IBM Kenexa BrassRing on Cloud

# *IBM Kenexa BrassRing on Cloud Release Notes*

*May 2017*

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This edition applies to the May, 2017 version of IBM Kenexa BrassRing on Cloud and to all subsequent releases and modifications until otherwise indicated in new editions.

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# Contents



# Introduction

This document presents changes, both visible and configurable, included in the May release of IBM Kenexa® BrassRing® on Cloud.

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.

## Visible Changes

The current release of IBM Kenexa BrassRing on Cloud included the following visible changes. Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

## Responsive Apply

The current release of IBM Kenexa BrassRing on Cloud on Cloud includes the following Responsive Apply visible changes. Visible changes alter the appearance or performance of the product without requiring any configuration.

### SSO XML Profile Import

This release introduces new enhancements for **Profile Import** on **SSO Responsive** Talent Gateways.

**SSO XML Profile Import - Internal Candidates**

Since 2016, BrassRing has supported the legacy **XML Profile Import** process that automatically populates candidate profile information from your HRIS system whenever an internal candidate accesses an SSO Responsive Talent Gateway for Responsive Apply and for the classic **Edit profile** page.

In Build 17.04.03, support was added for **read only** field attributes in the **Profile Import XML** <AccessModifiers> node for the new **Candidate Zone** Profile page, (available to clients in Build 17.03.06).

Starting with Build 17.05.01, there are enhanced rules for when the **Import Profile** action displays to better reflect the client or GQ configuration, such that if there are one or more editable fields that can be extracted and displayed on a Talent Gateway, then the **Import Profile** action is visible. This enhancement enables candidates to import editable profile information whereas the **read only** information is not changed.

Going forward, the **First name pronunciation key** and the **Last name pronunciation key** fields are not considered by the system to determine if the **Import Profile** action is visible because those fields are always **read-write only** and are not used in extraction. Any contact, education, and experience fields that do not display on the Talent Gateway are not considered when the system determines whether the **Import Profile** action is visible.

These new enhancements are for the Candidate zone profile and the Responsive Apply (GQ) profile pages.

**Note:** There are no changes to the non-SSO candidate experience.

### Responsive Gateway Questionnaire Setting

The Responsive Apply **Gateway Questionnaire - Responsive Apply** client setting is now enabled for all clients.

**Gateway Questionnaire - Responsive Apply**

The **Gateway Questionnaire - Responsive Apply** client setting is now enabled for all clients.

When clients on create new GQs, the setting automatically defaults and creates a Responsive GQ.

When clients on Classic Talent Gateways create new GQs, the setting automatically defaults to a Responsive GQ, but clients can still select **Classic**.


**Note:** The **Gateway Questionnaire - Responsive Apply** setting does not automatically force clients to use Responsive Apply. Enabling the setting makes the responsive option available to clients on the GQ creation page.

## Recruiter

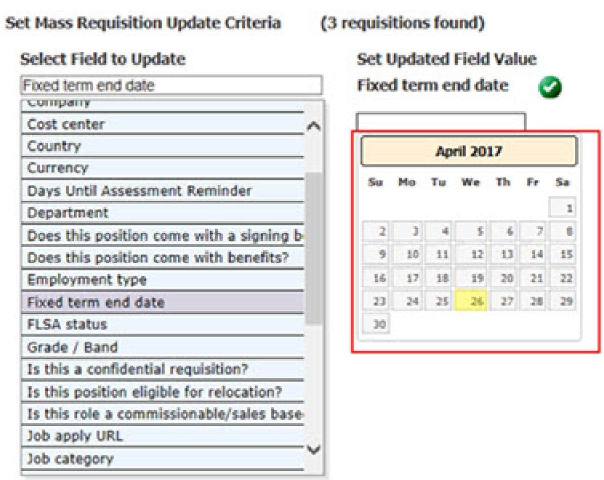
The current release of IBM Kenexa BrassRing on Cloud includes the following Recruiter visible changes. Visible changes alter the appearance or performance of the product without requiring any configuration.

### Mass Req Update - Date Picker

Clients can now update date fields for multiple reqs in the **Mass Req Update** feature.

**Date Picker**

When a req field with the field type of **Date** is selected in **Mass Req Update**, users can select the date from the **Date Picker**.




# Configurable Changes

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

## Recruiter

The current release of IBM Kenexa BrassRing on Cloud Recruiter includes the following configurable changes.

