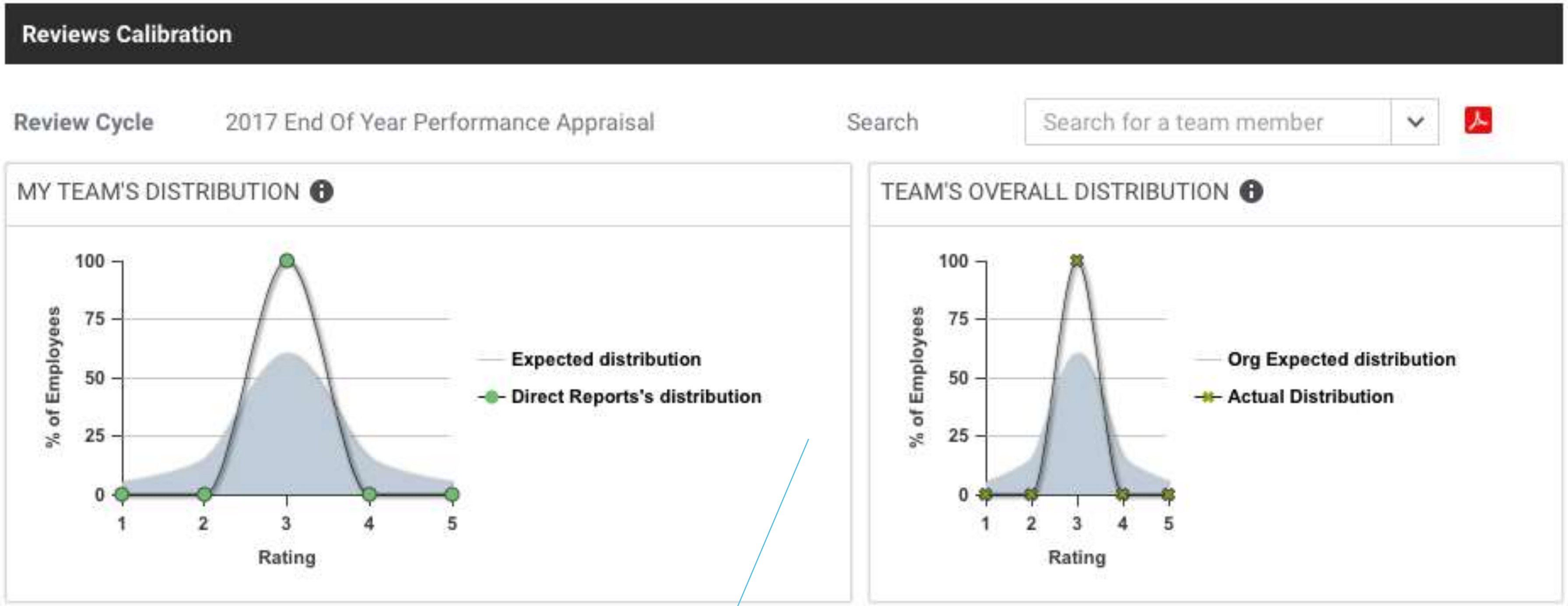
Ability to hide the expected distribution from a review owner

If the policy is enabled



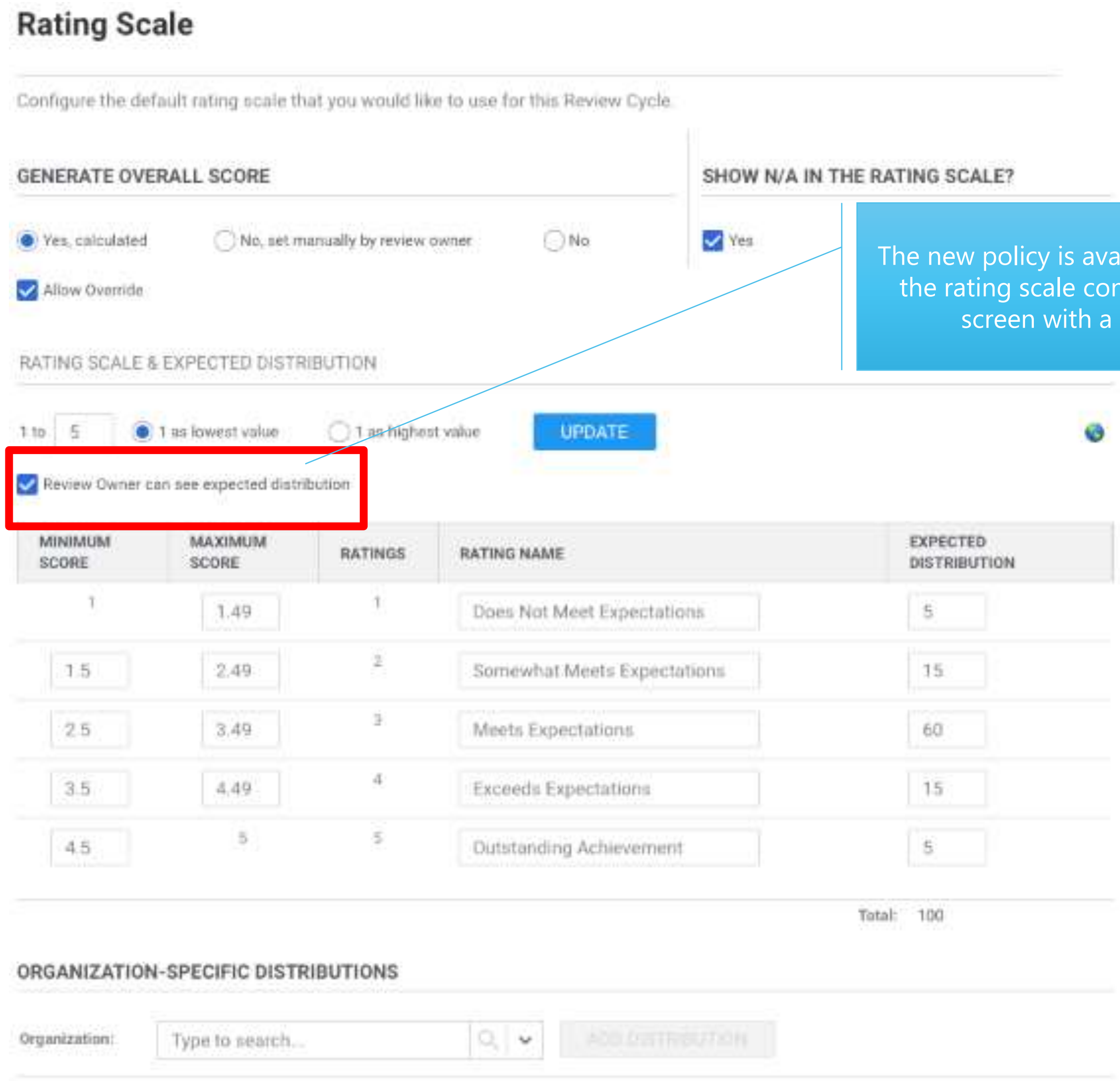
The graph in the review shows both the expected distribution and the actual distribution

Ability to hide the expected distribution from a review owner



Having selected the calibration option both graphs show the expected distribution and the actual distribution

Ability to hide the expected distribution from a review owner



The new policy is available within the rating scale configuration screen with a cycle

