

SHL Release notes

TC Release (27.0.0) - 15/16th September 2021

Version: 1.0 | Last updated: 4 January 2022 © 2021 SHL and/or its affiliates. All rights reserved. | Page 1 of 17



TalentCentral

Release Notes

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Summary – 16th September Release

On 15th/16th September, the following feature improvements and bug fixes are planned to be released into the TalentCentral platform.

In this Release:

Aspiring Minds Reports

• Updating the terminology used in Aspiring Minds reports and replacing terms such as "Rejection" and "Plagiarism" as well as changing the icons.

We are making the following updates:

A. For the candidate status section:

This section is displayed based on the thresholds set by the recruits for a particular job role

- Thumb Icons
 - Currently, these are dynamic based on the score
 - High Score Green thumbs up
 - Mid Score Amber sideways thumb
 - Low Score Red thumbs down
 - We are replacing the thumb icons with coloured circles

• "Reason for Rejection"

- This is used to display the test(s) in which the threshold was not met if the candidate has a low score for the job role
- We will be changing "Reason for Rejection" to "Scored low on" and listing out the tests
 - The term "Candidate Status" will be updated to "Potential Fit"

Current Implementation

nglish Comprehension	Logical Ability			1_Multiple_ Reside for Registree Legisli Rolly, English Competencies	
19_	16_			2_multiple Resear for Insector Legisla Hallin, Ballin Competencer	
		-		3_multiple Instant for function English Competitionian	
Introduction Summary Insi	ghts Proctoring			4_multiple Issuet for Issister Issuet Mills, English Competences	
English Comprehension	n	Logical Ability			
Vocatulary		Inductive Restauring			
	25		21		
Grannar 0	20	Deductive Receiping	25		
Conprehension 0	33				
	(B)		(Fee		

Updated after changes

A Test ID : 171350616513997				Potential fit:1_Multiple	⊃ L
English Comprehension	Logical Ability			1_MUltiple_ Scored low on Logical Ability, English Comprehension Consider	
19/100	16/100			2_multiple Scored low on Legical Ability, English Comprehension Consider	
Introduction Summary Insights	Proctoring			3_multiple Scored low on Not English Comprehension Consider	
English Comprehension		Logical Ability		4_multiple Scored low on Logical Ability, English Comprehension Consider	
	25 /100	Inductive Reasoning	21 /100		
Grammar	20 /100	Deductive Reasoning	25 /100		
Comprehension	33 /100				
	P		P		

B. Your Feedback chapter:

This saves the manual evaluation rating in the Your Feedback chapter

- Thumb Icons
 - Currently, the final status is displayed as thumb icons and the rater can select them
 - High Score Green thumbs up
 - Mid Score Amber sideways thumb
 - Low Score Red thumbs down
 - We are replacing the thumb icons with coloured circles
 - We will also be allowing customers to remove the icon in the settings

Current Implementation

First Last Test ID : 1530600385286	om/feedback				Candidate Status:	Evaluators' Decision
PCA Video Intervie	sw_01					
Summary Insights	Response	Your Feedback				
Your Feedback						
Consider the candidate	i's overall performa	nce in the assessment and la	og your decision. This will be u	ised to calculate the aggregated Comments[순	status.	
Consider the candidate		nce in the assessment and la	og your decision. This will be u Portugation of the second se		status.	
Strong Consider			Not	Comments	status.	SUBWIT FEEDBACK
Strong Consider		May Consider	Not	Comments	status.	SUBMIT FEEDBACK

Updated after changes

onsider the candidat	e's overall performan	ce in the assessment and log	your decision. This will be u	used to calculate the aggregated status.	
•		•	•	Comments 🖉 'may considered from john'	
Strong Conside	,	May Consider	Not Consid e r		
Update the over	all score and status b	ased on your feedback.			SUBMIT FEEDBACK

