

SHL Release notes

January 2022

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TalentCentral

Release Notes

Version: 1.0 | Last updated: 26 July 2022 © 2021 SHL and/or its affiliates. All rights reserved. | Page 2 of 42

Summary – 3rd February Release

On 3rd – 7th 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

Create Video Test			
Video Test			Eval
Overall Evaluation			
Evaluation Parameters	(-) & Rubrics		
Communication O Add			
Note: The scoring for each evaluation parameter would be done on a scale 5 = Excellent 4 = Good 3 = Average 2 = Below Average 1 = I			
Question-wise Evaluation			
		BACK SAVE & EXIT	P

Custom Authoring

English	
Test Description (for Candidates)	
@ Source ℝ ⑤ B I U X, x* I, I II II II II II II II Π Π Π Π Π Ε Ξ Ω Soles - Format - X ?	
Please go through the question(s) enrefully and answer accordingly.	
	Character Court: 67 / 3008 🦼
Test start Instructions	
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Please go through the question(s) enrefully and answer accordingly.	
	Chandra Court 87 1000 🖌
	Chance Court 67 /1009 🦼 Sure AS COURT (F. 7010)

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.

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Homepage 🔶 Create New 🤜	Manage 👻 🎩	Review 👻 🛄 Dashboa	rd			
ustom Content						
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nowing 10 v entries						
Name ©	Status ≑	Created By \$	Created Date -	Type ≑	Duration \$	Actions
Name ‡	Status ≑ Draft	Created By \Rightarrow SHL Impersonate	Created Date -	Type ≑ Smart Interview On Demand	Duration ¢ 6 minutes	Actions
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	Draft	SHL Impersonate	12-10-2021	Smart Interview On Demand	6 minutes	© Clone Edit
Name © PHPTest basic java for FE	Draft Published	SHL Impersonate SHL Impersonate	12-10-2021 11-22-2021	Smart Interview On Demand Frontend Development	6 minutes 1 minutes	Clone Edit

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.

Products*	Assess	ment Profiles :	Selected Products : S	Smart Interview On D
Assessment Profiles Select M	anually			Selected Products Add Stage
	Smart Interview	् ५ ५००	Kin K Back to List	Selected Products Core Products No Assessments Profile Selected
Applied Filters: Remove All Filters	B Search Results			Smart Interview On Demand
Product Classification: Smart Interview (Remove)	Smart Interview Live: Co Smart Interview Live	oding	ď	Smart Interview Live
Category	Smart Interview Dive Smart Interview On Den	nand		Core assessments are always assigned to candidates in a
	early stages Show more		Its and experience in	project. Assessments added at the time of creating a project are always designated as Core. Additional assessments are assigned to a candidate by the
	+ Value + Interview Setup	25 units Select	v c	administrator as needed. When added to a project after creation, an assessment can be
	+ Video Interview	00000	Create new setup	designated as either Core or Additional.
	+ Type + Language	Assessment English (US)	v	
	Video Interview Report	Report		
	Language	English (US)	~	
			Added	
			Added	

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**.

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📅 Homepage 🕈 Create 🕻	Create Custom Content	Rectangular Snip		×
Custom Content	{Test name} has	been published and is now avail	able to use in a project.	
Available Filters				
Name	Interview Test			
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Showing 10 v entries	Smart Interview On Demand Video Interview gives insight into	Smart Interview Live Live Video Interview is a real time interview which enables one-to-	Smart Interview Live: Coding Smart Interview Live: Coding is a	
Interview Name ©	a candidate's personality, skills and experience in early stages of Read More	one, panel and group interviews.	real time online coding interview which enables one-to-one, panel Read More	on © Actions
SIOD Test				•
Tort1222444				0

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.
- Al score checkbox.
- Mark Self as Interviewer/Evaluator/Assessor

		Create Pro	oject Save as Draft Project View My Draft Pro
Basic Settings*	Project Name* :	Days for Completion* : 10	Application Form:
Products*	Assessment Profiles :	Selected Products : Smart Interview C	Dn D
Evaluators*	Products :	Interviewers/Assessors: 0	Evaluators : 0
Select Interviewent/Assessors Please Select Smart Interview On Demand Select Evaluators Please Select		Mark Self as Evaluat	f as interviewer/Assessor tor
▶ 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			

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.