Performance → Reviews

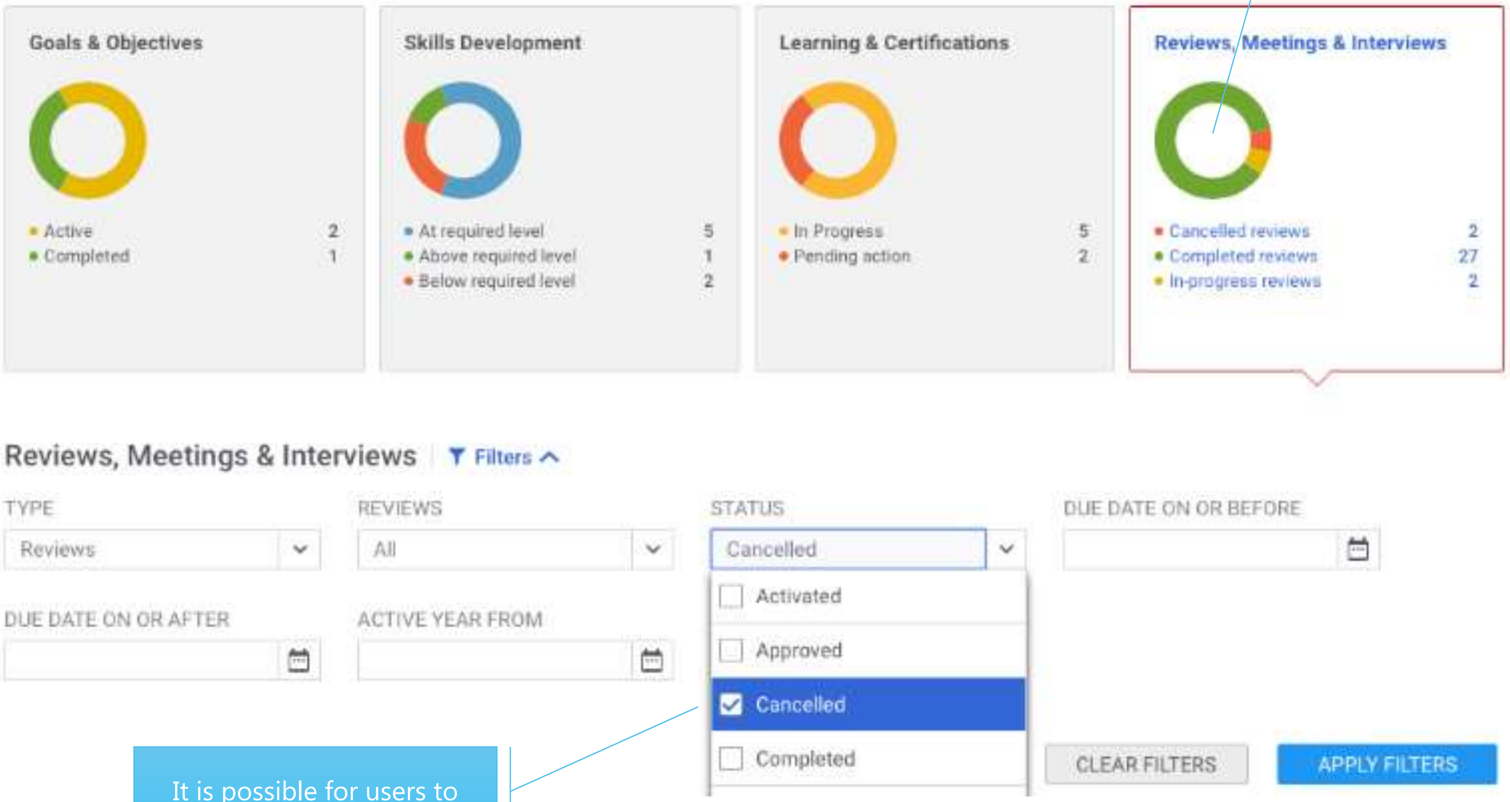
Customer Community Idea

WHAT?	Removal of cancelled reviews
WHY?	• There has been a lot of feedback that the value of the plan page summary graph for reviews, meetings and interviews is highly impacted due to the inclusion of cancelled reviews
WHERE?	My Plan > Reviews, Meetings & Interviews
NOTEWORTHY	• There is no configuration option or policy that controls this behavior, meaning the deployment of U41 will introduce this change for all customers with immediate effect

Removal of cancelled reviews

Pre U41 behavior

Cancelled reviews are shown in the plan page summary graph



It is possible for users to select the cancelled status when filtering on reviews in the me plan page

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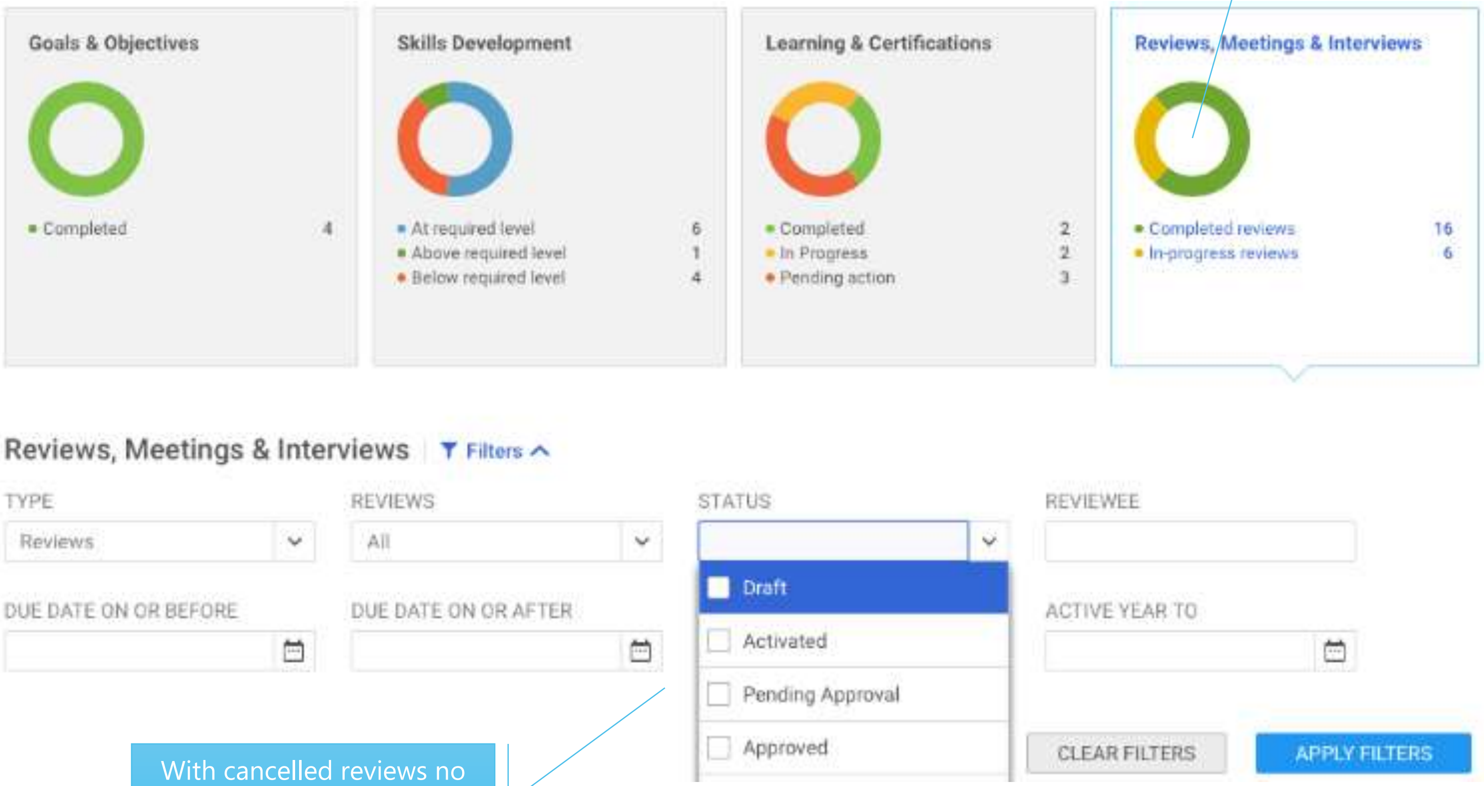
Removal of cancelled reviews

Post U41 behavior

Cancelled reviews are no longer shown in the plan page summary graph



With cancelled reviews no longer being displayed, the option to select the cancelled status has now been removed when filtering on reviews in the me plan page

