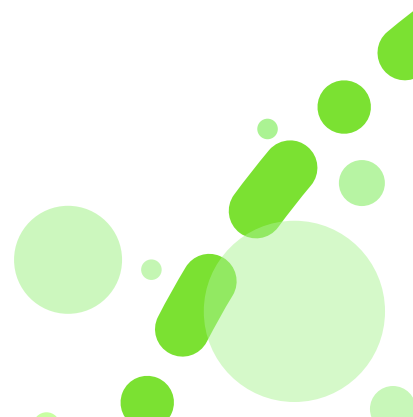




# SHL Release Notes

22 September 2023



## Skip Rating for Questions and Parameters - New feature

### What is this feature?

This is a new capability we are adding to TalentCentral+ for Smart Interview Live (SIL) and SILC. With the introduction of this feature, interviewers will have the option to skip rating a question or an evaluation parameter by selecting 'Skip rating' against each evaluation parameter and a question.

### Why did we build this feature?

Presently, interviewers can provide a rating for a question or evaluation topic, however, they cannot skip rating them. For hiring managers or recruiters it becomes difficult to distinguish between interviewers who deliberately chose not to rate and those who simply overlooked the rating process. It also creates hurdle in structured interviews when interviewers are unable to skip rating a question or topic they prefer not to evaluate. This impacts the overall ratings.

However, with the introduction of this new feature, interviewers can now skip rating questions or any evaluation topic without influencing the candidate's overall score and rating. This ensures a fairer scoring system, and it provides hiring managers with a clearer insight into which questions and topics were skipped from the evaluation.

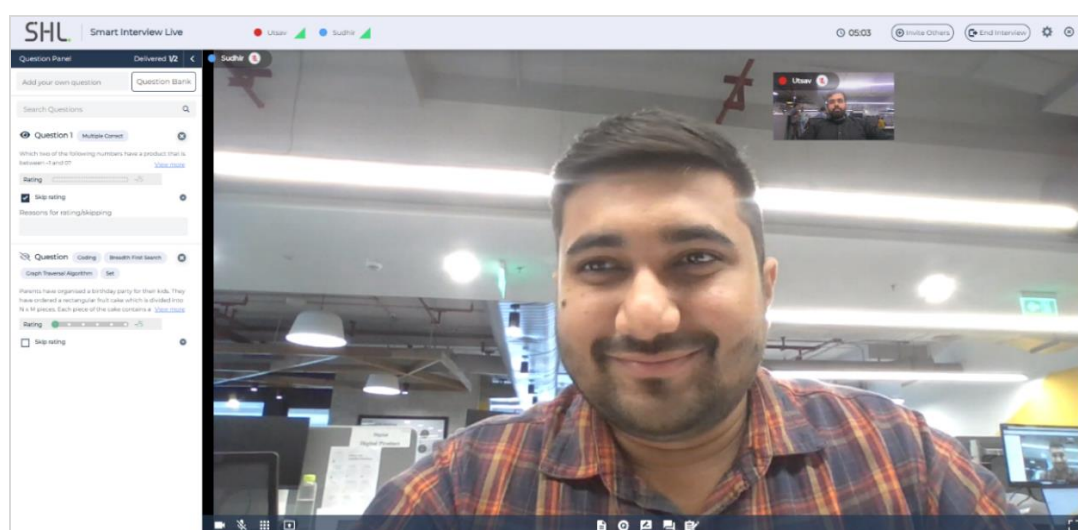
### What is the customer impact of this feature?

Both our existing and new customers will get to see this new feature when they start using Smart Interview Live (SIL) and SILC. This is a standard feature; however, it could be disabled by selecting an additional flag. To do so, account managers can raise an ITSD ticket with Product Support team.

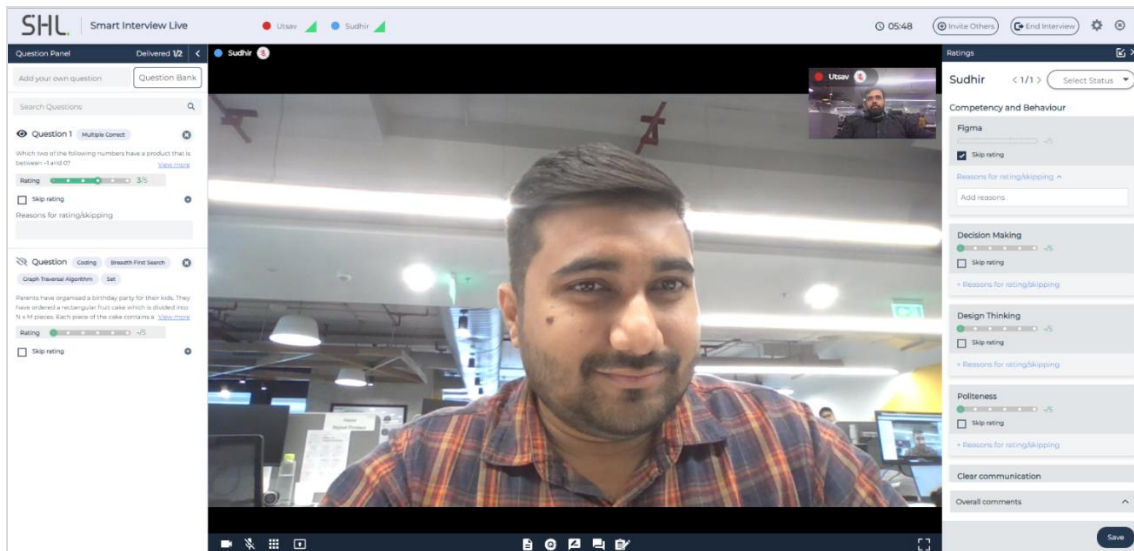
### What does this feature look like?

