Saba Cloud Update 42 – Part 3
Performance, Talent & Recruiting

Saba Cloud

Saba University

A look forward…

The following is intended to outline our general product direction. It is intended for informational purposes only and is not to be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions.

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Copyright Information

- Materials subject to change without notice
- Any upgrades you make may need new training and documentation
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Virtual Classroom Logistics

- Saba Meeting orientation
- Ask questions at any time
- Type questions/comments into the "Chat" box
- Use emoticons for responding to questions

For **Technical Support,** please contact:

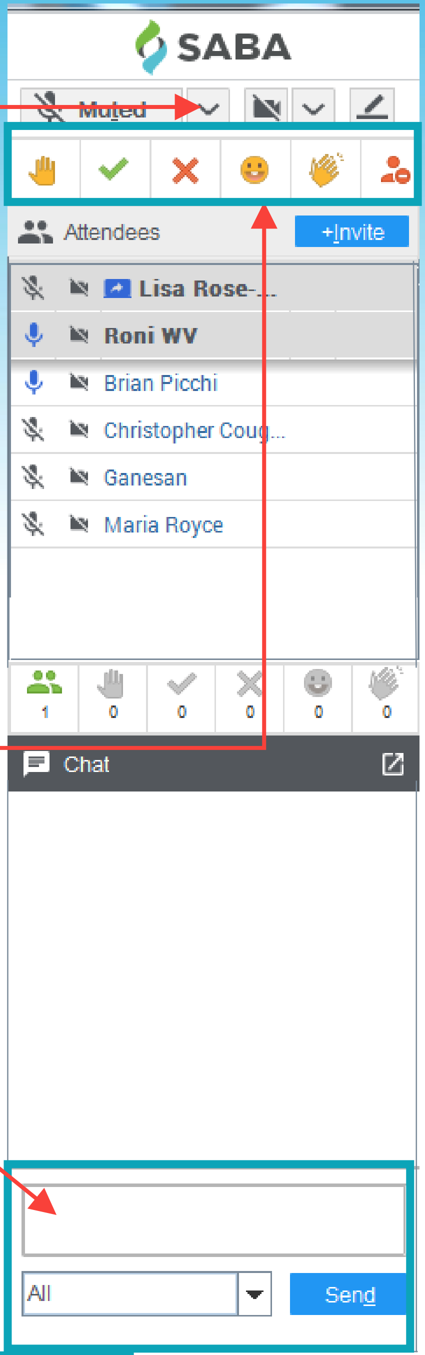
(888) 799-7222

1.Run the Audio Wizard and test the audio levels.

2. Test out all of the emoticons.

3. Say Hello!

Let us know where you are joining us from. What's the weather where you are?



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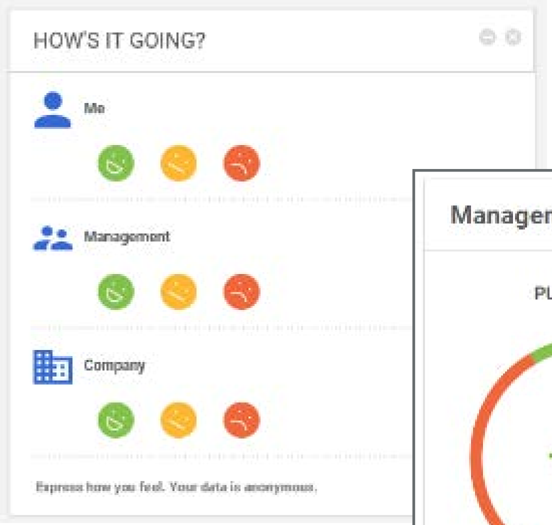
This session may be recorded

TOPIC

Saba Pulse

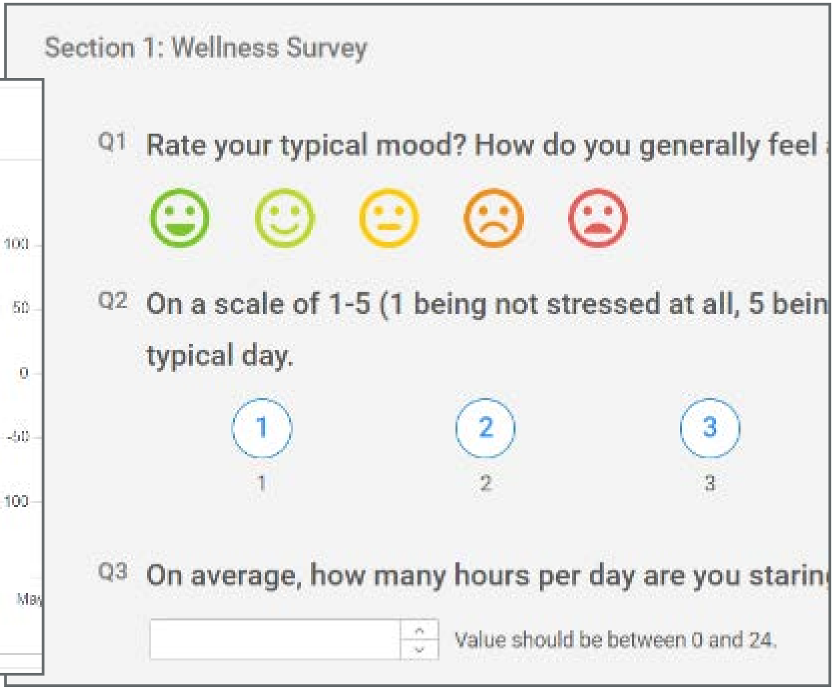
The Big Picture

Actively listen with Pulse.



Identify positive or concerning **trends.**

Dig deeper with custom survey to understand specific topics or user groups.



Analyze results to help create an action plan

Now let's make it easier…

What's Important to Me?

Section 1: What's Important to Me

Q1 How would you describe the mood within our work team.

Q2 How would you rate the usefulness of the weekly check-in sessions

Q3 How often do you hear feedback about your work?

1	2	3	4	5
Never	Rarely	Sometimes	Usually	Always

Q4 Rank the importance of the following

Informal Feedback

Weekly Check-Ins with manager

Skills Assessments

Annual Performance Review

3 of 4 answered

Section 1/ 1

PREVIOUS

SUBMIT

RECENT SURVEYS

What's Important to Me	0 responses
Insight Survey	0 responses
Quick Question	1 responses

CREATE NEW SURVEY

Go to My Surveys

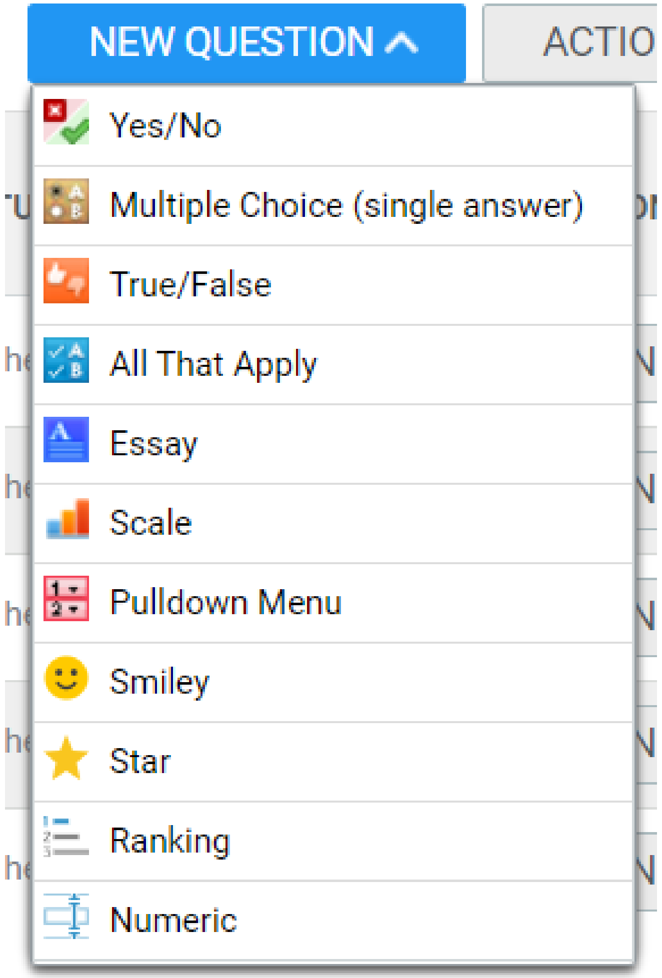
Streamlined Custom Surveys

What?	Super Simple Survey creation process with Home Page access New Visual Question Types
Why?	*All About User Experience* • Stand-alone Survey enhancement was a top community request • As an Engagement offering, it extends the power of Pulse • Needed to be a very easy and intuitive workflow • Easier to integrate to end user/team workflows • Better Mobile (Browser) Consumption • Responsive UI • Portable Visualizations of data
Where?	Admin > Services > Pulse 360 > Custom Pulse "Recent Surveys" Home Page Portlet, Me > Manage Surveys
Key Notes	Requires "Simplified Survey Privileges" Security role or the "Can Manage Simplified Surveys" System privilege along with other associated privileges, such as the ability to create new Pulse Custom Surveys.

New Survey Question Types

What?	Several new question types: • Smiley – 3 or 5 answer options, similar to Likert Scale • Star – 5 star ranking system • Ranking – Drag and drop answers in the correct order • Numeric – A range of numbers is defined and the user must enter a number within that range
Why?	These collectively empower customers to ask much more specific questions that solicit information they care about.
Where?	Admin > Learning > Manage Assessments > Manage Survey Questions
Key Notes	• The Advanced Assessment service must be enabled.

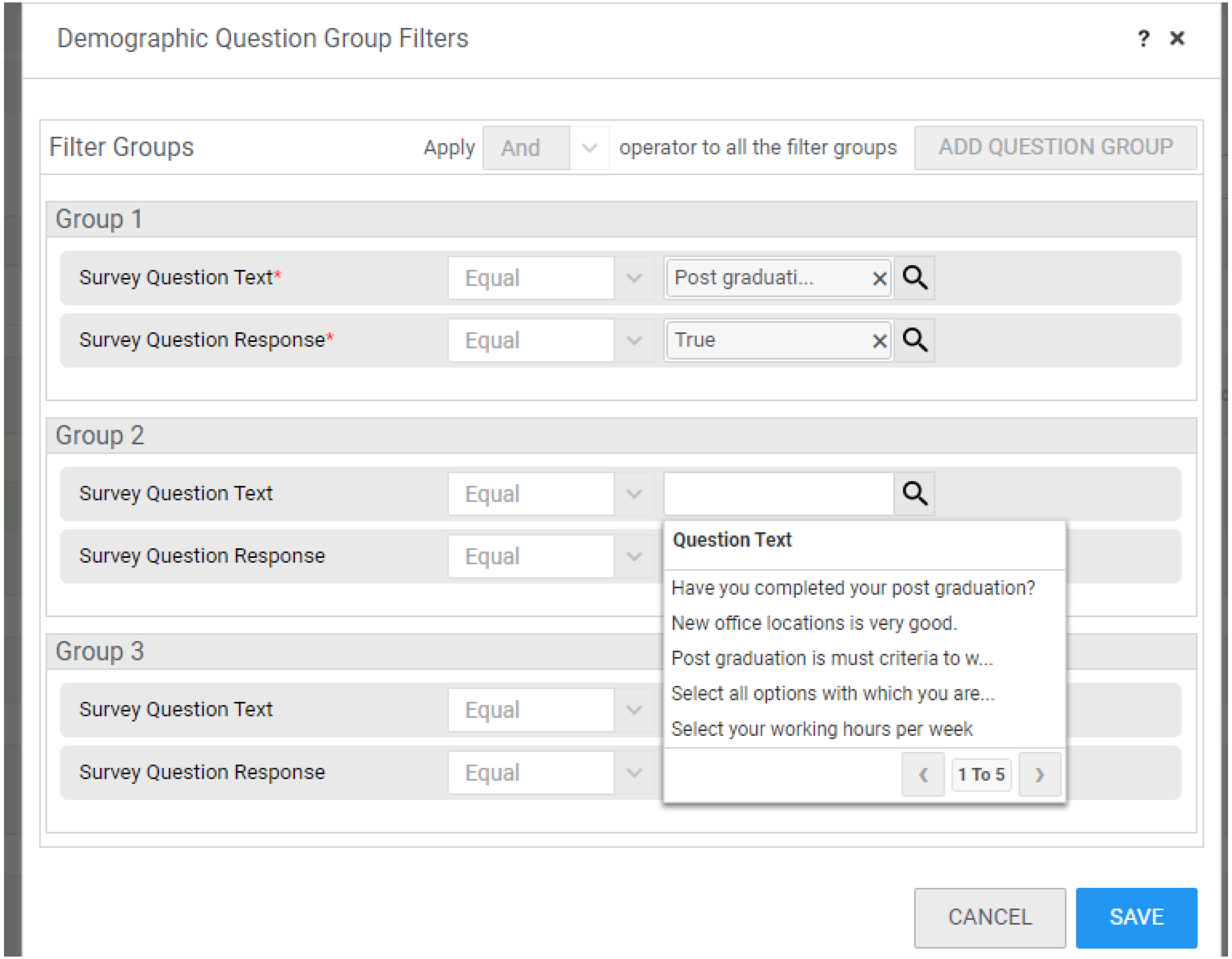
New Visual Question Types



Reporting support for demographic questions

What?	Non scoring demographic questions as filters
Why?	Parts of the survey may contain demographic data that is useful in analysis. This is particularly useful when profile data isn't included in such surveys.
Where?	Analytics->Execute report->Configure Chart
Key Notes	1. The ability to add demographic questions has been introduced in combination with existing functionality of filter groups. One can use a maximum of 3 groups of demographic filters with each group containing exactly one survey question and answer pre-defined as "demographic" using appropriate markers in the survey. 2. The filter titled "Demographic Questions" has to be added for the purpose. A mandatory survey name filter gets added to which the group filters of survey questions and survey answers are associated

Reporting support for demographic questions



Reporting support for demographic questions

Report Date: 2018-08-09 16:33:25

Filters Demographic Questions Equal To Yes AND Survey Name Equal To sg E...

Grouping options Level 1: Person Organization Name, Level 2: Person Username, Level...

Person Organization Name	Person Username	Survey Question Text	Survey Question Response	Survey Total Participants
Root				2
	SGLLR			1
		Have you completed your post graduation?		1
			Yes	1
		New office locations is very good.		1
			Strongly Agree	1
		Post graduation is must criteria to work in a Industry		1
			True	1
		Select all options with which you are satisfied at your work place		1
			Manager Recognition,Work-life balance	1
		Select your working hours per week		1
			More than 50 hours	1
	SGSUPER			1
sg org1				1
	SGTEST4			1
Total				3

Pulse Custom Survey is Domain-Aware

What?	The Survey launch data can only be seen by administrators with access to the domain of that Survey.
Why?	For some organizations, there are many Pulse Administrators who should be restricted only to their domains when creating and viewing Pulse launch data.
Where?	Admin > Pulse Survey > Dashboards > Custom Surveys

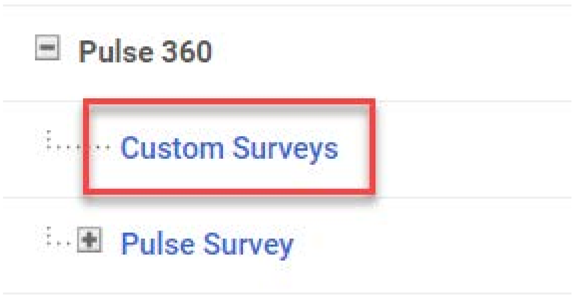
Your System Admin Setup Checklist

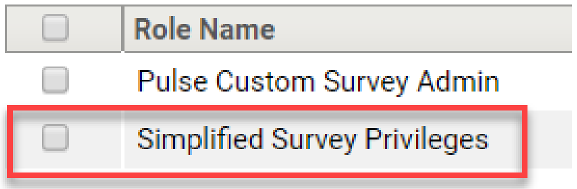
Enable Services
- Requires Pulse360 Purchase
- Enable Pulse 360 > Custom Survey

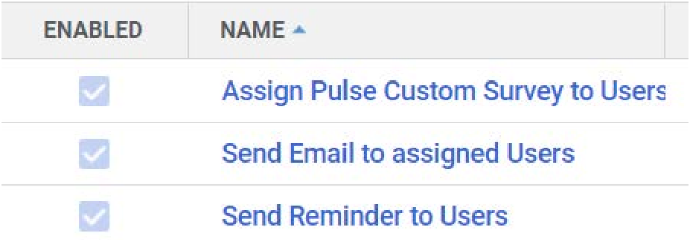
Provide Security Access
- Requires Simplified Survey Privileges Role
- Note: An Admin with Pulse Custom Survey role can see surveys created via simple survey process

Brand / Customize Notifications
- Assign Pulse Custom Survey (Periodic)
- Send Email to assigned Users (Triggered)
- Send Reminder to Users (Triggered)

Business Rules
- Captcha(TBD)
- Note: Captcha disabled for all flows except no log in/no assignment