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Smart Interview on Demand

- New feature: Device Testing in China The standard sample/device testing question to check the device compatibility for Video Interview is now also available in China. This is the standard sample question that will be delivered as the first question in the interviews by default. The candidate's response to this question is not scored. It will check the device compatibility for Connection, Question Audio, Response Audio and Response Video.
- New feature: Intelligent player will now be available across all regions. Intelligent player comprises of an array of video control features (such as playback speed, miniplayer, closed captioning etc) as well as some differentiator AI-powered features that improve the overall evaluator experience & efficiency while also considerably reducing the cognitive load of assessing large volumes of candidate responses. The AI powered features include : time synced transcript of the candidate's response, key phrase highlighting to summarise the response, and word sentiment indicators to highlight the underlying emotion of particular words that are relevant to the context of the interview.
- New feature: 96 UCF questions for each Professional and Managerial level are now available on the platform as a part of the SHL question bank. The questions are in English, text-only format and can be found under Situational Questions.

Live Proctoring	~		CREATE NEW QUESTION		
		Question Bank	Search using keywords like eg : Pitching, Managing, Presentation etc	٩	¢
		SHL Questions			
		HR Questions	Monitoring potential market changes and predicting their impacts on the company	Enterprising & Performing, Commercial Thinking, Mo	• / 0
		Behavioral Questions			
		Situational Questions	Managing commercial risk of increasing supply of perishable item when increase in demand is not sure	Enterprising & Performing, Commercial Thinking, Ma	• 🖋 🗘
		Domain Questions			
		Brain Teasers	Utilizing appropriate sources of information to identify areas of cost reduction in a business	Enterprising & Performing, Commercial Thinking, Us	@ # O
		Statutory Queries			
		My Questions	Finding potential customers and obtaining business for your startup company	Enterprising & Performing, Commercial Thinking, De	@ # O
			Making a recommendation for buying upgraded software after	Enterprising &	
			considering financial implications	Performing, Commercial Thinking, Co	• # O
			Enhancing productivity by cultivating a friendly but competitive team environment	Enterprising & Performing, Initiative, Thrives on	

• Improvement: Language/ Grammar score removed from overall workplace skills score calculation - Currently, the overall workplace scores consider language scores while calculating the average. With this change, the language score will be deprecated from the calculation of the overall workplace skills score.

Impact of this change:

• The overall workplace skills score will now be the average of sub competency scores, excluding the grammar score. Formula: Average content score = ceil (avg (competencies scores)).

The language score will not display in the report under the Workplace Skills score



VADC – Assessor Guide

Overview

Assessor guides are a guiding document for PS/external assessors to conduct meeting exercises. TC Assessor(s) can view assessor guides in the PDF preview from the Talent Central Review Dashboard during the live interaction, or in the playback of the live meeting.

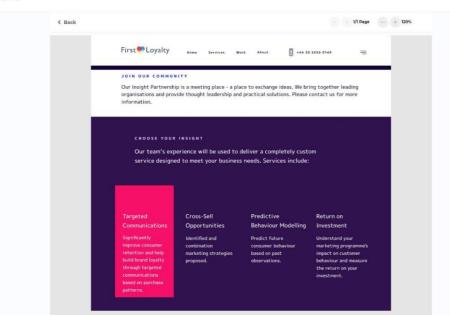
How can the TC Assessor view the VADC Assessor Guide in the Talent Central Admin Application?

The assessor needs to launch the assessor guide from the TC dashboard.

IL.	Assessor Guide
Wel	Icome Edgfh Ehjfh
Ŧ	VACDC+Smartmeet_Analysis
•	Inbox simulation
	In progress 04:46 PM 2021/08/19
(F)	Smartmeet
	Scheduled

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• TC assessor to view the assessor guide from the live meeting.



Integration Matrix and the Lead Assessor Journey

Overview

The lead assessor added in a TC project has edit rights in the integration matrix and will be able to add the overall rating, add/remove the manual column (for adding any new exercise scores) and save the overall rating with the other existing integration matrix details, scores, and comments. The manual columns allow the lead assessor to include scores for any offline assessments/ non-VADC test which they might want to include in the score card and is applicable for the given centre. All other users with access to the project but not selected as a lead assessor will see the integration matrix in a read-only mode.