Interviewer experience

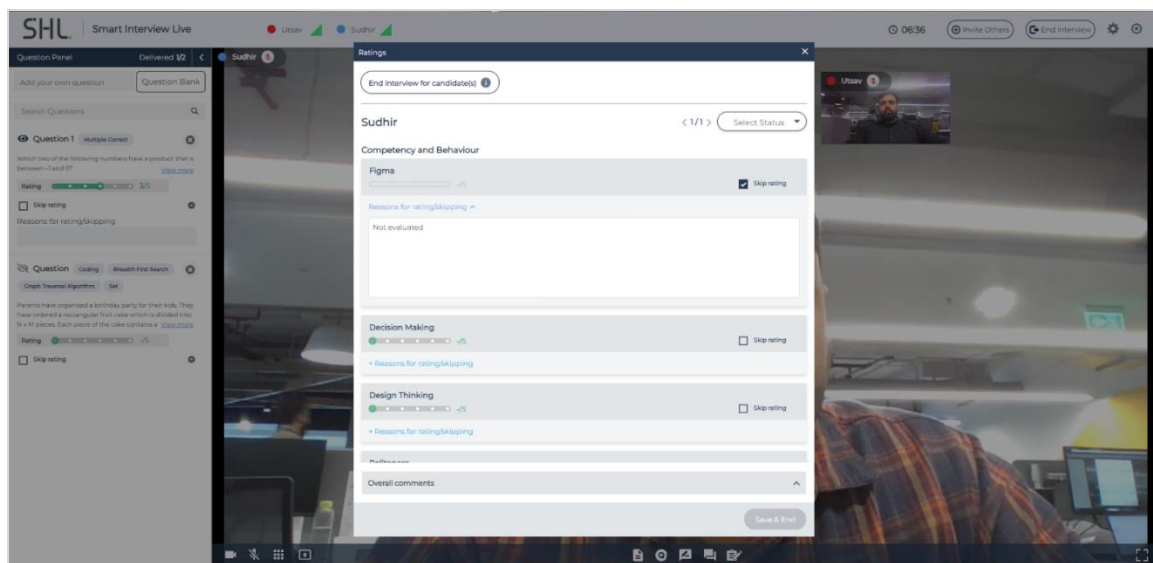
1. Skip rating option being selected for a question, in the player.



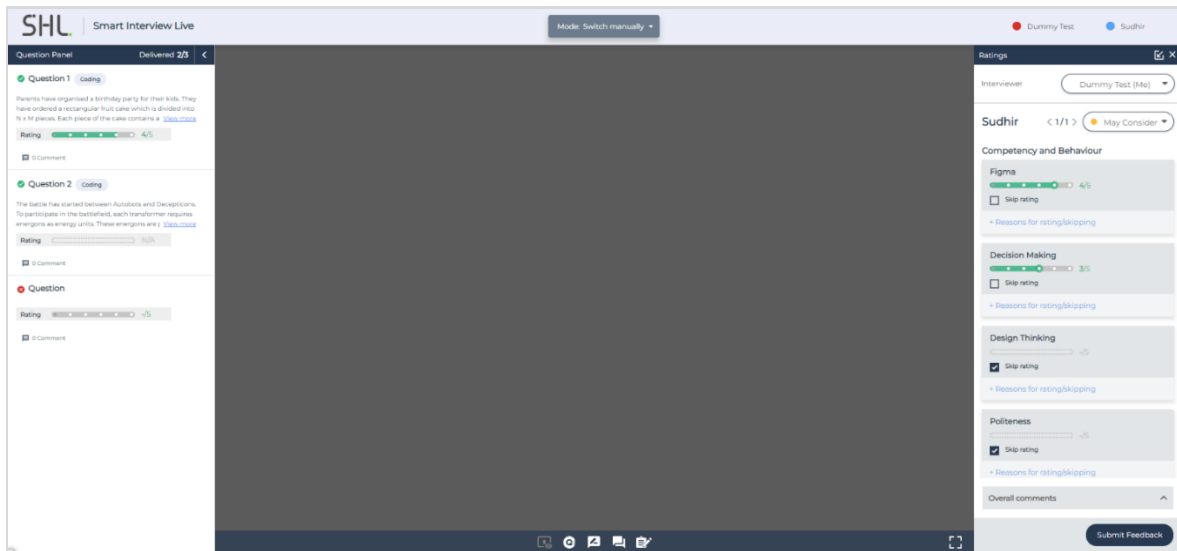
2. Skip rating option being selected for an evaluation parameter in the player.



