



# SHL Release notes

January 2022



# TalentCentral

## Release Notes

## Summary – 3<sup>rd</sup> February Release

On 3<sup>rd</sup> – 7<sup>th</sup> February, the following feature improvements and bug fixes are planned to be released into the TalentCentral platform.

### In this Release

#### **TalentCentral**

##### **Improvements**

The TalentCentral participant interface has been localized into Vietnamese and Malay to support a growing number of candidates in these markets. The entire candidate workflow and system emails will be available to all users in these languages, with products such as OPQ and the Universal Competency Assessment and associated reports to be added in the coming weeks and months. Custom assessments, reports and SHL Experiences products can also be developed in these languages.

## Smart Interview On Demand for TC Clients

### Custom Authoring Enhancements for TalentCentral users

With this release we are making two enhancements to the Custom Authoring Workflow on TalentCentral.

- **Save Configurations as Draft** - Allows TalentCentral Admin users to save their progress while they create the configurations for Smart Interview On Demand (SIOD) and Custom Authoring.
- **Create Custom Content within Create Project Workflow** - Enables TalentCentral Admin users to initiate configuration creation from Create Project workflow without exiting the workflow. This will be available for Smart Interview on Demand (SIOD), Smart Interview Live (SIL), Smart Interview Coding (SIC) and Custom Authoring.

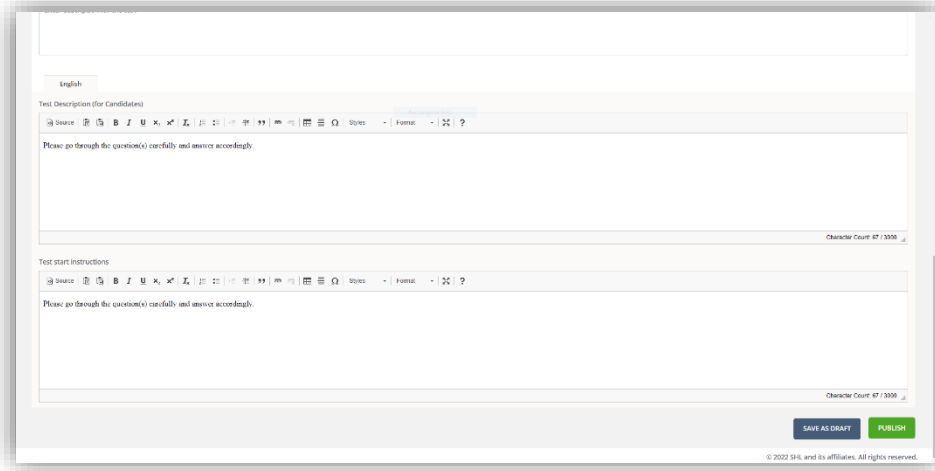
### Save Configuration as Draft

This will enable the admin user to save the configuration of the SIOD and Custom Authoring as a draft and come back later to make edits and publish it. While creating the custom configuration, the user will be able to save the progress as draft by clicking on **Save & Exit** for Smart Interview On Demand and **Save as Draft** for Custom Authoring.

#### Smart Interview On Demand

The screenshot displays the 'Create Video Test' configuration interface. At the top, the SHL logo is visible. The main heading is 'Create Video Test'. Below this, there are sections for 'Overall Evaluation' and 'Question-wise Evaluation'. The 'Overall Evaluation' section is currently active, showing 'Communication' as the selected evaluation parameter. A note below this section states: 'Note: The scoring for each evaluation parameter would be done on a scale of 1 to 5, where: 5 = Excellent 4 = Good 3 = Average 2 = Below Average 1 = Not Consider'. At the bottom of the configuration area, there are three buttons: 'BACK', 'SAVE & EXIT', and 'PUBLISH'. The 'SAVE & EXIT' button is highlighted in green. The footer of the page contains the text: '© 2021 SHL and its affiliates. All rights reserved.'

## Custom Authoring



The **draft configuration** will appear on the manage custom content listing page. The status against the draft configuration will also appear as draft. For the draft configuration, the users will be able to perform only two actions: Edit and Clone. They won't see any action to add the draft configuration to the project. For published configuration, the users will be able to perform these actions: View, Add to project and Clone.

The screenshot shows the SHL Custom Content management page. It features a table with the following data:

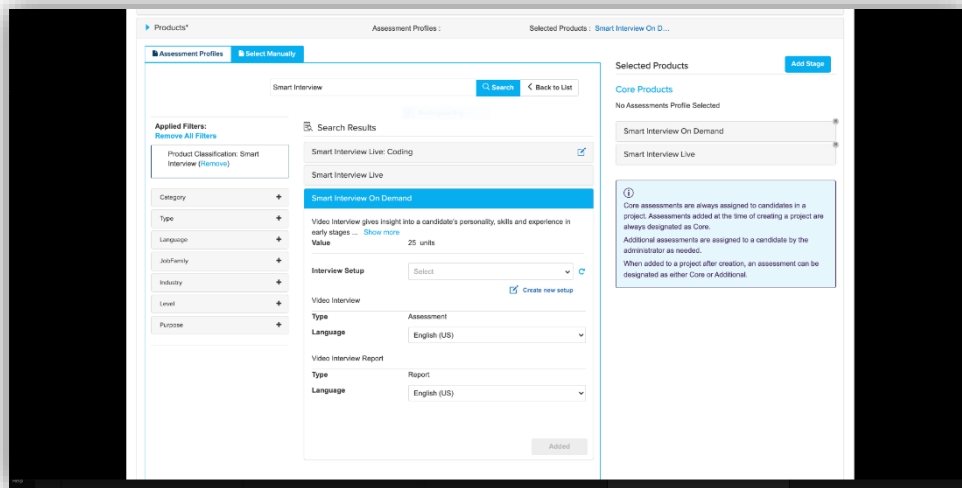
Name	Status	Created By	Created Date	Type	Duration	Actions
PHPTest	Draft	SHL Impersonate...	12-10-2021	Smart Interview On Demand	6 minutes	Clone
basic java for FE	Published	SHL Impersonate...	11-22-2021	Frontend Development	1 minutes	Edit
testdsds	Published	nishant rajpal	11-12-2021	Programming Ability	30 minutes	
Palindrome program	Published	nishant rajpal	11-08-2021	Programming Ability	30 minutes	
Open_response_custom...	Published	nishant rajpal	10-28-2021	Open Response Type	30 minutes	

Whilst the time the configuration is in the draft state, these configurations will not appear in the create project flow and the user cannot add them to the project. Only published configuration can be added to the project.

## Create Custom Content within Create Project Flow

This enhancement will enable the TalentCentral admin user to create the custom configuration from the project creation workflow, giving the user a seamless experience to create new custom content and use this in a project. For the enhancement will apply to Smart Interview On Demand (SIOD), Smart Interview Live (SI Live), Smart Interview Live Coding (SI Live Coding) and Custom Authoring Assessments.

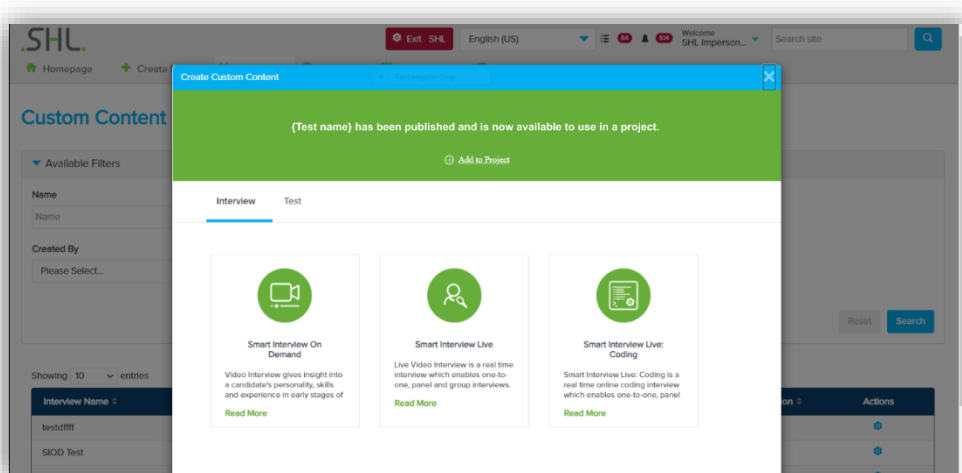
When the TC user is on the create project step and adds a product that requires custom authored configuration, they will see the 'Interview Setup' or 'Assessment Setup' dropdown when they expand the product accordion.



For the first time, if no configuration is present in the company, then the users will see no values to select in the dropdown. The **"Create New Set up"** hyperlink will be visible right below the dropdown. If the configuration was already present they will see all the published company configurations listed in the dropdown (with recently created configurations appearing at the top) with a "Create New Setup" link if they want to create a new one.

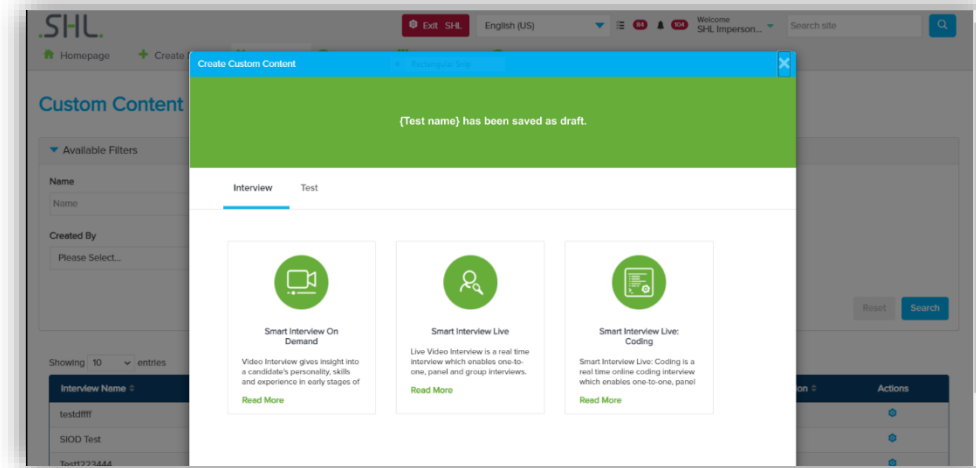
When the user clicks on Create New Setup, a new browser tab will open to let the user create the custom content.

If the **configuration is published**, the user lands on the manage custom content listing page and a success message will display with an option to **Add to Project**.



The add to project option will add this published configuration to the new project in the same tab. The user will also be able to see this published configuration in the previous project creation workflow in the existing browser tab from where the new setup flow was triggered. They can go to the existing tab and click refresh in the Interview/Assessment setup dropdown.

If the **configuration is saved as draft**, the user lands on the manage custom content listing page and a success message will display.



The configuration selected cannot be changed once the project is published. It is mandatory to choose one configuration to add to the project.

