IBM Kenexa BrassRing on Cloud

IBM Kenexa BrassRing on Cloud Release Document
March 2019

Note

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IBM Kenexa BrassRing on Cloud Release Document

This edition applies to version March 11, 2019 Release of IBM® Kenexa® BrassRing® on Cloud and to all subsequent releases and modifications until otherwise indicated in new editions.

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Contents

Chapter 1. Release Notes for Release 19.03.11

Introduction.

The objectives of this document are to:

- Present feature enhancements and usability and performance improvements that are introduced in this release.
- Document changes in system requirements, if applicable.

To download the PDF version of this document and the preceding versions, go to Down-loadable PDF Release Notes.

Client Reminders

The **Client Reminders** section reminds clients of recently distributed important notices and links to comprehensive documentation and training for the special features recently introduced.

Responsive Talent Gateway - Apply With LinkedIn
This feature is delayed. More information is going to be shared as soon as possible.

Ending Support for Classic Talent Gateways

As notified to all IBM Kenexa BrassRing clients in October 2017, IBM Kenexa discontinued support of **IBM Kenexa BrassRing on Cloud Classic Talent Gateways and classic apply process** on **December 31st, 2017**.

Ending Support for Classic Talent Gateways
Competition for top candidates is fierce and **research has shown that employees designated as high-potentials are especially attracted to searching and applying for jobs using mobile devices**. Our customers who moved to responsive Talent Gateways are seeing a vast improvement in candidate completion rates.

Upgrading your Classic Full & Global Talent Gateways to the Responsive, mobile-friendly experience is not only beneficial for you, it is **required** as IBM focuses on responsive design and providing a great user experience in all areas of BrassRing feature development.

Support has been discontinued for:

- Classic Full & Global Talent Gateways - as of Dec, 2017.
  - Includes: Classic Search and Classic Candidate Zone.
- Classic Job Apply (including classic Non-Gateway Questionnaire and classic Gateway Questionnaire job postings) – as of Dec, 2017.
  - Clients can no longer create (or save as new) classic Gateway Questionnaires – as of Feb, 2019.
  - Recruiters and Hiring Managers can no longer post jobs without Gateway Questionnaires – as of Feb, 2019.
- Classic Candidate Portal – as of Dec, 2018.
- Classic Full Talent Gateway Attachments – as of Feb, 2019.

Support continues for (but will be dropped at future point To Be Declared):

- Classic Jobless Apply on Full or Global Talent Gateways.
- Classic Basic Talent Gateways (such as Add candidate or Add contact).
  - However, we do have responsive stand-alone Gateway Questionnaire feature that might be used to replace some simple external Basic Talent Gateways.

Note: Discontinued support means that, for these areas of classic candidate experience, IBM will not accept defects, will not test for nor guarantee accessibility and that no RFEs nor feature development will be considered, even though legacy configurations of these types may still be available for you to use.

Caution: Classic Full Talent Gateway features may be shut off at IBM's discretion.

Action May Be Required:

If you haven't already, we require that you upgrade any Classic Full or Global Talent Gateways to use the responsive candidate experience and that you complete HR Status Category mapping (which is required for candidates to access the Application Details page, including posted Offers, Documents and Forms [i.e., responsive candidate portal).

Want to get started on the IBM Responsive Candidate Experiences but don't know where to start? Watch our Responsive Apply Overview and Configuration Webinars to understand who should be involved, an example project timeline, configuration instructions, and much more! IBM has also hosted multiple sessions on Migrating to the Responsive Talent Gateways. Check out the recordings on our Training and Enablement site. You can also reach out to your IBM Kenexa Representative with any questions or concerns.

Discussion: We Want Your Feedback About Upcoming Features

The IBM BrassRing team has adopted a Dark Launch release process for high-impact features which entails having select features rolled out to the Staging-environment-only for an undetermined amount of time. This process allows you to test and provide feedback on those select features. The Production release date is then determined based on feedback collected, testing, additional development required, etc.

How do you provide feedback about the features released to Staging only?

A new discussion link is included in the feature description of the Release Notes document. (Only select features will have this discussion link included.) The link directs you to the Salesforce Support Community and does require you to have an IBM ID to post your feedback.

Note: Please note, this discussion link is to be used to provide feedback on the new feature. For questions about functionality not answered via the release notes, please reach out to the Product Consulting team for additional details.

Benefits Include:

- Releasing specific features to Staging only allows you to test the feature and complete any change management activities required within your recruitment team.
- A quick and easy way to submit your valuable feedback about an upcoming feature.
- Monitored by the IBM Offering Management team, meaning your feedback is getting directly to the team responsible for the future direction of the BrassRing product.
- Ability to view feedback provided by other clients

We look forward to your participation and feedback!

Client Training and Enablement Sessions

Please join the IBM Talent Management Solutions Training team for our regularly scheduled Training and Enablement sessions. These sessions may include release information, product demonstrations, implementation processes, and so much more!

Visit our site often for the most up-to-date schedule and agenda topics!

Enhancements - You Asked We Listened

This build introduces a number of features that were developed in response to clients **Request for Enhancement (RFEs)**. IBM Kenexa is pleased to deliver these features in response to your responses and comments.

Requests For Enhancement (RFEs)

The following features were delivered in response to **RFEs**.

- BrassRing home page - My Reqs Pending Approval Tab

Dark Launch Features

Dark Launch features are those features that are released to **Staging environment - Only** and are NOT released to Production environment for a considerable amount of time. This process gives an opportunity and enough time to test these features thoroughly before they are available in the production environment.

Candidate Form - Approval Process Improvement

Note: This feature is deployed to Staging environment - Only with this release. A Production date is to be determined.

Before this release, the standard sequential Candidate Form approval process would reroute the form for approval if the Approvers were updated or changed exclusively while the form approval was inflight. With this release, organizations can configure their Candidate Form approval process to allow edits to the Approvers without having to restart the whole approval process. This change enhances the user’s ability to update approvers thus giving them the ability to delegate the approval to another user if the original approver is not available.

To read more about this feature, please visit the November 2018 release notes on the IBM Knowledge Center.

We want to hear from you! To provide feedback about this feature go to our Discussions Forum post.