## Gateway Questionnaire Enhancement

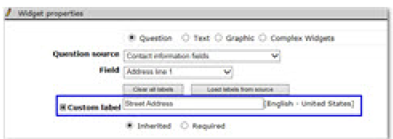
Gateway Questionnaires (GQs) on **Responsive Apply** Talent Gateways now inherit each client's preferred custom fields labels for contact fields by default.

### GQs - Custom Field Labels

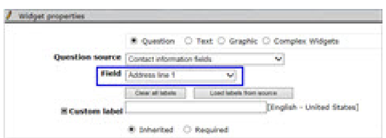
When clients configure Responsive Gateway Questionnaires, contact fields now inherit the client's custom field labels (if configured) by default. Clients no longer need to customize the fields for each responsive GQ, but can if desired. Custom field labels include special, extended, and multibyte characters.

Contact fields labels on responsive GQs, use custom labels in the following order:

- Customized label on the GQ, custom label field.



- Customized contact field labels in BrassRing Workbench, (configured for candidate profile fields.)
- Standard field label.

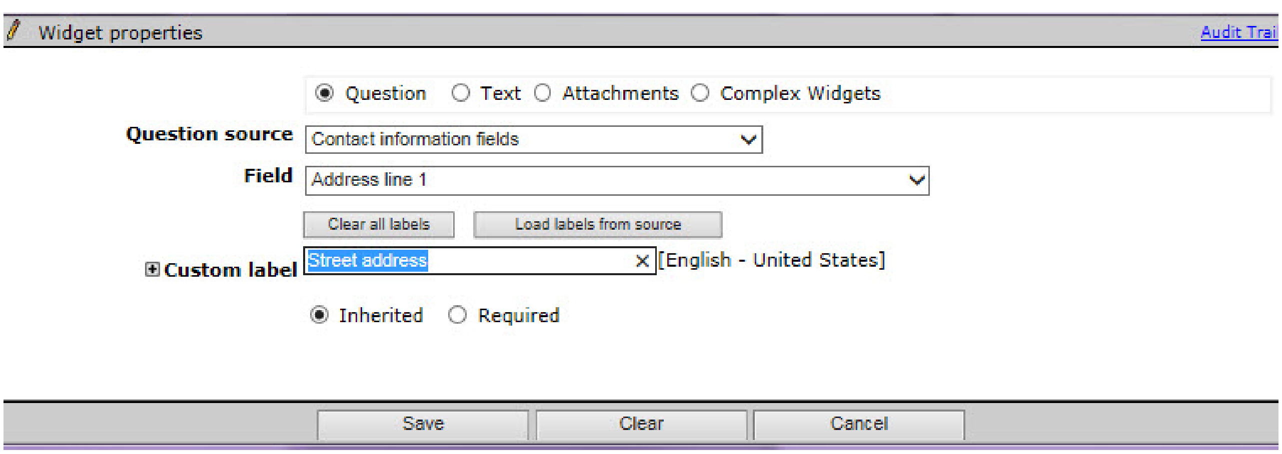


- Selecting the **Load labels from source** control pulls custom profile field labels. These labels can be further customized as needed.

**Note:** The Candidate profile fields customization functionality is currently only available for clients with the **International** AND **Enable candidate stacking field** client settings enabled. Client settings must be enabled by your IBM representative.

Gateway Questionnaire enhancement is available in the following workflows:

- When clients configure, administer, or edit question widgets without custom labels, the custom field labels automatically show the client configured label (if available) by default.



- When clients use **Save as new** for draft, active, or inactive GQ question widgets, and are using default values for these fields and do not have custom GQ labels configured for the source GQ, the fields populate with custom client values.
- When clients use **Preview** or **Activate** with GQ questions widgets, the fields populate with custom client values and display on Talent Gateways during the apply workflow.
- When clients access existing draft GQ question widgets with old contact fields, the contact field listing populates with the custom fields. However, for any existing draft GQ, the client profile fields must be saved in order to display the custom labels on the widget listing page.

**Note:** For Responsive GQs that are already rendered or activated, there are no changes. Classic GQs follow the same logic that is outlined here for Responsive GQs.

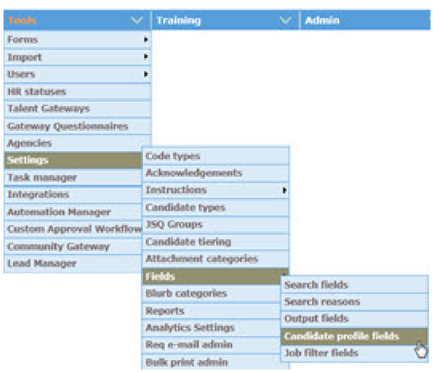
**How do clients get this feature?:**

Workbench Administrators can configure candidate profile field labels in BrassRing Workbench.