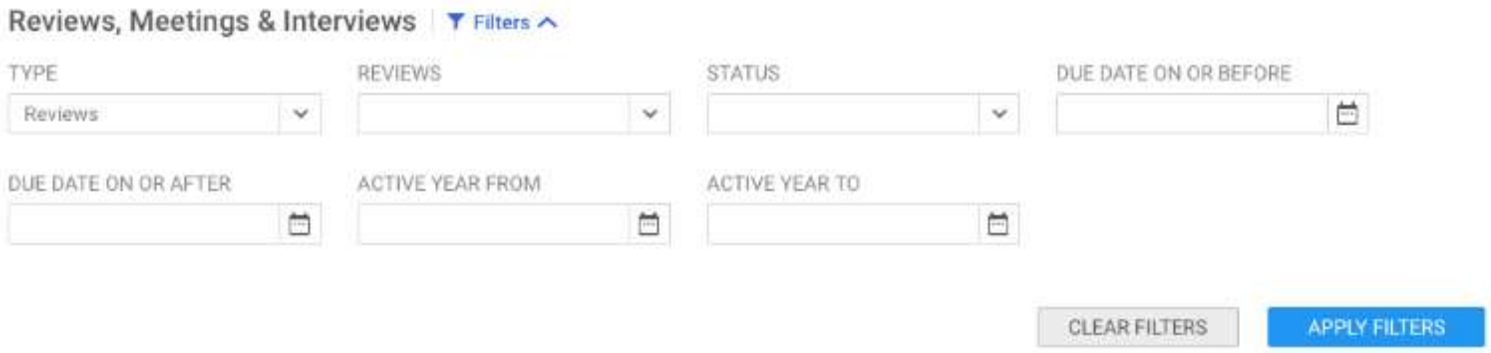
Performance → Reviews

Customer Community Idea

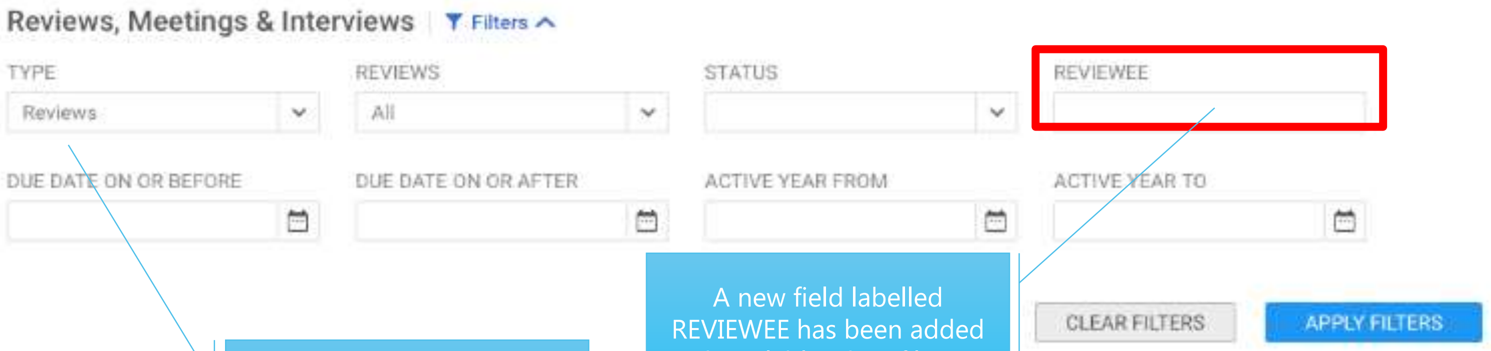
WHAT?	Addition of reviewee name filter for reviews
WHY?	• To make searching for specific reviews easier
WHERE?	My Plan > Reviews, Meetings & Interviews
NOTEWORTHY	• The filter and search capabilities are dependent upon the type REVIEWS being selected • The default value of the reviewee filter is blank, meaning the existing behavior will remain and all reviews will be displayed regardless of name, however based on the selected filters • Searching will match the entered characters against the starting characters of the reviewees first name OR the last name • The value of the reviewee filter will revert to blank if the type REVIEWS is changed

Addition of reviewee name filter for reviews

Pre U41 behavior



Post U41 behavior



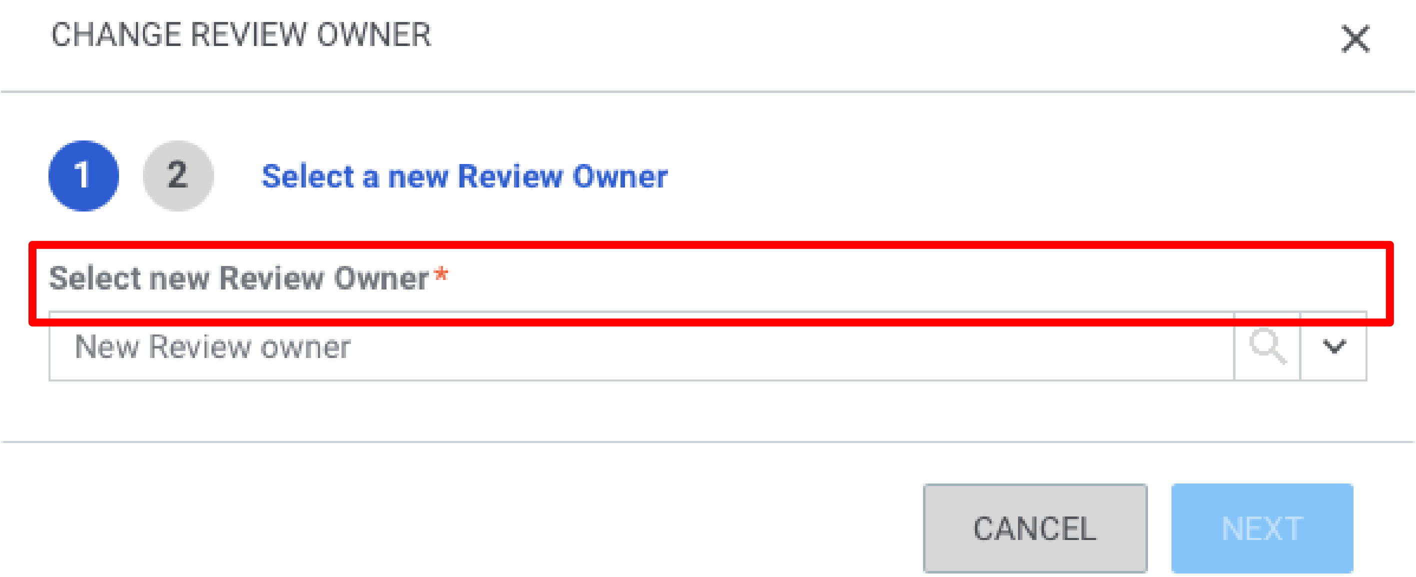
A new field labelled REVIEWEE has been added and available when filtering on reviews

The filter and search capabilities are only available if the type REVIEWS has been selected

Performance → Reviews

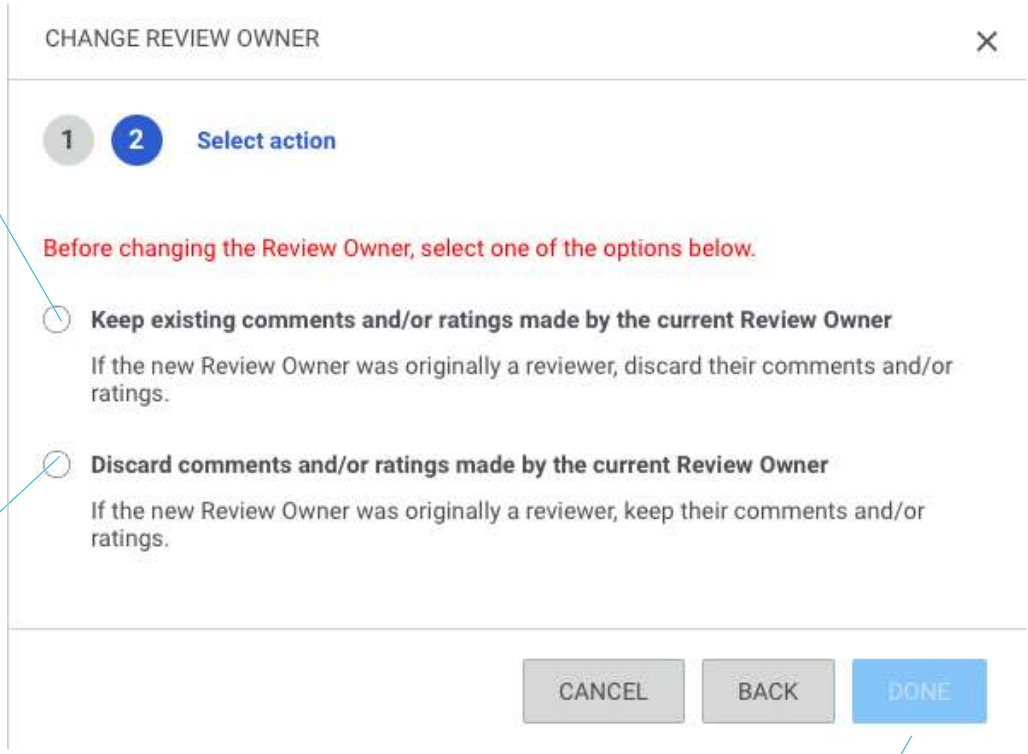
WHAT?	Ability to make any user a review owner
WHY?	• To remove the existing constraint that prevents in some use cases a review owner being unable to select the desired review owner. • Provide capability for a review owner to be able to change the review owner to any other user to who the responsibility of the review is to be transferred to.
WHERE?	Performance > Reviews
NOTEWORTHY	• The behavior enabling a reviewee to change the review owner of their own review has been removed • Support has been added enabling the review owner to determine whether or not comments and/or ratings they've made on the review are discarded or kept, with the decision also determining what happens to comments and/or ratings made by the new review owner in the instance that they were previously a reviewer for the review • Although not governed in the solution, it is anticipated and an expectation that before changing the owner of a review to another user, the existing review owner will have a conversation with the new review owner to determine the best and right decision is made in regards to the consideration of data (above)