BrassRing home page - New My Reqs Pending Approval Tab

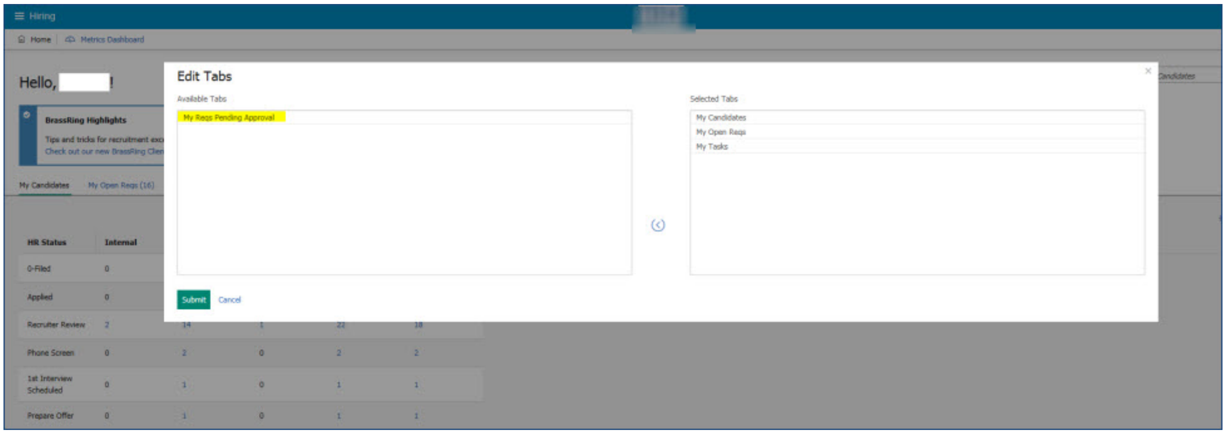
Note: This feature is deployed to Staging environment - Only with this release. This feature **will NOT be released to Production on March 18th**. A Production date is to be determined.

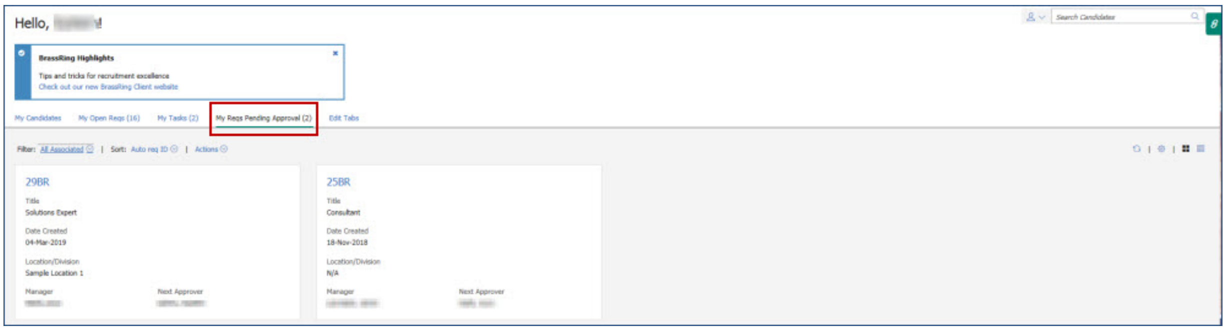
Starting this release, a new tab is available to BrassRing users to be added to their BrassRing home page. The **My Reqs Pending Approval** tab provides users visibility into a list of all of their currently Pending requisitions without having to navigate further into the BrassRing system to view them. The user sees requisitions that they are associated to (the req creator, listed Recruiter or Manager, or on the Requisition team).

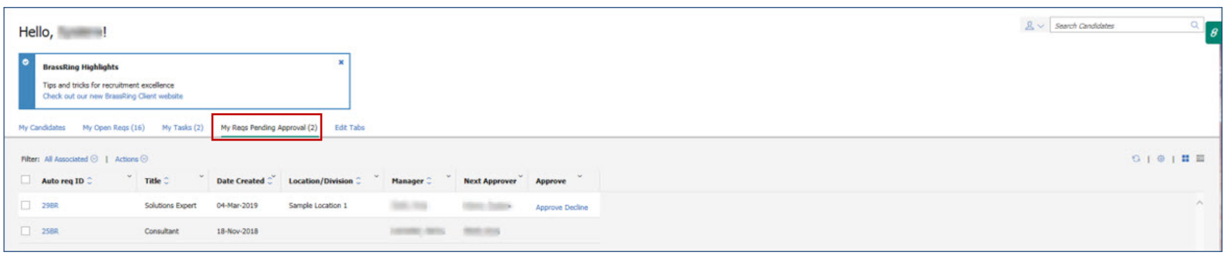
How do **existing** users get this new tab?

On the BrassRing home page

1. Select **Edit Tabs**
2. Select **My Reqs Pending Approval**
3. Move it to the selected tabs
4. Submit







Note:

- Users see the My Reqs Pending Approval tab only if the user type has the privilege to view their pending requisitions.
- Admins cannot to add the tab automatically for existing users. New users see this tab automatically on their home page if the user type has the privilege to view their reqs in a Pending status.
- Users have an approve action available on the Grid view of the tab. This is displayed if the req is pending the user's approval.
- The My Reqs Pending Approval tab has the following defaults:
  - Card View (Personas affected: Administrator, HR User, Recruiter, Reporting/Analytics and Default)
    - Auto req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Manager
    - Next Approver
  - Card View (Persona affected: Manager)
    - Auto req ID
    - Job Title
    - Date Created

    - Location/Division (Req standard field)
    - Recruiter
    - Next Approver
  - Grid View (Personas affected: Administrator, HR User, Recruiter, Reporting/Analytics, and Default)
    - Auto req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Manager
    - Next Approver
    - Approve Action
  - Grid View (Persona affected: Manager)
    - Auto Req ID
    - Job Title
    - Date Created
    - Location/Division (Req standard field)
    - Recruiter
    - Next Approver

    Approve Action

RTC internal reference # 96571.