The **Product Setting** accordion has been renamed to **Evaluators** and the configuration selection has moved to product selection as mentioned above. Expanding the Evaluator accordion you will see all the existing options depending on the chosen products:

- Select Interviewer/Assessors
- Select Lead assessor.
- Schedule checkbox for Direct Scheduling.
- AI score checkbox.
- Mark Self as Interviewer/Evaluator/Assessor

The screenshot displays the SHL project configuration interface. The top navigation bar includes the SHL logo, a language dropdown set to 'English (International)', a user profile for 'Shahid Ansari', and a search bar. Below the navigation are buttons for 'Create Project', 'Save as Draft Project', and 'View My Draft Projects'. The main content area is divided into several sections: 'Basic Settings\*' (Project Name, Days for Completion: 10, Application Form), 'Products\*' (Assessment Profiles, Selected Products: Smart Interview On D...), 'Evaluators\*' (Products, Interviewers/Assessors: 0, Evaluators: 0). The 'Evaluators\*' section is expanded, showing two options: 'Smart Interview Live' with a dropdown for 'Select Interviewers/Assessors' and a checkbox for 'Mark Self as Interviewer/Assessor', and 'Smart Interview On Demand' with a dropdown for 'Select Evaluators' and a checkbox for 'Mark Self as Evaluator'. Other sections include 'Users\*' (User Group Chosen: Defau..., Additional Users: Not Defined), 'Candidates\*' (Candidates: 0, Single-Use Links: 0, Multi-Use Links: 0), 'Notifications' (Results Received: true), 'Emails' (Reminders: 0 Reminder(s) set), 'Candidate Messages', and 'Proctoring'. At the bottom, there are buttons for 'Create Project' and 'Save as Draft Project'.

Note- All these changes are applicable only for **Basic Projects**  
No changes have been made to Volume Recruitment and Assessment Profile.



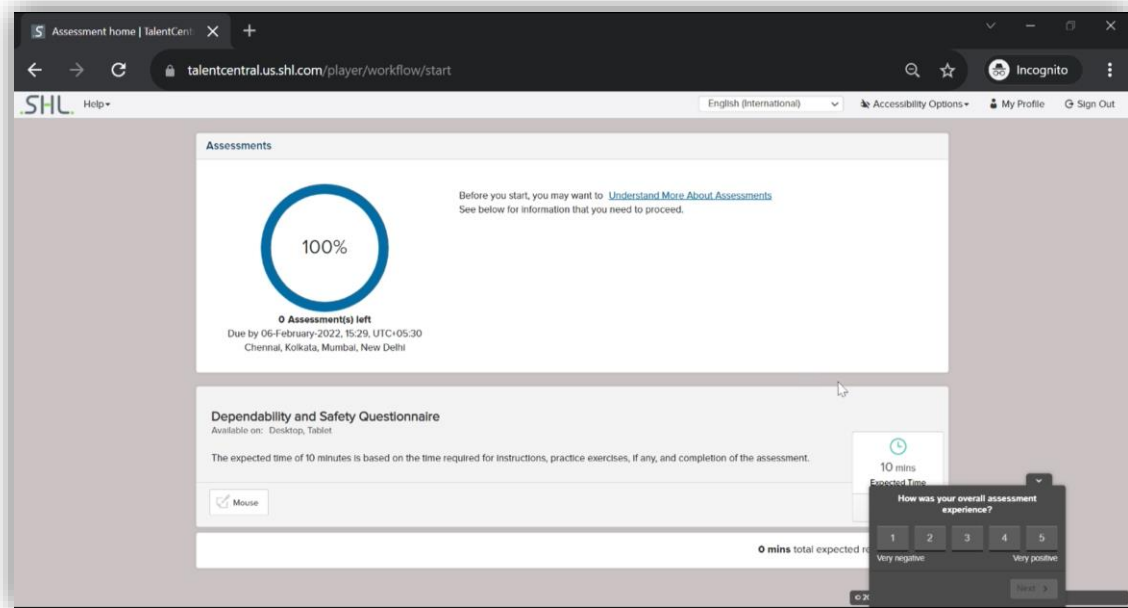
## Participant Experience

### Candidate Experience Survey for all Non-ATS Candidates

- Candidate Experience Surveys are designed to get feedback from the candidates on the assessment(s) and overall experience.
- **Candidate Experience Survey Configuration:** The Candidate Experience Survey is delivered to all non-ATS candidates taking assessment on TC. In case the Survey needs to be turned off, it can be turned off when creating a new project. The Surveys are available in all TC-supported languages.  
Note: As part of the January release, the candidate experience survey will remain disabled by default for any company account or any existing projects under it. Once enabled for a company, it will be enabled for all the new projects under that company
- **Candidate Experience Survey Structure:** The candidate is presented with survey in a **popover**, that appears from bottom-right of the screen on Assessment Home Page. In the survey, the candidate is asked six **questions** about their overall experience. The questions in the Survey cannot be modified. The participants can skip the survey by minimizing the popover. The Survey will not be shown again once the responses are submitted.
- **Candidate Experience Survey Branding:** The Survey branding uses grey tone, and the branding cannot be modified.
- **Standard Survey in Basic Participant Workflow:** The Standard Survey is shown to the candidate on the **Assessment Home Page**. The Survey will be automatically available for non-ATS clients with this release. And it can be enabled on-request for clients integrated via ATS.
- **Standard Survey Results:** Request for Survey results via the Account Manager or the Technical Support.

The screenshot displays the 'Basic Settings\*' configuration page for a project. The 'Project Name' is 'e.g., Java developer hiring'. The 'Days for Completion' is set to 31. The 'Application Form' is 'Choose Application Form'. The 'Minimum Qualifications' are 'Choose Minimum Qualifications'. The 'Hurdling' checkbox is checked. The 'Automated Decision Making' checkbox is checked. The 'Enable Candidate Experience Survey' checkbox is checked and highlighted with a red box. The 'Project Tags' are 'Choose Tag(s)'. The 'Project Description' field is empty.

*Candidate Experience Configuration on Project*



*Candidate Experience Survey delivered to the candidate*

# Smart Interview On Demand for iAssess Clients

## Custom Rating Scale (available for iAssess users only)

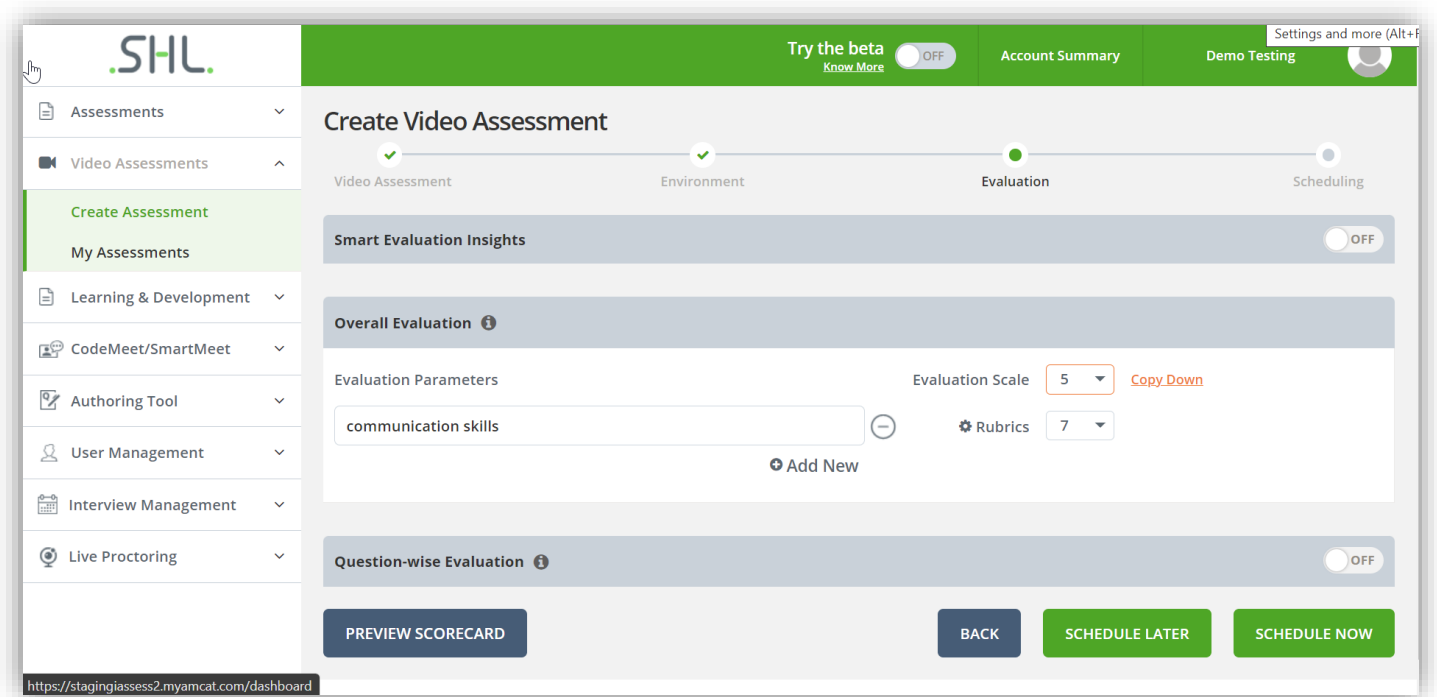
This will enable the admin user to change the scale of evaluation parameters from the standard 5 to scales between 2-10, thereby also enabling manual evaluation on the same scale.

**Activation:** Speak to your account manager to get it enabled for your company. Existing users will not be impacted until the feature is enabled.

### The Overall Score of the Interview

With the Custom Rating Scale feature turned on:

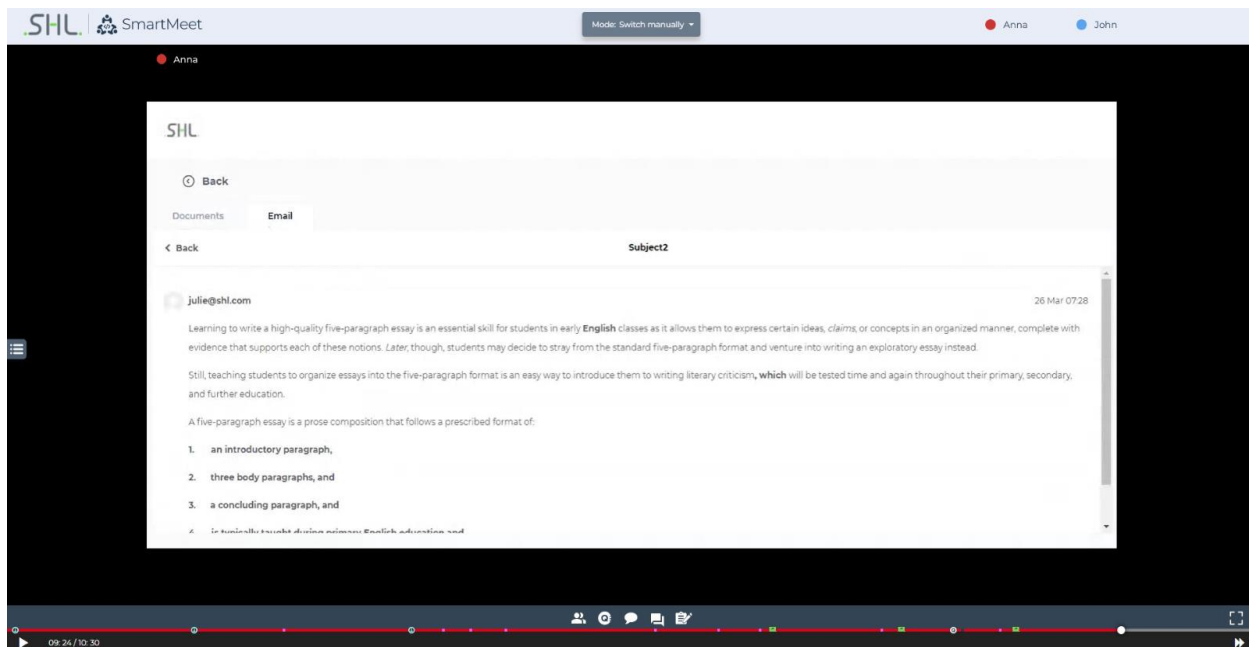
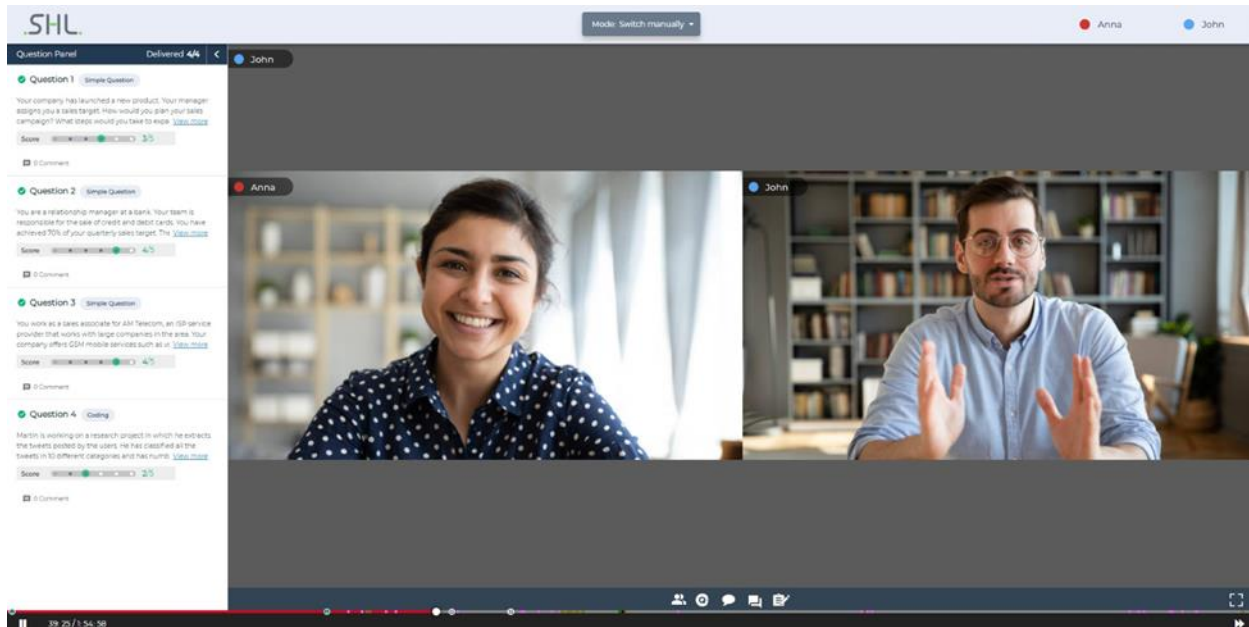
- **If all the evaluation parameters are on the same scale:** The overall manual evaluation (Evaluators Score) score will also be on the same scale. Example: If all parameters are on a scale of 7, then the overall manual evaluation score will also be on a scale of 7.
- **If even one evaluation parameter is not on the same scale:** - The parameter average as well as the overall manual evaluation score (Evaluators Score) will be on a scale of 100.



# Smart Interview Live and VADC

## New Features

**Screenshare recording in playback** – We are introducing the capability to see the screen shared during interview/live meeting in the recording (playback). The user will be able to see a recording of the screen shared by any participant in the playback. They can switch between viewing the participant video and viewing the recording of the shared screen at any point in time. There would be a timestamp in the playback timeline signifying when the screen was shared during the actual session.

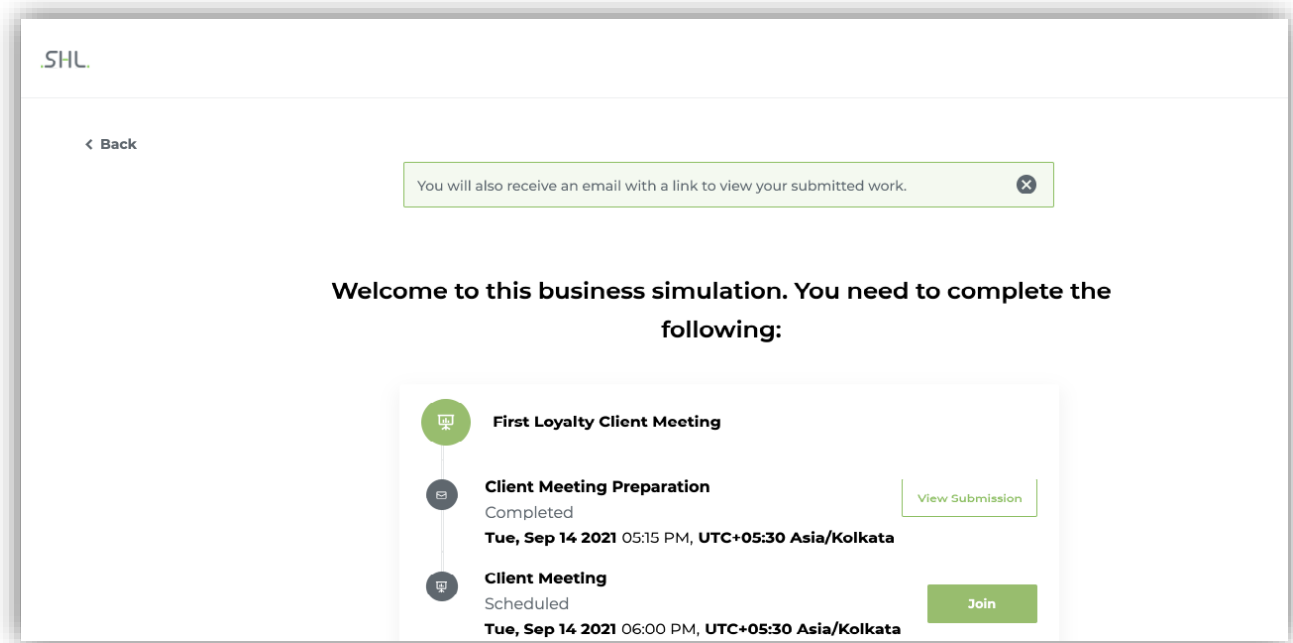


## VADC

### Email to be shared with candidate post-preparation exercise (inbox simulation) completion

When the candidate completes the inbox simulation/preparation exercise, they will receive an email that contains a link to view the submitted preparation exercise.

*Note – This is applicable for both inbox only and multitask (inbox simulation + live meeting) exercises.*



### Book candidate's calendar for inbox simulation/preparation exercise in multitask (simulation + live meeting) when inbox simulation/preparation exercise is scheduled

When the TC admin/user schedules both parts of a multitask (preparation exercise and live meeting), the slot in candidate's calendar (Google, Outlook, etc) is booked for both simulation/preparation and live meeting. If buffer time is included in the exercise, this will also be included in the booked slot.

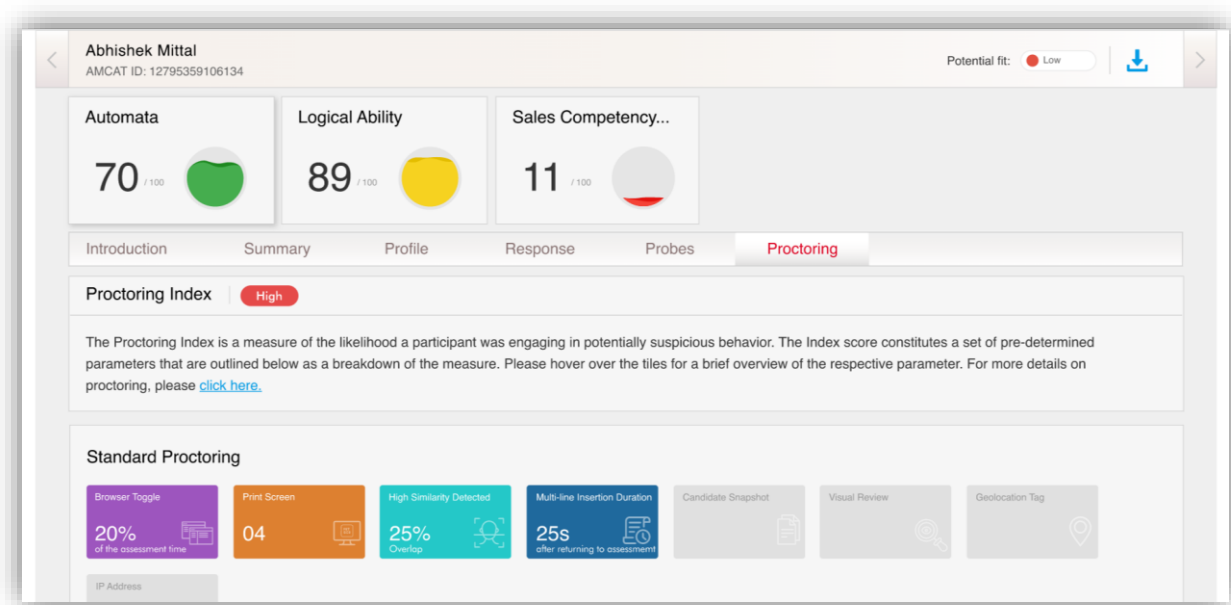
## Tech Hiring Release Notes

### Java 11 code stubs

- Now, the user can generate code stubs in Java 11 in addition to the existing ones from the authoring tool for coding questions.
- Languages supported for code stubs generation are C, C++, C++14, C#, Java 11, Python, Python3, Python3.7, JavaScript (Rhino) and Golang.

### Overall Proctoring Index

To facilitate clients to identify and categorize candidate behavior, we plan to introduce a proctoring index: This index will be generated using an algorithm that has been developed using proctoring data gathered in our systems. As an output the algorithm will categorize candidates into High, Medium and Low categories (in decreasing probability of suspicious behavior). It is to be noted that this is only an indicative index and the final decision to reject a candidate should lie with the client. We have released this feature only in India and China region.



