



## Release Notes

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ZingHR Web Application  
Attribute Version 7.10  
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Prepared By -Pradip Patil

## Release Overview

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.

- Google Chrome
- Mozilla Firefox

## Module – Zing Core

### Enhancements

#### Enhancement 1 - (BMA)

##### Functional Point -

Arabic Conversion phase II.

##### Business Impact -

- This feature will help to convert the ZingHR modules in 'Arabic' language.

#### Enhancement 2 - (VAYAFS)

##### Functional Point -

We have deployed Standard updated API for Attendance Details & Attendance Transaction.

##### Business Impact -

- The API will return detailed information about Attendance Details & Attendance Transaction, like source of Raw swipes (Regularization/ Outdoor / Biometric).

#### Enhancement 3 - (VAYAFS)

##### Functional Point -

- We have incorporated additional fields in Standard API for Employee & Attendance.

##### Business Impact -

- The API will return to get the Leave/Regularization details. and attribute history for employee specific.
- Common manager mapping will now include Travel manager mapping

## Module - Employee Master

### Enhancements

#### Enhancement 1-

##### Functional Point-

Attendance Rule Group Attribute will now be available in the Employee Master (Add Single Employee) Screen.

##### Business Impact -

Ability to map the attendance rules to the employee at the time of record creation

#### Enhancement 2-

##### Functional Point-

Separate field to capture the Professional tax State applicable for PT deduction.

##### Business Impact -

Professional Tax deduction can now be different from the resident state of the employee.

### Fixes

1. The fields wise Employee Name, DOB, DOJ, DOL and Bank Account no. goes blank, without any upload being done.
2. New Joinee on boarded employee does not reflect in super employee master, not able to launch their portal (getting reflected in employee master and employee connect) -**(ICRA)**.
3. Employee Master -For some new employee creation all attributes are missing happened 3 times in the past. This has happened only at Location HR – solution taken not to allow null value - **(SHRL)**.
4. Customer has created a new joinee through single employee creation screen, where attribute details are mandatory. But the attribute details are not stored and are blank in super employee master and employee dossier - **(SHRL)**.
5. Employee unable to access the ZingHR portal - **(Enrich)**.
6. Duplicate PAN No exist in the system - **(GAVS)**.
7. Add Single Employee - Coupling - **(UTIAMC)**.
8. Reporting manager change automatically - **(Sahakari)**.
9. Password set in email alert does not meet up requirement - **(Wanbury)**.
10. Post Finalizing the employee, attribute goes blank.
11. Employee code is missing in the requisition Relationship, candidate is still showing in the joining confirmation page.
12. Bank details are not editable but still an employee can edit the bank details, also "IFSC Code should be 11 digits" is the error being faced.
13. Re-employed status captured as 'No' by default. It should be blank, to for updation by HR.

## Module - Employee Dossier

### Enhancements

#### Enhancement 1-

##### Functional Point-

Permanent city and state, present city and state are not reflecting in contact details report.

##### Business Impact -

This will help HR to get the employee's personal details. (Present city,State, permanent State and City).

#### Enhancement 2- (KayaME)

##### Functional Point-

Bank Details have to add C3 as bank transfer type including report and Payroll linkage.

##### Business Impact -

This will facilitate the capture of bank specific/payment specific details for employees in the GCC countries.

#### Enhancement 3- (KayaME)

##### Functional Point-

Notice Period field should be visible in 'My Profile'.

##### Business Impact -

Employee can able to see the notice period days in 'My Profile'.

#### Enhancement 4- (KayaME)

##### Functional Point-

IBAN number length have to increase to 23 characters and allows alphanumeric value to be enter in the system

### Fixes

1. Superannuation approval alert is going to HR - **(NHBS)**.
2. Mismatch in Data - **(Swadhaar)**.
3. Employee data had interchanged.

## Module - Leave N Time Attendance

### Enhancements

#### Enhancement 1- (ACG)

**Functional Point-**

Shift change request need to be considered as additional workflow currently it is mapped under regularization drop down.