Candidate Experience Enhancements - Codes

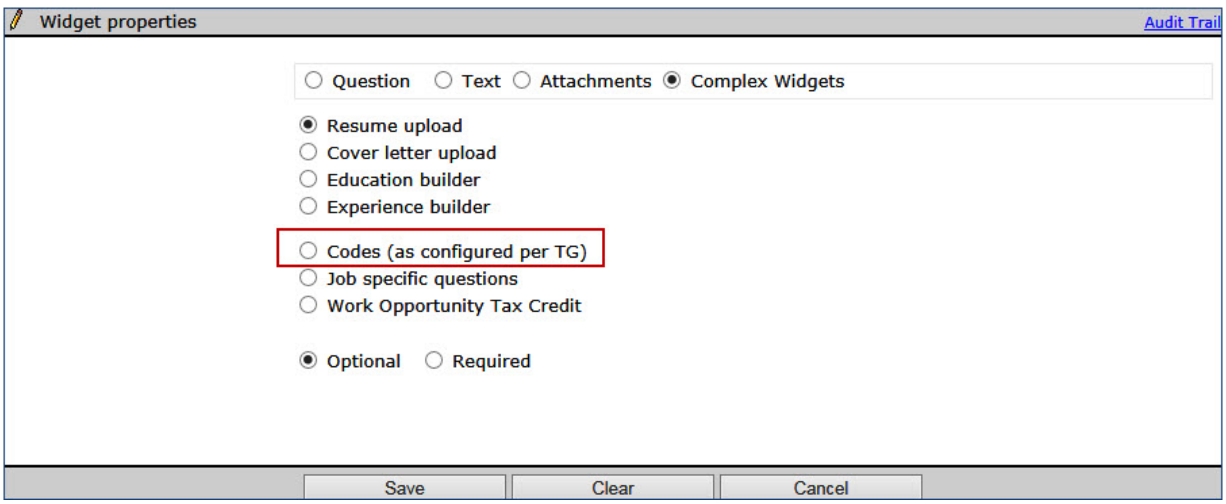
Note: This feature is deployed to Staging environment - Only with this release. This feature **will NOT be released to Production on March 18th**. A Production date is to be determined.

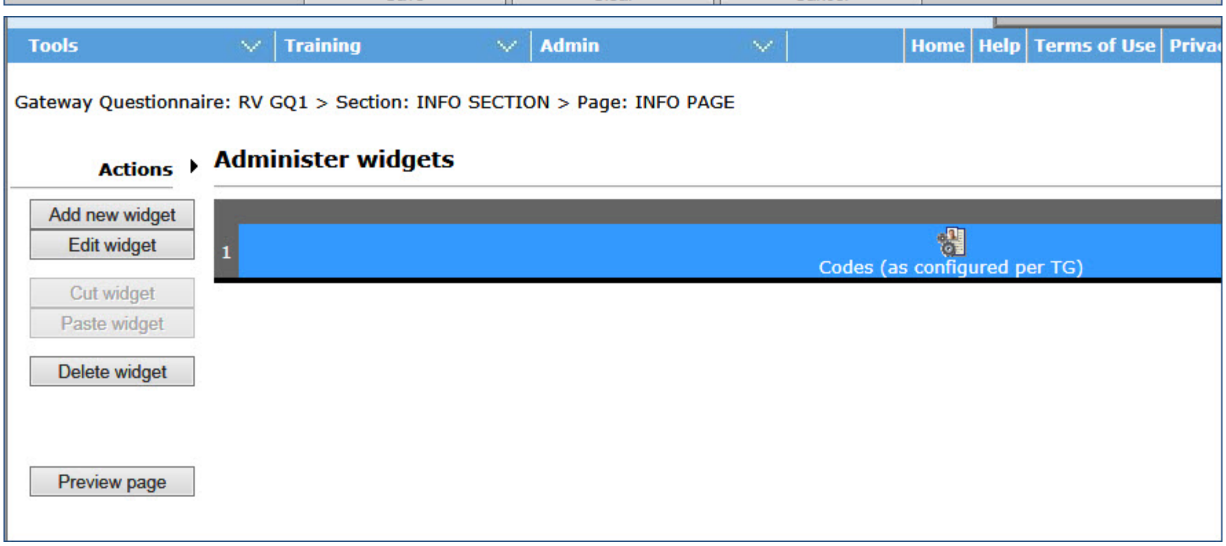
In the process to continually improve the BrassRing Responsive Talent Gateways, we are excited to announce that Code questions are now supported in the Staging environment with this release. The Code type widget was not available for Responsive Gateway Questionnaires previously. This unavailability meant that your organization might not ask questions by using the code lists, such as "How did you hear about this opportunity" (Source Code question). Now the Code widget is available to be used when creating or editing a Gateway Questionnaire and then presented to candidates when applying for a requisition on the Responsive Talent Gateways.

How do you configure this feature? The location of the Codes questions is managed in the Gateway Questionnaires. The questions that were asked and the attributes of the questions is maintained at a Talent Gateway level. The following steps define how to configure each piece.

1. **Tools** > **Talent Gateways** > **Edit the Responsive Talent Gateway** > **Choose when applying field**
   - This is an existing section on the edit Talent Gateway page.
   - If any codes are selected in this section to display, the questions are placed in the location the Workbench admin places the Codes widget within the Gateway questionnaire.
   - If the Workbench admin adds the Codes widget to the Gateway Questionnaire but there are no codes that are selected to display on the edit Talent Gateway page, the widget is ignored and the candidate sees the message **No codes are currently configured for this site.**
   - The code field attributes respected on the Gateway Questionnaire are:
     - Show / Don't Show / Codes Only / Description / Only / Codes and Descriptions
       - Select **Show** if you want the code question to display ALL options to the candidate.
       - Select **Don’t Show** if you do not want the code question to display at all.
       - Select **Codes Only** if you want to show only the Code of the option to the candidate.