Ability to make any user a review owner



Support for a new review owners comments and/or ratings to be kept

Selecting the option to keep comments and/or ratings made by the current review owner means comments and/or ratings made by the new review owner (in the instance they were previously a reviewer for the review) will be discarded



Selecting the option to discard comments and/or ratings made by the current review owner means comments and/or ratings made by the new review owner (in the instance they were previously a reviewer for the review) will be kept

Although not governed in the solution, it is anticipated and an expectation that before changing the owner of a review to another user, the existing review owner will have a conversation with the new review owner to determine the best and right decision is made in regards to the consideration of data (above)

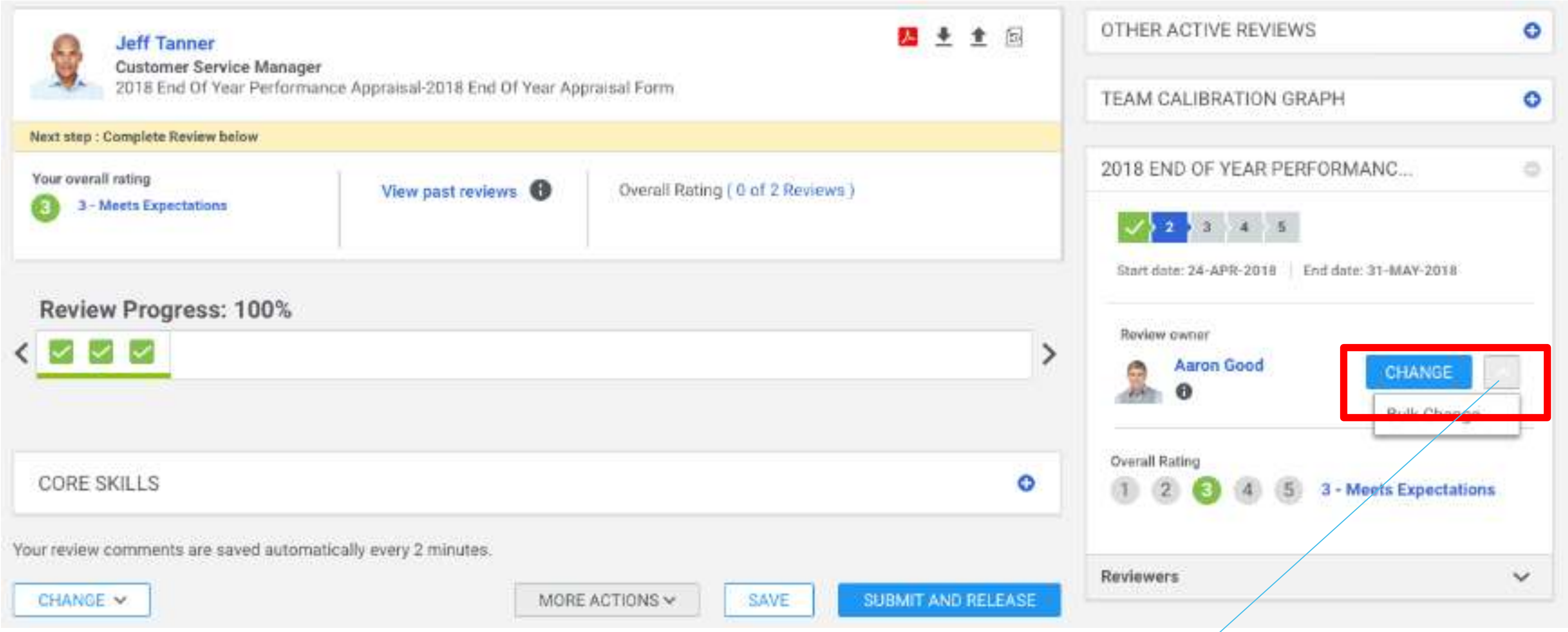
The DONE option is disabled until a user has selected one of the two available actions

Performance → Reviews

Customer Community Idea

WHAT?	**Support for the review owner to be simultaneously changed for multiple reviews**
WHY?	• To provide an efficient and intuitive way for a review owner to change the review owner for multiple reviews for which they are responsible, for at the same time, i.e. in the instance that the review owner is on extended leave, has transitioned to a new position, or is leaving the organization and needs to transition responsibility to someone else
WHERE?	Performance > Reviews
NOTEWORTHY	• Review owners can only change the review owner for either draft reviews, or reviews that have been activated but not yet submitted • Performance administrators are able to change the review owner for reviews that have been cancelled or disapproved • It is no longer possible for the review owner to be changed for reviews associated with a completed cycle

Support for the review owner to be simultaneously changed for multiple reviews



The change review owner action button has been updated on the UI to support multiple actions, with the option to change the review owner for a bulk number of reviews available as a secondary action

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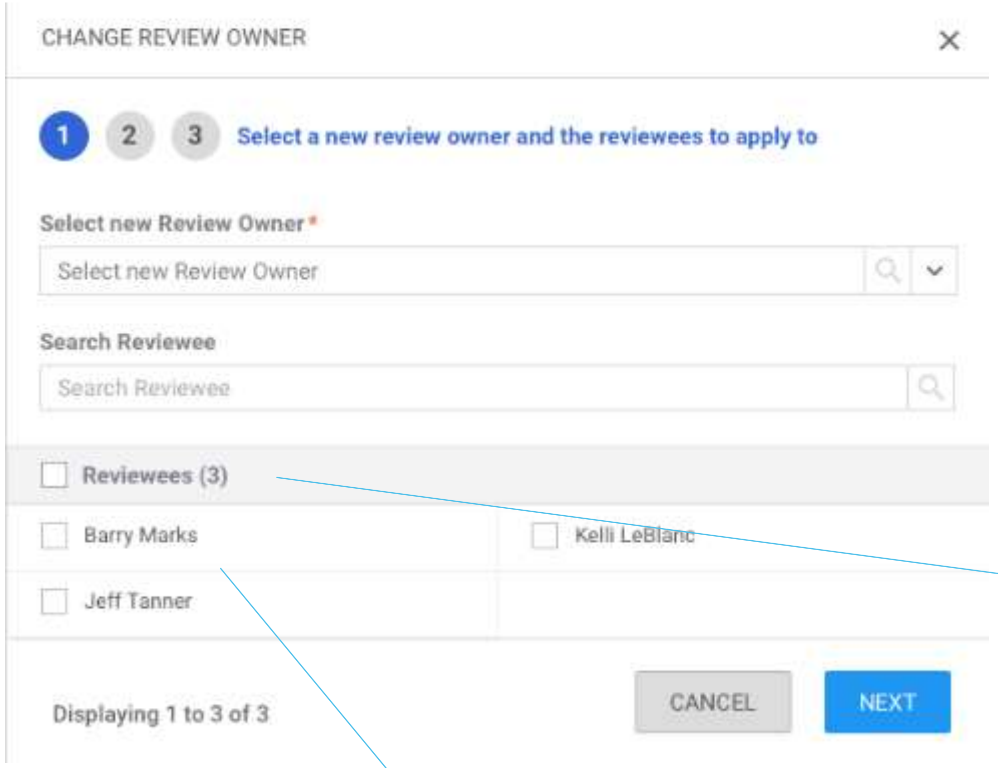
Support for the review owner to be simultaneously changed for multiple reviews