**Business Impact -**

Shift change request is now a separate workflow facilitating employees to raise requests separately rather than through regularization.

#### Enhancement 2-

**Functional Point-**

Previous Period Attendance report, attendance regularization report not accessible to customer.

**Business Impact -**

- Authorized user community (User assigned with the appropriate Groups, Packets & Roles) will be able to Generate & Download Reports from the Zing Portal for their respective instances.
- The logged in user will be able to generate reports the period prior to 3 months up to the previous 5 years from the "Historical Data" Tab.

#### Enhancement 3- (ICRA)

**Functional Point-**

Leave application restriction on days for back dated.

**Business Impact -**

Flexibility in restriction of back dated leave application.

#### Enhancement 4- (UTIAMC)

**Functional Point-**

Leave cannot be applied on the dates for which Travel Request is raised.

**Business Impact -**

Restriction on leave application on dates for which employee has raised a travel request.

## Fixes

1. Help desk call owner tab not getting open due to 1600 attribute combination - **(ACG)**
2. Maternity leave end date calculation issue when start date selected from calendar and opening the application form.
3. Shift roster screen is very slow, taking time around 1.26 secs to open - **(HDBFS)**.
4. Regularization application issue, There is no error message pop-up even if the Reg Out time is less then Reg In time - **(HDFCAMC)**.
5. Unable to find the employees using the employee code filter - **(HDFC AMC)**.
6. Comp off not generated - **(Mahlog)**.
7. Cancel approved application still generated comp-off has not removed by system - **(MIBS)**
8. If employee Applied Leaves/shift Change etc, from mobile application, reporting managers are getting notification without description - **(Super-Max)**.
9. Casual leave should not be allowed to be applied, if weekly off is between, casual leaves and crossing 3 days. Also two different leaves cannot be applied in between weekly offs - **(Svatantra)**.
10. Unable to apply for OD for auto approved outdoor cancellation request - **(Wanbury)**.
11. An employee has applied PL from 8th Dec. to 15th Dec. and then he canceled the same but the leave balance did not credited which was deducted as 8 - **(AVGLOBAL & Idemitsu)**.
12. Maternity Leave credit post 2 children functionality not working properly - **(MFCWL)**.
13. There are multiple transaction reflecting for 16th April against one employee - **(DHL Express)**
14. Earned Leave is not getting deduct while they have been approved - **(Moglix)**.
15. There are many employees who's Privilege Leave is getting changed as 0 - **(Super-Max)**.
16. Company announcement video issue - **(ICRA)**.
17. Help desk Report Issue - **(BMAI)**.

## Module - Employee Life Cycle

### Enhancements

#### Enhancement 1-

##### Functional Point -

Override DOL and notice days after Resignation.

##### Business Impact -

Enables authorized user(s) to change the employees last working date(Notice period).

## Enhancement 2-

### Functional Point -

Employees can have different Notice days based on Grades, Designation, Location etc. Currently the system allows for 1 probation period setup for the entire organization.

### Business Impact -

Allows users to setup different Notice period based on the attribute combination  
Allows users to setup different Notice Periods for Probation and after confirm employees for the entire organization.

## Enhancement 3-

### Functional Point -

Employees can have different Extension periods. Currently the Extension period setup flows from a back end.

### Business Impact -

This feature will manager/HR admin to extend the date of confirmation based on the attribute wise.

## Enhancement 4-

### Functional Point -

Confirmation Dashboard to provide breakup of "Initiated" & "Not Due" instead of clubbing under "Due for Confirmation".

### Business Impact -

Counts in the due for confirmation tab to be broken down into "Initiated" and "Probation".

## Enhancement 5-

### Functional Point -

Assessment remarks & attachments from the previous Assessor must be visible to the subsequent assessor in the workflow.

### Business Impact -

Manager can able to see the previous approvar remarks & attachments.

## Enhancement 6-

### Functional Point -

Configuration options to be brought to the front end to enable/disable functionality available in the module

### Business Impact -

This front end functionality will helps to reduce manual work and there is no need to contact with ZingHR team.

