Release Notes

ZingHR Web Application

Attribute Version 7.16

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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

Base ESS:

- **Employee Master -** *We have added the new feature to set the effective date of attribute changes (along with a provision of backdated effective date and future dated effective date) by uploading Employee Master ED Template having **AttributeWithEffectiveDate** Template..*

  Backdated effective date will be in effect at real time whereas future dated effective date will be updated in system once the date arrives. Whereas uploaded data history can be viewed through <u>ELC Career History option</u>.

  This feature is customer generic, if need to enable the same, request you to connect to technical support team for same.

- **Organogram** - *We have come up with new enhancement in Organogram. Previously only managers were able to view the hierarchy of reportees.*

  Now employees (Having Employee role) are also able to view the hierarchy of organization through HR view option but they are not allowed to take any action against the same..

  In case of manager role or HR role when searched though HR View option , will be able to check the hierarchy but won't be able to take any action against the employees who are not mapped to him/her. In this scenario, we suggest to opt the option of <u>Reset Organogram or search for respective reportee through HR View option</u>.

- **FnF Statement -** *We have come up with new user interface. This is new screen which enables the user for generating FnF Statement based on assigned role.*
  The functionality of this feature is same as which was previously operated through ZingLogin Screen.

LMS:

- **CompOff Upload:** *It is a new feature, having the specific access to this screen will able to upload/credit the CompOff balances.*

  Also we are able to get the list of employees who have not yet opted/availed the uploaded comp offs against the date.

- **Leave Accrual:** *We have enhanced the provision of leave accrual based on slab through Leave Setup instead of pro-rata basis.*

Travel Desk:

- **Travel Desk Request:** *Travel Desk employee can change the Travel Mode and respected details also if required.*
  Example:
  Employee raise a travel request and it has been approved by the approver now the travel desk is booking the ticket, But if a employee raise a travel mode as flight, the travel desk is checking the availability in flight incase if it is not available the travel desk wants to change the mode to Train , so now he/she can change the details

Recruitment:

- **Group DOJ -** *It's a new feature which is added and linked to Internal Transfer of an Candidate from One Group Company to another Group Company, so the purpose of Group DOJ is to capture at the Offer letter stage and it's based on the configuration, which if its kept on & the Resume Source of the Candidate is selected as Internal Transfer then it would be enabled at the Offer Letter stage. It validates the group DOJ date to be lesser than current company's joining date and greater than 16 years of the candidate age. And that Group DOJ can be merged to the letter to be printed in offer if it's required. Post e-code is generated that Group DOJ will be updated to Employee Dossier as well.*

- **DOJ change in Offer Letter/Appointment letter -** *At the Appointment Letter screen there is DOJ field which is visible and editable, earlier that was provided just to capture in the Appointment letter if the candidate joins the company after the DOJ has crossed it was not*

having integration with Employee Dossier and reports, so now the same DOJ will be linked to the Employee Dossier and reports as it will be updated to those module.

- **Compensation & benefit:** *We have to set Min and Max of Input Component (Gross) in Comp Ben against the Attribute Combination. In many scenarios there are different teams who do the Compensation Setup and they are having the rights to decide the Paygroup wise Min and Max CTC range against those groups. So we have provided an configuration in Comp and Benefits (Setup Circle) a button for Min and Max CTC Configuration which has 2 options to it.*

  One is the Comp & Benefits team would do the configuration

  2nd is the Recruiter heads would do the configuration, any one option is allowed to be selected by the user if the First option if selected then in Comp and Benefits screen its mandatory to set the Min and Max CTC against the paygroup which has the Salary Type as Monthly or Annually and when the Recruiter head creates the JD or Requisition and based on the attributes selection the Min and Max would be fetched from Comp & Benefits and will not be editable to the team to modify. If option 2 is selected then Recruiter head can set the Min and Max value at the time of creating JD / Requisition as it would be editable.

  Even the same would be prompted for validation at the salary fitment screen for the existing candidate who are in pending stage of fitment and for fresh candidates also.

  Default for all clients we would be enabling the Recruiters head configuration on so that the flow remains as it is.

ELC:

- **ELC Career History:** *We have come up with a new feature which enhances the transfer module functionality through **ELC Career History screen**.*

  All the history data of transfer cases which has been flown through ELC Module are backed-up in ELC Career History screen.

- **Claim Relocation :** *We have added new feature for transfer cases which enables and allocates the defined eligibility of chosen attribute combination while applying claim which is set in claim setup.*

  This feature is customer generic, if need to enable the same, request you to connect to technical support team for same.