### Automata Fix UI Changes

The Automata fix interface has been revamped to make it more intuitive and to give a realistic experience while attempting the debugging problems. A summary of the changes can be found below:

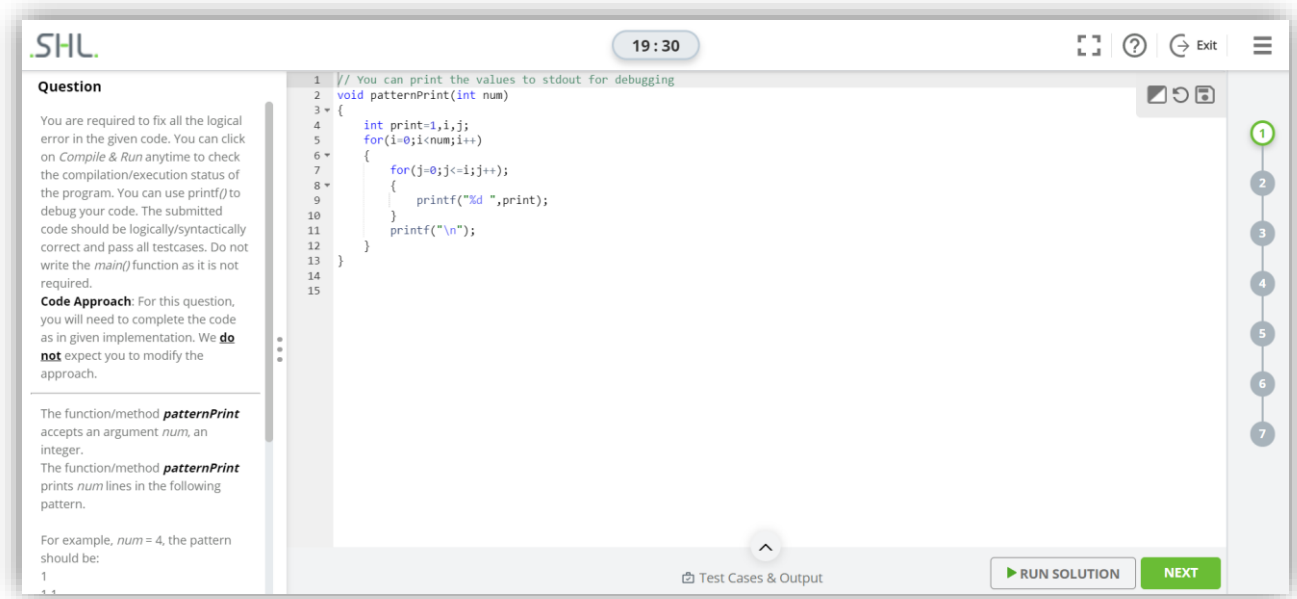
#### Editor Changes

- The editor size will be increased to give the candidate more space to write the code.
- The coding assessment-specific controls/actions such as Save, Dark Mode, Reset will be shown inside the editor.
- The "Test cases & Output" section will move to the footer and the "Editor" tab will be removed.
- The test cases window will have to expand/collapse control with re-sizing available.
- The candidate will be able to view the sample test cases.

The "Compile and Run" button will be changed to "Run Solution" and will move to the footer (below the editor).

We are also changing the full-screen functionality where clicking on the full-screen icon will take the editor to the full screen along with the header, footer, and question in the minimized state so that the candidate will have all the controls handy in the full-screen mode (unlike the previous UI).

For coding assessments, "Next" will be shown instead of "Submit Response" wherever applicable and remains unchanged if not applicable.



## Time Complexity Notation (to be released)

Time complexity is the number of operations an algorithm performs to complete its task (considering that each operation takes the same amount of time). The algorithm that performs the task in the smallest number of operations is considered the most efficient one in terms of the time complexity. We'll be reporting the worst case time complexity i.e. Big O.

We'll classify the candidate solution into the following:

$O(1)$  – Constant complexity

$O(\log n)$

$O(n)$

$O(n \log n)$

$O(n^2)$

$O(n^3)$

$O(e^x)$  – Exponential

## Time complexity in Big O notation

### Average-Case Time Complexity Detected

**$O(N^2)$**

This problem can be ideally solved in  **$O(N^2)$**  time

\*N represents the dimensions of a square matrix

\*Average Case Time Complexity is the order of performance of the algorithm given a random set of inputs. This complexity is measured here using the Big-O asymptotic notation.

\*This is the complexity detected by empirically fitting a curve to the run-time for different input sizes to the given code. It has been benchmarked across problems.

## Automata SQL UI (to be released)

The Automata SQL interface has been revamped to make it more intuitive and to give a realistic experience while attempting the debugging problems. Font, color and button style changes have been implemented as per the screenshot below:

The screenshot displays the Automata SQL interface. On the left, a 'Question' panel contains the scenario and task. The scenario asks to find members with a salary higher than the average. The task instructs to use a provided table structure and data. A query editor contains the SQL: `Select * from members where 1 limit 0, 50;`. Below the editor are 'Process' and 'Check Answer' buttons. On the right, a table titled 'members (Total:6)' is shown in 'Browse' mode. The table has columns 'id' and 'name' and contains the following data:

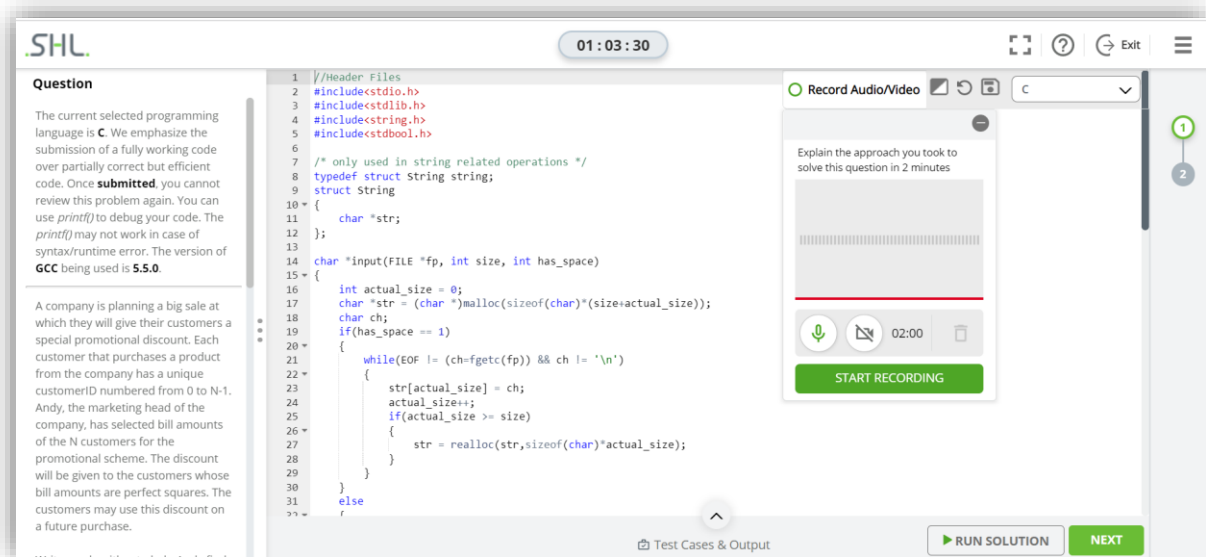
id	name
1	Bob
2	Alice
3	Alice
4	fu
5	bar
6	Alice

At the bottom right of the interface is a 'Submit Assessment' button.



## Video Response in Automata (to be released)

This feature allows the candidate to record a short video/audio response to a coding-related question. It can be used to explain the logic behind their response or to share any other additional information. Recording audio/video is completely optional. Candidates can submit the assessment without recording any response. This feature will be available only for Automata and Automata Pro assessment and this will be configurable from the backend. This will not be enabled by default for all the clients and will be enabled only as required. It will be released as beta product for clients and the final product will depend upon client feedback and usage data.



## Monaco Backend Languages Support (to be released)

To enhance the auto complete suggestions, syntax highlighting, and color coding while attempting the Automata coding assessment, we will be including the Monaco editor support for the top languages like C, C++, Java, Java 7, Java 11, Python, Python 3, Javascript, Typescript, GoLang, PHP, Ruby, Swift. This support will be available by end of January to early Feb.

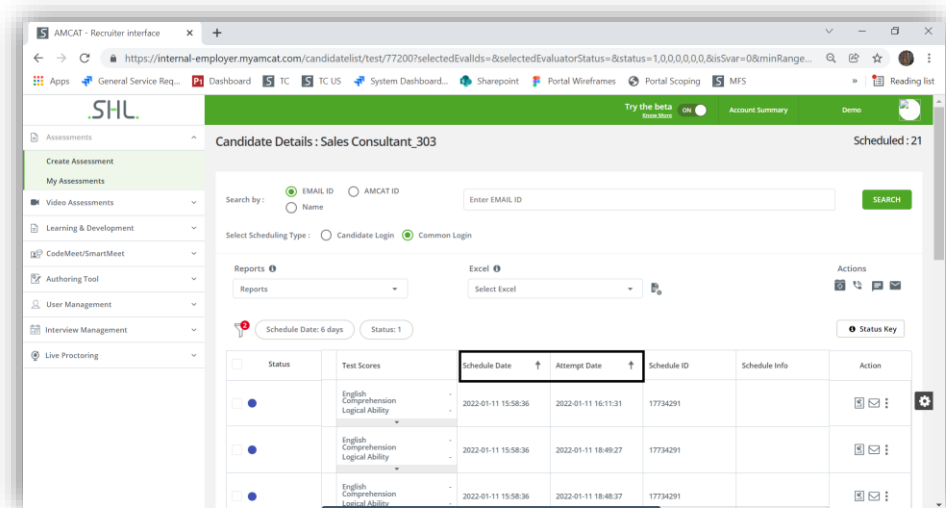
## Intellisense in Automata Data Science (To be released)

Intellisense (auto complete suggestions, syntax highlighting, color coding) will be improved in Automata Data Science for the Python and Python 3 language. This support will be available by end of January to early Feb.

## Platform: iAssess

### Update in the candidate listing sorting order within an assessment

- The candidate listing within an assessment will show the most recently updated record as the first record.
- The user will have the ability to sort the list based on the Schedule Date or Attempt Date by clicking on the sort icon.

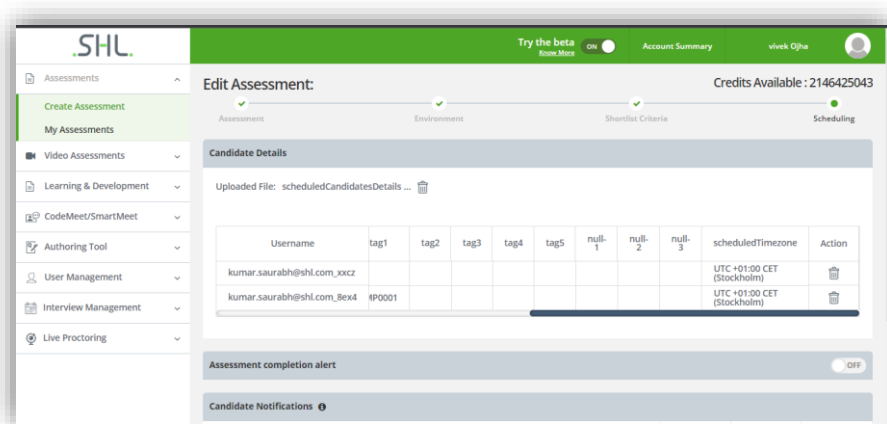


### Managing the default template for notifications

- The ability for the Head HR to disable the default template at company or assessment level has been introduced.
- The current behaviour of a new template taking precedence over the default template when selected for a specific assessment still exists.
- The selected template name will also appear in the scheduling pop-up information, in the same order as on the scheduling page: Candidate Template, Invigilator Template and Evaluator Template. This will be visible to all roles

### Rescheduling excel with new time zone column

1. On the rescheduling excel and screen, a 'Scheduled Timezone' column has been added. This column reflects the time zone in which the assessment was scheduled for the particular candidate.
2. StartDateTime and EndDateTime should appear in the time zone selected in the user's profile.