        - Select **Description Only** if you want to show only the Description of the option to the candidate.
        - Select **Codes and Descriptions** if you want to show both Code and Description to the candidate.
    - Custom Label
        - The Custom Label field is used to define the question text (text that the candidate sees).
        - If the code is selected to display but does not have a Custom Label the value that is entered in the **Label to Talent Gateway candidates** field is displayed. (**Workbench** > **Tools** > **Settings** > **Code types** > **edit Code type**)
        - If both the Custom Label field and Label to Talent Gateway candidates field is blank, then the candidate views the Code Type's description (name).
    - Required / Optional.
    - Single-select / Multi-select.
    - Include all values / Filtered list.
2. **Workbench** > **Tools** > **Gateway Questoinnaires** > **Add new or select an existing draft Gateway questionnaire** > **Administer Sections/Pages** > **Administer widgets** > **Add/edit Widget** > **Complex Widgets** > **Codes (as configured per Talent Gateway configuration).**





Note:

- Per an existing limitation, code values cannot be translated. Only the **Custom Label** can be translated at the Talent Gateway level.

- Code types appear in alphabetical order on the Talent Gateway.
- Subsequent applications by the same signed in candidate (or same session for Talent Gateways with the disable sign-in or skip sign-in enabled) will NOT retain the selected value for the code question. The candidate needs to select a new option with each new apply process.
- The attributes of Disable pre-fill response, Referral, formatting, and so on, are not supported with the Responsive Talent Gateways.
- Only one Code widget can be added to a Responsive Gateway Questionnaire. This Code widget shows all code types that are selected on Talent Gateway to which the candidate is applying

Jobless submission on Responsive Talent Gateways

Based on configuration, candidates are able to submit their CV without a specific job. The candidates create a profile on the Talent Gateway. If they already have a profile, they sign in to their profile. If candidates try to resubmit an application on a Talent Gateway with a specific locale, they see a message that states that they have already applied and this submission overwrites the existing application. If candidates submit application on a Talent Gateway by bypassing login or create profile, then they do not see the sign-out option. When there are no prior submissions, the candidates continue the application process via the selected Gateway Questionnaire (widget).

RTC internal reference # 87605, 97609.

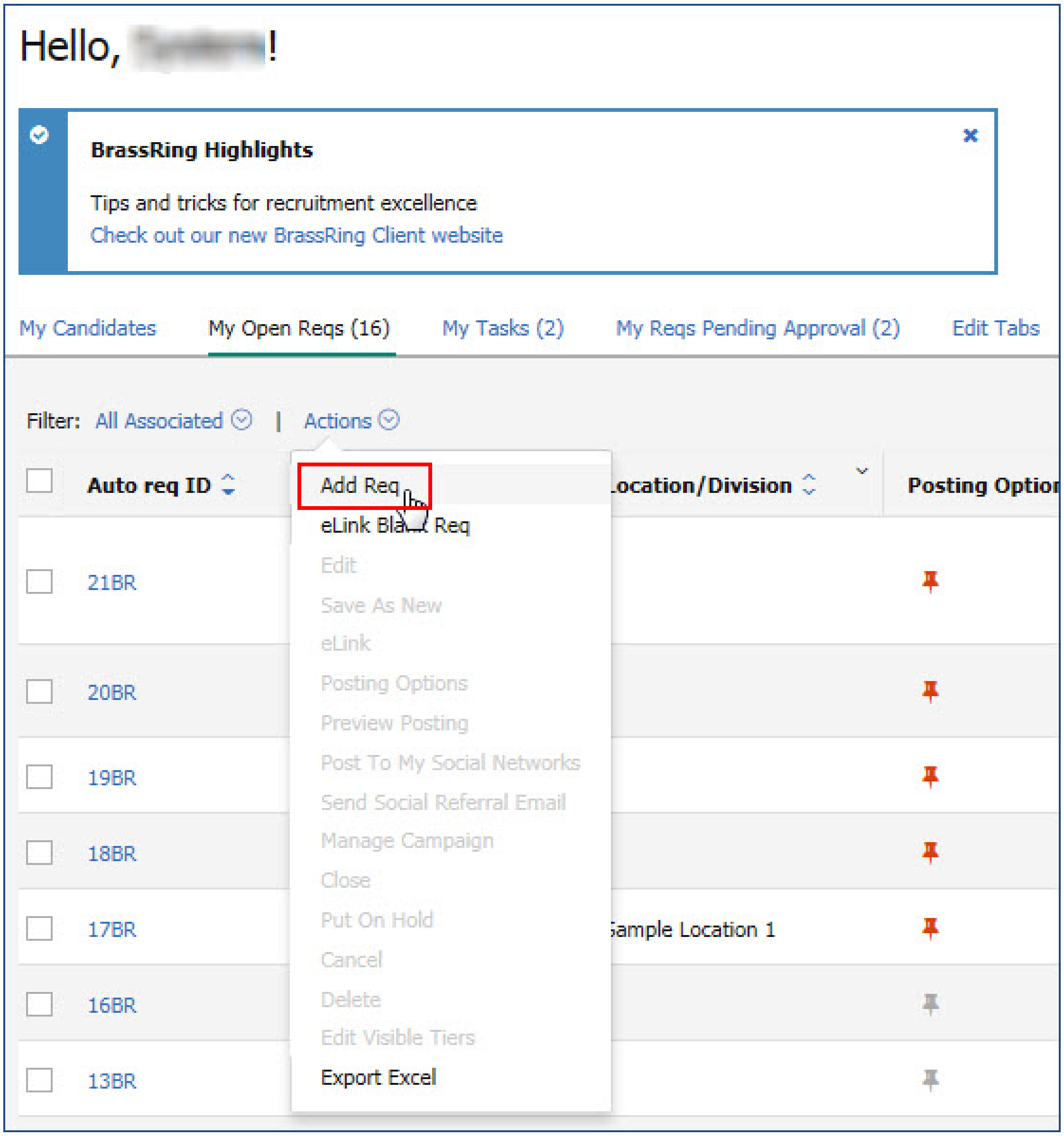
Visible Changes

The current release of IBM Kenexa BrassRing on Cloud includes the following visible changes for BrassRing and IBM Kenexa Lead Manager.

Reqs - Req Template pop-up

This change is specific to a scenario where a BrassRing user has access to only one Org group and only one Requisition template. BrassRing Users create reqs via the following workflows in the New UI:

1. **Hamburger** > **menu Reqs** > **Add new req**
2. **Hamburger menu** > **Reqs** > **View all reqs** > **Open** > **Actions** > **Add req**
3. **Hamburger menu** > **Reqs** > **View my reqs** > **Open** > **Actions** > **Add req**
4. **Home page** > **My Open Reqs** > **Actions** > **Add Req**



If users that have access to only one org group and only one req template, the behavior of the system while creating a req is different depending on the workflow. Users that follow one among 1, 2, and 3 directly see the req form. However, when users follow workflow 4, the req template selection pop-up is displayed. This behavior leads to inconsistent user experience. In order to provide a consistent user experience, if the user has access to only one org group, they are directly displayed the req form even while following the workflow 4 starting this release.