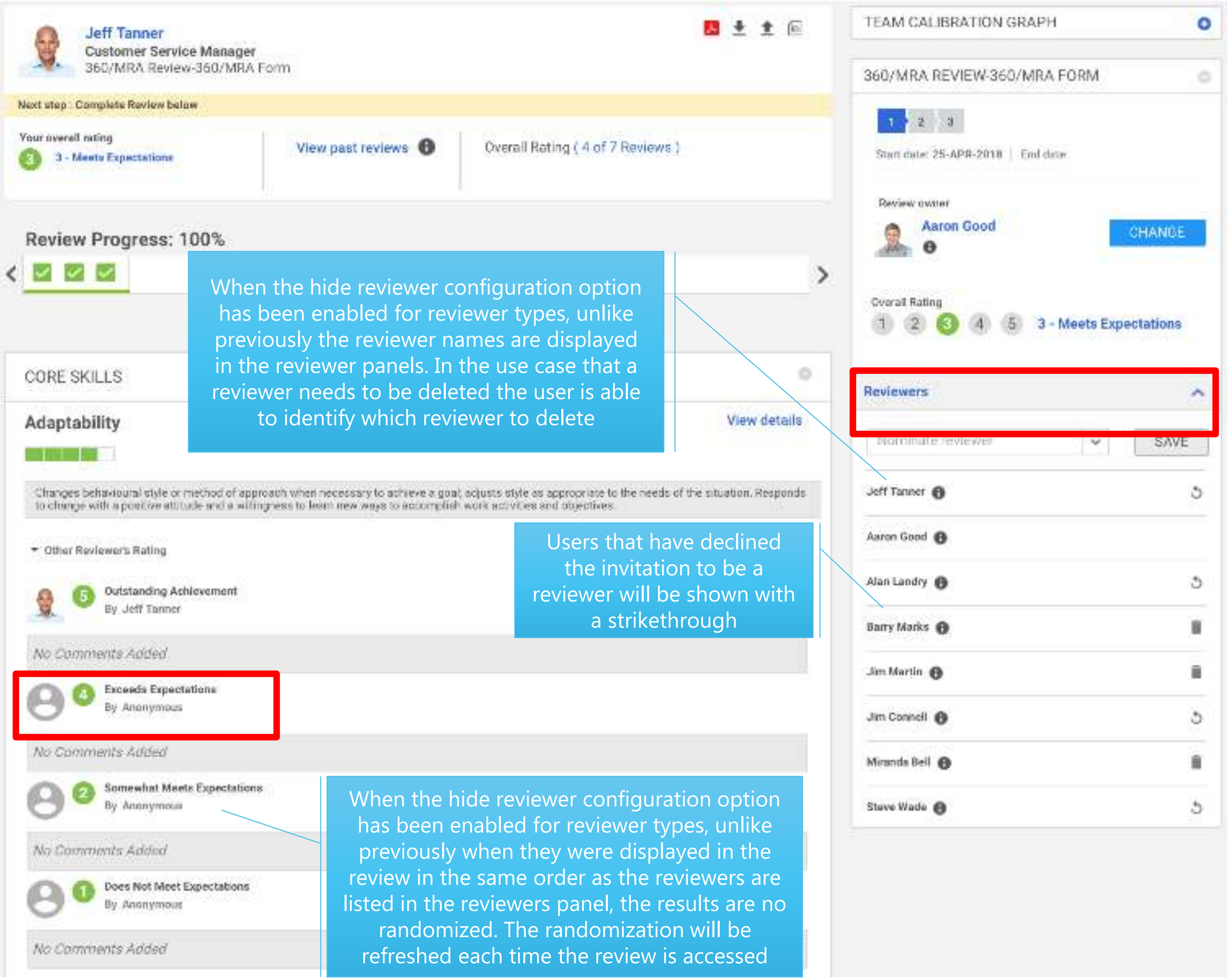
After selecting the option to a change the review owner for a bulk number of reviews, on the subsequent window in addition to being able to select the new review owner, all other reviewees in the cycle for which the review owner is responsible are displayed.

Using the available check boxes, it is possible for either all or a selected number of reviewees

Performance → Reviews

WHAT?	Enhance expression for anonymous reviewers
WHY?	• When reviewers were anonymous it wasn't possible to see the name of each reviewer and to therefore identify which user to delete in the event a deletion was needed.
WHERE?	Performance > Reviews
NOTEWORTHY	• There is no configuration option or policy that controls this behavior, meaning the deployment of U41 will introduce this change for all customers with immediate effect

Enhance anonymous expression



When the hide reviewer configuration option has been enabled for reviewer types, unlike previously the reviewer names are displayed in the reviewer panels. In the use case that a reviewer needs to be deleted the user is able to identify which reviewer to delete

Users that have declined the invitation to be a reviewer will be shown with a strikethrough

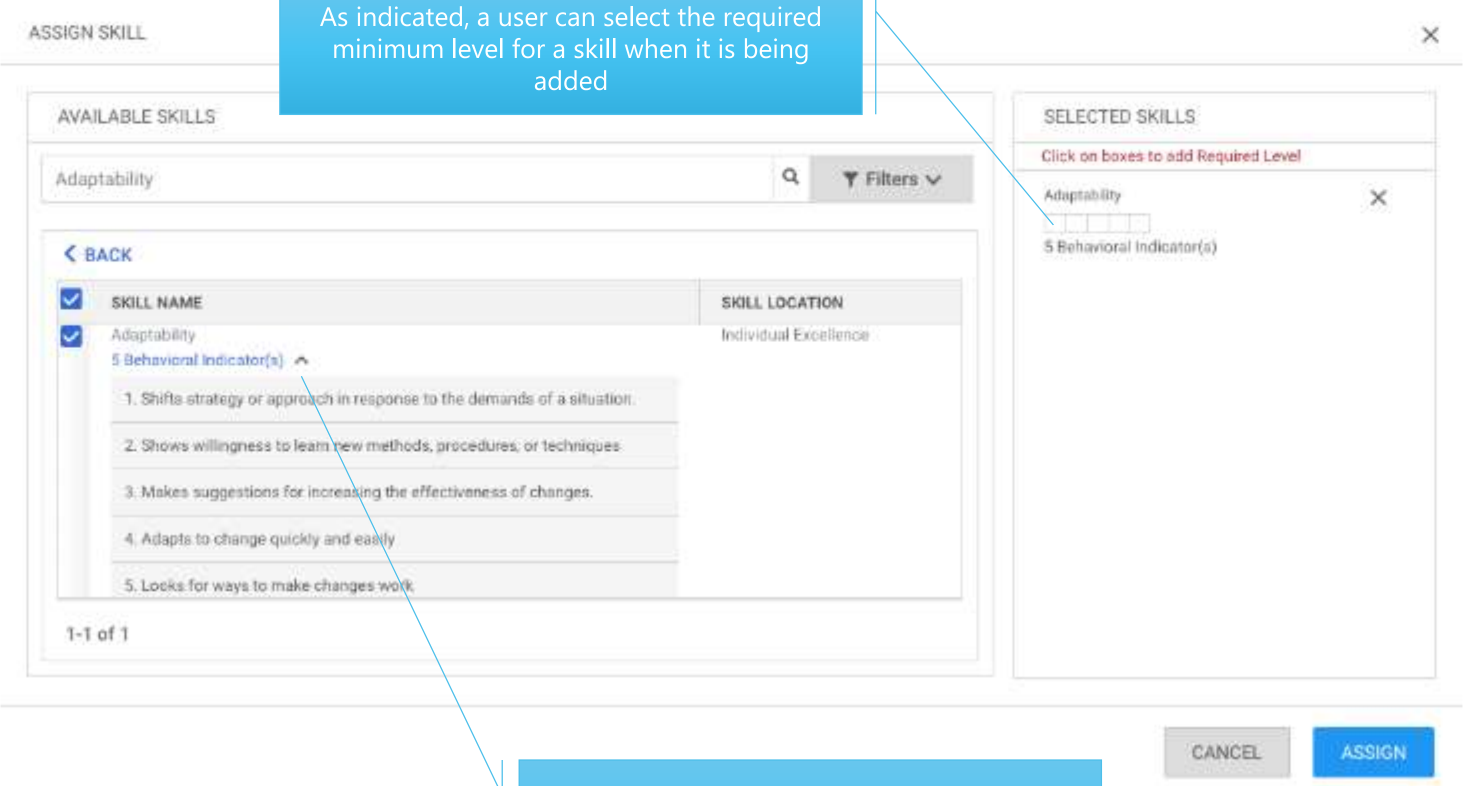
When the hide reviewer configuration option has been enabled for reviewer types, unlike previously when they were displayed in the review in the same order as the reviewers are listed in the reviewers panel, the results are no randomized. The randomization will be refreshed each time the review is accessed