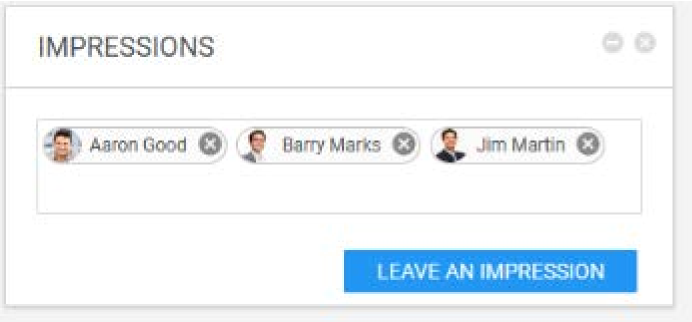
TOPIC

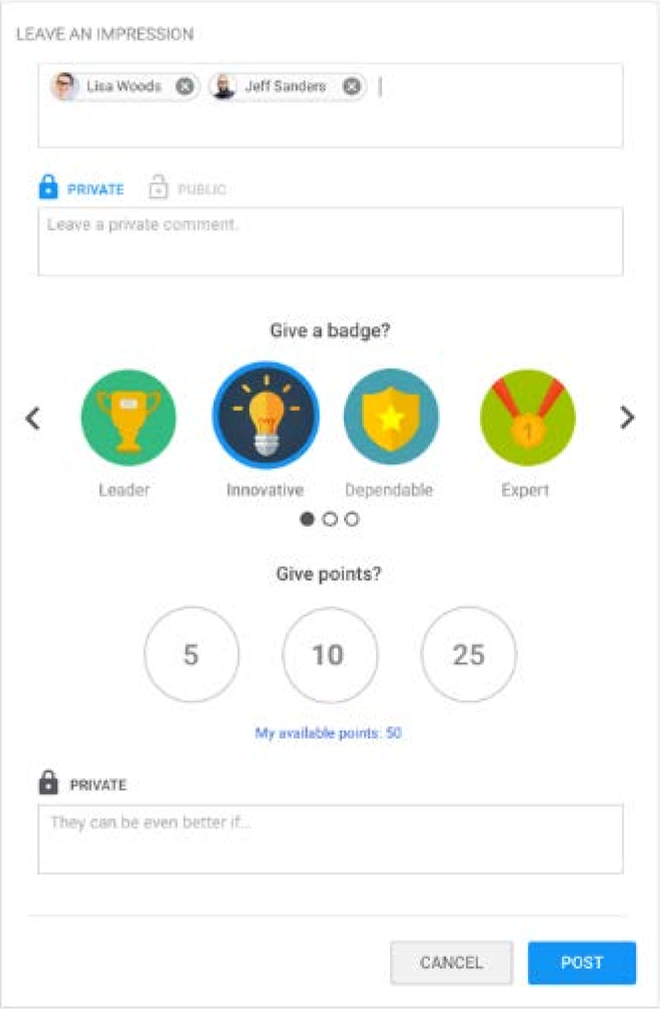
Performance

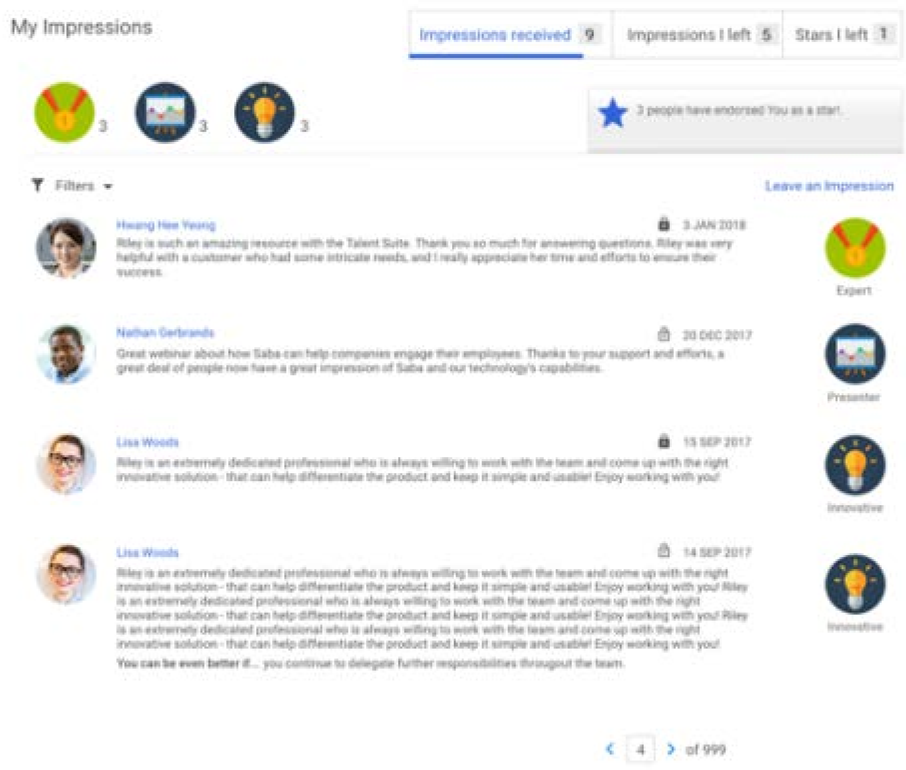
Impression Enhancements

What?	• It will be possible to leave impressions privately, meaning they are excluded from the social activity stream. • It will be possible to leave an impression either directly from the homepage or via the impressions page. • It will be possible to add multiple recipients when leaving an impression. • An enhanced impressions page with new capabilities to filter impressions, which is also leveraged when attaching impressions to reviews.
Why?	• Although there is an impressions framework and also the ability for users to request feedback from others, neither support an organization to implement and encourage a culture of real time, honest feedback. The existing impressions framework is great for giving kudos, i.e. positive feedback, however it is always public and posted to the social activity stream, which for the majority is a detractor from using this capability to support a culture supporting feedback which will sometimes be more constructive or personal and not always positive. • UI and UX improvements will help drive greater adoption of the impressions capability.
Where?	• Homepage • My Plan -> Impressions • Reviews -> Attaching impressions
Key Notes	• The default value for impressions will be public as per the current behavior, with an option for users to select and send a private impression (one that doesn't get posted to the social activity stream). • Refraining from referring to EBI (even better if) comments as private comments are important and needed to re-educate existing customers.

Impression Enhancements







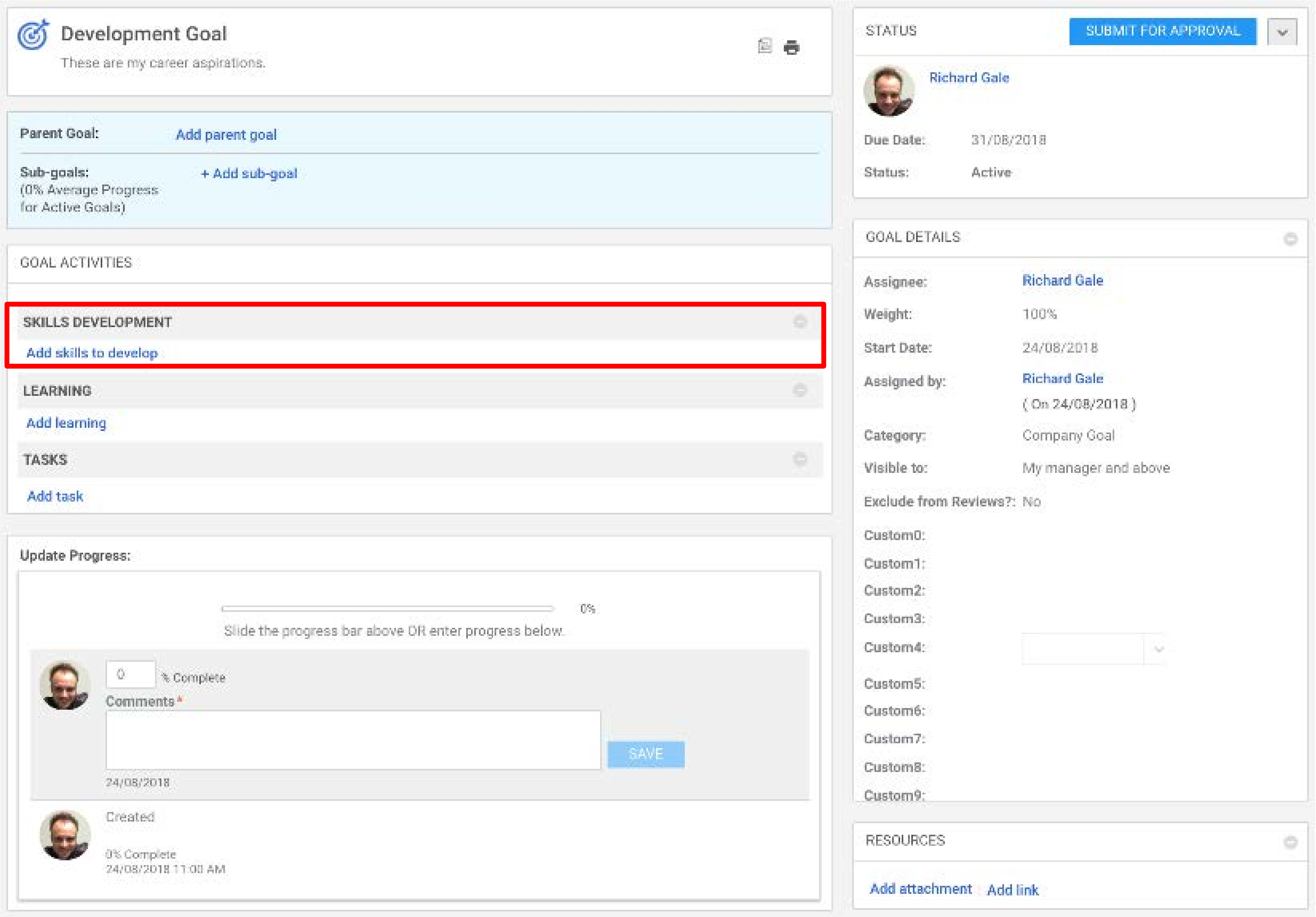
Enriched Workflow for Learning, Goals and Skills

What?	• The 'Add Skill' flow within a goal has been enhanced to recommend both learning and/or development tasks, if configured.
Why?	• Going forward, the goal framework is to be positioned as the framework for users to create and manage their development goals, with enhancements necessary to provide a better UX. • Brings purpose and value to organizations who invest in aligning learning to skills as users can now be recommended learning that will help develop skills that are part of their overall development goal. • Development tasks can be created and assigned to skills enabling the same to be recommended to users as tasks to be undertaken to support and validate that the skillset has and is being developed. • Tasks provide further value to the goal, work-board and check-in capabilities, all of which are significant in communicating a story of how the product supports ongoing performance. • The workflow and frameworks that enable the workflow support the DDI framework.
Where?	• Admin -> Learning course creation • Admin -> HR skills • Goals • Work-board • Check-Ins
Key Notes	• The workflow is dependent upon enablement of the skills service, with the recommended learning aspect dependent upon enablement of the learning module. Development tasks are dependent upon enablement of both the skills and work-board services. • Albeit with no recommendations, the workflow will always be presented when adding skills to a goal, irrespective of whether the organization has invested in aligning learning to skills and/or created development tasks.

Enriched Workflow for Skills Development

Key Notes	
Key Notes	• The original add task option accessible within a goal is replaced with the newer framework used to represent tasks within performance. These old tasks that associated to the tasks service within foundation are now being referred to as legacy tasks. • As part of the update, legacy tasks will be converted to the newer framework for tasks. Legacy tasks not marked as completed when converted will be assigned to the first enabled category on the work-board, with those that have been marked completed being assigned to the category configured as the completed category on the work-board. • Tasks added via any of the add goal flows, including individual and shared goals created via the goal library and/or prescriptive rules will be dependent on the work-board service. This means if the tasks service within foundation is enabled, however the work-board service within performance isn't enabled, it won't be possible to add tasks via any of the add goal flows. • Summary of terminology changes (Tasks are now Legacy Tasks and Notes are now Tasks).

Enriched Workflow For Skills Development



Enriched Workflow For Skills Development

SKILL DEVELOPMENT

Select Skill — 2 Select Learning — 3 Select Tasks

There are 2 Learning course(s) recommended to help develop this skill.