## Multiple IDs for Assessment Email

- When users request a data download of more than 5000 candidates, they need to add their email address and receive a link to download the report.
- Users will now be allowed to add multiple comma separated email addresses.
- The report link will be shared to all these emails separately.

## Client Analytics Dashboards

Two new analytics dashboards are available – Candidate Experience and Application Reaction Survey

### Candidate Experience

- Analyze SHL Platform and Assessment data to streamline candidate experience.
- Standardized data visualizations that can help you visualize the data for Standalone as well as Integrated projects created using SHL Experience workflow templates.
- KPIs
  - At SHL Experience Level
    - Candidate Flow Trend
    - Drop Out Rate
    - Completion Time
  - At Task Level
    - Task Completion Trend
    - Completion Time
    - Drop Out Rate
    - Device Usage
    - Pass Rate

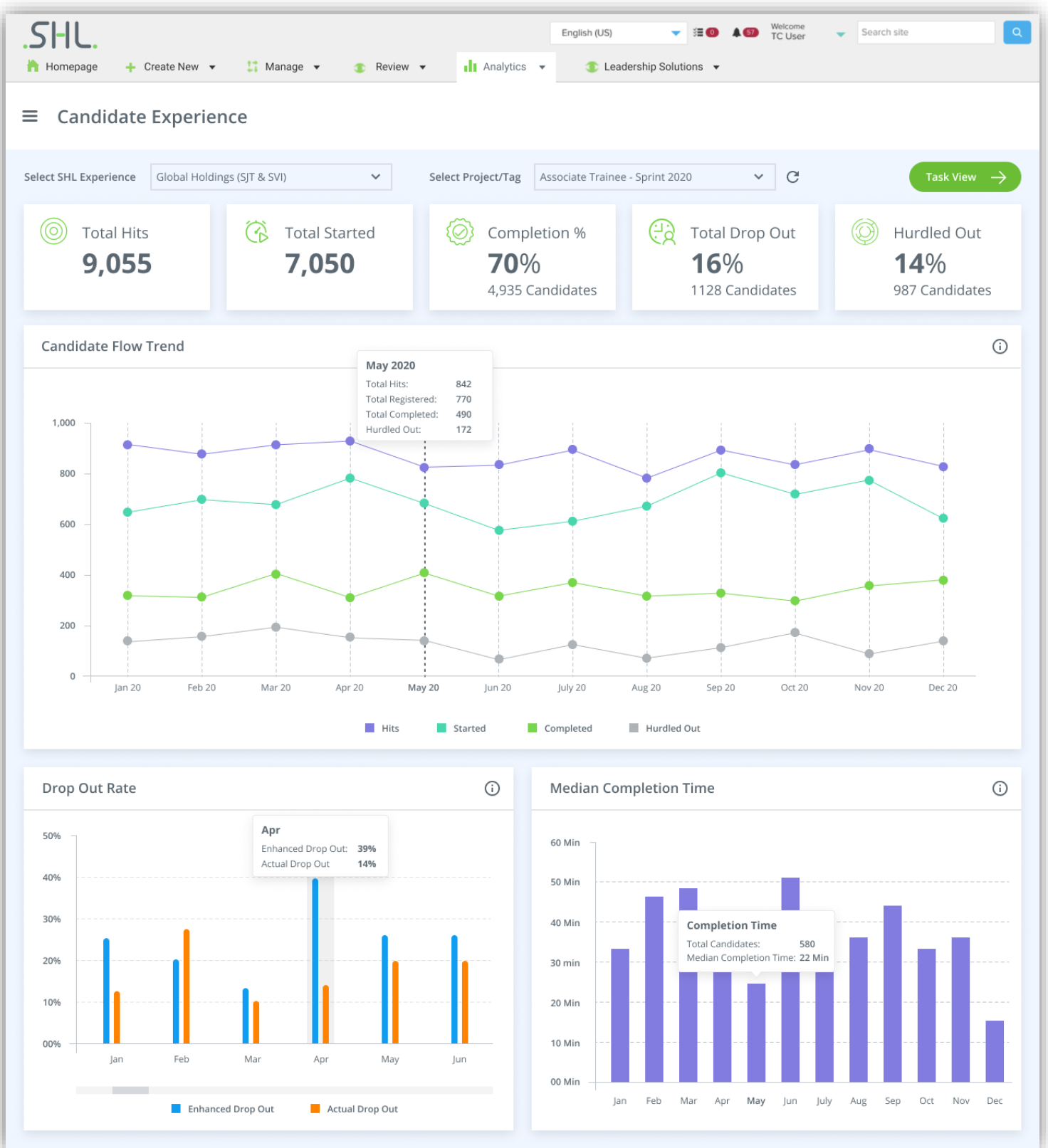


Figure 1. Candidate Experience Dashboard – SHL Experience Level

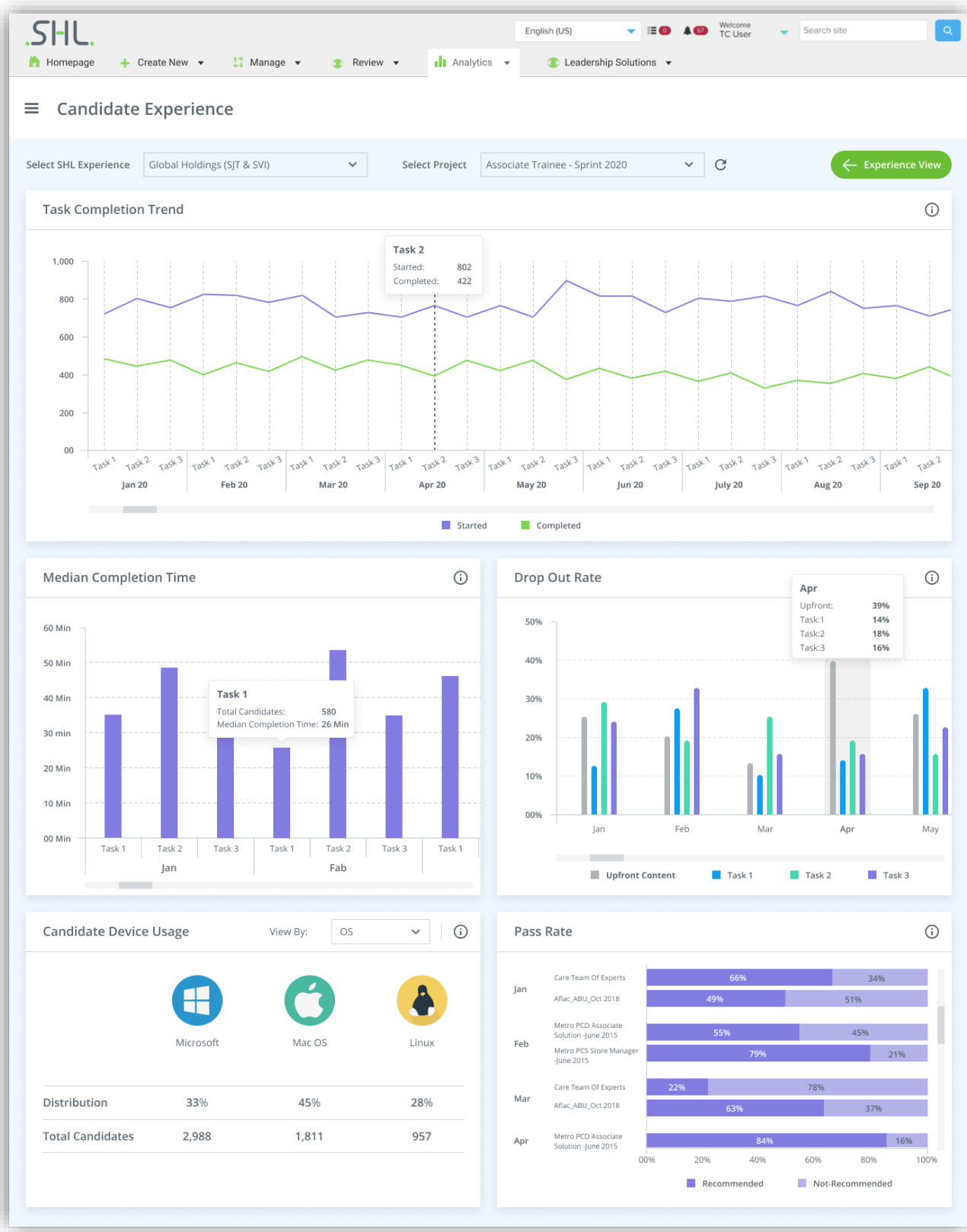


Figure 2. Candidate Experience Dashboard – Task Level

## Applicant Reaction Survey

- Review and analyze candidates' reactions about their recruitment experience.
- Standardize data visualizations to view response of Applicant Reaction Survey (ARS) completed by candidates.
- KPIs
  - NPS Score trend over time
  - Response to ARS questions – aggregated by JFA
  - Response to ARS questions – aggregated by Project