Admin Journey

• Select the lead assessor for your VADC project.

Basic Settings*	Project Name* : VADC Graduate Hirin	Deadline Date* : 04-09-2021	Application Form:
Products*	Assessment Profiles :	Selected Products : Role Play Exercise	
▼ Product Settings*	Products :	Interviewers/Assessors: 0	Evaluators : 0
Schedule the preparation Exercise Settings Your package might include a preparation exercise. You can set i Manage Candidates page. The scheduling cannot be overidden		or schedule it for a given time by creating an even	t later on the
Role Play Exercise	□ Schedule		
VACDC Written Analysis Test Package	□ Schedule		
Select Interviewers/Assessors Please Select		•	
Select Lead Assessors Please Select		~	
Users*	User Group Chosen* : Defau	Additional Users: Not Defined	
Candidates*	Candidates 0	Single-Use Links : 0	Multi-Use Links : 0

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• TC lead assessor to add/update overall rating and prepare the final collated rating form.

User 1 Check (Candid	ate: 1 of 1)			Save
Exercises	Overall Rep	ort Add Column 🗲	QA Test VACDC Smartmeet Analysis	QA Test VACDC Smartmeet meeting
Competencies				
Ocmmercial Thinking	4	/5	2/3	Not Available
Creating and Conceptualizing	2	/5	Not Available	4/4
Decision Making	1	/5	1.50/3	1/4
Delivering Results	3	/5	2.50/3	Not Available
Delivering Results and Meeting Customer Expectations	2	/5	2/3	Not Available
> Enabling the Network		/5	Not Available	1/4
Entrepreneurial and Commercial Thinking	1	/5	1.50/3	Not Available
Formulating Strategies and Concepts	2	/5	2.50/3	Not Available
> Leading and Deciding	2	/5	Not Available	4/4
New Competency	2	/5	Not Available	4/4
Organizing		/5	Not Available	1/4

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Interviewer/Assessor Availability

Overview

When the TC admin schedules/reschedules an exercise, the user can view the availability of the selected interviewer/assessor(s) for the selected slot.

Note: this functionality doesn't fetch the availability of Interviewers/Assessors from the organisation calendars; it checks within Talent Central to see whether the interviewers/assessors are booked for any other event in the same time slot.

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- Save Event D Add up to 15 total participants August 12, 2021 Assessment* Role Play Exercise . Candidate(s) 9 A.V Sara Dors Interviewer(s)/Assessor(s)* 10 AM Select one or more interviewers/asse Do not Send Notification 11 AN Date Time Zone³ 08/12/2021 (UTC+00:00) Africa/Abid 12 PM **—** Duration³ Start Time³
- a) By default, when the Interviewer/Assessor is not yet selected

b) Interviewer/Assessor available for the chosen slot.

Create Event				×
Save Event Discard				
Add up to 15 total participants.			August 12, 2021	
Assessment*				
Role Play Exercise	▼	7 AM		
Candidate(s)*				
Sara Dors	•	8 AM		
Interviewer(s)/Assessor(s)*				٦
Shree Priya	▼	9 AM	9:00 AM - 11:00 AM	
Do not Send Notification			Available	
Date*	Time Zone*	10 AM		
08/12/2021	(UTC+05:30) Asia/Kolkata			
Duration*	Start Time*	11 AM		
2 V Hrs 0 V Mins	09 🔻 00 👻 AM 👻			
Develop Francisc Deffer		12 PM		
Preparation Exercise Buffer How much time should there be between the	e preparation exercise and the live			

c) Interviewer/Assessor not available for the chosen slot.