Cultivating Clinical and Business Partnerships | Current Level 0 out of 5

Cultivating Partnerships

Attainable level 3 ADD

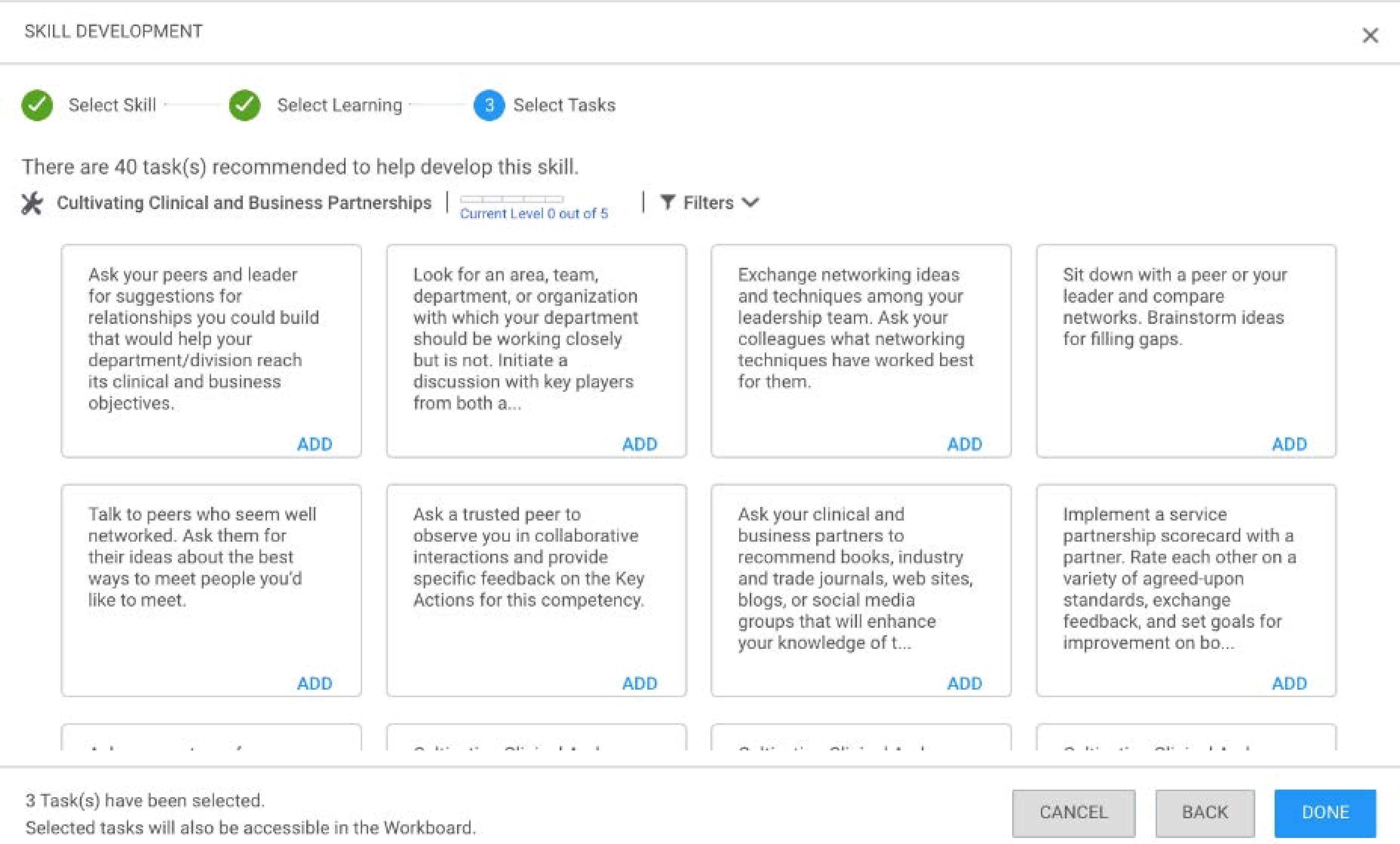
Building Partnerships

Attainable level 2 ADD

0 Learning Course(s) have been selected.

CANCEL BACK NEXT

Enriched Workflow For Skills Development



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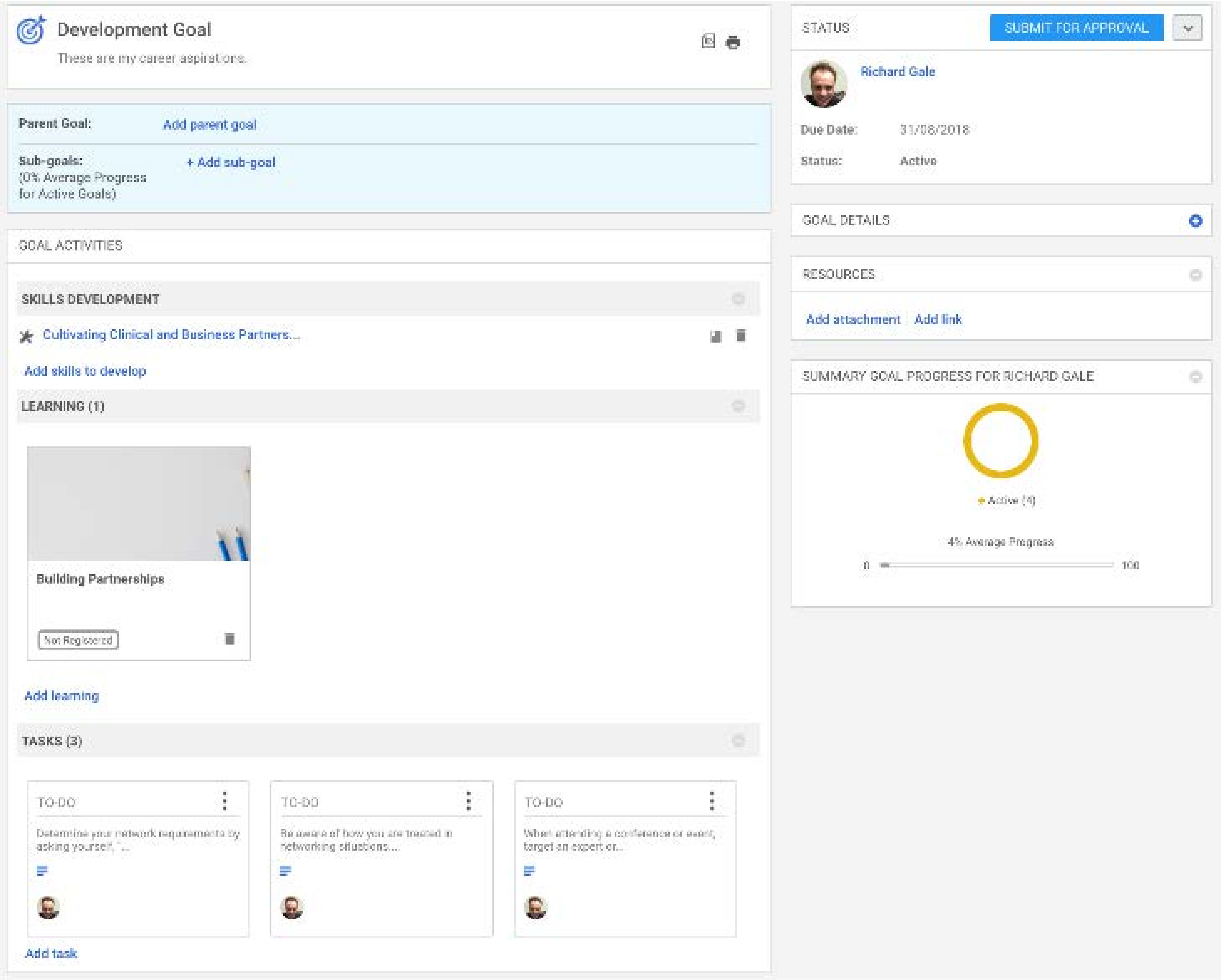
Enriched Workflow For Skills Development



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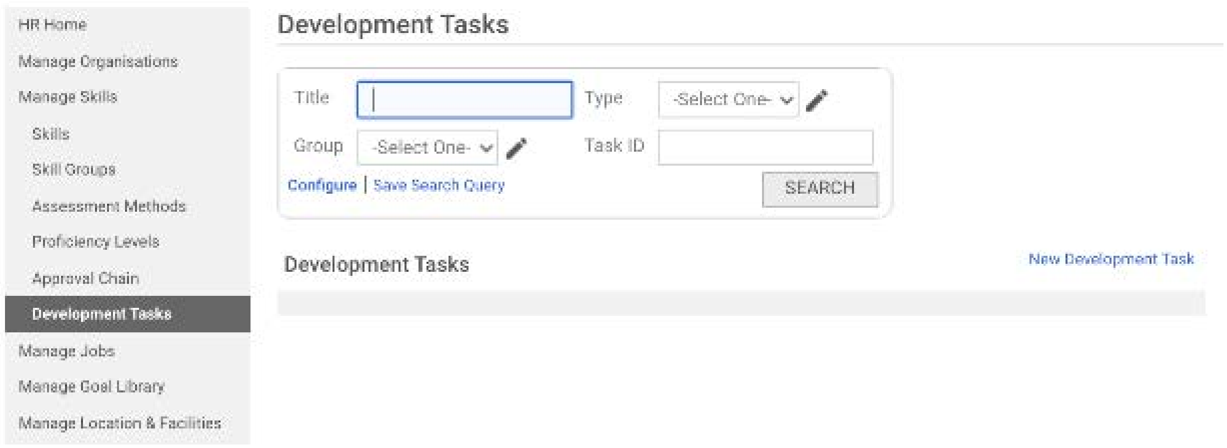
Support for DDI Skills & Learning Content

1



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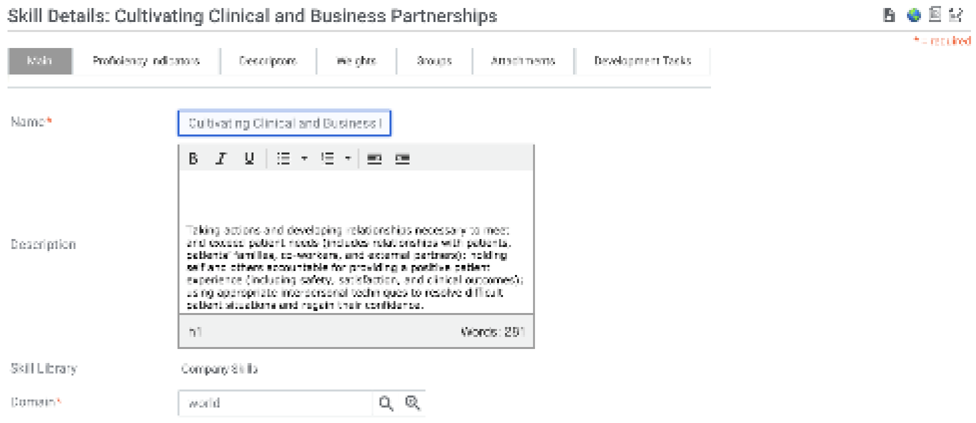

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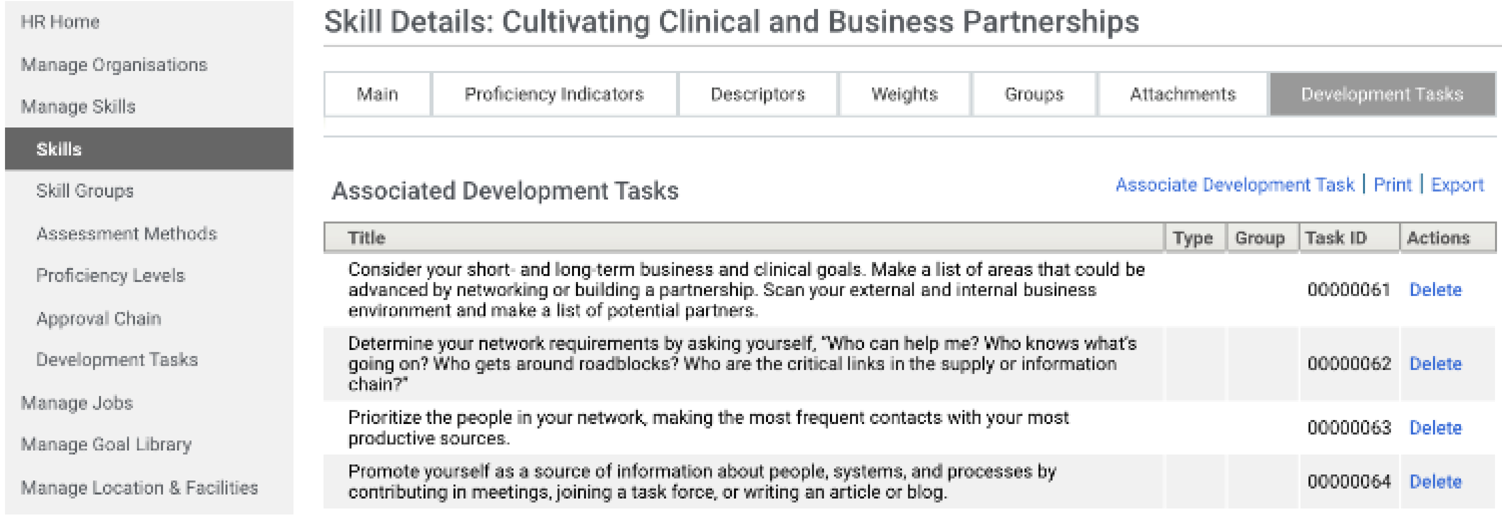

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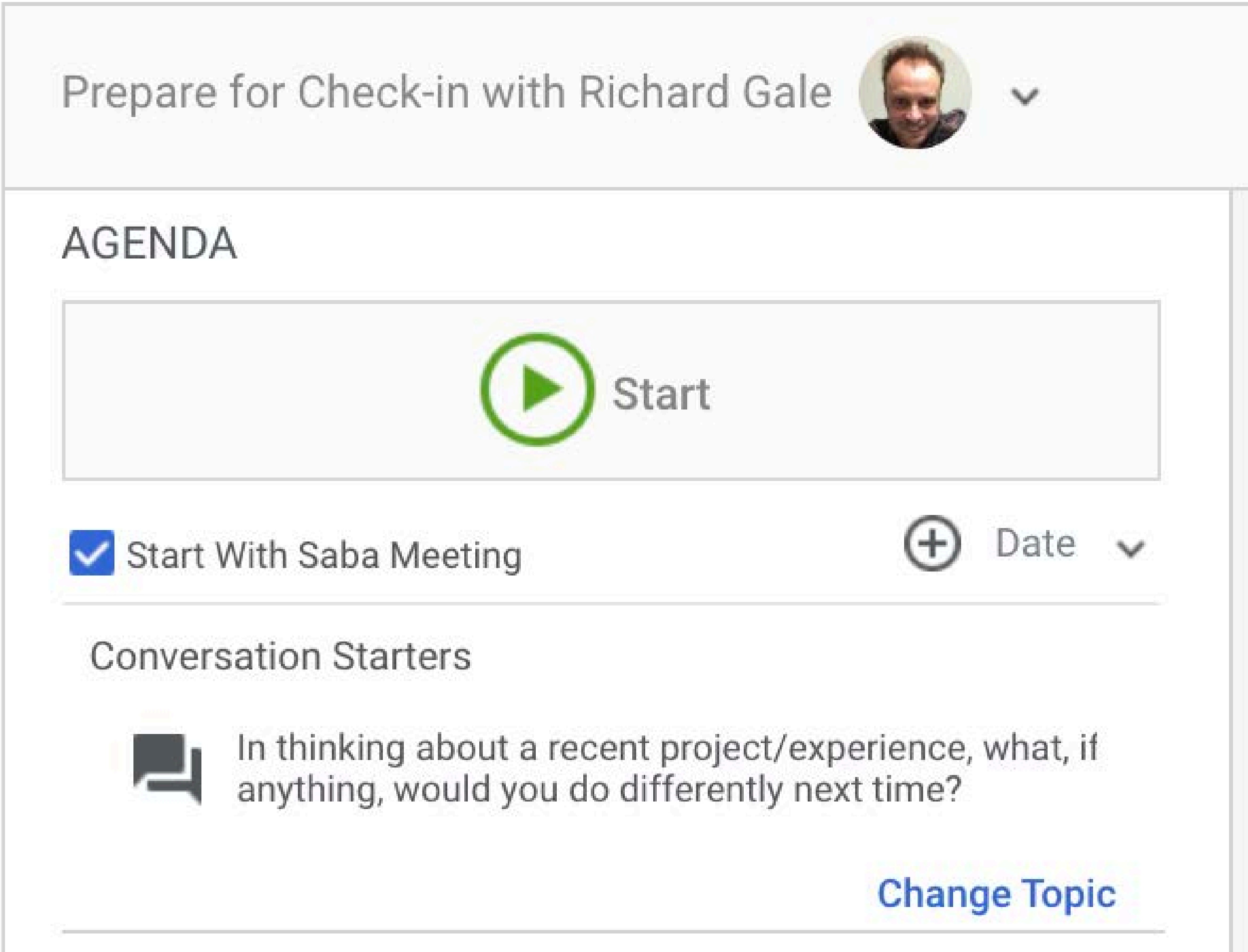
Check-In Support For Remote Workers

What?	Enable managers to efficiently launch a Saba Meeting session directly from the check-in screen to facilitate a check-in with a remote worker.
Why?	Face-to-face conversations are more engaging and with Saba Meeting supporting video calling, it is beneficial to both managers and employees to leverage this capability for a check-in.
Where?	Check-Ins
Key Notes	When starting a check-in, if the manager has enabled the available option, their Saba Meeting room will be opened. Simultaneously an email invitation with a link to the Saba Meeting session will be sent to the employee.

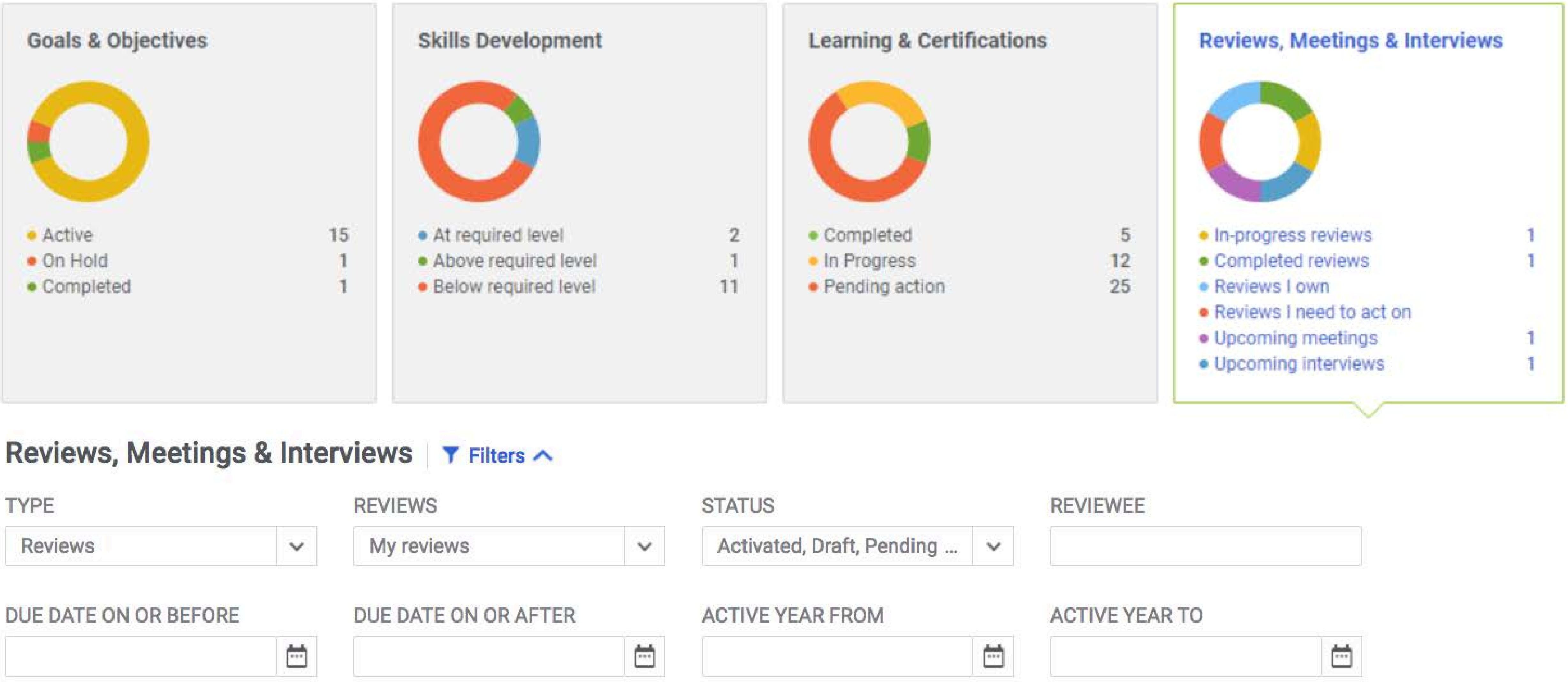
Check-In Support For Remote Workers



My Plan Performance Improvements

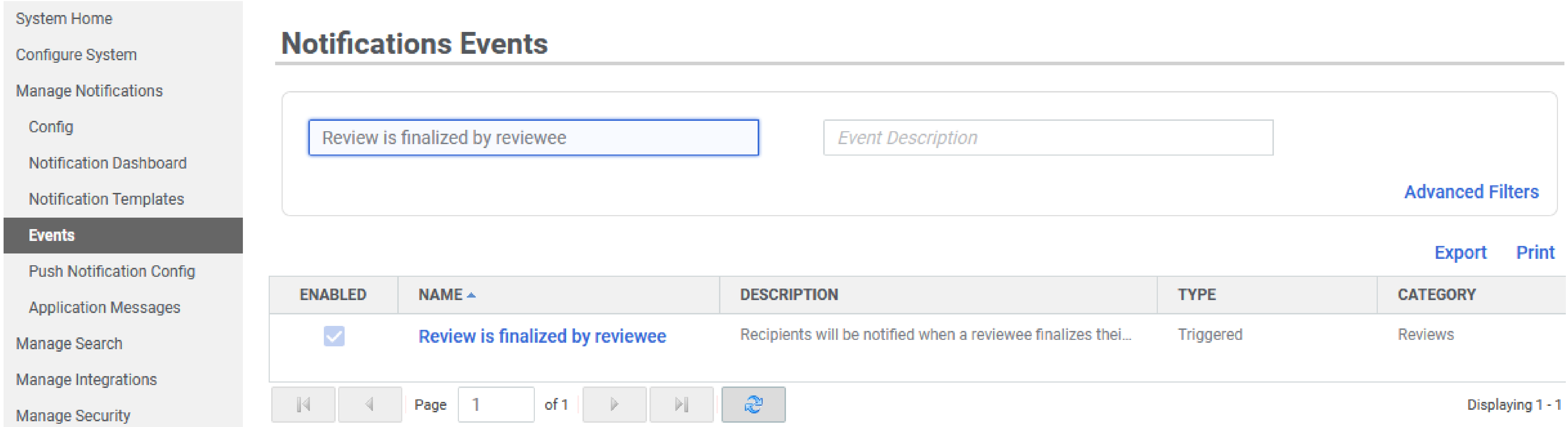
What?	The 'Reviews, Meetings & Interviews' lifesaver has been updated to show the count of reviews applicable to the logged in user, i.e. their reviews (my reviews), and not the count of reviews they need to act upon and own.
Why?	The content of the 'Reviews, Meetings & Interviews' lifesaver wasn't aligned to the overall theme of the 'My Plan' page, which is to present data applicable to the learning and performance of the logged in user. Showing the count of reviews applicable to the logged in user provides alignment. There were previously significant performance issues with loading the 'My Plan' page for users who have a significant number of reviews that they need to act upon or own.
Where?	My Plan
Key Notes	When selecting 'In Progress Reviews' or 'Completed Reviews' from the 'Reviews, Meetings & Interviews' lifesaver, the reviews filter value will default to 'My Reviews' instead of 'All' as was previously the case. Reviews a users needs to act upon or own can be accessed by either changing the value of the reviews filter or by selecting on the applicable link that is now displayed directly on the lifesaver to access the same, i.e. 'Reviews I own', and 'Reviews I need to act on'.