Skills

Performance → Skills

WHAT?	Skill search and addition enhancements
WHY?	• Allow users to view the behavioral indicators associated with a skill (if applicable) when searching for a skill, and also allow users to add the minimum required level for a skill when adding the skill to their plan page
WHERE?	Performance > Skills
NOTEWORTHY	• N/A

Addition of behavioral indicators when searching for and adding skills



As indicated, a user can select the required minimum level for a skill when it is being added

For applicable skills a label has now been added to indicate that there are behavioral indicators associated with the skill, with an option to expand the label to display the behavioral indicators, as shown

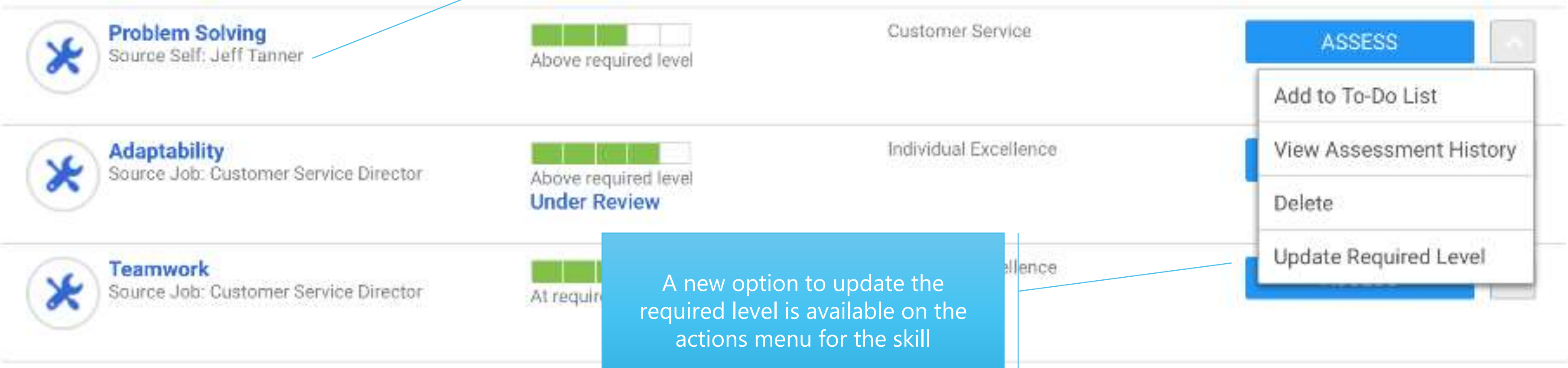
Performance → Skills

WHAT?	Allow users to update the minimum required level of a skill
WHY?	• Allow users to update the minimum required level of a skill in the event that their ambition/target achievement changes
WHERE?	Performance > Skills
NOTEWORTHY	• There is no configuration option or policy that controls this behavior, meaning the deployment of U41 will introduce this change for all customers with immediate effect • A user (self) can only update the minimum required level of skills added by themselves, whereas the users manager can update the minimum required level for skills added by the user or that they've added on their behalf having accessed the users plan page via 'My Team'.

Allow users to update the minimum required level of a skill

Accessible from plan page

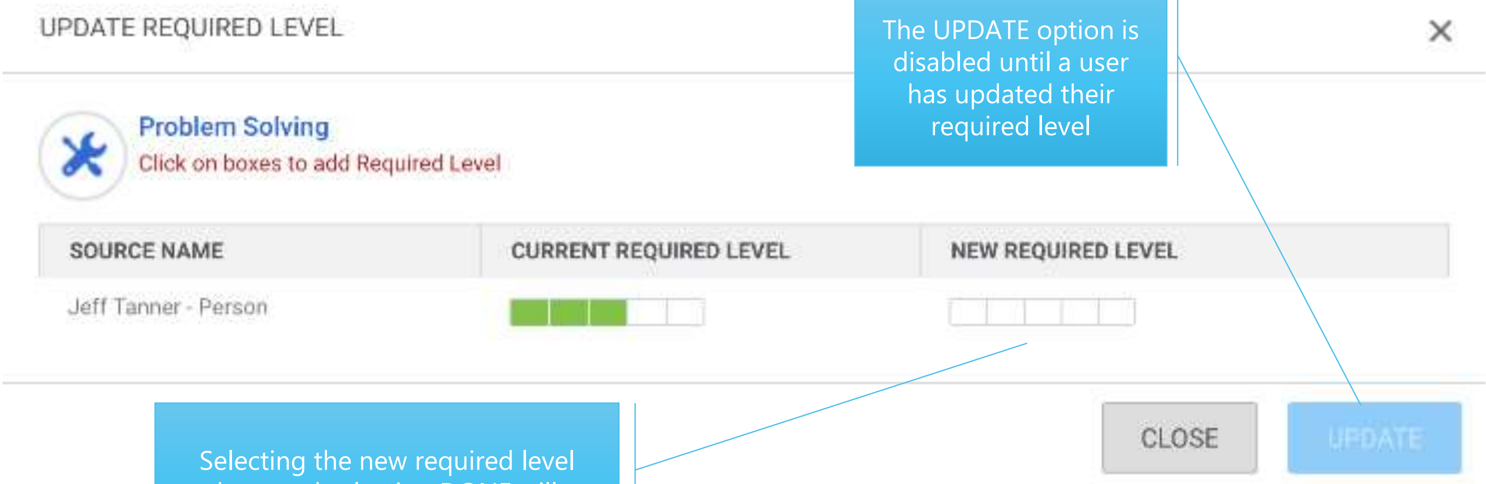
The option for a user (self) to update the required level of a skill is available only for skills added by themselves, i.e. where the source if self



A new option to update the required level is available on the actions menu for the skill

Updating the required level

The UPDATE option is disabled until a user has updated their required level



Selecting the new required level here and selecting DONE will update the minimum required level

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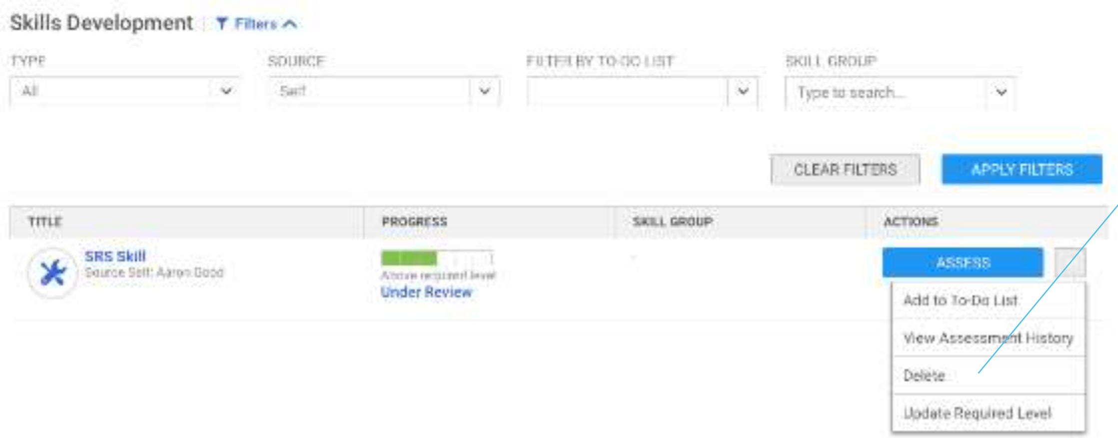
Performance → Skills