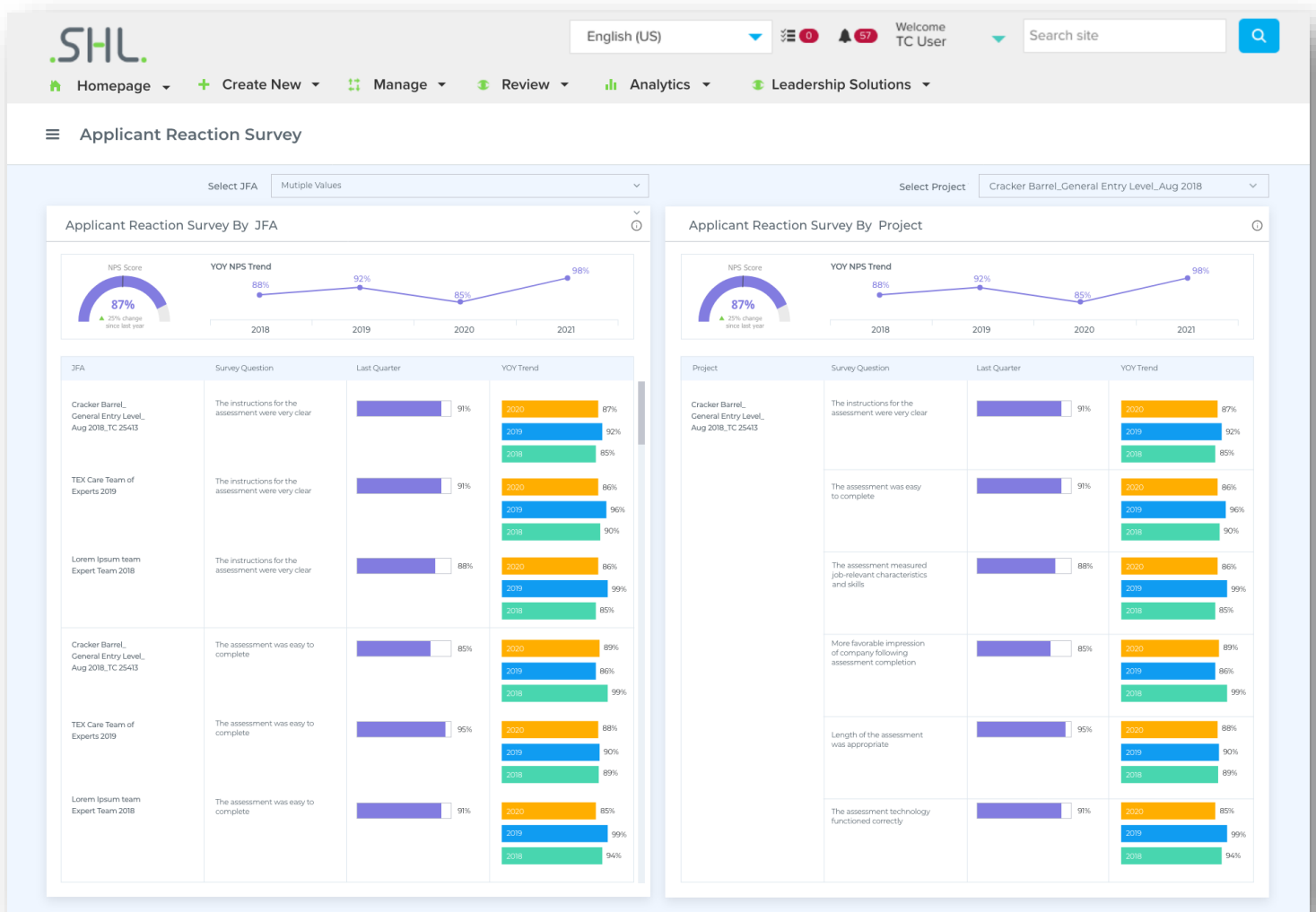


Figure 3. Applicant Reaction Survey Dashboard

- There are 8 standard questions in the default Applicant Reaction Survey available in Talent Central. This dashboard represents % of positive responses provided by candidates for only 6 out of these 8 survey questions.
- Survey Questions (displayed on dashboard)
  - The instructions for the assessment were clear
  - The SHL assessment was easy to complete
  - The assessment measured job-relevant characteristics and skills
  - More favorable impression of company following assessment completion\*
  - Length of the assessment was appropriate
  - The assessment technology functioned correctly

\*Response received for this question is considered to represent Net Promoter Score (NPS).

Note:

The following dashboards are deployed on China region and are live:

- Project Summary dashboard – live now
- JFA Summary dashboard – live now
- Volume Tracking dashboard – live now
- Pipeline dashboard – live now
- Heartbeat dashboard – live now
- Application Reaction Survey – as part of this release
- SHL-E dashboard – as part of this release



## Continuous Improvement

### Bugs

Minor bugs were fixed as part of our monthly and quarterly maintenance releases.

# SHL Release notes

Februaury 2022

# TalentCentral

## Release Notes

# Summary – 25<sup>th</sup> February to 1<sup>st</sup> March Release

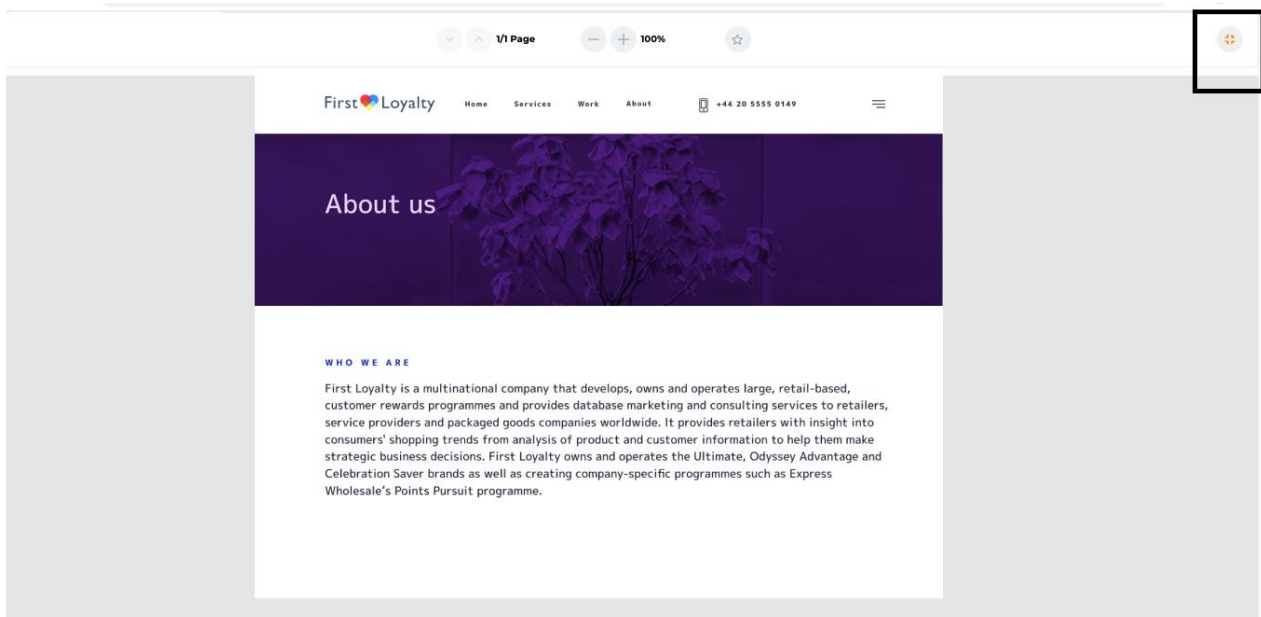
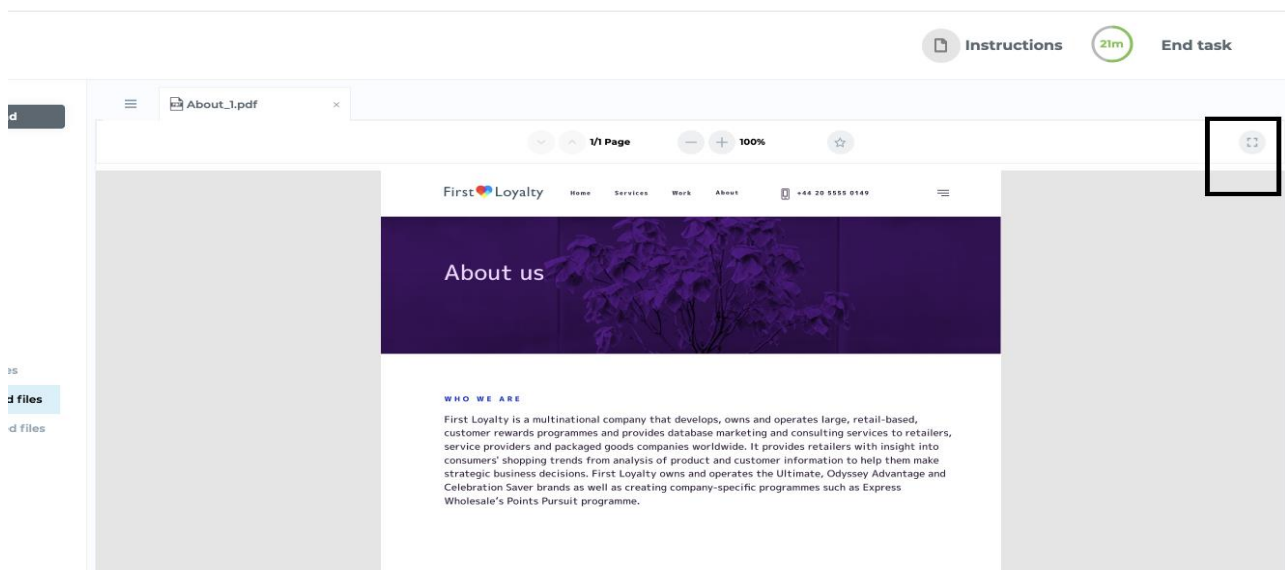
## In this Release

### Virtual Assessment Centers & Development Centers (VACDC)

We are releasing multiple user experience improvements for the participants for both the preparation exercise and live meeting.

#### Improvements in document hub of preparation exercise

Introducing a Full Screen view for shared/uploaded documents for both assessors and candidates in the preparation exercise. The candidates/assessors can click on the full screen icon in the document hub to enter or exit the full screen mode.



## Improvements in rating form

We have made improvements in the rating form to make the evaluation experience more user friendly for the assessor.

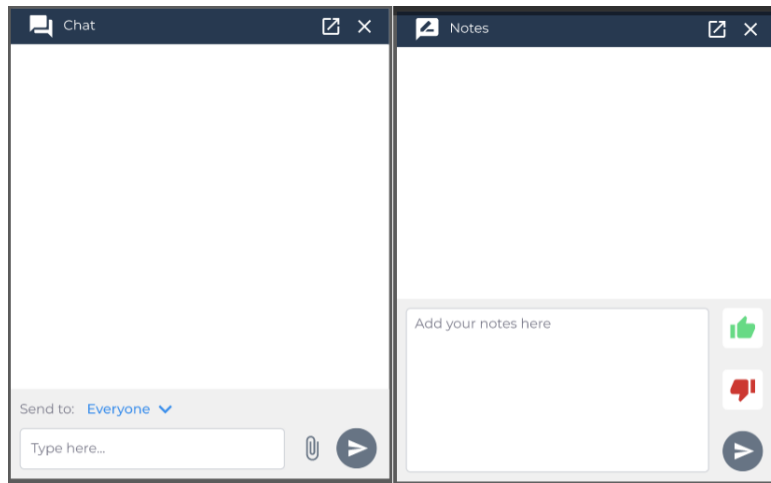
### Preparation Only Exercise

- 1.1. Assessors can now increase or decrease the size of the document/email and rating form section by clicking and dragging the three dots on the section partition.
- 1.2. Assessors can now see the candidate's name and email ID (top left corner).
- 1.3. Assessors can expand and collapse competencies in the rating form in one go using the 'Expand all' button.
- 1.4. The strength and development areas comment section will now dynamically expand as assessors type comments, improving readability.
- 1.5. A 'Save and exit' button has been introduced beside the 'Save' button on the rating form. The Save button will save the ratings and keep assessors on the rating page while the 'Save and Exit' button will save the ratings and redirect the assessors to the task listing page.

The screenshot displays the SHL rating form interface. At the top left, a breadcrumb trail shows 'Back' and the candidate's name 'Avish Vijay' with email 'avish.vijay@gmail.com', highlighted by callout 1.2. Below this are tabs for 'Documents' and 'Email', and a section for 'Uploaded documents' and 'Shared documents'. A document titled 'test.pdf' is visible. On the right, the 'Rating' section features a list of competencies: 'Leadership and HR Management' (0/4), 'Asset and Capital Management / Financial Acumen' (0/2), and 'Operations Management' (0/3). Callout 1.1 points to a vertical three-dot menu icon next to the 'Operations Management' item. Callout 1.3 points to an 'Expand all' button at the top right of the rating section. Below the competencies is an 'Overall comments' section with a score of 1.4. It has two tabs: 'Strengths' (active) and 'Development Areas'. Callout 1.4 points to the text area under the 'Strengths' tab, which contains a paragraph of Lorem Ipsum text. At the bottom right, callout 1.5 points to two buttons: 'Save and exit' and 'Save'.