My Plan Performance Improvements



Notification to Line Manager when Review is Finalized by Reviewee

What?	Previously, the line manager was not notified when their employee finalized the review, which completes the review process.
Why?	It is important for the manager to know when the review has been finalized and completed. The manager is often the Review Owner.
Where?	System > Manage Notifications > Events > Review is Finalized by Reviewee



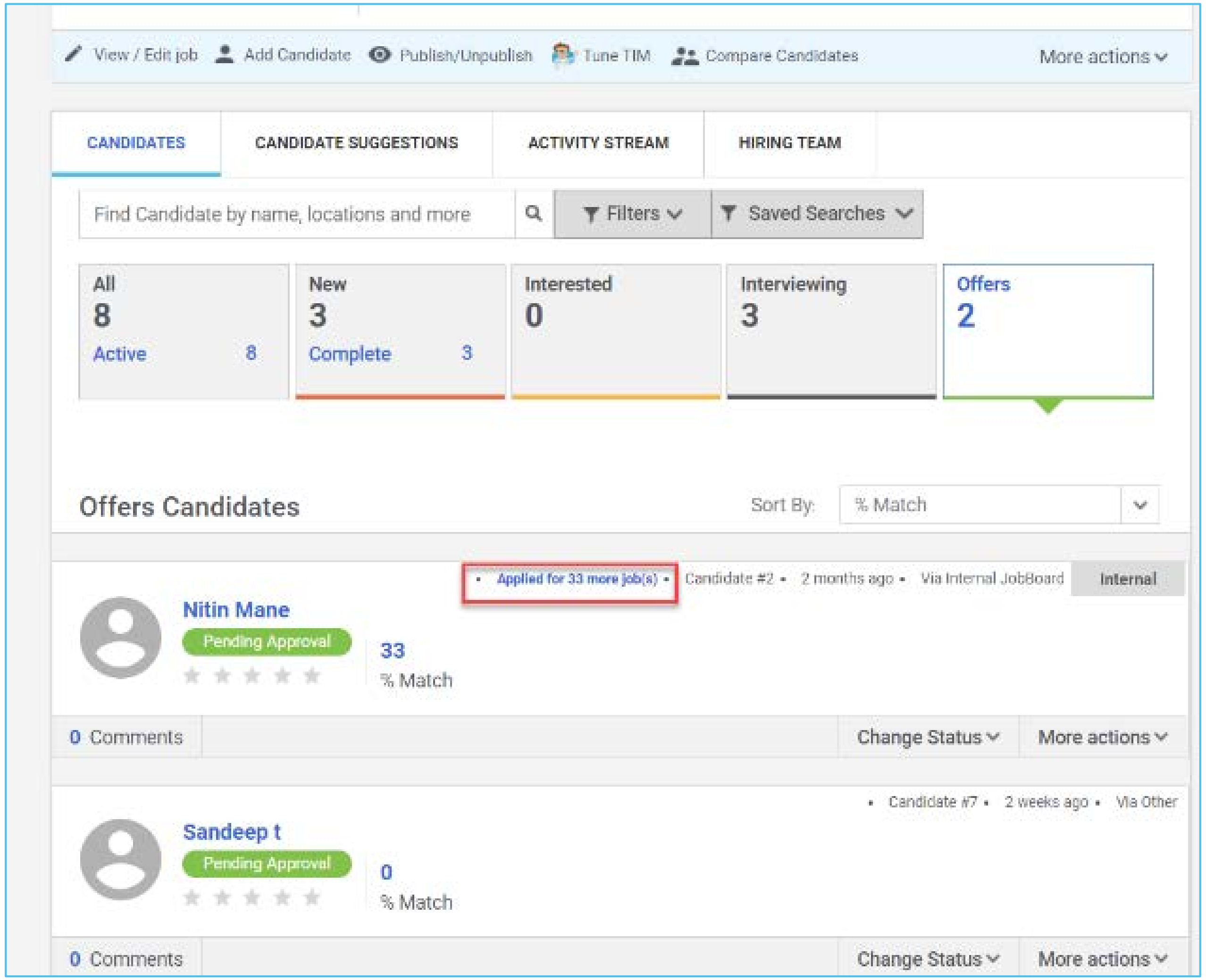
TOPIC

Recruiting

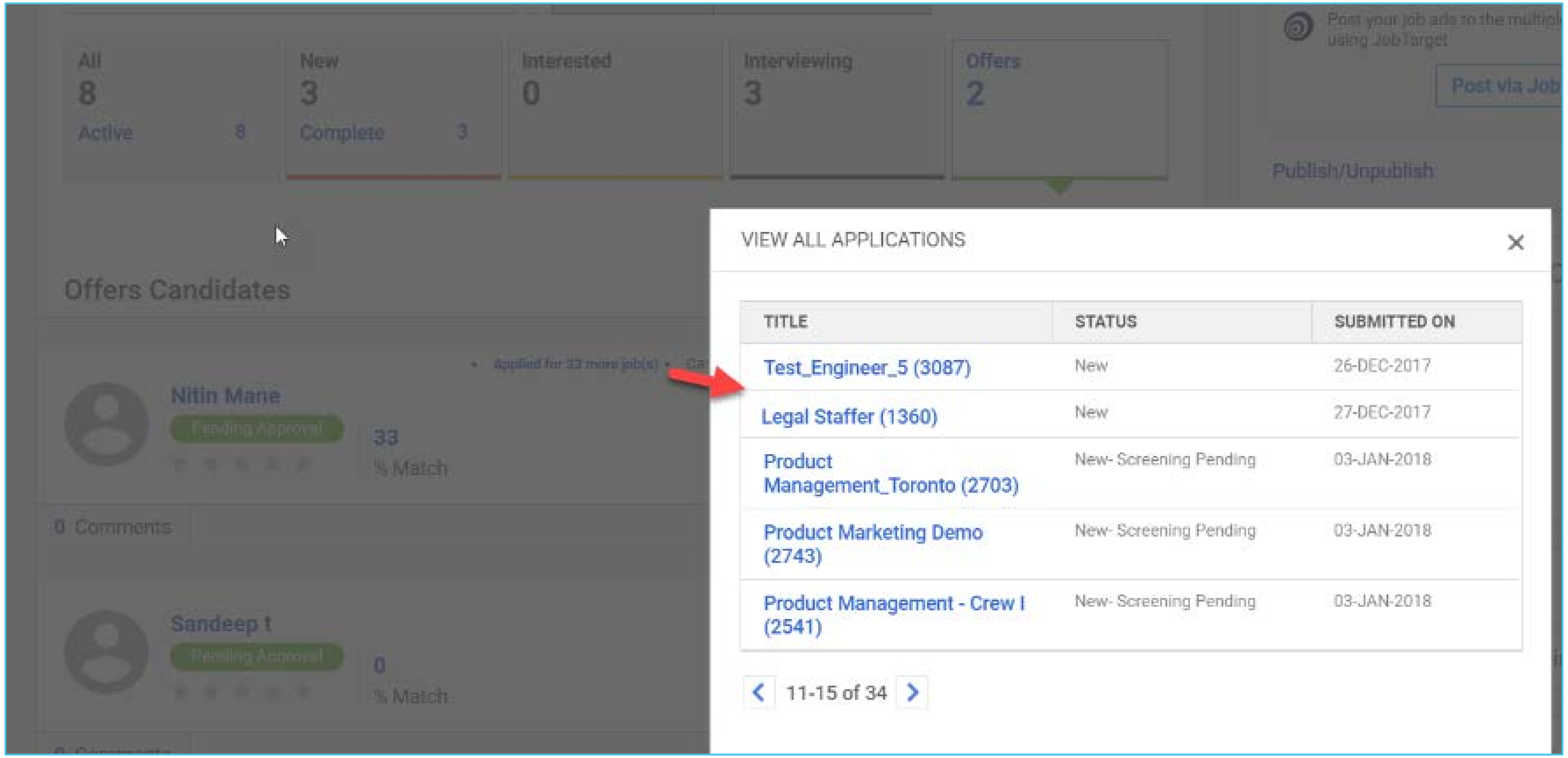
Easily view candidate's other job applications

What?	Viewing a candidate's other job applications is now just a click away and no more hidden inside the "More Actions" toolbar
Why?	• Hiring Team members can now directly identify if the candidate has applied for any other job applications in the company and its respective status to take the next necessary course of action. • This view was earlier hidden under the “More Actions” and the popup had to be opened to view the count
Where?	• Hiring Team View >> Candidate Profile Card • Candidate Profile Card >> Candidate Full Profile view
Key Notes	# Clicking the link opens up the earlier popup where the members can see the candidate’s application status and also the date when candidate applied.

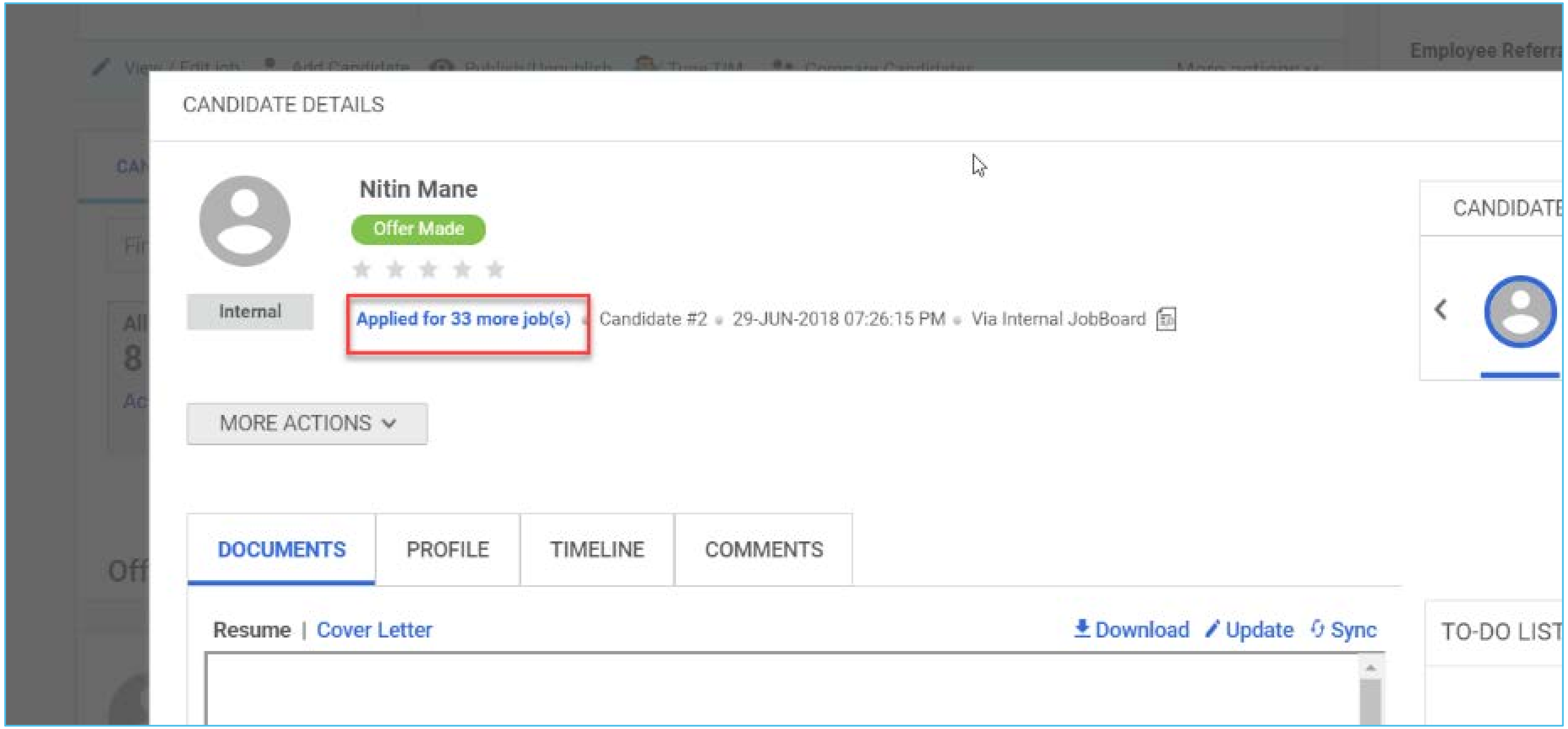
View Other Applications



View Other Applications – details seen



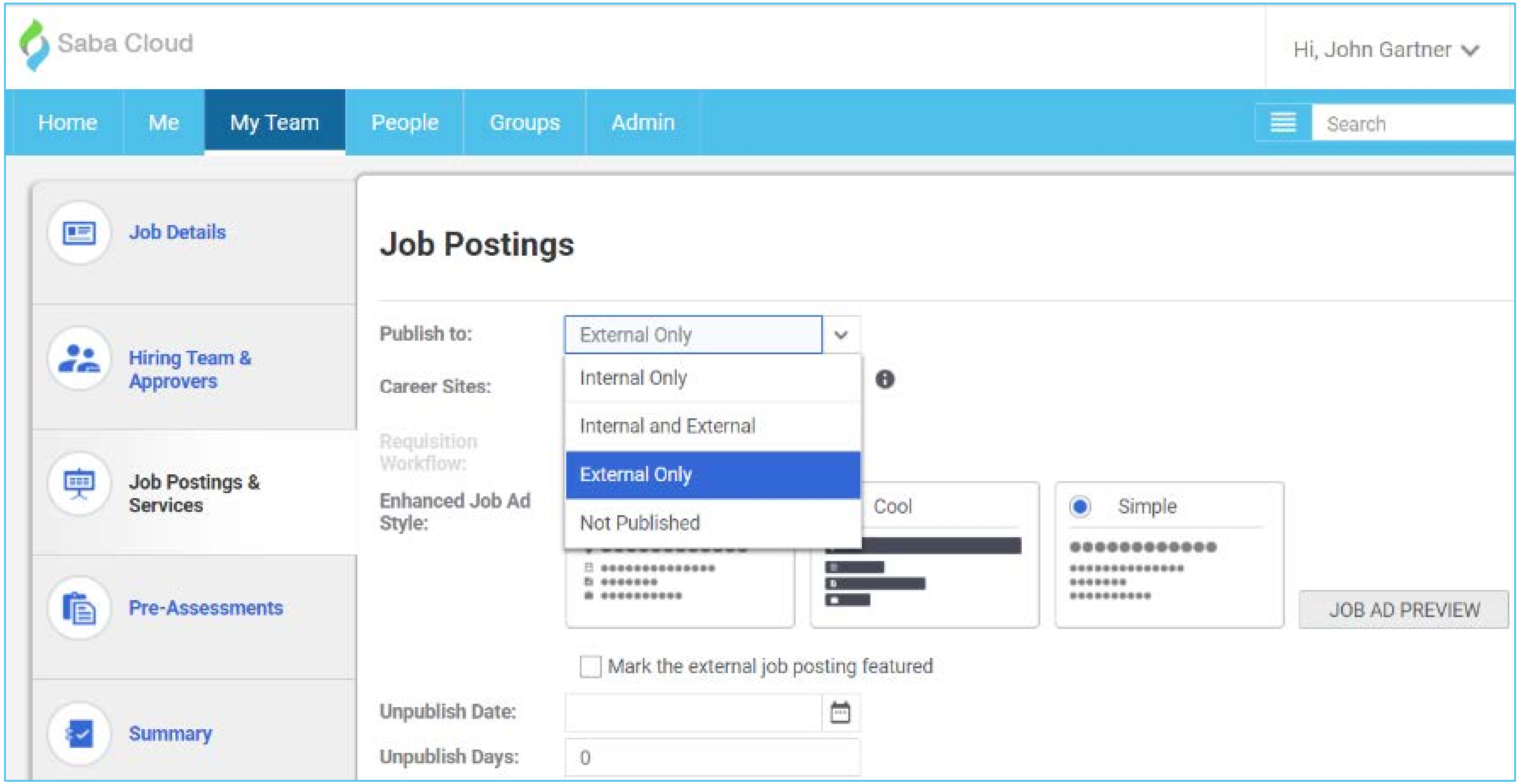
View Other Applications – On Profile View



Post Job Req only to External Career Site

What?	Post a job requisition externally only
Why?	To allow the hiring team members who have exhausted internal efforts (or do not wish to hire or expose the job req internally) post just externally i.e. only on the external career site
Where?	Job Req Wizard >> Step 3 >> Job Posting and Services Hiring Team View >> Publish/Unpublish link
Key Notes	# The job posted externally only will not be seen on the internal job board and also under the "Recent Job Postings" under the "Jobs" tab for the internal employees.