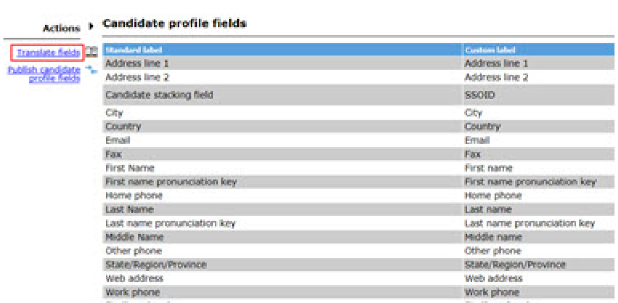
**Configuring Custom Field Labels**

In BrassRing Workbench, client browses and selects:

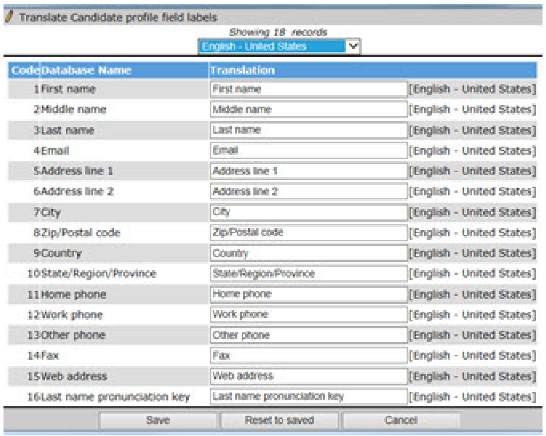
- **Tools** > **Settings** > **Fields** > **Candidate Profile Fields**.




- Selects **Translate**.
  The Translate Candidate Profile field labels page opens.




- Enters the custom label and any applicable translations.



Translate Candidate profile field labels

Showing 18 records

English - United States

| Code | Database Name | Translation | |
|---|---|---|---|
| 1 | First name | First name | [English - United States] |
| 2 | Middle name | Middle name | [English - United States] |
| 3 | Last name | Last name | [English - United States] |
| 4 | Email | Email | [English - United States] |
| 5 | Address line 1 | Address line 1 | [English - United States] |
| 6 | Address line 2 | Address line 2 | [English - United States] |
| 7 | City | City | [English - United States] |
| 8 | Zip/Postal code | Zip/Postal code | [English - United States] |
| 9 | Country | Country | [English - United States] |
| 10 | State/Region/Province | State/Region/Province | [English - United States] |
| 11 | Home phone | Home phone | [English - United States] |
| 12 | Work phone | Work phone | [English - United States] |
| 13 | Other phone | Other phone | [English - United States] |
| 14 | Fax | Fax | [English - United States] |
| 15 | Web address | Web address | [English - United States] |
| 16 | Last name pronunciation key | Last name pronunciation key | [English - United States] |

Save Reset to saved Cancel

- Selects **Save**.

# Workbench Administration

The following **Rules Automation Manager** (RAM) enhancements are configured by Workbench Administrators.

## RAM Enhancement - Assessments

Workbench Administrators can now configure a Rules Automation Manager (RAM) **Assessment Initiated** trigger for clients who have assessment configurations. Administrators can associate one or more requisition templates with this trigger.

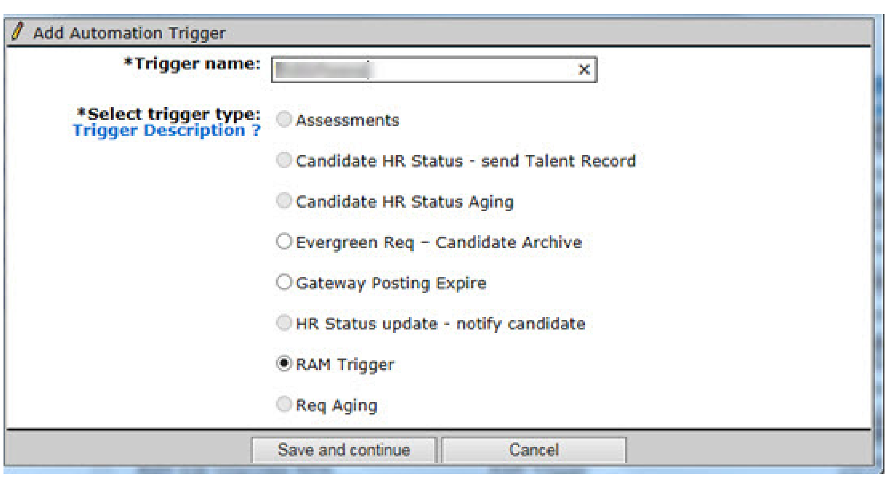
**RAM - New Assessment Initiated Trigger Mechanism**