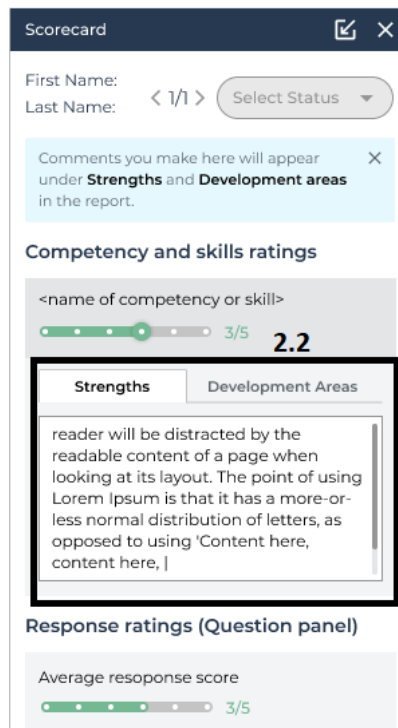
## Virtual Assessment Centers & Development Centers (VACDC) live meeting for multi-task exercises

2.1 Comments has been renamed to 'Notes' and the chat and notes section will now be separate.



Overview 2.1

2.2 The strength and development areas comment section will now dynamically expand as assessors type comments, improving readability.

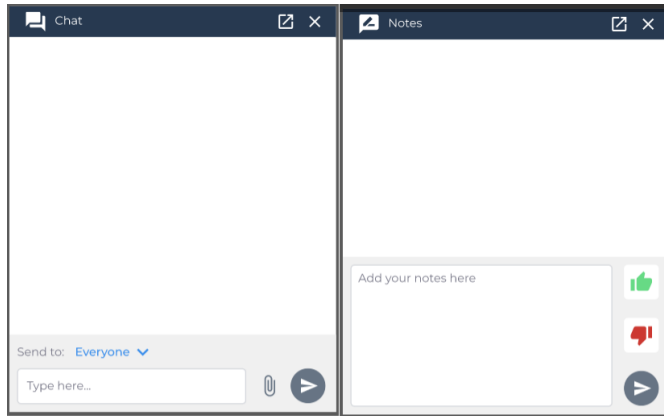


# Smart Interview Live

We have made improvements in the rating form to make the evaluation experience more user friendly for assessor.

## Overview

1.1 Comments has been renamed to 'Notes' and the chat and notes section will now be separate.

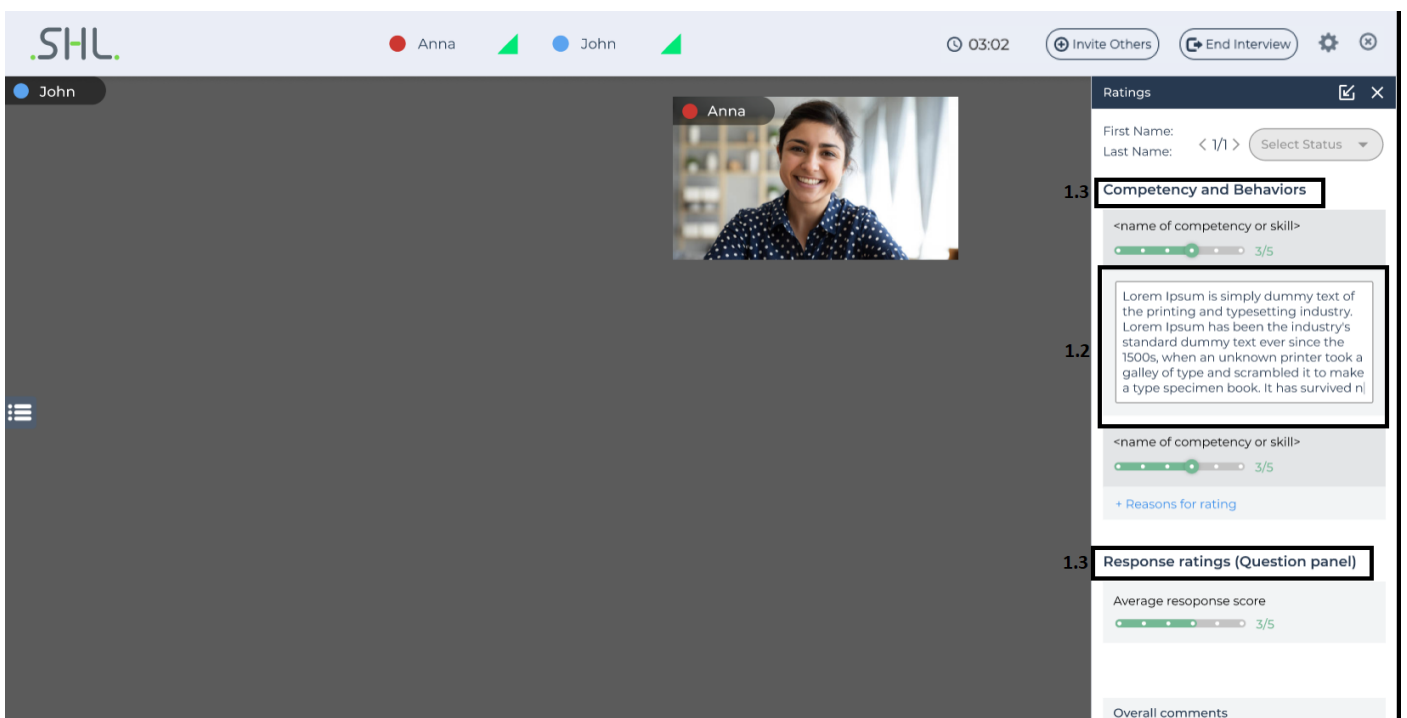


1.1

1.2 The comment section will dynamically expand as assessors type comments, improving readability

1.3 The rating form is now bifurcated into two sections – 'Competency and Behaviors' for competency rating and 'Response Ratings (Question Panel)' for average question score.

Note: The Response Ratings (Question Panel) section will only appear when at least one question from the question panel is added in the interview.



# SHL 360

## New Feature - Search Feedback Providers by Email

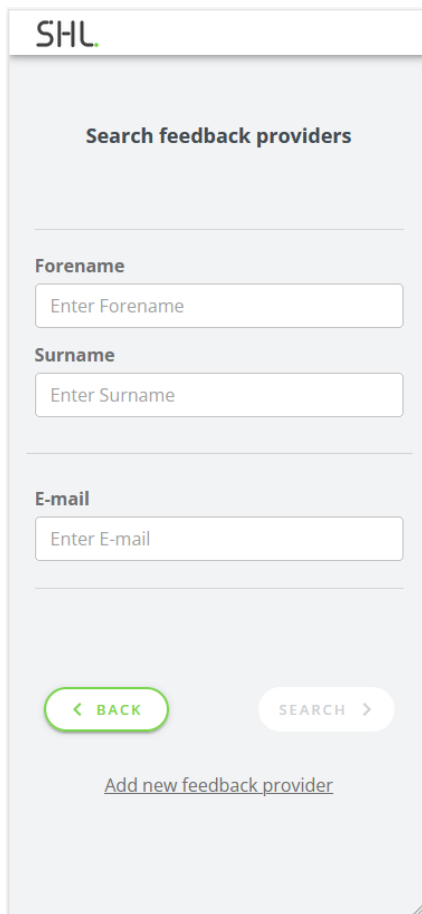
### What is improving?

Within SHL360, participants are often assigned a task to nominate their feedback providers themselves. To do so, they must search for people available within the database to add them as a feedback provider. Currently, the search operation supports searching by first name and last name. This was considered to be limiting as first name and last name could be the same for many employees.

### How does this help participants?

Participants can search for feedback providers using their email ID. Email IDs are unique and so can be used to uniquely identify an employee within the database. The email ID field is not mandatory and can be used only if email ID is known to the participants, otherwise first name and last name can be used for searching people.

The email ID filter will work with the first name and last name filter as an AND operation. This means the system would take values added to first name, last name and email ID and match it with the records in the database.



SHL

**Search feedback providers**

---

**Forename**  
Enter Forename

**Surname**  
Enter Surname

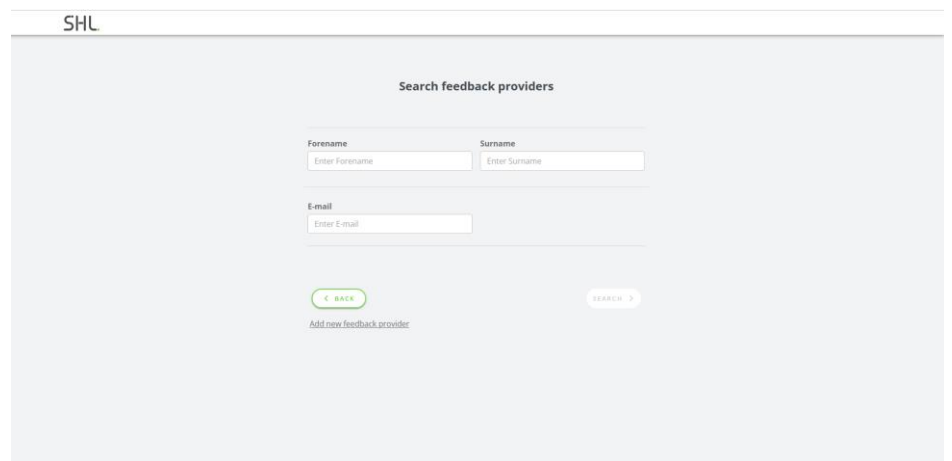
---

**E-mail**  
Enter E-mail

---

[< BACK](#)      [SEARCH >](#)

[Add new feedback provider](#)



SHL

**Search feedback providers**

**Forename**      **Surname**  
Enter Forename      Enter Surname

**E-mail**  
Enter E-mail

---

[< BACK](#)      [SEARCH >](#)

[Add new feedback provider](#)