## Enhancement 8-

### Functional Point -

Assessment forms can be different for different employee groups. Need to be able to add multiple forms and associate to specific employee groups based on attributes.

### Business Impact -

This feature will help HR to configure different assessment templates on the basis of attribute.

## Enhancement 9-

### Functional Point -

All eligibility related fields like leave balances, claim eligibility etc should be recalculated on prorata basis for all exits.

### Business Impact -

Proration of leaves (credited in advance), claim eligibility etc must be prorated and optional for recovery during the separation process.

## Enhancement 10-

### Functional Point -

All Configuration options to be brought to the front end to enable/disable functionality available in the module.

### Business Impact -

This front end functionality will help to reduce manual work and there is no need to connect with Zing team.

## Enhancement 11-

### Functional Point -

Configuration options to be brought to the front end to enable/disable functionality available in the module.

### Business Impact -

This front end functionality will help to reduce manual work and there is no need to connect with Zing team.

## Fixes

1. Deactivated employee accounts must be re-activated when the Last working day is updated through any mode. Login to be Deactivated only if the approval workflow is completed in case of LWD updated through separation module.
2. Separation workflow to be terminated when the transaction is revoked or rejected at any level.
3. New proposed Confirmation date should auto populate upon selecting Extension Option considering default extension is of 90 day is updated and if no exit mail triggered already and then for those cases exit email should trigger.



4. Post finalizing the employee, attribute goes blank
5. Employee data had interchanged.
6. Please enable the attribute coupling at Single level coupling also. Currently it is working if multiple attributes combinations coupling is done.

## Module - Claim

### Enhancements

#### Enhancement 1 -

##### Functional Point -

Claims - Eligibility visible checkbox is not functional.

##### Business Impact -

- Using this functionality organization/admin can set the claims Eligibility visible option, on the basis of claim type using front end option.
- This will helps to make claim functionality easier.

#### Enhancement 2-

##### Functional Point -

Daily eligibility data not available in reports.

##### Business Impact -

- This report will helps to get the daily eligibility data on the basic of attribute.
- This report is available in 'Daily/Monthly/Yearly' format also.
- This will help to reduce the manual work.

#### Enhancement 3 -

##### Functional Point -

CMM - Include the 'Travel' manager mapping

#### Enhancement 4 -

##### Functional Point -

We have claim eligibility frequency type based on daily / monthly / calendar year and financial year and now we are going to introduce quarterly claim eligibility, based on claim types.

##### Business Impact -

This will helps to get the quarterly data and reduce the manual work.

## Fixes

1. On the settlement page, attachment is mandatory for a particular sub type but if clicked on the 'Apply Now' button without uploading anything then system gives a pop-up message on the upload icon as "Attachment is mandatory" and when clicked on the upload icon then no window open up to select the file.

## Module – Payroll

### Enhancements

#### Enhancement 1 (BMA) -

##### Functional Point -

EBS Integration.

##### Business Impact -

JV file automatic PUSH to EBS system, This will reduce to manual work and no need of admin interaction.

#### Enhancement 2 (ICRA) -

##### Functional Point -

JV new report.

##### Business Impact -

This will help to improve process and reduce manual work.

#### Enhancement 3 (VAYAFS) -

##### Functional Point -

We have enabled - 'Employee Life Cycle Changes Report' for SHRL. We need to enable the same report for VAYAFS also please do needful.

##### Business Impact -

This will help HR/admin to understand the employee previous and current designation, department and role.

#### Enhancement 4 (BMA) -

##### Functional Point -

BMA annual salary processing.

##### Business Impact -

This will helps HR, to get the employee annual leave details. (Advance amount, Annual leave details).

## Enhancement 5 -

### Functional Point -

- A new button & Info Icon has been added to show latest Net Taxable Income values based on Investment declaration.
- KayaME WPS bank format report.