For clients who enabled assessments, their Workbench Administrators can now configure a Rules Automation Manager (RAM) trigger that uses the Trigger Mechanism of **Assessment Initiated**. This trigger mechanism can be used to send out assessment reminder communications to candidates and update candidate status if the assessment is not completed in an allotted time.

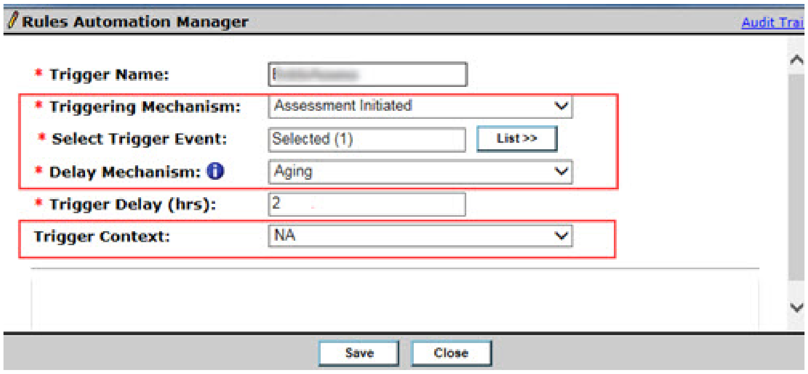
**Configuring the Assessment Initiated RAM Trigger**

In BrassRing Workbench, the Workbench Administrator:

- Browses to **Tools** > **Automation Manager** > **Admin**. The Triggers page opens.
- Selects **Add New Trigger**. The Add Automation Trigger modal opens.




- Selects **RAM Trigger** and then selects **Save and Continue**. The Rules Automation Manager modal opens.




- Completes the following RAM trigger fields, selecting **Assessment Initiated** for the **Trigger Mechanism**, a requisition template (or multiple requisition templates) for the **Select Trigger Event**, a **Delay Mechanism**, and a **Trigger Delay** value.

  **Note:** When the administrator selects **Assessment Initiated**:
  - The "Delayed Processing (Field Value)" Delay Mechanism is not available.
  - There is only one Trigger Context ("NA") available.
  - The trigger mechanism, trigger event, delay mechanism, and delay value allow Workbench administrators to configure multiple triggers if the combination is unique.
- Selects **Save**. The Rules Automation Manager modal refreshes and opens to the Rules section.
- Selects **Add Rule** and the Add rule/Edit rule modal opens.
- Administrator names the Rule and configures the **Condition(s)** and **Action (s)**. Set the condition so that when the req field value for days on the requisition is less than the **Aging Trigger Delay** value, the **Action** sends a communication to the candidate to complete the assessment or updates the candidate to a designated disposition status if the assessment is not completed in the allotted time.

## RAM Enhancement - New Talent Record Viewed Trigger Mechanism

Workbench Administrators can now configure a Rules Automation Manager (RAM) trigger that uses the **Talent Record Viewed** mechanism. The trigger can take action on a candidate, such as updating the candidate's **HR Status** when a BrassRing user views the candidate's Talent Record. This new Triggering Mechanism can be used in place of the Automation Manager Trigger **Talent Record Viewed – Update HR Status**.

**RAM - Talent Record Viewed Trigger Mechanism**

Workbench Administrators can now select the **Talent Record Viewed** trigger. When the **Talent Record Viewed** trigger is selected, the **Trigger event** field displays all active requisition templates. Workbench Administrators can select multiple requisitions.

Selected requisitions must be in **Open** or **On Hold** status for the trigger to fire. The RAM trigger does an implicit check and does not require a condition to be built into the trigger.

Since req and candidate context is available, all conditions and actions are available for this trigger mechanism.

The Delay Mechanisms that are supported by this trigger are: **Delayed Triggering** and **Aging**. Each Delay Mechanism must have a minimum of a 1-hour delay.