<u>Note</u>: 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.

Basic Settings*	Project Name* :	Days for Completion*: 31 Application Form:
Project Name* e.g., Java developer hiring	Favorite	Days for Completion* Candidate has 31 day(s) to complete the assessments. ①
		Application Form Choose Application Form O Preview
Project		Minimum Qualifications Choose Minimum Qualifications V Preview
Description		Set Hurdling
	h	Automated Decision Making
During the second secon		Enable Candidate Experience Survey Preview
Project Tags Choose Tag(s)	•	

Candidate Experience Configuration on Project

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← → C 🔒 t	alentcentral.us.shl.com/player/workflow/start		९ ☆	😞 Incognite	•
.SHL. Help-	English (Inter	rnational) 🗸	Accessibility Options	+ 🎍 My Profile	G Sign Out
	Assessments				
	Occupation Defore you start, you may want to <u>Understand More About Assessment</u> See below for information that you need to proceed. Occupation Description Due by OF-February 2022, 15:29, UTC+05:30 Chennal, Kokata, Mumbal, New Dethil Description	lls			
	Dependability and Safety Questionnaire Available or: Desktop, Tablet The expected time of 10 minutes is based on the time required for instructions, practice exercises, if any, and completion of the as	L3	O mins Expected Time How was your o expe	verall assessment ience?	
	٥	D mins total expect		3 4 5 Very positive	
			×0	Next 5	

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.

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₿	Assessments	~	Create Video Assessment						
	Video Assessments	^	Video Assessment	e nvironment			Evaluatio	n	Scheduling
	Create Assessment My Assessments		Smart Evaluation Insights						OFF
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2	User Management	~			O Add New	(-)	🌣 Rubrics	7 •	
₽	Interview Management	~							
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https:	//stagingiassess2.myamcat.com/da	ashboard	PREVIEW SCORECARD				ВАСК	SCHEDULE LATER	SCHEDULE NOW

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.



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	🥚 Anna			
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III	evidence that supports each of these notions. L	essay is an essential skill for students in early English classes as it allows them to express certain ideas, claims, or conc ater, though, students may decide to stray from the standard five-paragraph format and venture into writing an explo the five-paragraph format is an easy way to introduce them to writing literary criticism, which will be tested time and <i>i</i> hat follows a prescribed format of:	oratory essay instead.	
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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.

.SHL.	
< Back	You will also receive an email with a link to view your submitted work.
	Welcome to this business simulation. You need to complete the following:
	First Loyalty Client Meeting
	Client Meeting Preparation Completed Tue, Sep 14 2021 05:15 PM, UTC+05:30 Asia/Kolkata
	Client Meeting

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.

.SHL.	19:30	$\fbox{\ }\textcircled{\ }\textcircled{\ }\textcircled{\ }{\rightarrow}$
Question You are required to fix all the logical error in the given code. You can click on <i>Compile & Run</i> anytime to check the compilation/execution status of the program. You can use printf/to debug your code. The submitted code should be logically/syntactically correct and pass all testcases. Do not write the <i>main()</i> function as it is not required. Code Approach : For this question, you will need to complete the code as in given implementation. We do not expect you to modify the	<pre>1 // You can print the values to stdout for debugging 2 void patternPrint(int num) 3 * { 4 int print=1,i,j; 5 for(i=0;icnum;i++) 6 * { 7 for(j=0;j<=i;j++); 8 * { 9</pre>	
The function/method patternPrint accepts an argument <i>num</i> , an integer. The function/method patternPrint prints <i>num</i> lines in the following pattern. For example, <i>num</i> = 4, the pattern should be:	د ک Test Cases & Output	RUN SOLUTION NEXT

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(logn) O(n) O(nLogn) O(n^2) O(n^3) O(e^x) – Exponential Time complexity in Big O notation



