ReleaseNotes

ZingHR WebApplication

Attribute Version7.6

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Features

This release aims at making the end user self-sufficient to configure the system as needed and seamlessly use the features & functionalities. It focuses on the end user experience for ease of usage and simplicity in work flows.

These features have been tested on the following browsers.

- GoogleChrome
- MozillaFirefox

Zingcore

Blood Group Display in Employee connect

We have built a Configuration to display a Blood Group in Employee directory. In Configuration screen under Portal Section, The employee connect setting, you can define the configuration.

Proxy Login role mapping Configuration.

We have added a new option in the menu called 'Proxy' from where we can define the access. The menu is a role based like we have other menu.

Call owner and Escalation Owner Name on Helpdesk Page.

Helpdesk Call Owner Name and Escalation Owner Name is now displayed Helpdesk Page only.

LMS/TNA Module

Assign automatic balance on change of leave group

We have included the auto leave balance assignment on changing of leave group. Earlier we have to upload the balance manually on changing of leave group.

OD and Regularization application configuration.

We have incorporated the configuration for Outdoor and Regularization application where we can set the application will be allowed for Backdated and Future Dated as well with no. of days/Month.

Claims Module

Education Claim Configuration

We have incorporated the new configuration in the system, where Claim Module will auto pick the Children's details from the family details section and according to policy user can claim the Children's Education. Have put some validation against the same claim like user can not apply two claim for same Child and same qualification.

Validation of Claim Application while 'Applying'

We have added the additional validation on Apply button where user once saved the claim, then He /she is not able to apply the same claim again until they clear the previous transaction.

'Designation' added in the Approval image tooltip

We have added a 'Designation' in the tool tip additionally. While applying a claim if the user will mouse hover in the approver image, then they will be able to see designation also.

Cancel Claim Application Configuration.

We have incorporated the cancellation workflow in CRB, Where we can define at which stage user should be able to cancel the claim application. Please make a note, User will not be able to cancel the claim after final approval.

CTC Claim Eligibility Based on attendance and Salary Revision.

Please find the below steps to configure the same.

Step1: CTC claim type should be linked with Re-Imbursement head and salary payhead for payment: You have to set the configuration likewise from Claim Rule Builder (CRB) screen

Step2: Arrears Calculation: As per configuration (Salary Revision & Prorata base for New Joinee and attendance based)

Employee Life Cycle

Exit feedback form- Multi checkbox Option Included.

We have included an additional option called multi checkbox while designing the Exit feedback form from the Configuration.

For Confirmation approvers upload option Incorporated in confirmation.

For Manager, We have provided the Attachment option to upload file against any confirmation and same will be visible in Transaction details section to view the details.

Pro-rated Leave encashment on separation.

At the time of exit, the employee's balance leaves can be encashed. However, if the leaves are credited upfront the system will now prorate the credit based on the number of months served and provide the pro-rated balance for encashment at the time of separation.

Auto Mapping to skip level manager

We have incorporated the configuration, such as whenever any manager will resign and He/she is a part of the approval workflow, Then after His/her DOL all reportees can be mapped to the separating employee's line manager.

Please make a note – have to request our Infra team to set the job for enabling this feature.

Notice Period Configuration based on Attributes.

We have incorporated the configuration where you can define the Notice period based on Attributes or you can define on Common level after confirmation.

Please make a note – have to request our Infra team to set the job for enabling this feature.

FnF Report

We have built a new report named 'FnF' report and the same will be available on ELC Dashboard. We will be able to see all recovery days and Recover serve days including all necessary details against each employee.

Recruitment

Planning & Budgeting Packet Wise

As per business need its required to list the Planning & Budgeting data to the employee packet wise, so we have introduced new packet Planning and Budgeting which can be defined from Setup Circle-- Packets and Definition, so the attributes of the planning should be selected and employees to be assigned those packets so if that is being done then employee will see packet wise data assigned to them. Packet if not defined to the user then all the planning items would be seen.

Talent Acquisition screen Packet Wise

As because of TAG role all the requisitions where viewed by the user we have made this also packet based, so based on requisition attributes the packet attributes will be matched and the requisitions will be seen to the user packet wise also those requisitions which are assigned to them would be seen. If packet assignment is not done then it will be as same as its currently functioning.

Minimum wage (DA) column being added

As per norms basic and DA both are being part of Minimum wage rules, we were having the option for having basic amount in minimum wage. Now we have added DA as well because the scenarios where Basic and DA is not clubbed to each other needs this option. (Currently its backend configuration only. Raise a JIRA service Desk request to get this updated for your customers)

Assessment Master Screen

While configuring the assessment questionnaire there was no option to edit the questionnaire. We have now enabled the user to be able to edit the questionnaire. Also if there are pending requests, the assessment category can be modified and will impact the pending request only. Copying the assessment category was allowed only once. That restriction is also being removed so multiple times copy can be applied from now.

Planning & Budgeting (Approval Process)

In Planning & Budgeting master configuration the Approval settings for multiple combination was tedious as the user had to do it multiple times if it's similar as well. So Copy feature to that as well is being added so that the approvers which are common across the combinations can be copied and that can be changed multiple times, impact of that to the pending transactions also will be applicable.

Joining Kit Multiple Attribute based

Joining Kit of the Employee was set only on one attribute combination now we have made that on multiple attribute combinations too.

Virtual Payroll

Employment type was not going to VP system which was required so that is also being changed.

Travel

Travel Desk

Travel itinerary will be mandatory and system will not allow to approve till it's not being completely entered.

Attachment file upload is role based

Attachment file upload is role based so Travel Desk will get that and they have to upload the ticket and then approve.

Print option for Travel Itinerary

Print of the Travel Itinerary on the Employees screen in My Travel History Page.

Itinerary Details been added in Emails

Email Body will include itinerary details to make it easy for the approver / travel desk to take an action.

Training Plan Role Based.

Training Plan (Group Plan) being made role based.

Travel Report

Reports for Travel is being added which consists of travel ticket details along with travel desk details.

Flexi Pay

Alert Message
Added an Alert Message of Save & Recomputed which was not coming earlier.

Label Change
Label change in the Top Left Salary Information as it was creating confusion.

Payroll(subject to QA completion)

CTC Breakup front end configuration screen to enable to disable fields from CTC Structure page.
We have incorporated the front end configuration where we can set which data should be display on CTC Breakup page we can define the attribute to which we want to show.

New input section in Payroll cockpit screen as Other Templates.
All payroll related templates from zing login are now available on our Cockpit screen under Other Template section.

Payroll formula setup Configuration screen.
We have incorporated the formula screen in front end where you can set the L1, L2… etc. formula group wise.

Fixes

We identified a few fixes that were needed to strengthen the product functionality. We have incorporated the below list of fixes along with this release.

- *Job Title if an attribute then the Approval of salary was not working that is being solved.*
- *HR Name in Salary Fitment if is consultant then to pick the Recruiters name*
- *Salary Notification Address details is not being fetched correctly so that was saved.*
- *Offer letter to have Company Name in its subject*
- *Portal Instance Acknowledge SMS Integration*
- *Helpdesk - Latest ticket raised now will be available on top.*
- *Helpdesk - On back button click, page will show the previous selected records.*
- *When an employee updates bank account details and HR rejects the same, the notification is will sent to the employee*
- *The payhead field which reflect the Zero value is now removed from Salary register Report.*
- *Flexi module the clubbing option was getting removed on page load that is being resolved.*