RTC internal reference # 113102.

Reqs - List Filtering

Previously, while creating a req, if a specific req field is a parent in any Req Field Association (RFA), and has less than 200 options in that field, list filtering was not working for that field. This behavior was corrected during this release. Starting this release, List filtering works even when the req field is a parent of an RFA.

RTC internal reference # 116231.

Lead Manager - Unable to Delete Campaigns

When Lead Manager users try to delete one or more Campaigns, if a campaign has mailing history that is associated with it, the campaign cannot be deleted. Starting this release, a new alert message is displayed stating: **The following campaigns could not be deleted because they have mailing**

history attached: and it lists out all the campaigns that have a mailing history that is attached and therefore might not be deleted.

RTC internal reference # 115295.

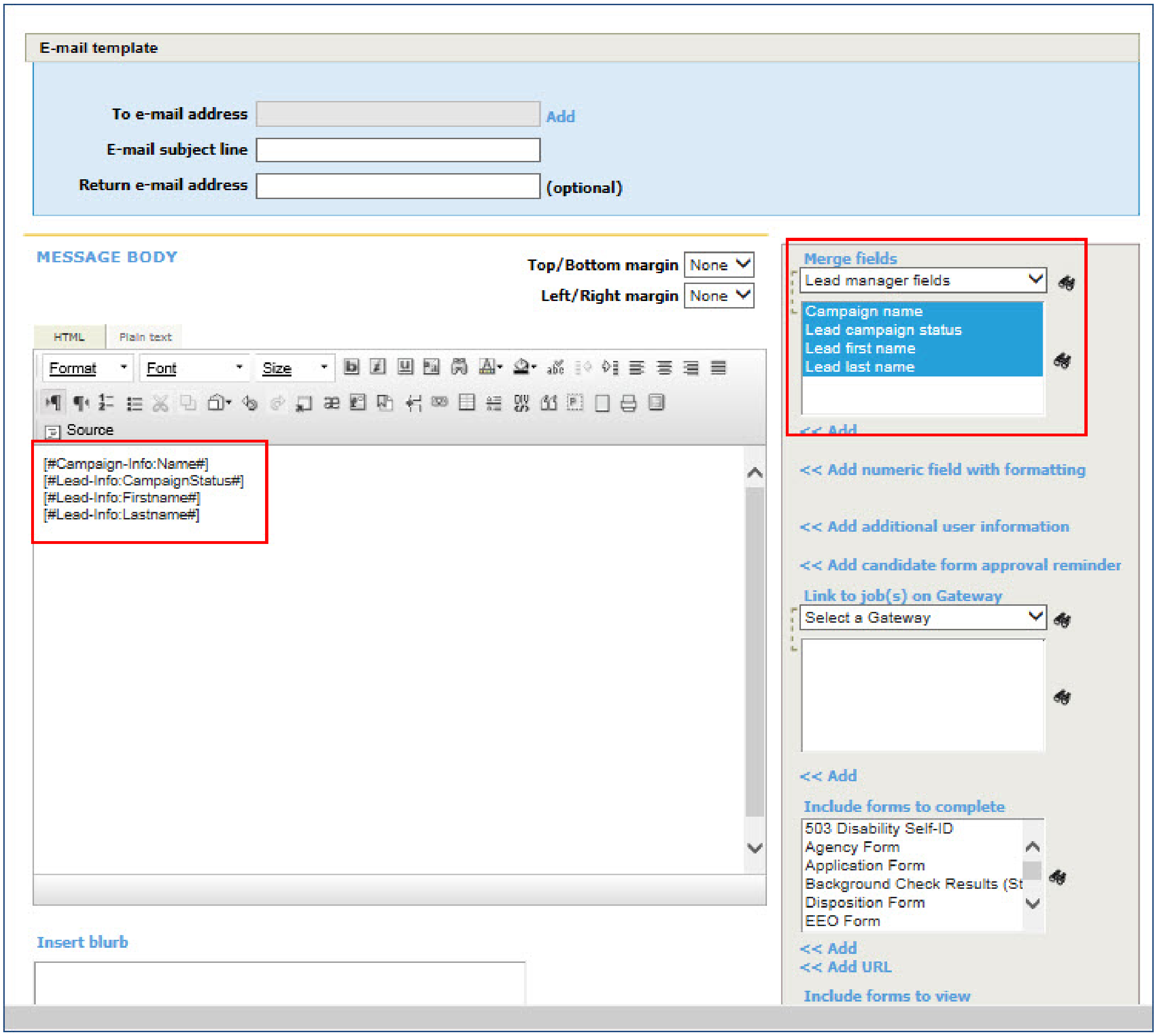
Communication Templates – Lead Manager Tokens for Rules Automation Manager Communications

To prepare for an upcoming release feature for Rules Automation Manager (RAM), a new set of Lead Manager tokens was added into the Communication Templates of BrassRing. These tokens allow admins to define more automated communications that can be sent to accomplish various scenarios. For example:

- Notify users when a Sourcer updates specified lead profile fields.
  - Sourcer fills out the Area of Interest field and a communication is sent to specified users.
- Send a communication when a Sourcer updates a lead's status.
  - Sourcer files a lead to a campaign of a fellow sourcer and selects a status that is called Lead added – notify Sourcer. A communication is sent to the system user to inform them of the lead that was filed.
  - Sourcer updates a lead to Invite to Apply status. A communication is sent to the Lead that includes a link to apply

All these scenarios reduce the number of mouse clicks and the time it takes to communicate these changes with users and leads. These tokens are available to any client that has the Lead Manager Client Setting enabled. To add the tokens to a Communication Template:

1. **BrassRing** > **Hiring** > **Admin** > **Communication templates** > **Add or Edit a Communication template**.
2. **Merge Fields** > **Select Lead Manager fields**
3. Add the appropriate tokens to the template.