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:

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Question	member	s (Total:6)	Browse	~	Structure	\sim		C	0
The Scenaric: Given a database with table members(id, name) and m_salary(id, salary). Find the name of the members who get more salary than the average salary of all the members. The final result should	id			name					2
have columns(id, name, salary).	1			Bob					
Your Task: See the given table for structure and data. Your query will be evaluated on hidden test cases as	2			Alice					
well. Press the "Process" button to execute your query win be evaluated on inducer test cases as well. Press the "Process" button to execute your queries. Only processed queries will be considered for evaluation during checking of answers.	3			Alice					
Select * from members where 1	4			fu					
limit 0, 50:	5			bar					
Process Check Answer	6			Alice					
							Submit Assessr	ment	

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.

.SHL.	01:03:30	$\square \bigcirc \bowtie \blacksquare$
Question	1 //Header Files 2 #include <stdio.h></stdio.h>	🔿 Record Audio/Video 🗾 🕤 🗟 🔽 🗸
The current selected programming language is C. We emphasize the submission of a fully working code over partially correct but efficient code. Once submitted , you cannot review this problem again. You can use <i>print(1)</i> to debug your code. The <i>print(1)</i> may not work in case of syntax/runtime error. The version of GCC being used is 5.50 . A company is planning a big sale at which they will give their customers a special promotional discount. Each customer that purchases a product	<pre>2 #includestdilo.h> 3 #includestdilo.h> 4 #includestdilo.h> 6 * * * * * * * * * * * * * * * * * * *</pre>	Record Audio/Video
from the company has a unique customerlD numbered from 0 to N-1. Andy, the marketing head of the company, has selected bill amounts of the N customers for the promotional scheme. The discount will be given to the customers whose bill amounts are perfect squares. The customers may use this discount on a future purchase.	<pre>21 mileter = (ch=gect(p)) as ch i= (n) 22 * 23 { 24 actual_size] = ch; 25 if(actual_size) = size) 26 * 27 { 28 } 30 } 30 } 31 else 22 * 23 cf 24 Cases & Output </pre>	START RECORDING

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.

AMCAT - Recruiter interface	×	+						~ - C	9
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Apps 🛛 👎 General Service Req.	Pt	Dashboard S TC S	TC US 🛛 👎 System Dashboard	🦚 Sharepoint 🌹	Portal Wireframes	Portal Scoping	MFS	» 🔠 R	eading I
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Assessments	^	Candidate Details :	Sales Consultant_303					Schedule	d:21
Create Assessment									
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Learning & Development	~	Select Scheduling Type :	🔿 Candidate Login 💿 Comm	on Login					
CodeMeet/SmartMeet	~								
Authoring Tool	~	Reports 0		Excel O				Actions	
User Management	~	Reports	*	Select Excel		₽,			
Interview Management	×	Schedule Date:	6 days Status: 1					0 Status Key	
Live Proctoring	~	Status	Test Scores	Schedule Date	Attempt Date	Schedule ID	Schedule Info	Action	
		•	English Comprehension Logical Ability	2022-01-11 15:58:36	2022-01-11 16:11:31	17734291		•	4
		•	English Comprehension Logical Ability	. 2022-01-11 15:58:36	2022-01-11 18:49:27	17734291		9 🖂 :	
		•	English Comprehension Logical Ability	- 2022-01-11 15:58:36	2022-01-11 18:48:37	17734291		8 🖂 :	

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.