## Fixes -

1. In super Employee Master leave group is showing same as calendar group whereas leave and calendar group names are different.
2. Cremica arrears days calculation issue for FNF.
3. Date of Retirement not reflecting in report like salary register & super employee master

## Module - Recruitment

### Enhancements

#### Enhancement 1-

##### Functional Point -

Deactivated consultants do not get removed from front end screen.

##### Business impact -

1. This will help to avoid confusion.
2. Now deactivated consultant will not be reflecting on the talent acquisition page.

#### Enhancement 2 (Canara, Merino)-

##### Functional Point -

Budgeting screen in recruitment, Quarterly Budgeting (time based Onboarding).

##### Business impact -

1. This will help organization to upload the budget on role based.
2. Also useful for bulk upload.
3. This will track the uploaded version which helps to track Audit purpose.
4. Maximum 2 MB file can be uploaded.

#### Enhancement 3 (VAYAFS)-

##### Functional Point -

Interviewer mobile number should not be shown in the Interview schedule email while sent to candidate. Some of the interviewers are senior management and they do not want to disclose their mobile numbers to candidates.

##### Business impact -

This will help organization to keep privacy of interviewer data.

## Enhancement 4-

### Functional Point -

- Application enhancement form of candidate having checklist tab.
- Provided verification tab for Verifier.
- Salary fitment (provide checklist option for HR).

### Fixes

1. Employee data mismatch, over write, yet issue pertains, need permanent fix and impacted cases (**BFDL**).
2. Push notification and SMS is not working in Onboarding app(**Cremica**).
3. System is not capturing the IFSC code (**Securens**).
4. PT state and PT Applicable not showing properly in joining confirmation (**Sangeetha**).

## Module - Travel

### Enhancements

#### Enhancement 1 (Indiabulls) -

##### Functional Point -

Travel approval mapping does not give error file in case of difference, becomes difficult to track error.

##### Business Impact -

Using the error log business will get the clear idea about the issue/error.

#### Enhancement 2 (Indiabulls, Velocis)-

##### Functional Point -

Ticket uploaded by travel desk should go as email (PDF) to applicant.

##### Business Impact -

This will helps employee to get the the travel ticket easily.

#### Enhancement 3(WHIN)-

While we are downloading the travel transaction report there is no approvar details, when the first level approvar has approved and at what time the approvar has approved.

Please check the feasibility of incorporate the approvar details in the report.

### Fixes -

1. In case of self accommodation, Ticket required No, and travel requests not approved by manager, cancellation request should not go to travel desk for approval of cancellation of Request (**Escorts**).

2. If travel advance amount is entered in USD or any currency, it should show in same instead of INR and screen shows currency in INR and currency type selected by User **(Escorts)**.
3. In case of self accommodation, request gets canceled, but it still shows at hotel id **(Escorts)**.
4. Into travel PDF if user didn't fill any inner details then user can't find itinerary details.
5. When user take multi city case and fill only 5 itinerary details with "stay" checked required, then after converting into claim system show Flight mode instead of stay/hotel mode.
6. If request is canceled, mail is getting triggered for close TRF.
7. Create Request should not allow for same date.

## Module - OAS

### Enhancements

#### Enhancement 1 (ACG) -

##### Functional Point -

Dual benefit for employee working on holiday. currently we can configure only comp off or one additional payment.

##### Business Impact -

- This functionality will helps employee to get the dual benefits.
- Using this employee will get option to decide 'when they worked on holidays' (extra time or comp off).

#### Enhancement 2 -

##### Functional Point -

OAS and E-Separation Clearance Mapping doesn't work for employee codes having special characters like -,/,\\.

##### Business Impact -

This will helps employee to allow to enter the special character.

#### Enhancement 3 -

##### Functional Point -

Duty Resumption **(BMA)**.

##### Business Impact -

Salary will get revert. on time early late resumption.

## Enhancement 4 -

### Functional Point -

Leave accrual should be based on employee attendance.