## Coding and Simulation – Tech Hiring

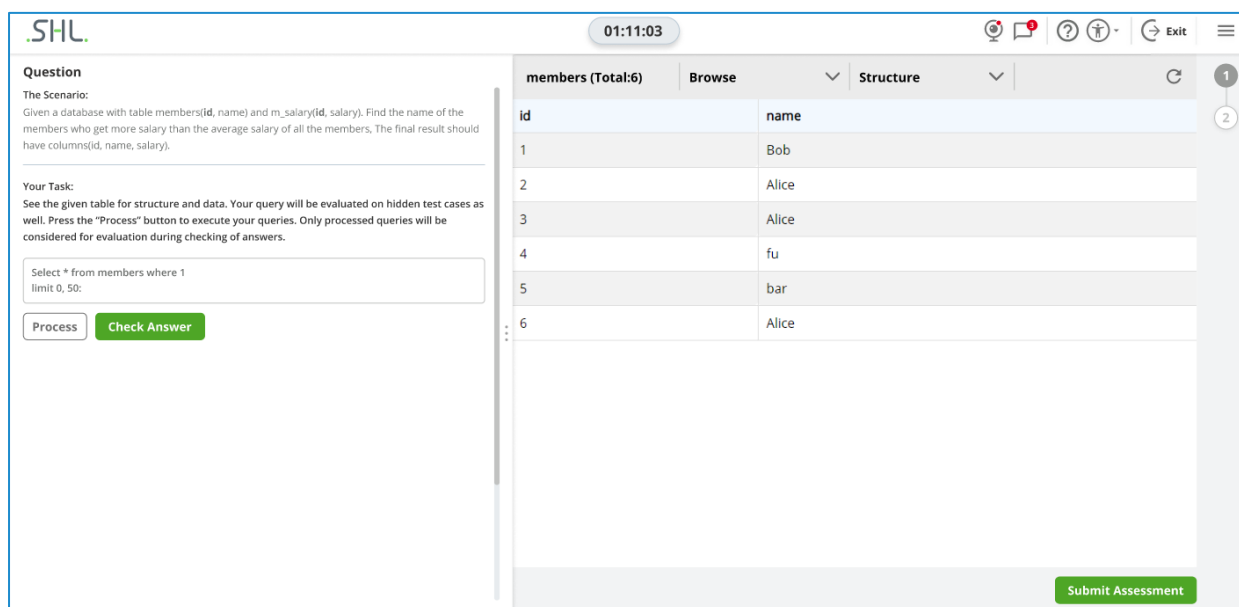
### Programming Languages Version Upgrade

Popular languages have now been upgraded to their latest versions to maintain the market standards as well as to increase the compiler performance. The following list shows the languages that have been upgraded along with their respective versions:

Language Name	Previous Version	Updated Version
NodeJS	10.13.0	16.12.0
C# (Mono C# compiler version)	5.16.0.179	6.12.0.122
JavaScript	10.13.0	16.12.0

### Automata SQL UI

The Automata SQL interface has been revamped to make it more intuitive and to give a realistic experience while attempting the debugging problems. Font, color, and button style changes have been implemented as per the screenshot below:



# iAssess

## Optimization: Elastic Search Implementation on iAssess

Elastic Search has been implemented for the 'My Assessments' page on iAssess. This will help the clients by reducing their search time and bringing relevant results to the top of the assessment list. Elastic search will be applicable while searching for candidate name, assessment name, test name and candidate email address. After elastic search implementation, if you search for the assessment 'Test' then, wherever Test appears in the name combination, those results will be displayed. For example: Test Assessment, New Test, and others. AMCAT ID, Tags and SVAR ID will work on exact match.

## Improvements

We have added the JavaScript and NodeJS languages to the code stub dropdown item in the Authoring tool. These languages will be shown in the dropdown only if selected in the primary coding languages dropdown.

## Continuous Improvement

### Bugs

Minor bugs were fixed as part of our monthly and quarterly maintenance releases.

# Release Notes

March 2022

## In this Release:

### Skills and Assessments

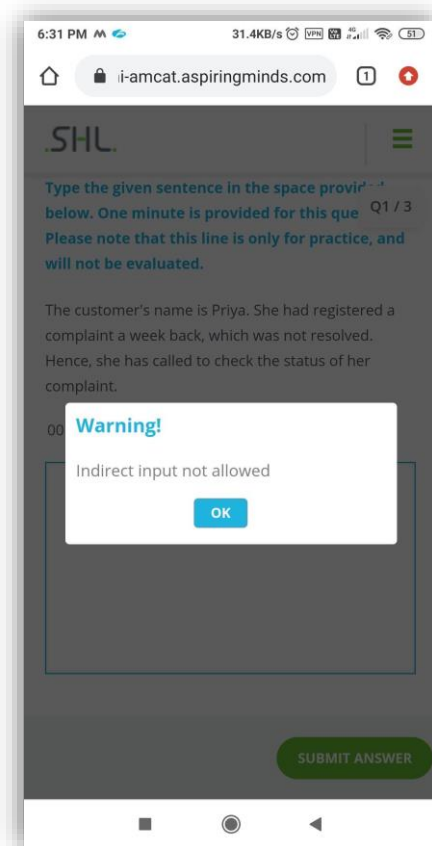
#### New Feature

What is the “Disable Speech to Text” feature?

- This feature will restrict the users to use speech as text and text completion suggestions while attempting the Typing test in the Skills Portfolio.

What does the disabled speech to text feature look like?

- Once we detect that the candidate has used this feature, we will display a warning popup and clear the last entered text snippet (which was entered using this method).



Why did we build a disabled speech to text feature?

- Some clients realised that some of their candidates were getting suspiciously high scores on their speed while using SHL's Typing Product. The candidates could until now make use of predictive texts and speech to text features in their mobile devices while taking the test.
- We need to prevent candidates from leveraging the Speech-to-Text feature on Mobile Web in the passage Typing modules. The reason to introduce this change is that the candidates may enable the Speech to Text feature on their smartphones and record their speech. This can be captured as the response provided by the candidate.

What is the customer impact of disabled speech to text feature?

- Customer impact:
  - This is an optional feature.
  - Clients can request this feature in their assessment project through SHL support.

## Tech Hiring

### Time Complexity Notation

Time complexity is the number of operations an algorithm performs to complete its task (considering that each operation takes the same amount of time). The algorithm that performs the task in the smallest number of operations is considered the most efficient one in terms of the time complexity. We will be reporting the worst-case time complexity i.e., Big O.

We will classify the candidate solution into the following:

- $O(1)$  – Constant complexity
- $O(\log n)$
- $O(n)$
- $O(n \log n)$
- $O(n^2)$
- $O(n^3)$
- $O(e^x)$  – Exponential

Time complexity in Report

**Average-Case Time Complexity Detected**

---

**$O(N^2)$**

This problem can be ideally solved in  **$O(N^2)$**  time

\*N represents the dimensions of a square matrix

\*Average Case Time Complexity is the order of performance of the algorithm given a random set of inputs. This complexity is measured here using the Big-O asymptotic notation.

\*This is the complexity detected by empirically fitting a curve to the run-time for different input sizes to the given code. It has been benchmarked across problems.

### Video Response in Automata

This feature allows the candidate to record a short video/audio response to a coding-related question. It can be used to explain the logic behind their response or to share any other additional information. Recording an audio/video response is not mandatory for each question and completely optional for the candidates. Candidates can submit the assessment without recording any response. This feature will be available only for Automata and Automata Pro assessments, and this will be configurable from the backend. This will not be enabled by default for all the clients and will be enabled on request.

Recruiters can also have a look at the recorded video(s) for each question in the candidate report.



```

21 }
22 }
23 return rMatrix;
24 }
                
```

**Readability & Language Best Practices**

- Line No3: Avoid duplicate imports such as java.util.Scanner'
- Line No7,7,9...: Variables are given very short names. (5)

**Performance & Correctness**

---

**Compilation Statistics**

<span style="font-size: 24px; color: blue;">2</span>	<span style="font-size: 24px; color: green;">1</span>	<span style="font-size: 24px; color: red;">1</span>	<span style="font-size: 24px; color: black;">0</span>	<span style="font-size: 24px; color: yellow;">1</span>	<span style="font-size: 24px; color: purple;">0</span>
Total Attempts	Successful	Compilation Error	Sample Failed	Timed Out	Run Time Error

Response Time:	00:30:00
Average time taken between each compile:	00:04:21
Average test case pass percentage per compile attempt:	58.3%

---

**Audio/Video response**

1:20 | 4:30

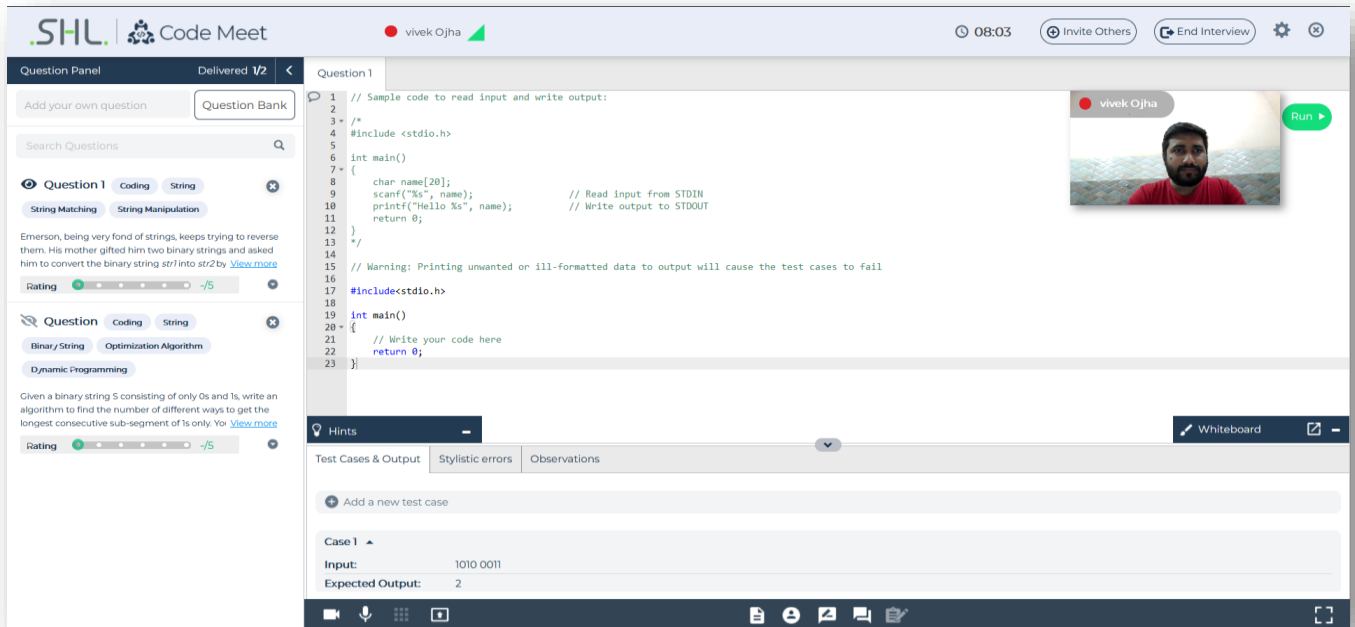
## JavaScript and NodeJS code stubs

- Now, the user can generate code stubs in JavaScript and NodeJS in addition to the existing ones from the authoring tool for coding questions.
- Languages supported for code stubs generation are C, C++, C++14, C#, Java 11, Python, Python3, Python3.7, JavaScript (Rhino), JavaScript, NodeJS and Golang.



## Smart Interview Live: Coding (SILC) Revamped (To be Released)

Smart Interview Live: Coding interface is now revamped to give it a fresh look and make it more user friendly. It will become more intuitive after the introduction of question panels to manage questions, scorecards and report fetching features similar to Smart Interview Live.



## Continuous Improvement

### Bugs

Minor bugs were fixed as part of our maintenance releases.