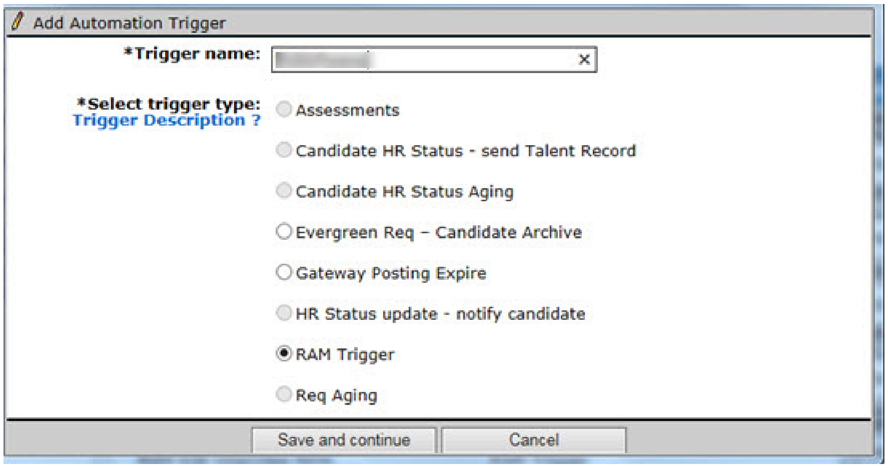
When saved and activated, this trigger picks up the events from a backend database each time a candidate's BrassRing Talent Record is viewed from any of the selected req templates.

**Note:** This RAM trigger **Talent Record Viewed** replaces the Automation Manager **Talent Record Viewed - update HR Status** trigger.

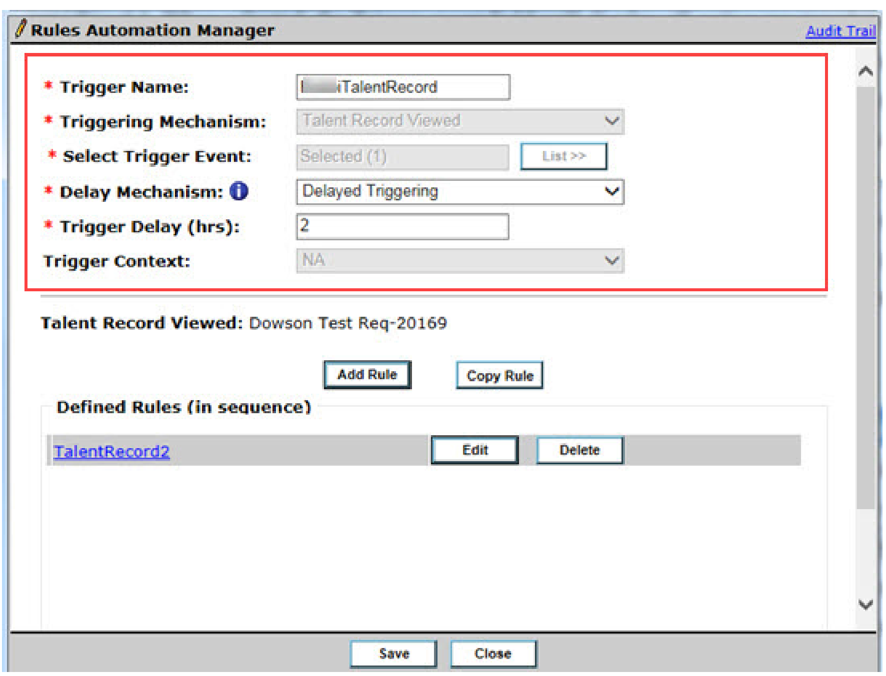
### Configuring the RAM Talent Record Viewed

In BrassRing Workbench, the Workbench Administrator:

- Browses to **Tools** > **Automation Manager** > **Admin**. The Triggers page opens.
- Selects **Add New Trigger**. The Add Automation Trigger modal opens.




- Selects **RAM Trigger** and then selects **Save and Continue**. The Rules Automation Manager modal opens.




- Completes the following RAM trigger fields, **Trigger** name, selects **Talent Record Viewed** for the **Triggering Mechanism**, one or more requisition templates for the **Select Trigger Event**, a delay mechanism of **Delayed Triggering** or **Aging**and a **Trigger Delay** value.
- Selects **Save**. The Rules Automation Manager modal refreshes and opens to the Rules section.
- Selects **Add Rule** and the Add rule/Edit rule modal opens.
- Administrator names the Rule and configures the **Condition(s)** and **Action(s)**. Set the condition so that when a recruiter accesses the Talent Record from a req that is created with any one of

the selected requisition templates, the **Action** sends a communication to the recruiter or Workbench Administrator and updated the candidate to a designated **HR Status**.

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