## Enhancement 4 (FHPL)-

### Functional Point -

1. Weekly off falling within leave is considered as leave. This is configured and works fine in case an employee has applied leave. In case of long absenteeism, weekly off and holidays should be considered as Absent days.
2. In case an employee is applying leave for the absent days, clubbing policies are working. But employee has applied leave separately and absent in between and applies another leave which should not be clubbed with the leave type, system is allowing to raise leave. This should not be allowed to club the leaves even in case the employee is absent
3. New joinee are allowed to apply earned leave 1 year after DOJ and other leaves 1 month from DOJ. Any absenteeism during Probation will be considered LOP and he will not be allowed to take leave during probation period.
4. Now as per rules configured in the system, System is only allowing to apply leave 1 month after DOJ, but the employee is able to apply leave for the first month after 31 days which is part of his probation period.
5. Customer requirement: The employees should not apply leave until one month and also should not apply leave for the first month dates.

## Fixes -

1. In roster if employee has applied for Leave and it is approved then we should be able to view the same on roster screen as well as on Export roster file (**Pharmeasy**).
2. Reporting Manager Mapping :- It is not reflecting in all applicable process. We have to manually Assign the same for Leave, OD, Attendance & Claims.
3. Store Code :- New Joinee not reflecting in Store Login. We have to manually assign the same.
4. New Joinee are not reflecting in the OAS. We have to manually assign the same.
5. HR Ops login, there are issue in back end updation. If we update one & then other automatically blank.
6. Auto Rostering not working because of this attendance showing as blank half day count in OAS summary section not visible - (Case where if employee updated half day attendance data from web and OAS but half day summery not reflecting in OAS summery screen window).

## Module - Reports

### Enhancements

#### Enhancement 1-

##### Functional Point -

E-mail/App Push notification to employees on addition of company announcement.

##### Business Impact -

This will help business to reduce e-mail cost and instead of mail employees will get the notification.

#### Enhancement 2(CDPL)-

##### Functional Point -

CDPL customer wants the "Division" in Attendance Time Card Report(All Employees)

##### Business Impact -

- Using this feature business will get the more attribute list in the 'Attendance Time Card Report(All Employees)'.  
➤ This will help HR admin to reduce their manual work.

#### Enhancement 3 (HINDU)-

##### Functional Point -

In leave approvar mapping template, field description needs to be changed as per the attached file.

##### Business Impact -

Using this feature employees will access this report very smoothly.

#### Enhancement 4(BMAI)-

##### Functional Point -

BMA - L1 report.

##### Business Impact -

- This report will give us the 'Extra Time, Working of weekly off, holidays, allowance'.  
➤ This report will helps to payroll team to avoid manual interaction.

#### Enhancement 5 (JK Paper)-

##### Functional Point -

Productive working hours custom report

##### Business Impact -

This report will helps to HR team to find out the Productive working hours.

## Enhancement 6 (Logixhealth )-

### Functional Point -

Productive working hours

### Business Impact -

This report will help the HR team to find out the Productive working hours with separate In and Out time.

## Enhancement 7-

### Functional Point -

Productive working hours Monthly Summary custom report.

### Business Impact -

Employee and day wise productive working hours with cumulative.

## Enhancement 8(BMA)-

### Functional Point -

Oracle Integration

1. EMPLOYEE - BMA\_STG\_ZING\_EMPLOYEE\_EBS
2. BANK DETAILS - BMA\_STG\_ZING\_SUPP\_BANK\_EBS
3. PAYABLES - BMA\_STG\_ZING\_PAYABLES\_EBS
4. PAYROLL - BMA\_STG\_ZING\_GLPAYROLL\_EBS

### Business Impact -

- This integration will help to move the Zing Hr and BMS data to Oracle.
- Employee details, Bank Details, Payable, and Payroll data will be available in the Oracle database.

## Module - Onboarding

### Enhancements

#### Enhancement 1-

##### Functional Point -

- Option to make some fields mandatory and non-mandatory.
- Learning module integration (though reflected, it is not available).
- Push notifications and SMS are not working.