Customer Community Idea

WHAT?	Support for users to remove held skills from the plan page
WHY?	• Allow users to remove a skill from their plan page in the even that they no longer wish to review it
WHERE?	Performance > Skills
NOTEWORTHY	• A user (self) can only remove held skills added by themselves, whereas the users manager can remove held added by the user or that they've added on their behalf having accessed the users plan page via 'My Team'. • Removing a users skill from a users plan page doesn't delete the skill from the users record and their assessment history for the skill. It is simply removing it from being visible on the users plan page

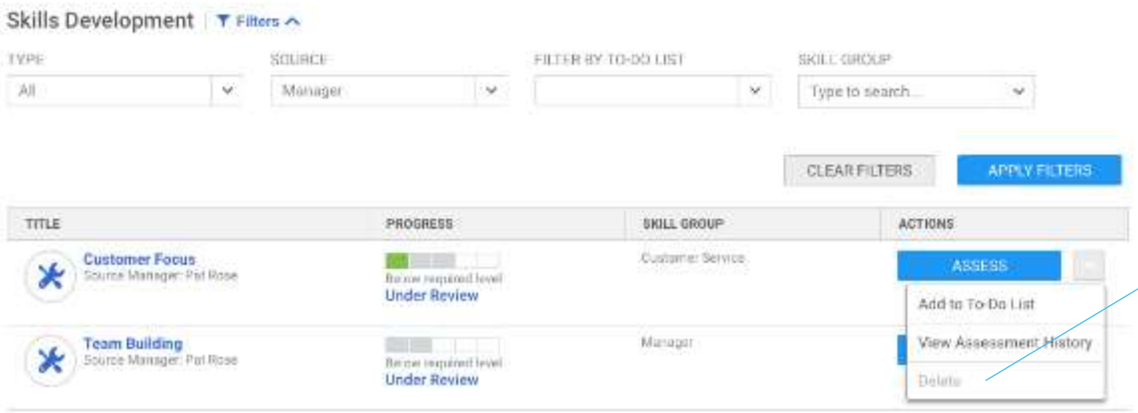
Support for users to remove held skills from the plan page

If permission is available



An option to delete is available on the actions menu for the skill

If permission isn't available



The option to delete is disabled on the actions menu for the skill

Support for users to remove held skills from the plan page

Components | People

Component: Skill

Component Privileges

Print | Export | Modify Table

Grant Access	Privilege
☐	New
☐	Edit
☑	Delete
☑	View
☐	Change Domain
☑	Can assess skill for self
☑	Can assess skill for others
☑	Can view other's held skills and levels
☐	Direct Managers and Indirect Managers Can View Sensitive Information
☐	Alternate Managers Can View Sensitive Information
☑	Can change the held skill level for self
☑	Can change the held skill level for others
☐	Can approve or reject assessments submitted by self
☐	Can approve or reject assessments submitted by others
☐	Can approve or reject assessments on behalf of approver
☐	Can change the held skill level of an assessment on behalf of approver
☑	Can delete skills added by me to my plan
☐	Can delete skills of my direct reports, added by me or the direct report
☐	Can delete any skills added to my plan
☐	Can View Protected Data
☐	Admin View

There are 3 new privileges available in the skills component that enable and support this functionality

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Performance → Other

WHAT?	508 compliance support
WHY?	• To support the requirement issued by the business for SC to be 508 compliant
WHERE?	Performance > Goals Performance > Skills Performance > Reviews
NOTEWORTHY	• For goals, 508 compliant support is available for the create and edit flow, along with the viewing of a goal • For skills, 508 compliance support is available for the searching and addition of a skill, viewing of a skill, and for when assessing a skill • For reviews, 508 compliance support is available for the activation, submission and approval flows

Compensation

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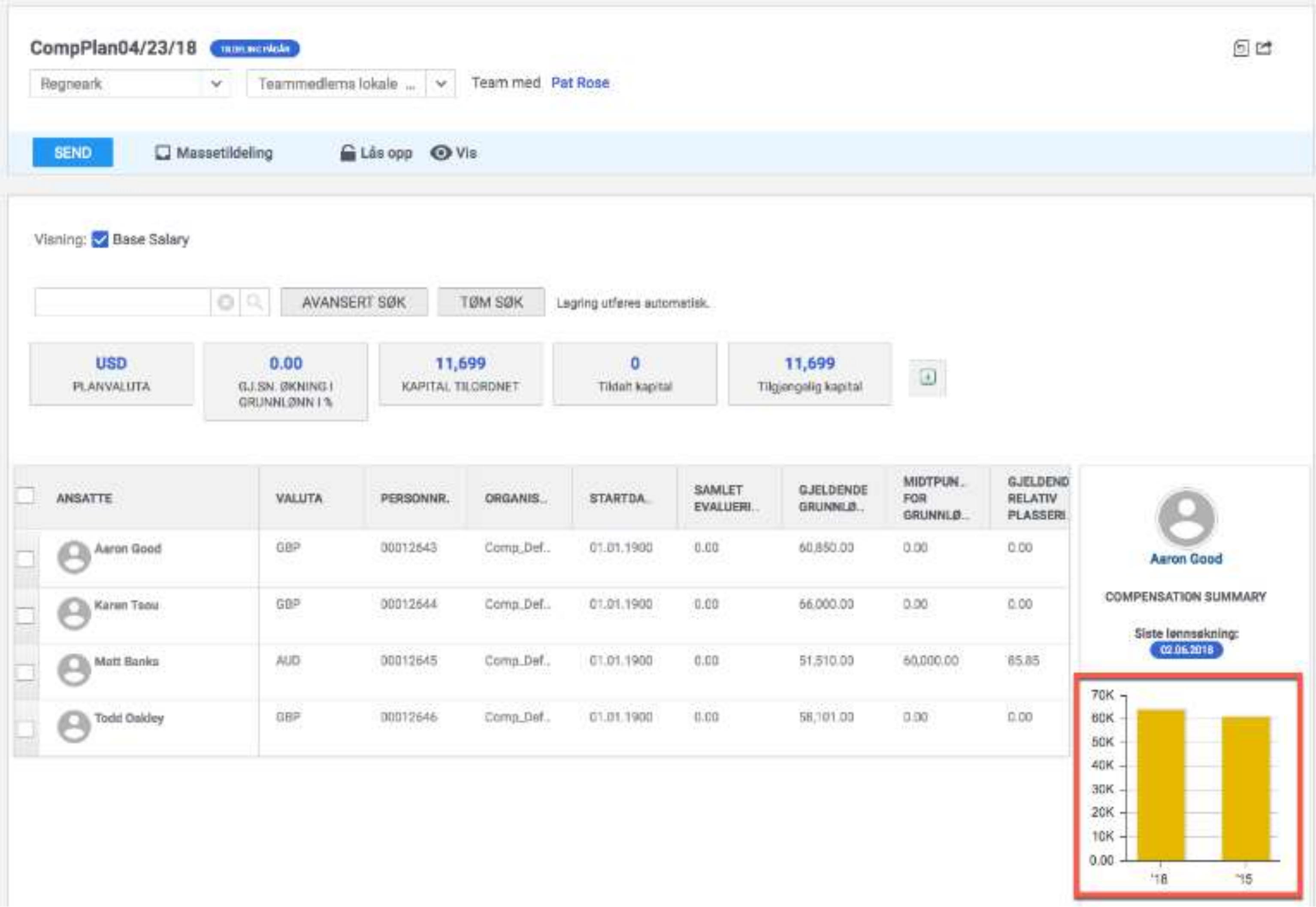
Compensation →Usability

WHAT?	Mini Card Graph Bar
WHY?	Previously the Historical Compensation Graph did not support all languages. This update now display the Bar Graph in all languages.
WHERE?	My Team > Compensation > Worksheet
NOTEWORTHY	