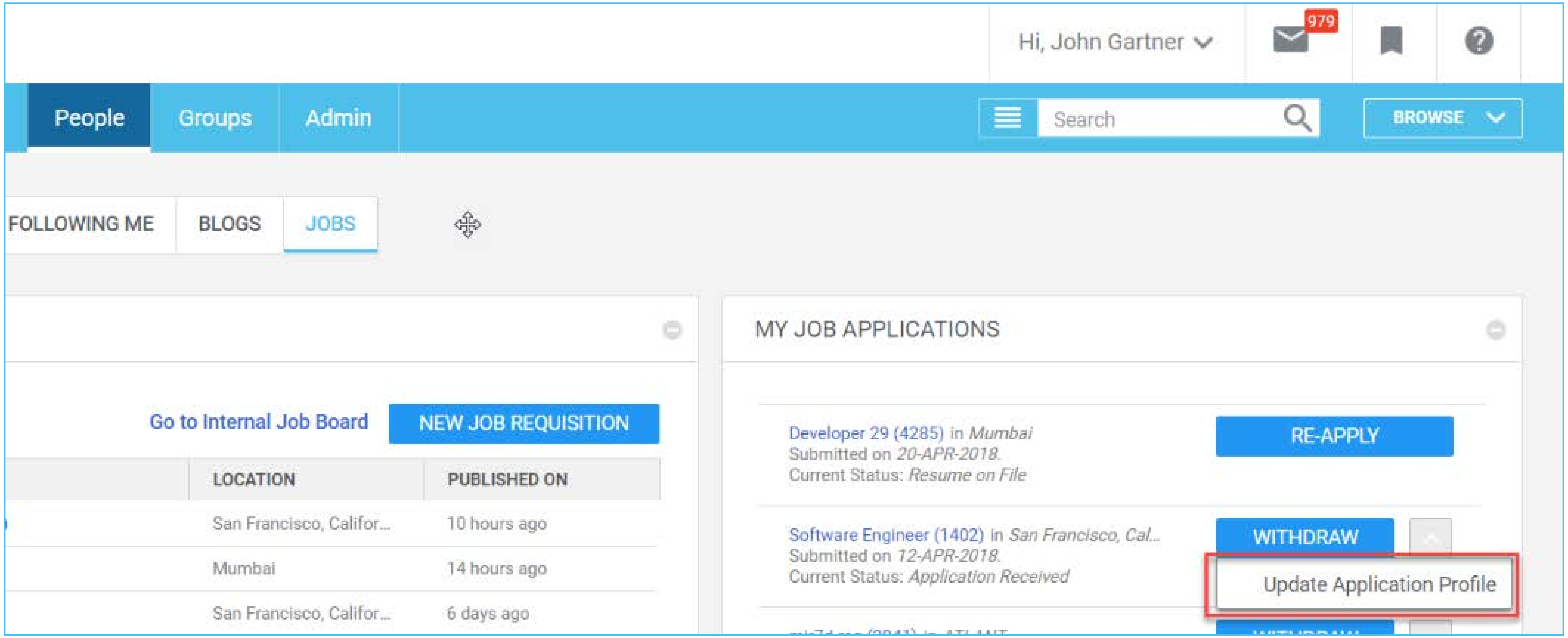
Post Job Req only to External Career Site



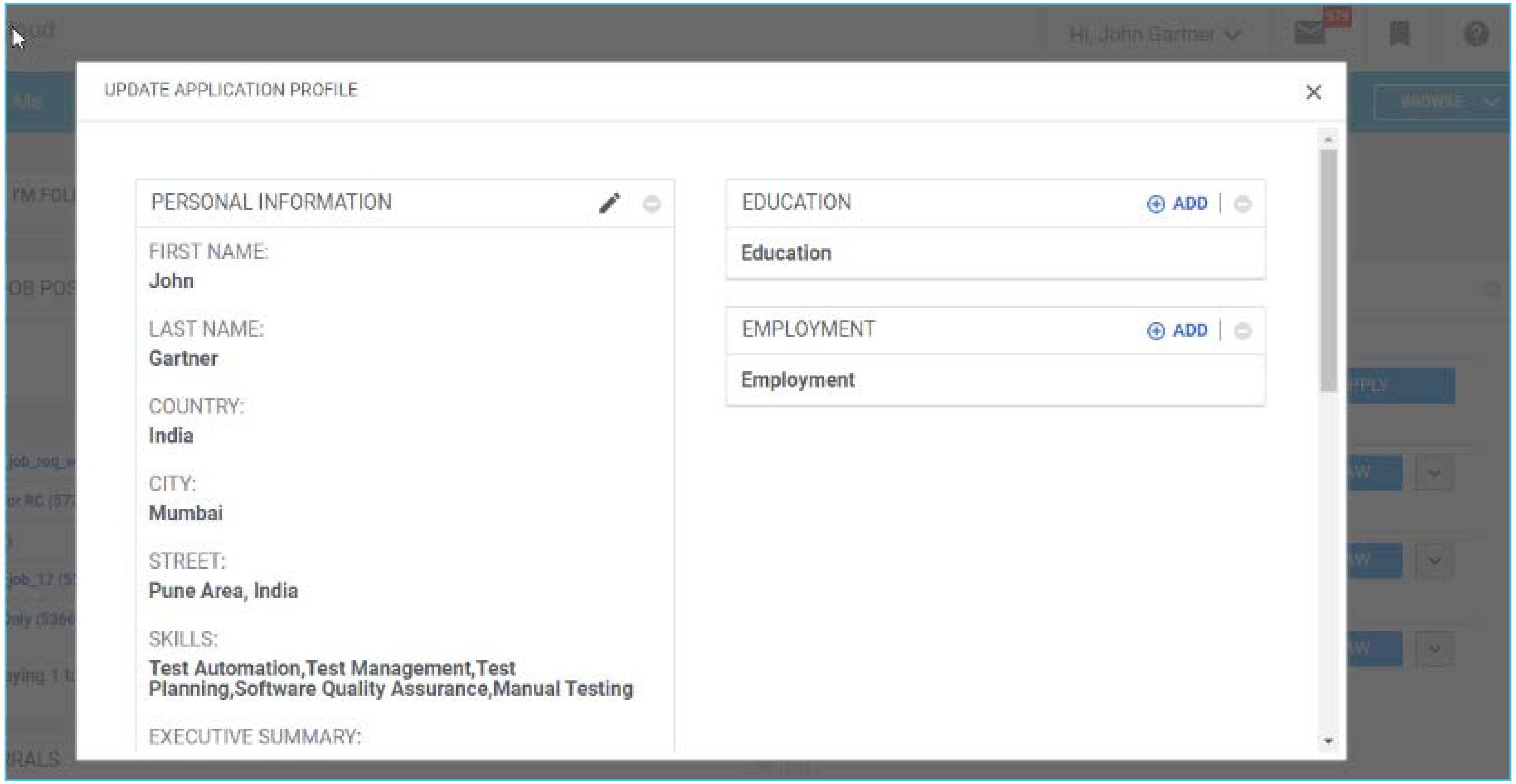
Internal Applicant – Ability to update the profile post application

What?	Internal Employee is now able to view and update the application profile details post job application process.
Why?	Filling the gap to allow the internal employees to update their job application profile details. Making the edit profile information flow similar for both internal and external candidates.
Where?	People >> Jobs Home >> Jobs
Key Notes	# The recruiting administrator and recruiter cannot update the name and address fields because these details are linked to the employee's core person profile.

Employee - Update the profile post application



Employee - Update the profile post application

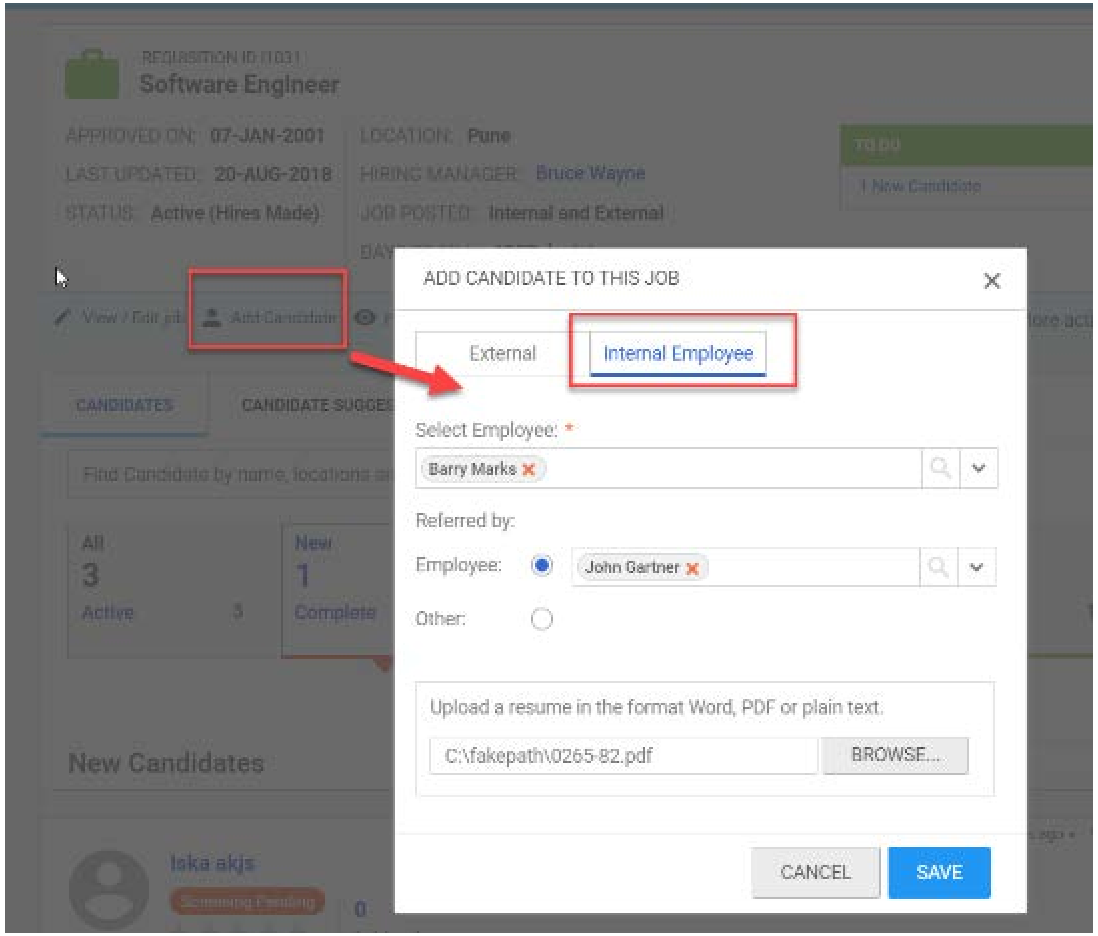


The popup allows applicants to update their personal, education, and employment details

Ability to assign an internal employee to a job req opening

What?	Add an internal employee to fill an open job requisition
Why?	Its now possible to add an internal employee, along with his/her resume to a job requisition instead of earlier way of asking the internal employee to apply sharing the URL.
Where?	Hiring Team View >> Add Candidate >> Select Internal Employee

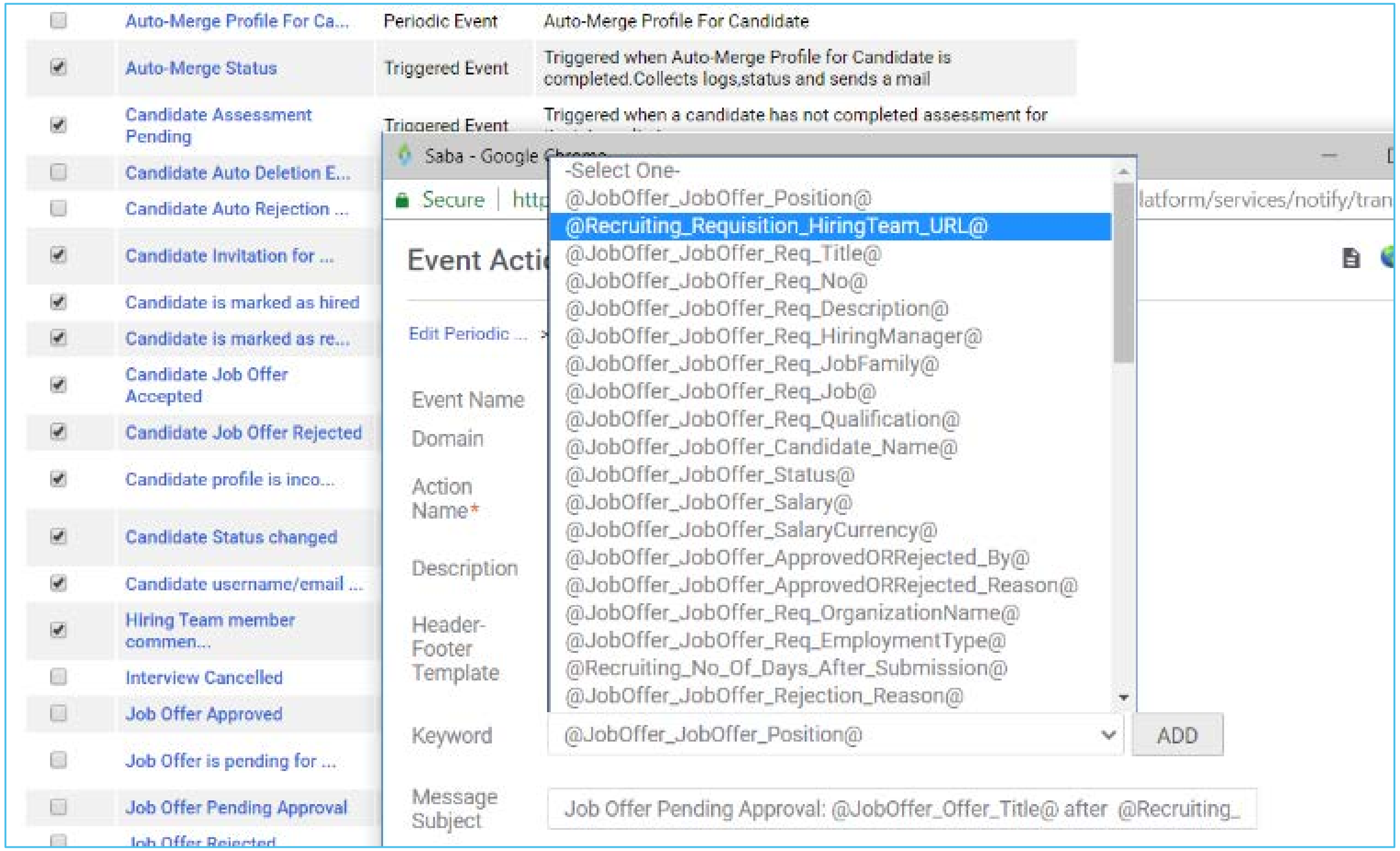
Add Internal Employee to a job req



Additional Keywords in email templates

What?	New keywords added to the email templates
Why?	Enhance the email communication templates and have better experience for the recipients allowing them to click on the new deeplinks available
Where?	Admin >> System Configuration >> Notifications
Key Notes	The following keywords have been added to the notifications related to the job requisition and job offer: Job Requisition @Recruiting_Job_Requisition_Unpublish_Date@ @Recruiting_Job_Requisition_Recruiter@ Job Offer @JobOffer_Job_Offer_Recruiter@ @Recruiting_Requisition_HiringTeam_URL@ - Deeplink @Recruiting_Approve_Reject_URL@ - Deeplink