RTC internal reference # 112928, 112844.

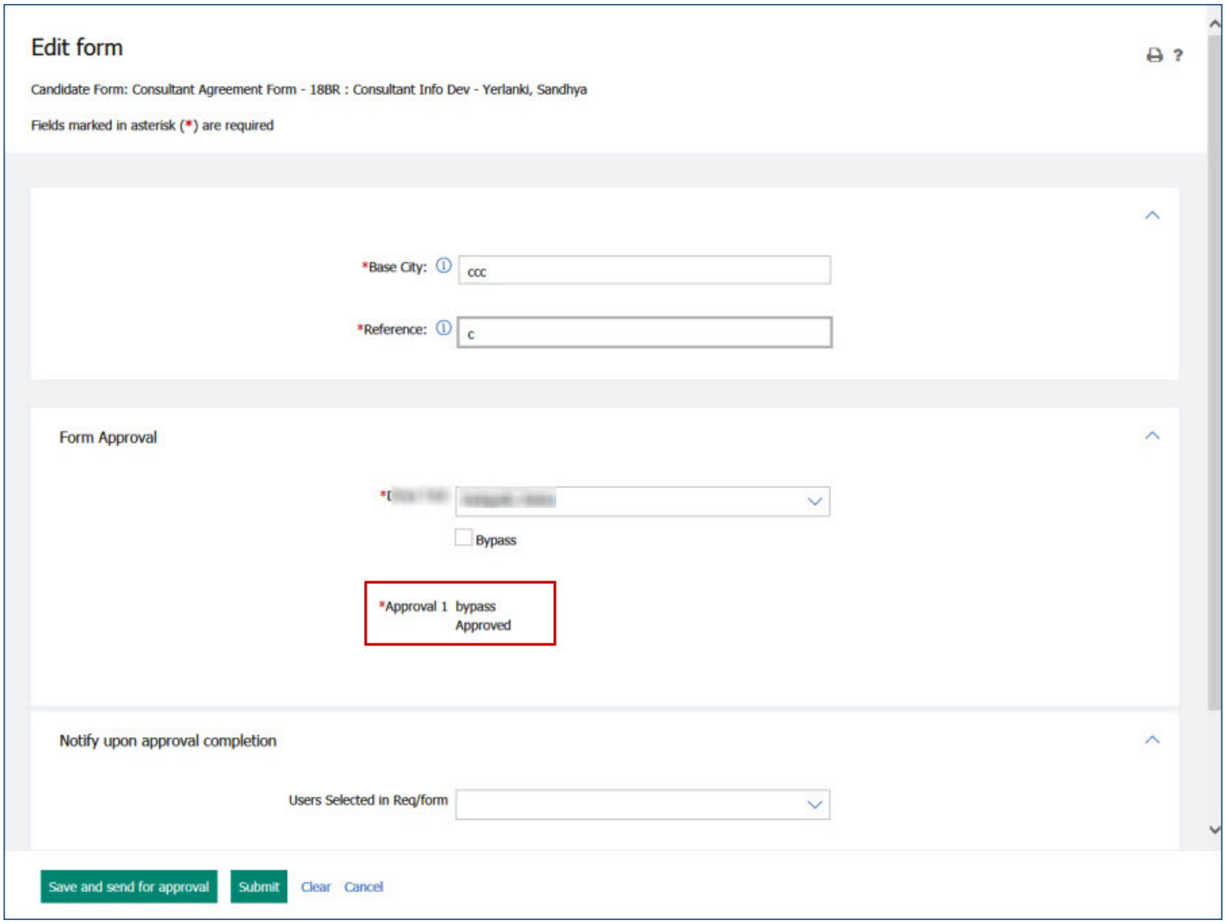
Configurable Changes

The current release of IBM Kenexa BrassRing on Cloud includes the following configurable features for BrassRing and IBM Kenexa Lead Manager. Configurable features must be configured or turned on to be visible and available to users.

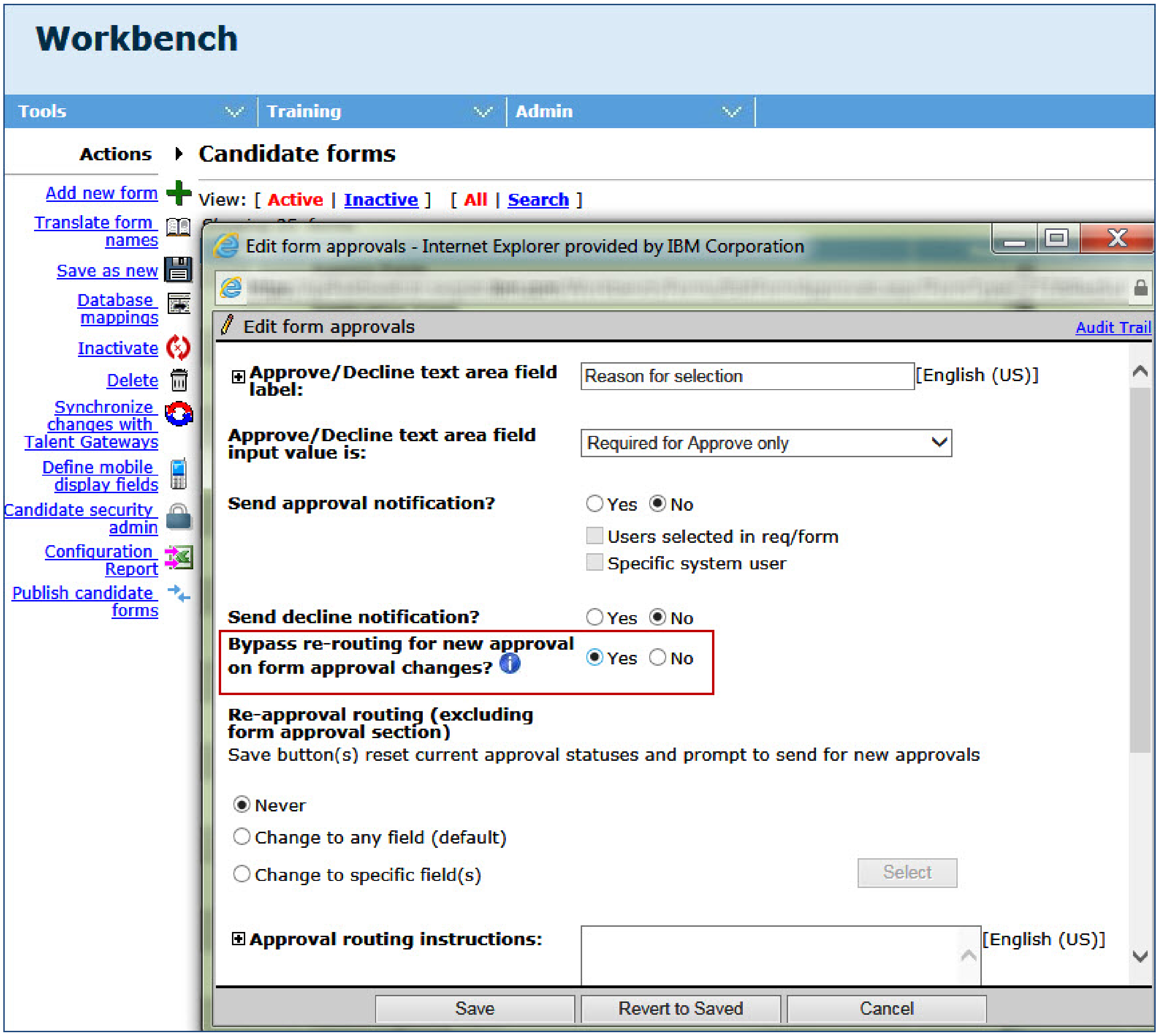
Candidate Forms - Approval Rerouting Changes