Mini Card Bar Graph



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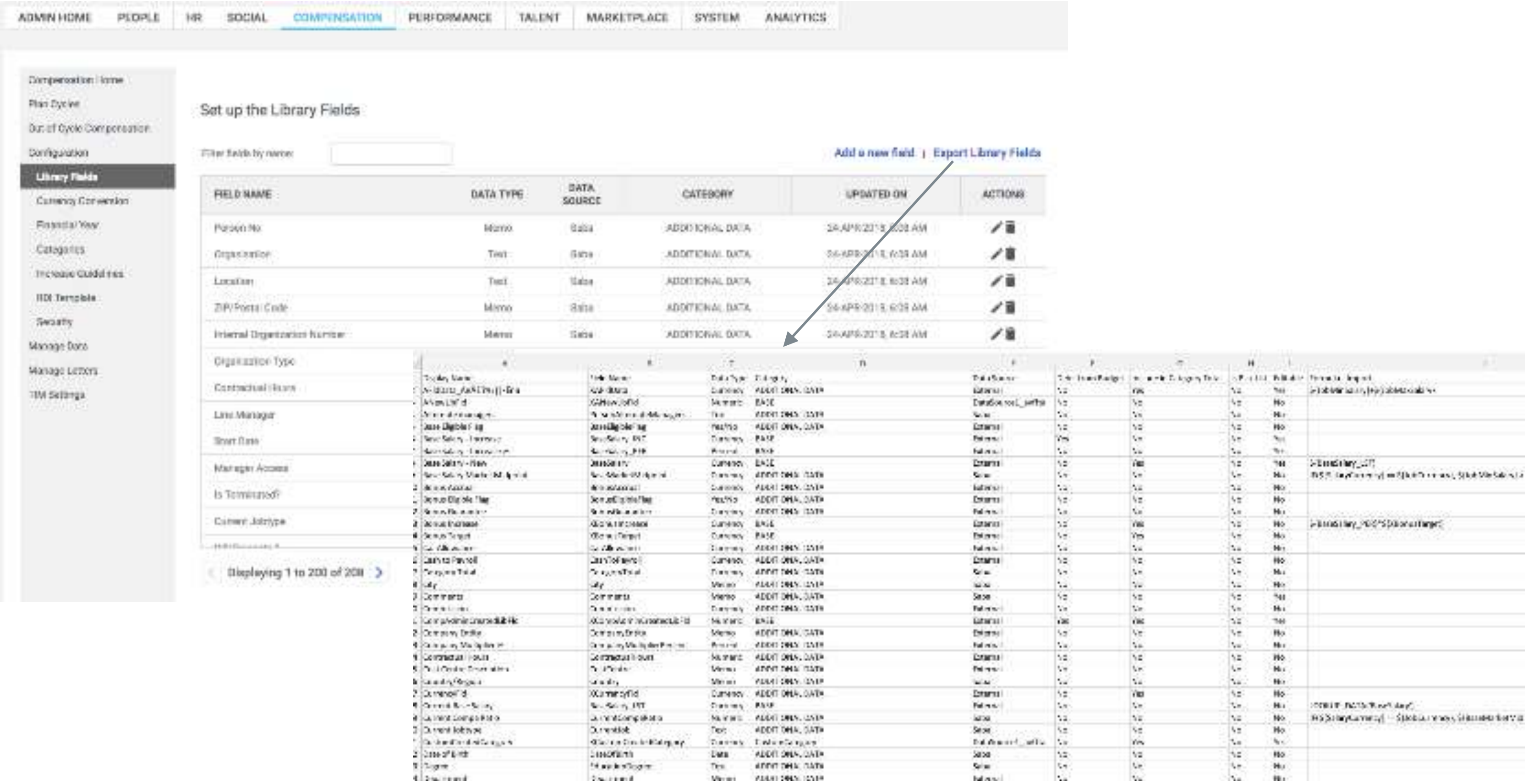
Compensation
→Usability

Customer Community Idea

WHAT?	Library Filed Export File Extended
WHY?	The export file now has all the parameters for each attribute.
WHERE?	Admin > Compensation > Configuration > Library Field
NOTEWORTHY	• Following information will be available on the export file: Display Name Field Name Data Type Category Data Source Debit from Budget Include in Category Total Is Pick List Editable Formula - Import Formula - Worksheet Soft Rule Soft Rule Message Hard Rule Hard Rule Message Updated On Keyword

Library Field Export File



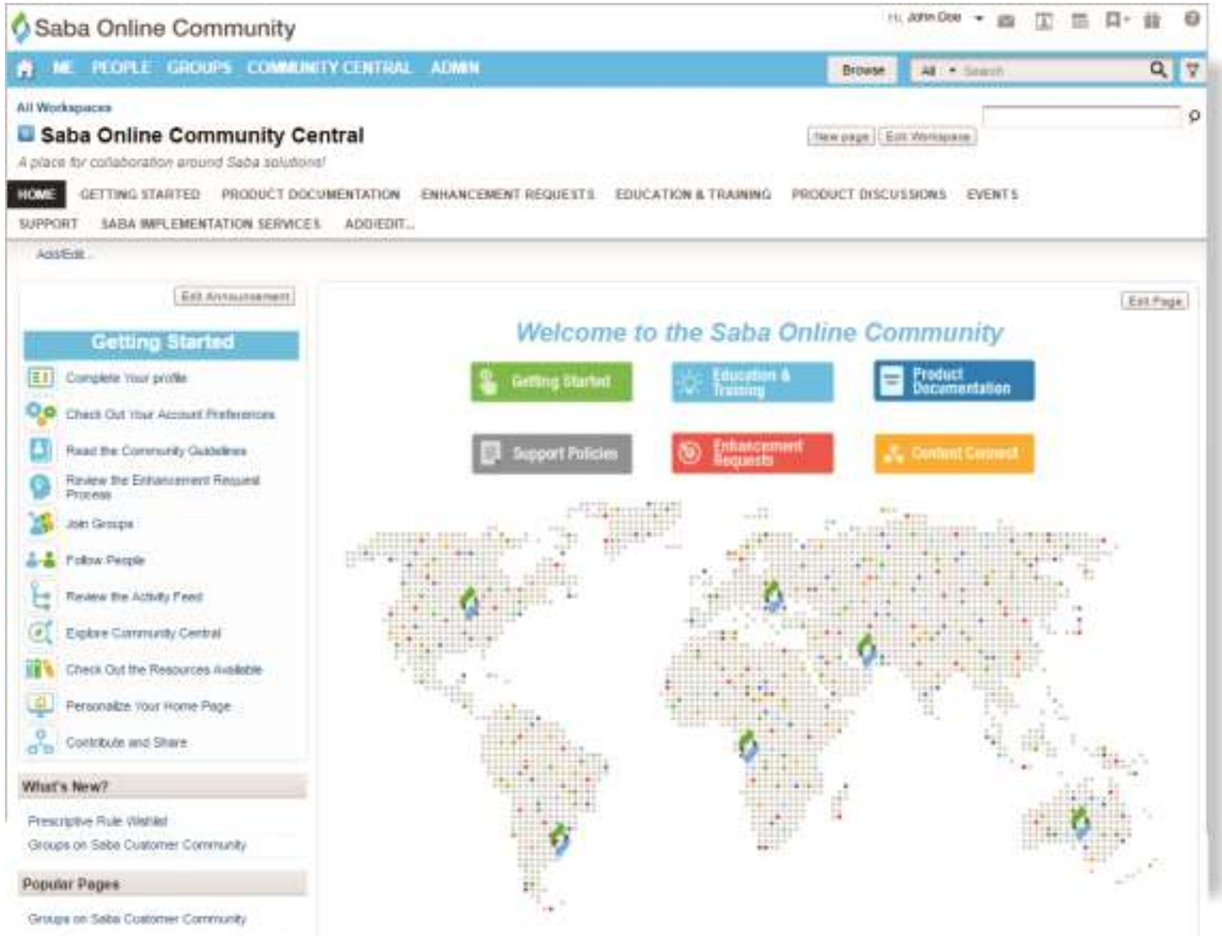
Compensation →Usability

WHAT?	Remove Terminated Employees
WHY?	Previously, it was not possible to removed employees who terminated after a plan has been activated. This update now allows admin to remove a terminated employee from a Manager's worksheet.
WHERE?	Admin > Compensation
NOTEWORTHY	

Saba Cloud Customer Community

http://community.sabacloud.com

Saba Online Help
Education & Training
Documentation
Product Discussion Group
Saba Events



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QUESTIONS?
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