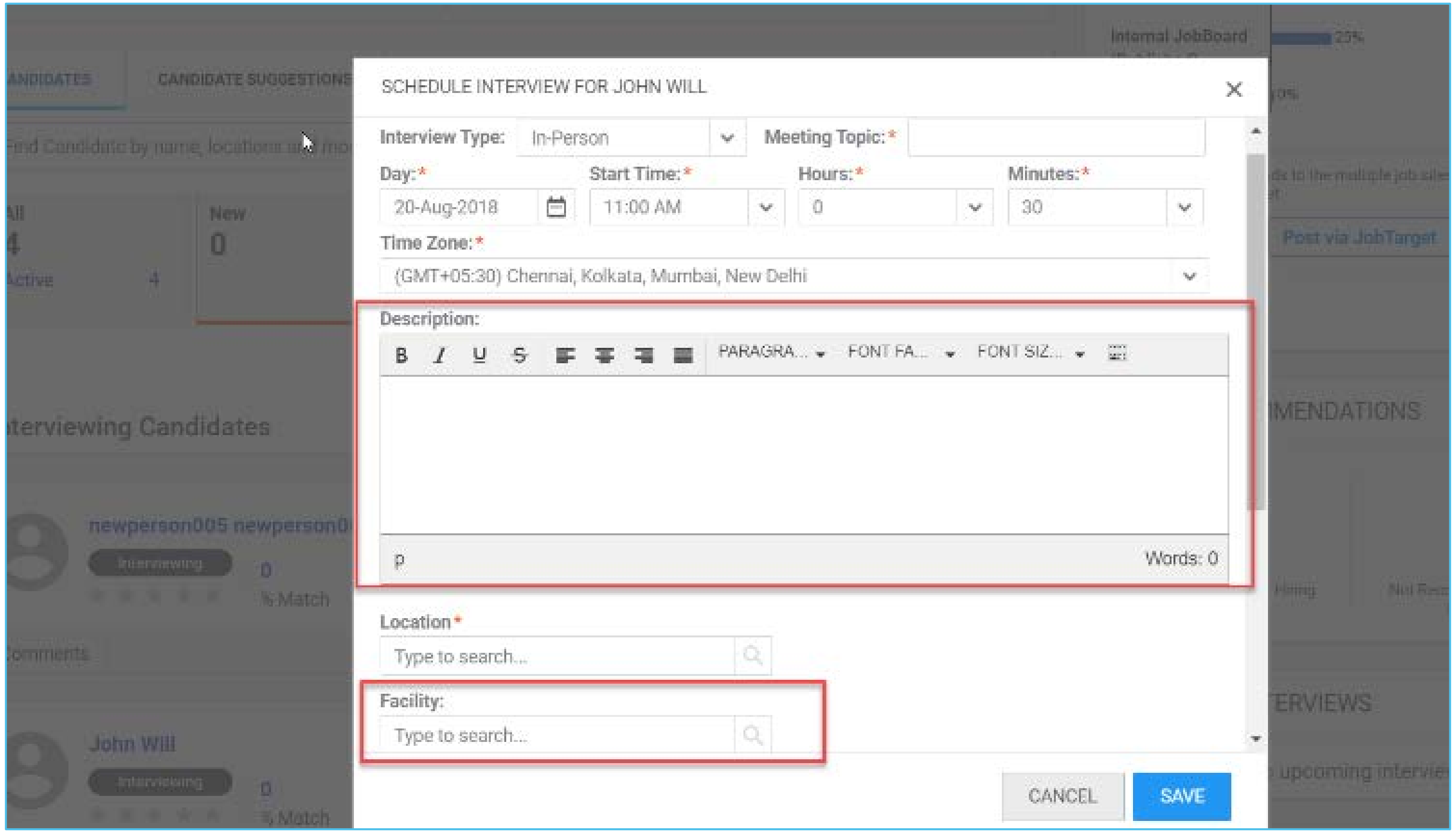
Additional Keywords



Schedule Interview – New Fields + Support for Contextual notifications

What?	Added two new fields for meeting description and facilities. Also, extended the support to have contextual notifications for the facilities
Why?	To allow the hiring team members to add more details (including URLs) about the interviews and include those in the email sent to the candidate. Also, allow maps and other attachments to be sent to the interviewee based on the facility selected, supporting contextual notifications
Where?	Hiring Team View >> Candidate Profile >> Schedule Interview popup
Key Notes	#The keyword for “Meeting Description” needs to be configured in the email so that the interviewees get to see the additional details. #The contextual notifications need to be configured for facilities

New Fields - Meeting Description and Facilities



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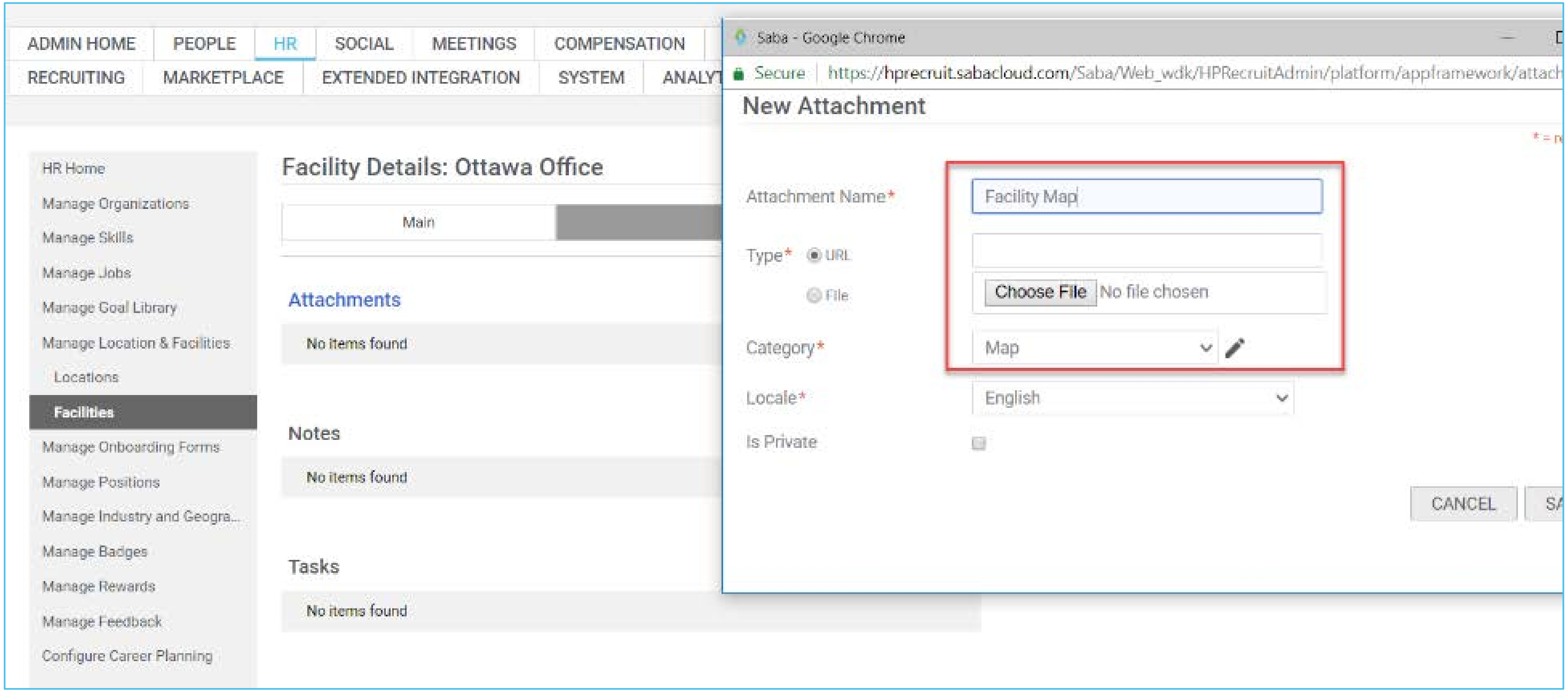
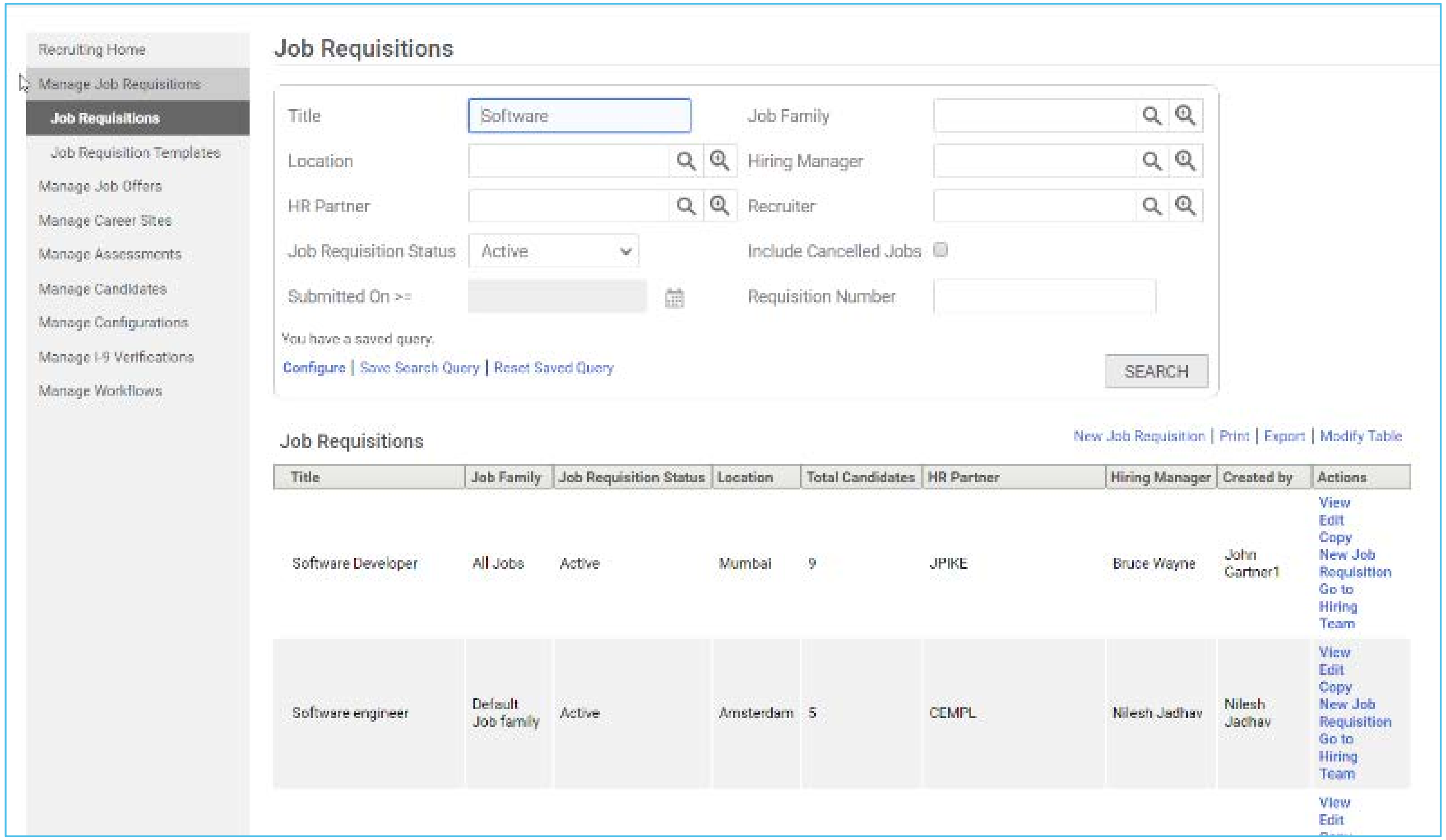
Extended Support for Contextual Notifications for Facilities in Recruiting Email Templates



'Admin >> Manage Job Reqs' lists only the job reqs from the same/lower domain

What?	A recruiter can now view only those requisitions that are created on his/her domain and its sub or lower domain
Why?	For our larger customers, this helps recruiters better manage the job requisitions they should be looking at.
Where?	Recruiting >> Admin >> Manage Job Requisitions

View job requisitions from same or lower domain

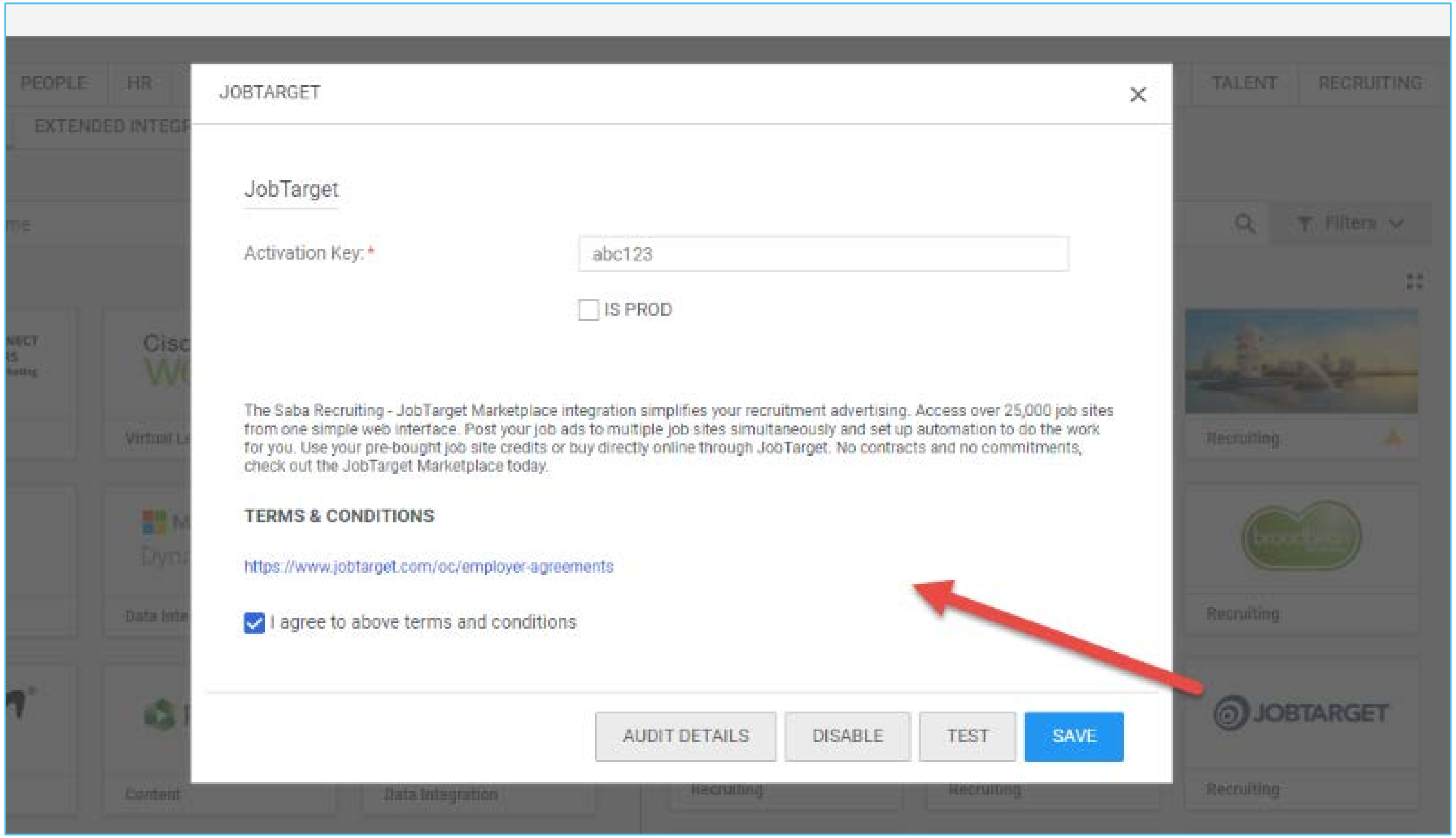


Title	Job Family	Job Requisition Status	Location	Total Candidates	HR Partner	Hiring Manager	Created by	Actions
Software Developer	All Jobs	Active	Mumbai	9	JPIKE	Bruce Wayne	John Gartner1	View Edit Copy New Job Requisition Go to Hiring Team
Software engineer	Default Job family	Active	Amsterdam	5	CEMPL	Nilesh Jadhav	Nilesh Jadhav	View Edit Copy New Job Requisition Go to Hiring Team
								View Edit