Create Event	×
Save Event Discard	_
Add up to 15 total participants. August 12, 2021	rch:
Assessment*	_
Role Play Exercise	e Date
Candidate(s)*	
Sara Dors	021
Interviewer(s)/Assessor(s)*	021
3 PM 3:00 PM - 5:00 PM Shree Priya	ns
	e Even
Do not Send Notification 4 PM	S LVen
Date* Time Zone*	
08/12/2021 (UTC+05:30) Asia/Kolkata 🔻 5 PM	
Duration* Start Time*	
2 • Hrs 0 • Mins 03 • 00 • PM • 6 PM	R

d) Interviewer/Assessor scheduled for the given event (when rescheduling the exercise)

Edit Event				×	
Update Event Discard					
Add up to 15 total participants.			August 12, 2021		Cl
Assessment*		8 AM			
Role Play Exercise	•	8 AM			Name
Candidate(s)*		9 AM	9:00 AM - 11:00 AM		d Se
Sara Dors	•		Scheduled		Ε\
Interviewer(s)/Assessor(s)*		10 AM		-	n* 02
Shree Priya	▼				
Do not Send Notification		11 AM			
Date*	Time Zone*				
08/12/2021	(UTC+05:30) Asia/Kolkata 🔹	12 FM			
Duration*	Start Time*				
2 V Hrs 0 V Mins	09 🗸 00 🖌 AM 🗸	1 PM			
Preparation Exercise Buffer					
How much time should there be between t	he preparation exercise and the live	2 PM			

e) Interviewer/Assessor availability for another slot other than chosen slot.

		English (international)
Edit Event		
Update Event Discard		
Add up to 15 total participants.	-	August 12, 2021
Assessment*		
Role Play Exercise	•	5 AM
Candidate(s)*		
Sara Dors	▼	6 AM
Interviewer(s)/Assessor(s)*		
Shree Priya	▼	7 AM
Do not Send Notification		
Date*	Time Zone*	8 AM
08/12/2021	(UTC+05:30) Asia/Kolkata 🔹 🔻	
Duration*	Start Time*	9 AM 9:00 AM - 11:00 AM Available
2 V Hrs 0 V Mins	09 🗸 00 🗸 AM 🗸	Avanable

AMCAT, iAssess & Virtual Products

Release Notes



iAssess

1. Improvement: Text change for account expiry case:

a. if the organisation's account validity on iAssess has expired and they try to log in they should receive a message that says:

"Your subscription has expired. Please contact your account manager for renewal".

S AMCAT - Recruiter interface × +		• - •
← → C 🔹 internal-employer.myamcat.com		🗞 ★ 😸 Incognito 🛛 Update
.SHL.	.SHL. Login to your account	X Login Register
	Username k2s@gmail.com Password	■ of art assessment tools to evaluate t across 100s of job roles - accurately,
	Forgot Password	
	Your subscription has expired. Please contact y account manager for renewal. Don't have an account yet? <u>Register here</u>	our.

b. If the organisation's trial period has expired and they proceed to log in on the iAssess application, they should receive the following message:

"Your trial has expired"

S AMCAT - Recruiter interface × +		o -
\leftrightarrow \rightarrow C internal-employer.myamcat.com/?selectedEvallds=&status=	=0,0,0,0,0,0,0,&minRange=0&maxRange=5&usersea	rch=&selectedPage=0&dateFilter=,,,&tes 🔌 🚖 扄 Incogn
.SHL.		Login
Waiting for intenal-employer myamatan.	Login to your account Username kumar.saurabh@gmail.com Password model Generation Cogn Cogn Your trial period has expired. Don't have an account yet? Register here	× Views are time consuming, expensive a Illy hard to schedule you know that more than 40% of interview time is speadidates who may have the resume but not the required sp b Vatch Now

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c. Similarly, if an inactive user tries to log in to the application, they will receive the following message:

"Your account is set to inactive. Please contact your account manager for any queries."