Starting this release, depending on Workbench configuration, Candidate Form approvers can edit and make changes to an approval level if the prior approver has not already approved the form. Previously, after a candidate form was sent out for approval, the form's approver might not be changed. If the an approval level was set to *By pass*, the user that edited that form would find that the approval level is set to **Approved** and was not editable.

Starting this release, if the prior approver has not already approved or declined the form, other users with Edit privileges to the form can update the approvers in the approval levels or even bypass an approver level.



What is the configuration involved? Workbench setting **Bypass re-routing for new approval on form approval changes?** should be set to Yes. Path for this setting: **Tools** > **Forms** > **Candidate Forms** > **[select form]** > **Edit form approvals**



RTC internal reference # 116596.

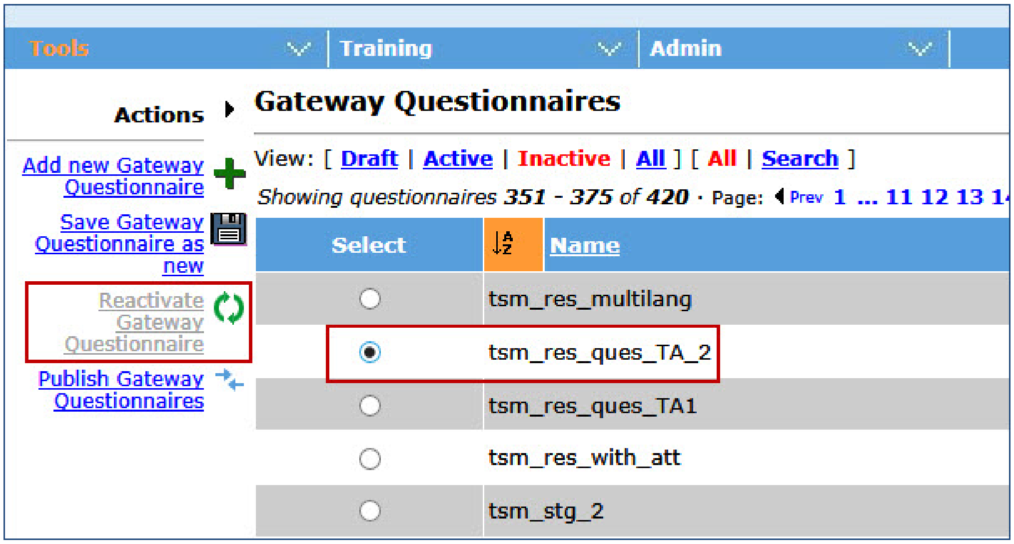
BrassRing Workbench

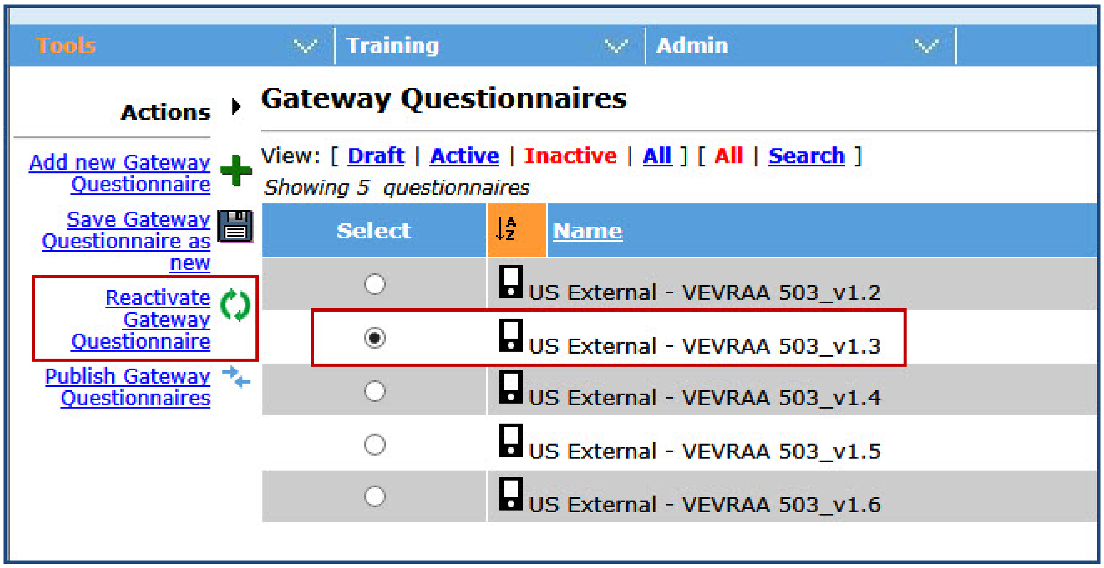
The current release of IBM Kenexa BrassRing on Cloud have the following new features for IBM Kenexa BrassRing Workbench. Configurable features must be configured or turned on to be visible and available to users.