Integration with JobTarget as job distribution partner

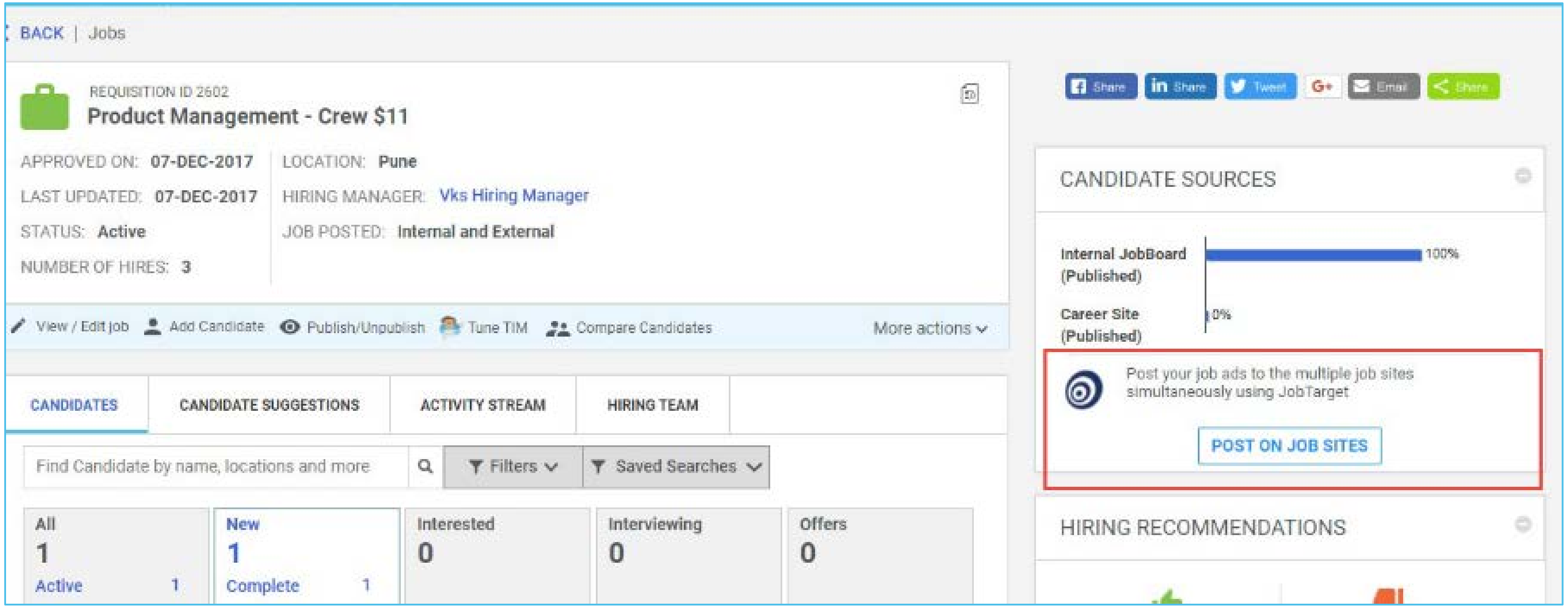
What?	Integration with JobTarget
Why?	• Not possible for Saba to build individual marketplace connectors with thousands of regional job boards • To allow our customers to post the job reqs from Saba directly to 25000+ niche job boards in the world for a minimum service fee
Where?	• Admin >> Marketplace >> Recruiting >> JobTarget setup • Hiring Team members >> Hiring Team view
Key Notes	• Minimum service fees per job req per job board • No contractual commitments mandatory for our customers with the job board vendors (they can also have pre-established contracts/credits, if needed) • Job reqs can be posted via JobTarget once job req is active. • Candidate Source and job board publish status tracking possible at Saba's end • Single Sign-on for the hiring team users • Activation key for the marketplace connector is received by contacting the Saba Support

Setup JobTarget in Marketplace



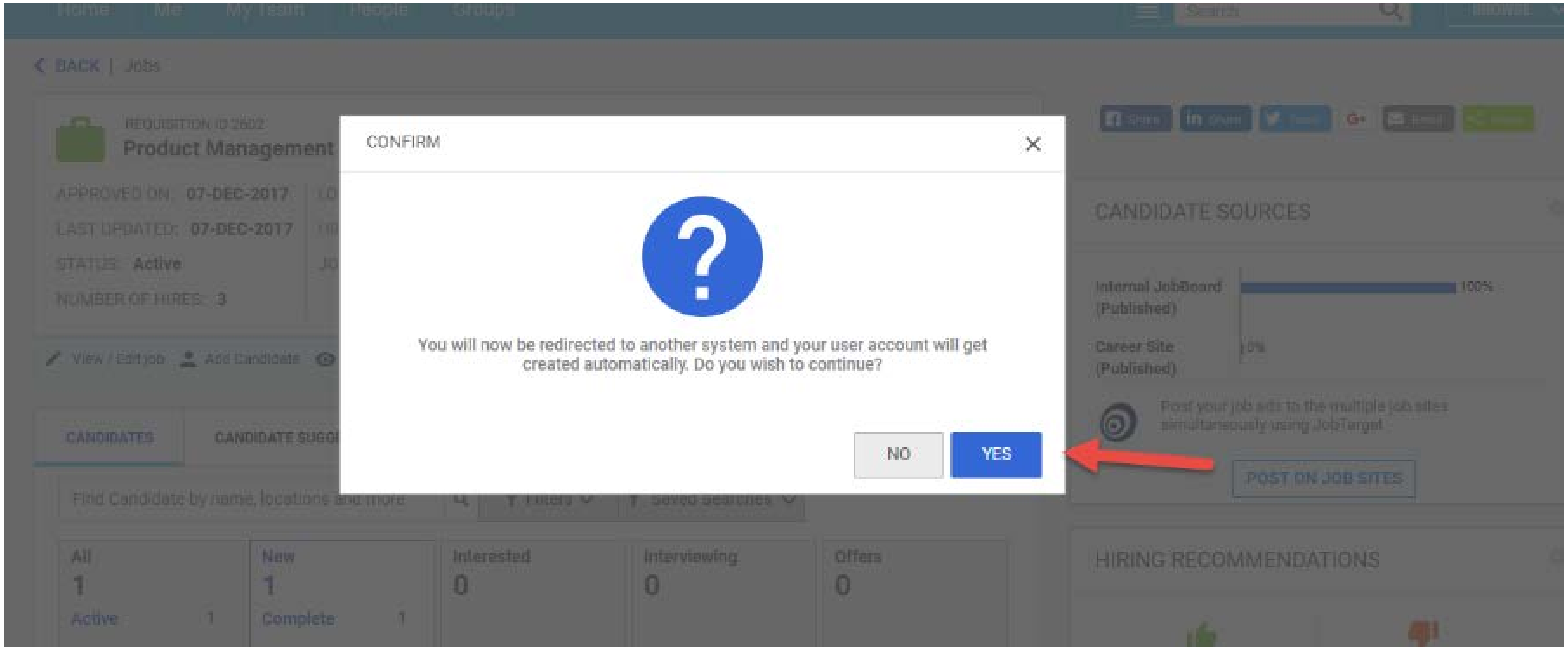
Activation Key for a set period needs to be requested through Support.
Is PROD – should be checked for Production environment

Post to **JobTarget**



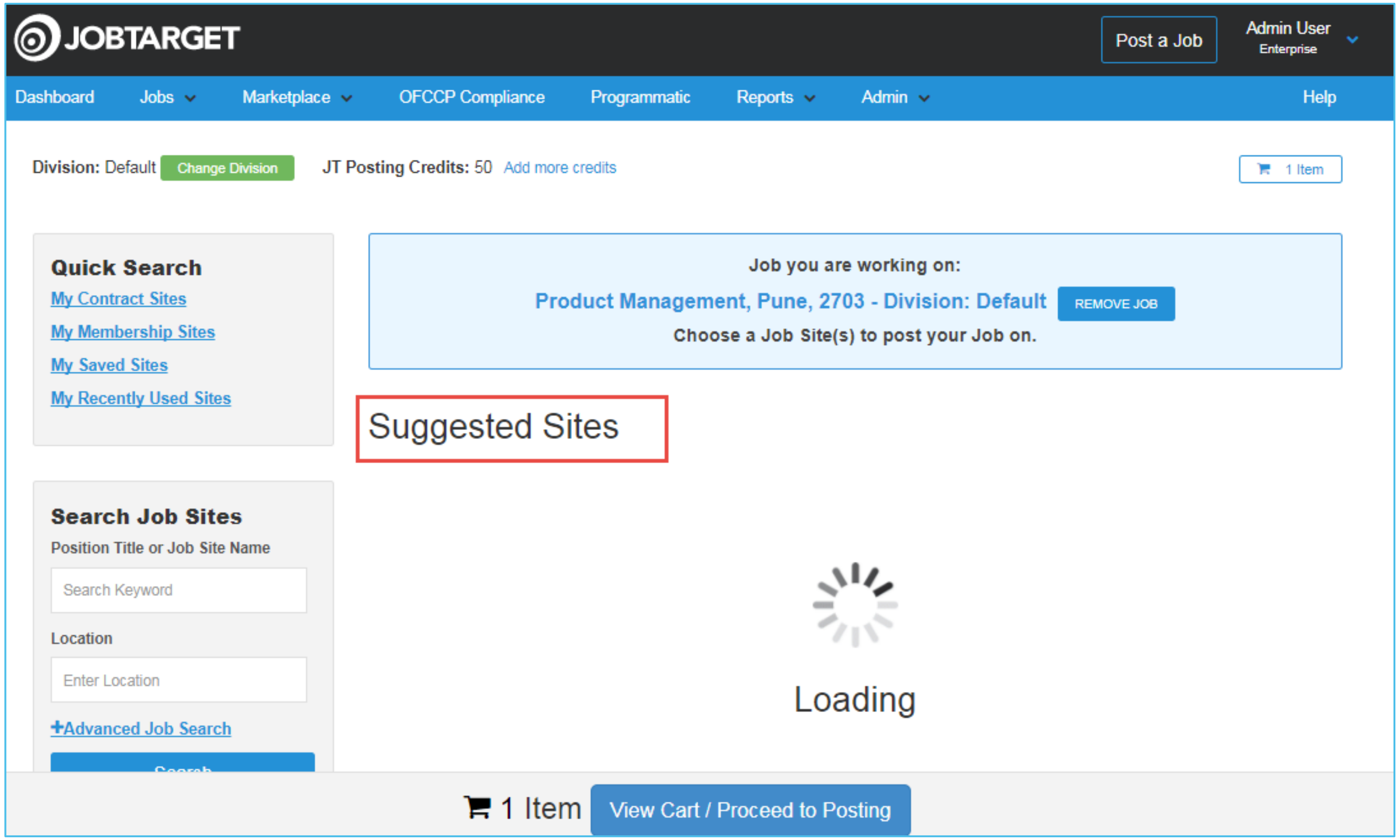
The new section for JobTarget appears at the right on the hiring team view for job reqs published externally

Redirection to **JobTarget**



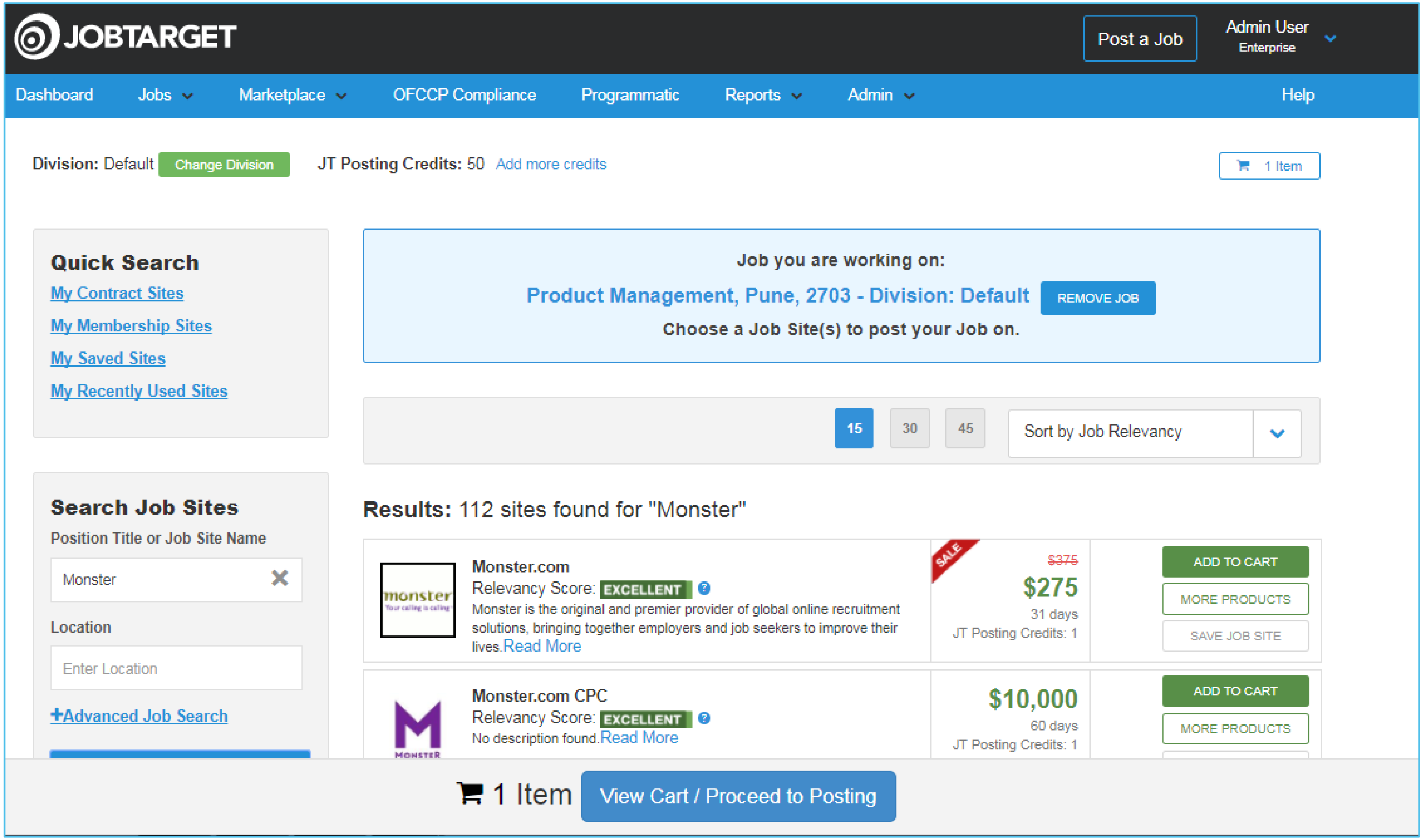
Single Sign on – when the user gets redirected to the JobTarget end

Redirection to **JobTarget Portal**



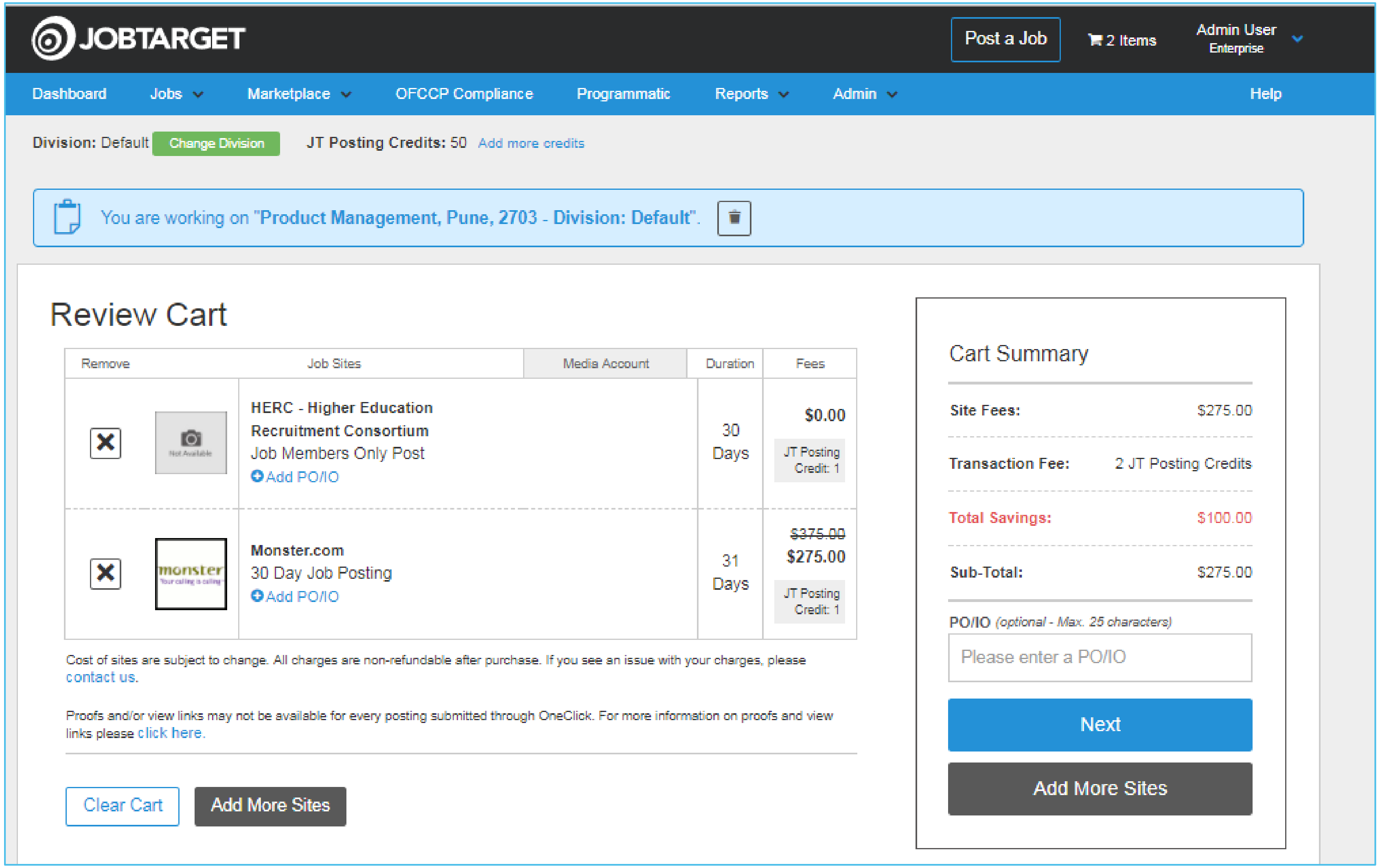
JobTarget recommends the job boards based on the req title and the location