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← → C 🔒 internal-employer.myamcat.com		& *	lncognito Update
.SHL.	.SHL.	× LogIn	
	Login to your account		
	Username ks@gmail.com		
	Password		
	••••••	iou know that more than 20% c	
	Forgot Password?	te specificati con contra nessi vicia pre-	
	Login Your account is set to inactive. Please contact yo	bur	
	account manager for any queries. Don't have an account yet? <u>Register here</u>		

2. **New Feature:** Assign evaluator/invigilator while uploading the candidate sheet in bulk scheduling

a. For live proctoring, users will have the ability to bulk upload invigilators and evaluators from the iAssess application.

b. While scheduling the assessment, candidates can use the option of bulk upload with invigilator mapping.

c. In this option, the invigilators and evaluators should already exist in the system, no new invigilators or evaluators will be created from this excel file.

му посознісно							
Video Assessments	~	Assessment Validity					
🖹 Learning & Development	~	Country *	India	•	Time Zone *	UTC +05:30 IST (New Delhi)	
CodeMeet/SmartMeet	~						
🕑 Authoring Tool	~	From *	08-09-2021 00:00:00		To *	11-09-2021 00:00:00	
🙎 User Management	~						
Interview Management	~	Candidate Details					
Live Proctoring	~	Mode of scheduling : Bulk data upload Add Individually Common Link Bulk upload with invigilator mapping					
		Upload candidate data CSV/XLSX following the format and instructions in the Sample $\underline{CSV} / \underline{XLSX}$ Note: Assign invigilators and assign evaluators will not be available from the application in this case					
		wore. Assign invignators and assign evaluators will not be available from the application in this case					
		Upload CSV/XLSX					
		Assessment completion alert					

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- New Feature: Option to download invigilator-candidate mapped list from iAssess

 A bulk scheduling file that is uploading from the iAssess application immediately
 gets downloaded with the list of candidates added and their relevant information.
 For bulk upload with invigilator mapping, the downloaded file will also contain the
 names of invigilators and evaluators.
- 4. Improvement: Add date filter & request time on bulk data download mailer a. When a user generates an excel report for more than 5000 candidates, they will receive an email with a link to download the file.
 b. Within the email for filtered data ready in iAssess, they will also receive the applic

b. Within the email for filtered data ready in iAssess, they will also receive the applied filter on the attempt date and scheduled date.

c. This will keep the user aware of the date filters applied while requesting an excel file.

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Hi Admin,

Requested assessment data is ready to download. Click on the button below to download it.

Date and time of the request: 03-09-2021 01:56:07

Date Filter Applied: Schedule Date: NA Attempt Date: 2021-08-01 to 2021-08-31

Download File

Note:

You need to login to your iAssess account to access the download link.

Thanks

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If you are not the right recipient of this email, write to us at techsupport@shl.com

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5. Improvement: Bulk user creation for adding users

a. iAssess application users can be added via bulk upload.

b. All mandatory fields on the front end will also be mandatory in the excel file.

c. By clicking on the bulk upload link, the user will be redirected to a screen from where they will be able to upload the list of iAssess users.

S AMCAT - Recruiter int	terface ×	+			0 - 6
		spiringminds.com/users/add			☆
Assessments	~	Add User			
Video Assessmen	ts ~	•			•
🖹 Learning & Devel	opment 🗸	Personal Information			Permission
CodeMeet/Smart	Meet 🗸	Add Individually			
🕎 Authoring Tool	~				
Q User Managemen	nt ^	First Name *			🏝 <u>Bulk Uploa</u>
Add User		Last Name			
List User		Email *			
Interview Manage	ement v	User Name *			
Live Proctoring	~	Oser Name *			
		Contact Number *	91		
		Department			
		Designation			
		Designation			
		Country	India 🗸 🗸		
AMCAT - Recruiter interface	× +				0 - 0
		nds.com/users/bulk-upload			* *
Assessments	[×] Add	User			
Video Assessments	Bu	lk Upload			
Learning & Development	~				
CodeMeet/SmartMeet	~				
Authoring Tool	~				
User Management	^	Upload u	ser details following the format and t	the instructions as available in <u>Sample.x</u>	lsx
Add User					
List User			Ŧ		
Interview Management	~		Upload CS	V/XLSX	
Live Proctoring	~				
6					
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