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Assessments	^	Edit Assessment:									Credits Available :	2146425043
Create Assessment My Assessments		Assessment		Environm	ient			She	ortlist Crite	ria		Scheduling
Video Assessments	~	Candidate Details										
🗄 Learning & Development	~	Uploaded File: scheduledCandidate	sDetails .	- î								
CodeMeet/SmartMeet	~											
Y Authoring Tool	~	Username	tag1	tag2	tag3	tag4	tag5	null- 1	null- 2	null- 3	scheduledTimezone	Action
Q User Management	~	kumar.saurabh@shl.com_xxcz									UTC +01:00 CET (Stockholm)	1
interview Management	~	kumar.saurabh@shl.com_8ex4	1P0001								UTC +01:00 CET (Stockholm)	ŵ
Live Proctoring	~											
		Assessment completion alert										OFF
		Candidate Notifications										

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
 - o At SHL Experience Level
 - Candidate Flow Trend
 - Drop Out Rate
 - Completion Time
 - o 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

Applicant Re	eaction Survey						
	Select JFA Mutiple Value	ies	~		Select Proj	ect Cracker Barrel_Genera	I Entry Level_Aug 2018 V
oplicant Reaction	Survey By JFA		ŏ	Applicant Reaction	Survey By Project		0
NPS Score 87% 25% change since last year	YOY NPS Trend 88% 2018	92% 85% 2019 2020	98%	NPS Score 87% A 35% change since list year	YOY NPS Trend 88% 2018	92% 85% 2019 2020	98%
Ā	Survey Question	Last Quarter	YOY Trend	Project	Survey Question	Last Quarter	YOY Trend
racker Barrel_ eneral Entry Level_ ug 2018_TC 25413	The instructions for the assessment were very clear	91%	2020 87% 2019 92% 2018 85%	Cracker Barrel_ General Entry Level_ Aug 2018_TC 25413	The instructions for the assessment were very clear	91%	2020 87% 2019 92% 2018 85%
EX Care Team of xperts 2019	The instructions for the assessment were very clear	91%	2020 B6% 2019 96% 2018 90%		The assessment was easy to complete	91%	2020 B6% 2019 96% 2018 90%
orem Ipsum team xpert Team 2018	The instructions for the assessment were very clear	88%	2020 86% 2079 99% 2018 85%		The assessment measured job-relevant characteristics and skills	88%	2020 86% 2019 99% 2018 85%
racker Barrel_ eneral Entry Level_ ug 2018_TC 25413	The assessment was easy to complete	85%	2020 89% 2019 86% 2018 99%		More favorable impression of company following assessment completion	85%	2020 89% 2019 86% 2018 99%
EX Care Team of xperts 2019	The assessment was easy to complete	95%	2020 88% 2019 90% 2018 89%		Length of the assessment was appropriate	95%	2020 88% 2019 90% 2018 89%
orem Ipsum team xpert Team 2018	The assessment was easy to complete	91%	2020 85%		The assessment technology functioned correctly	91%	2020 85%

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

Febraury 2022

TalentCentral

Release Notes

Summary – 25th February to 1st 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.

Back Avish Vijay avish.vijay@gmail.com 1.2		Dating	1.3 Expand
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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.

Scorecard	K ×				
First Name: Last Name: < 1/1	> Select Status 💌				
Comments you make under Strengths and in the report.	e here will appear X d Development areas				
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• • • • • 3/5

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.



- 1.2 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.

Search feedback providers Forename Enter Forename Surname Enter Surname Enter Surname Enter Surname
Forename Enter Forename Surname Enter Surname Enter Surname Enter Surname Enter Surname Enter Surname Enter Forename Enter For
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Enter E-mail
Enter E-mail
Add new feedback provider
<pre> SEARCH ></pre>
Add new feedback provider
h

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:

.SHL.	01:11:03			≡
Question The Scenario:	members (Total:6) Br	owse \checkmark Structure	~ C	0
The scenario: Given a database with table members(id, name) and m_salary(id, salary). Find the name of the members who get more salary than the average salary of all the members. The final result should have columns(id, name, salary).	id	name		2
	1	Bob		
Your Task: See the given table for structure and data. Your guoge will be evaluated on hidden test cases as	2	Alice		
See the given table for structure and data. Your query will be evaluated on hidden test cases as well. Press the "Process" button to execute your queries. Only processed queries will be considered for evaluation during checking of answers.	3	Alice		
Select * from members where 1	4	fu		
limit 0, 50:	5	bar		
Process Check Answer	6	Alice		
			Submit Assessment	

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 the 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(logn)
- O(n)
- O(nLogn)
- 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 rep	resents the dimensions of a square matrix			
	age Case Time Complexity is the order of performance of the algorithm given a n set of inputs. This complexity is measured here using the Big-O asymptotic on.			
	is the complexity detected by empirically fitting a curve to the run-time for nt 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. Recruitesr can also have a look at the recorded video(s) for each question in the candidate report.