JobTarget Portal



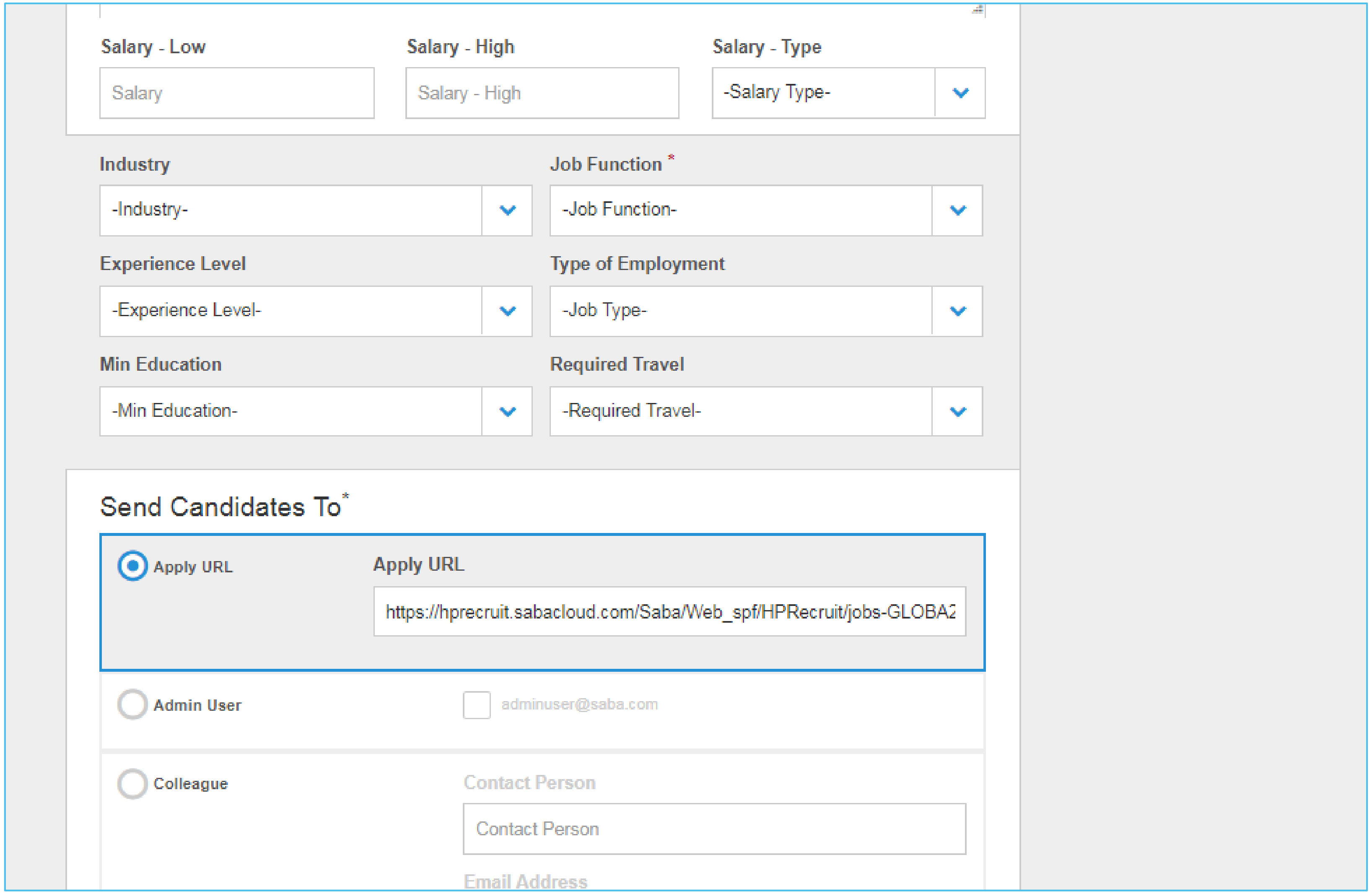
Select the job boards where you want to publish – discounted pricing and other option available

JobTarget Portal – Add to Cart

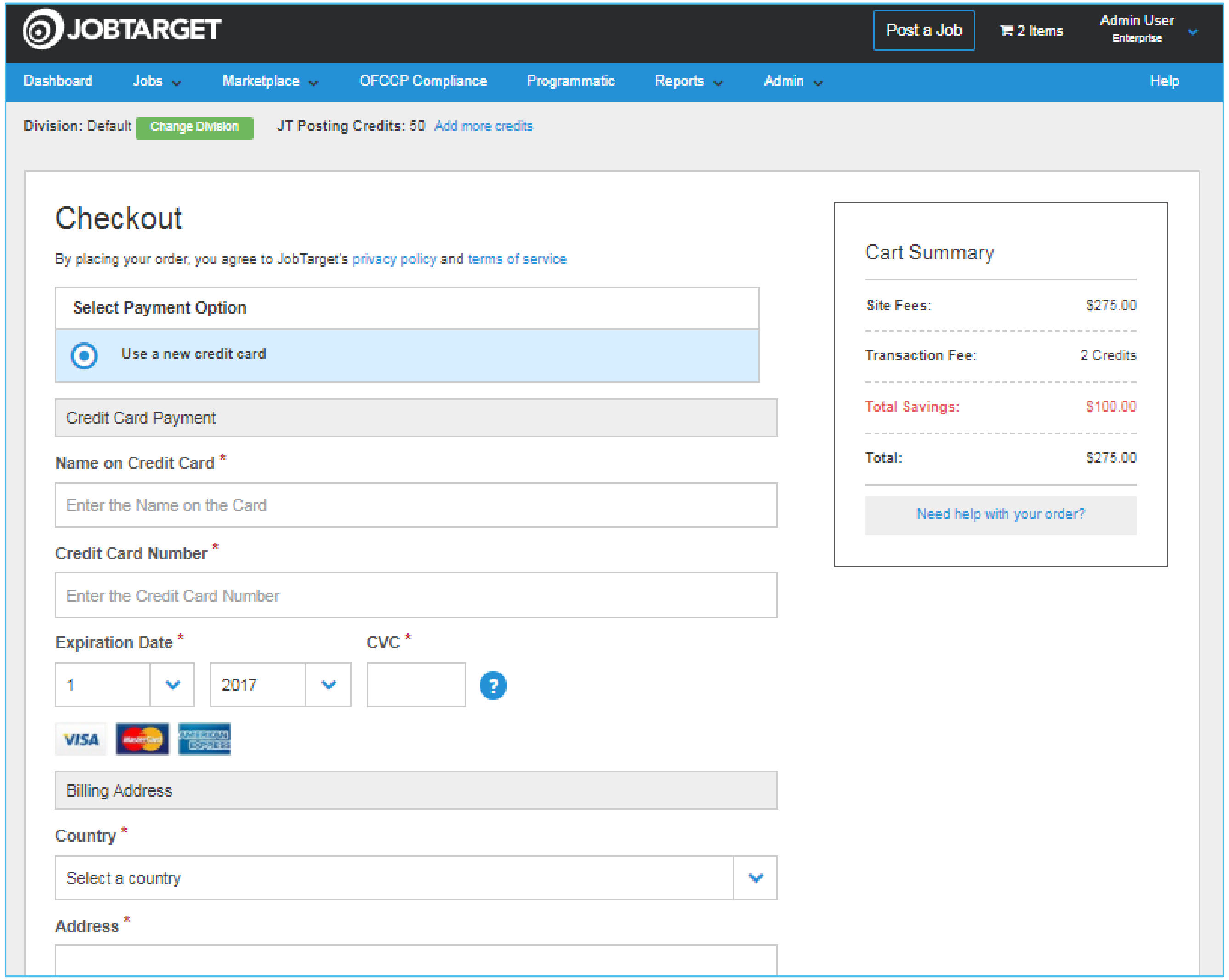


Review the fees (including the JobTarget transaction fees)

JobTarget Portal – Mapping the missing fields

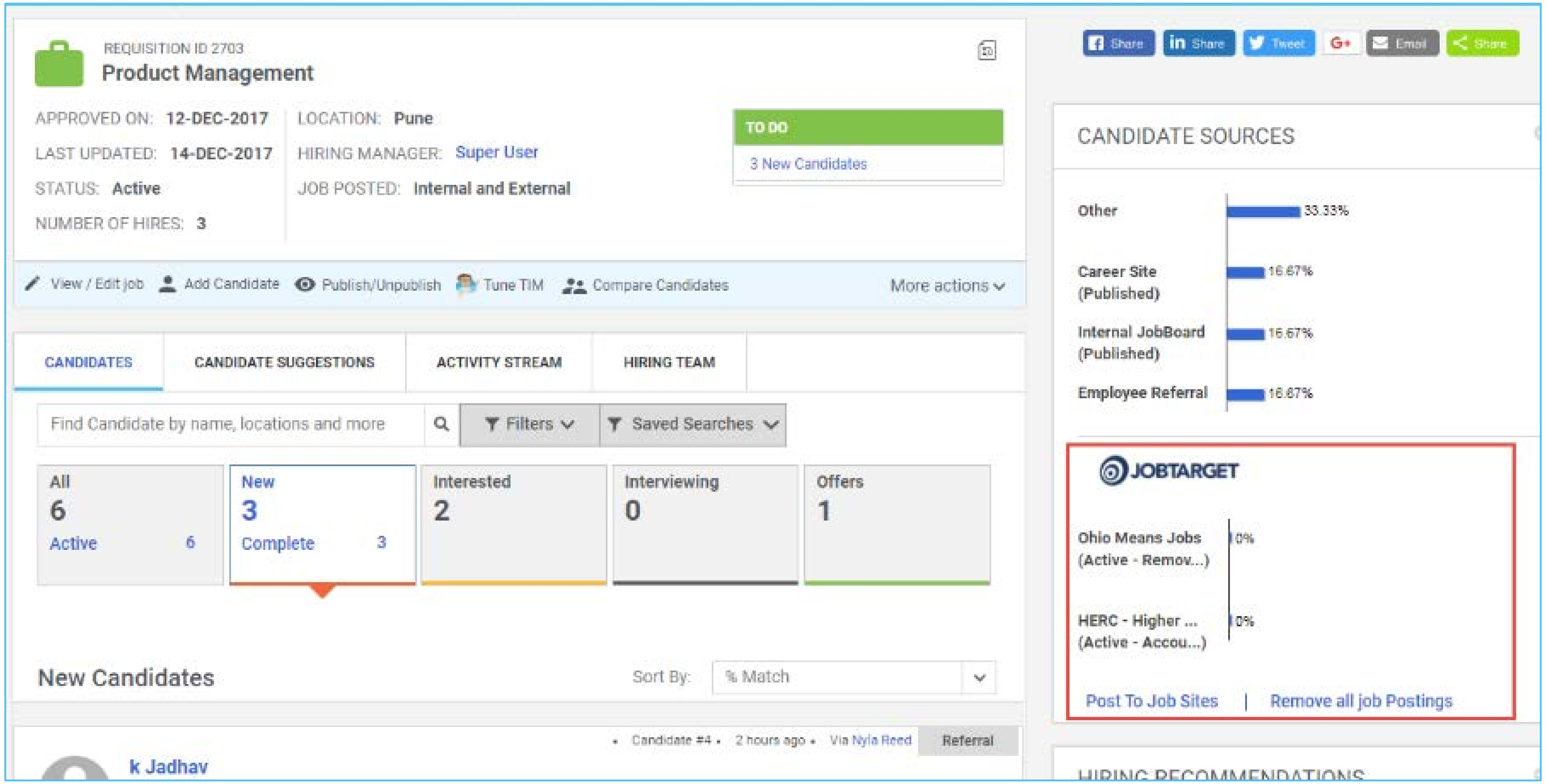


JobTarget Portal – Checkout



Pay the fees (including the JobTarget transaction fees). You can use your credits, if any available.

Back to Saba Portal – Job Board Status and Candidate Source



Job Board Status, Candidates source – tracked over the bar graph
Number of Clicks, Posted and Expiry Date tracked as a mouse hover

Key Takeaways - JobTarget

1. Our customers can post to 25000+ niche job boards at a minimum service fee ($5 per posting) through the Saba Interface
2. Customers **need not** have any contracts with JobTarget nor with any of the job boards listed for basic job postings.
3. It’s a single sign-on for our customers. No separate account creation at JobTarget.
4. Customers can keep a track of the source of the candidates (applied from Job Boards) from the Saba Interface.
5. Customer just needs to create a support request to get the activation key for the marketplace connector.

Saba Cloud Customer Community

http://community.sabacloud.com

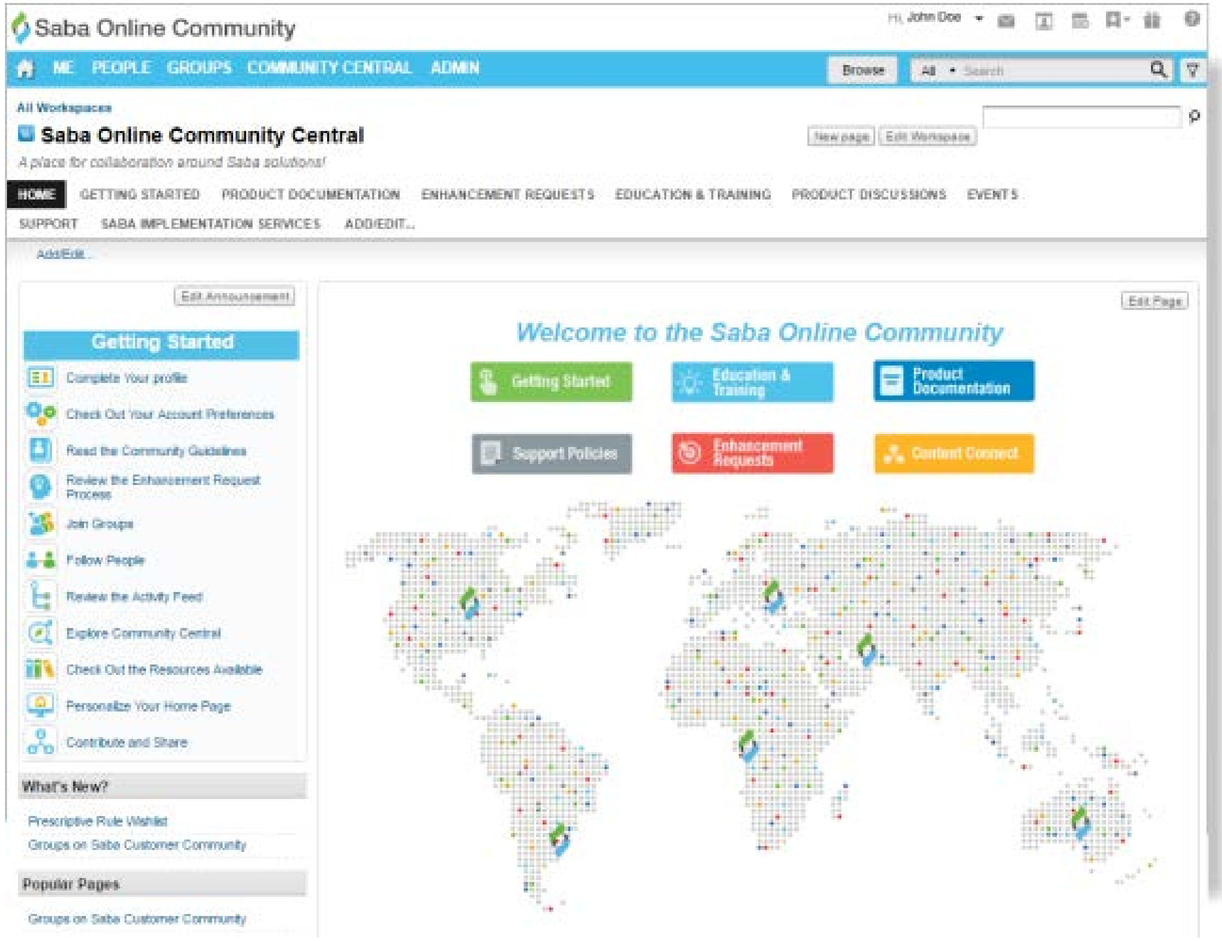
Saba Online Help

Education & Training

Documentation

Product Discussion Group

Saba Events



Saba University

QUESTIONS?

THANK YOU

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