Gateway Questionnaire - Prevent Reactivation of Classic Gateway Questionnaires

This change is a part of continuousIBM Kenexa's endeavor to provide the best candidate experience. Responsive Apply feature of the Responsive Talent Gateways works best when the requisition is posted by using a Responsive Gateway Questionnaire. During release 19.02.11, the ability to save existing classic gateway questionnaires as new classic gateway was discontinued.

In addition to this change, starting this release, clients would also not be able to activate existing inactive classic Talent Gateway Questionnaires. When workbench users go to **Tools** > **Gateway Questionnaires** > **Inactive** and select an inactive classic questionnaire, the **Reactivate Gateway Questoinnaire** action becomes inactive. When an inactive responsive questionnaire is selected, the Reactive Gateway Questionnaire action becomes active.





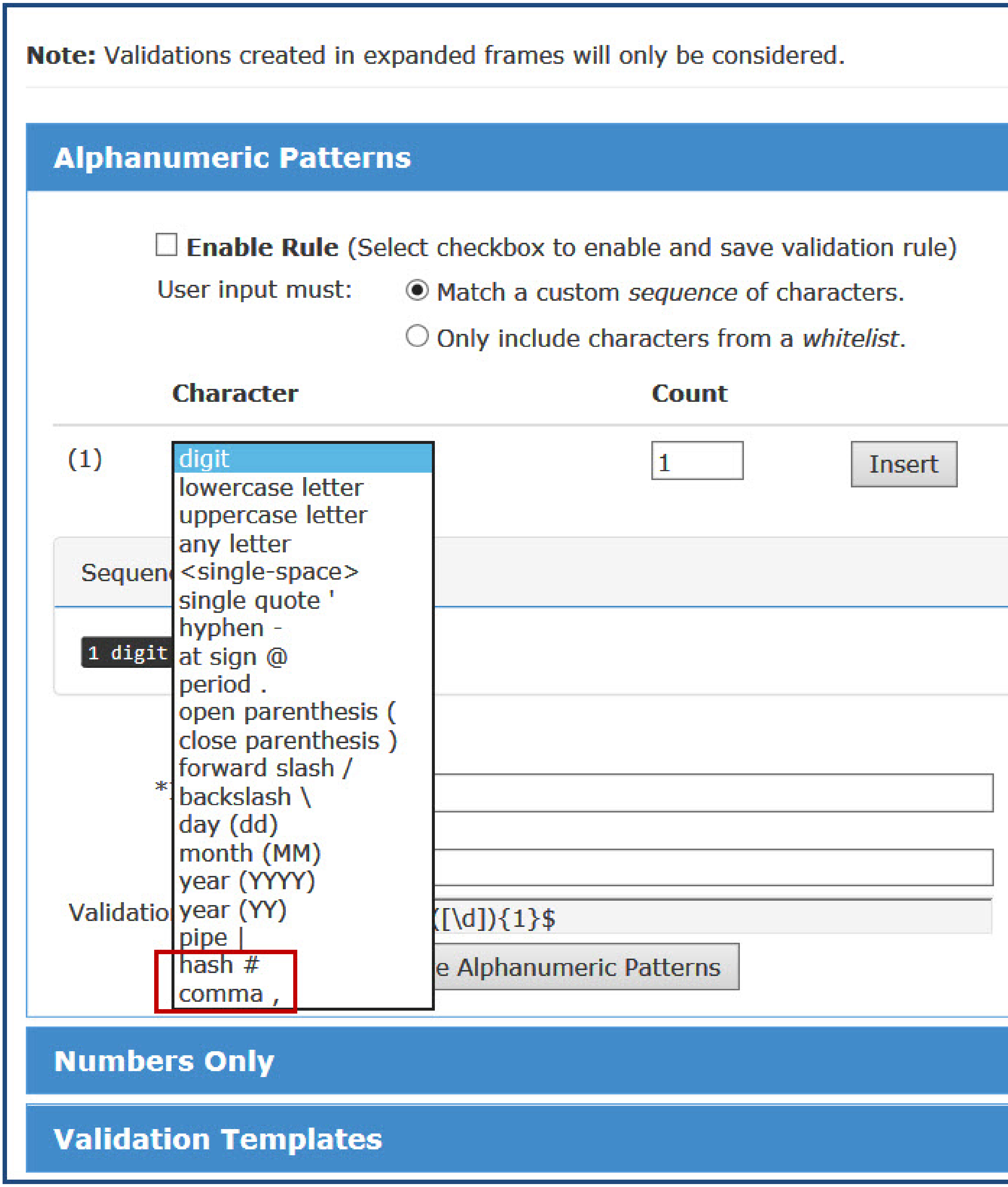
RTC internal reference # 116866.

Candidate Forms - Custom Validation Additions

Custom Field Validation allows clients to create validation rules for text and numeric fields on their candidate forms. This ensures that the values entered while filling out the candidate form matches an expected format and incorrect/inconsistent information is not entered. Starting this release, comma (,) and hashtag (#) are added to the Alphanumeric patterns configuration option in Workbench.

These validations can be used in collecting information in a specific pattern like salary or street address.

Workbench path: **Tools** > **Forms** > **Candidate Forms** > **[select form]** > **[select Administer form fields]** > **[Edit field attributes]** > **[edit, select save and continue]** > **Input Validation** > **[select Custom and select configure]** > **[Character drop down]**



RTC internal reference # 116231.

Rules Automation Manager - Email User in User's Language

When communications are sent based on RAM triggers, if the communication is sent based on the user's BrassRing user ID, the language of the user is determined correctly. However, if the user's email address is the only available information, the communication was sent in client's language that may or might not match with the user's language.

To avoid such scenarios, starting this release, the RAM engine is enhanced. Even if the user's email address is the only information available, the system identifies the user's language (if it exists in the system) and sends communication in that language. If the language information of the user is not available on the user's BrassRing profile, then the communication is sent in client's default language.

RTC internal reference # 116777.

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