.SHL.	01:03:30	[] () () tot () =
Question	1 //Header Files 2 #includestdio.hb 3 #includestdio.hb	🔾 Record Audio/Video 🖉 🔊 🗄 😋 🧹
The current selected programming language is C . We emphasize the	3 #includesstallo.h> 4 #includesstallo.h> 5 #includesstadpool.h>	• 0
submission of a fully working code over partially correct but efficient code. Once submitted , you cannot	<pre>6 7 /* only used in string related operations */ 8 typedef struct string string;</pre>	Explain the approach you took to solve this question in 2 minutes
review this problem again. You can use print() to debug your code. The	<pre>9 struct string 10 * { 11 char *str;</pre>	
print() may not work in case of syntax/runtime error. The version of	12); 13 14 char "input(FILE "fp, int size, int has space)	
GCC being used is 5.5.0. A company is planning a big sale at	<pre>15 = { 16 int actual_size = 0; 17 char "str = (char ")malloc(sizeof(char)"(size=actual_size)); 17 char "str = (char ")malloc(sizeof(char)"(size=actual_size));</pre>	
which they will give their customers a special promotional discount. Each	18 char ch; 19 if(has_space 1) 20 = {	 (a) (b) (c) (c)
customer that purchases a product from the company has a unique	<pre>21 while(HOF != (ch-fgetc(fp)) && ch != "\n") 22 * { str[actual_size] = ch; }</pre>	START RECORDING
customerID numbered from 0 to N-1. Andy, the marketing head of the company, has selected bill amounts	23 5074-045_5129 - 07, 24 artual_sizer - 0, 25 if(artual_sizer >= size) 26 (
of the N customers for the promotional scheme. The discount	<pre>27 str = realloc(str,sizeof(char)*actual_size); 28 }</pre>	
will be given to the customers whose bill amounts are perfect squares. The customers may use this discount on	29) 30) 31 else	
a future purchase.	m - / A	TOUT
		dates



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.

Question Panel Delivered V2 Constitution Add your own question Question Ramel If series and input and write output: Search Questions If selicities (stdio, h) Search Question Code(ster) If selicities (stdio, h)	.SHL. 🗟 Code Meet	🔍 vivek Ojha 🗾	© 08:03	(● Invite Others)
Ownee Hogenming Ownee Hogenming Ownee Hogenming Ownee Hogenming Mining Image: One Add an ewy test case Test Cases & Output: Stylistic errors Observations	Question Panel Delivered 1/2 Add your own question Question Bank Search Questions Q Outstion 1 coding String Matching String Manapulation Theme His model were of detains string string and asked him to convert the binary string and asked him to convert the binary string string string string string and asked him to convert the binary string string string string string string string Rating -/5	<pre>> 1 // Sample code to read input and write output: 2 /* 4 #include <stdio.h> 5 int main() 7 { 6 char name[20]; 9 scarf("%s", name); // Read input from STDIN 9 printf("Helio %s", name); // Write output to STDOUT 10 printf("Helio %s", name); // Write output to STDOUT 11 return 0; 12 / 14 // 14 // 15 // Warning: Printing unwanted or ill-formatted data to output will cause the test cases to fail 16 finclude<stdio.h> 11 Int main() 4 // 4 // Write your code here 17 // Write your code here 17 // Write your code here 17 // Write your code here</stdio.h></stdio.h></pre>		Vivek Ojhu Fur >
	Given a binary string S consisting of only Os and Is, write an algorithm to find the number of different ways to get the longest consecutive sub-segment of Is only. Yoi <u>View more</u>	♥ Hints		

Continuous Improvement

Bugs

Minor bugs were fixed as part of our maintenance releases.