3. Skip rating option being selected for an evaluation parameter in the player while ending an interview.

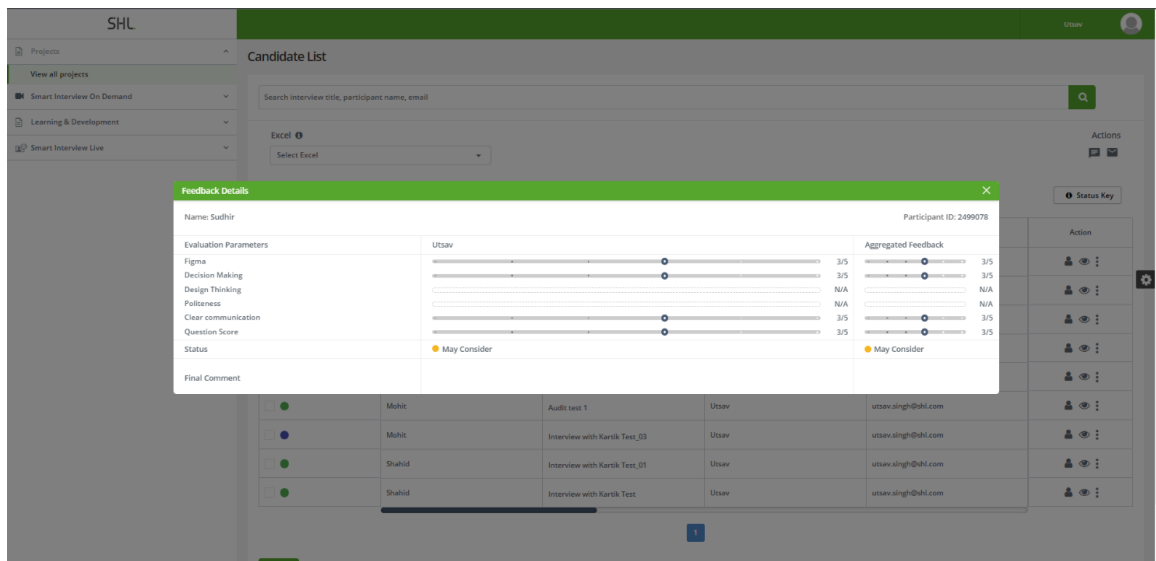


#### 4. Skip rating option while evaluating in playback



### Recruiter, Hiring Manager & Interviewer Experience

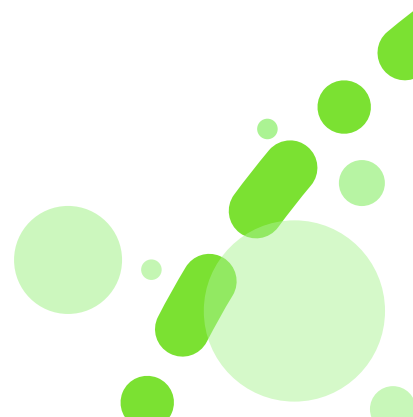
#### 1. Skip rating in feedback details UI in the candidate listing page.



2. Skip rating items being recorded as “Skipped” in the downloaded excel through the candidate listing page.

Interview Details										Average Competency Scores													
Candidate	Interview	Configurat	Final Statu	Final Score	Interview I	Start Time	End Time	Duration	Timezone	Schedule E	Schedule T	Candidate	Interview I	Playback II	Question 5	Figma (Scc	Decision N	Design Thi	Politeness	Clear.com	Question 3	Question 2 Q	
	Interview	UX Summe	May Consi	4	2023-09-0	2023-09-0	2023-09-0	2 minutes	UTC +05:3	2023-09-0	15:12:14	2499187	https://ba-	https://int	4	4	3	Skipped	Skipped	4	4		

<b>Platform:</b>			<b>Availability:</b> 28 September 2023
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		



## SVAR is now available in Brazilian Portuguese - New Product

### What is SVAR Brazilian Portuguese?

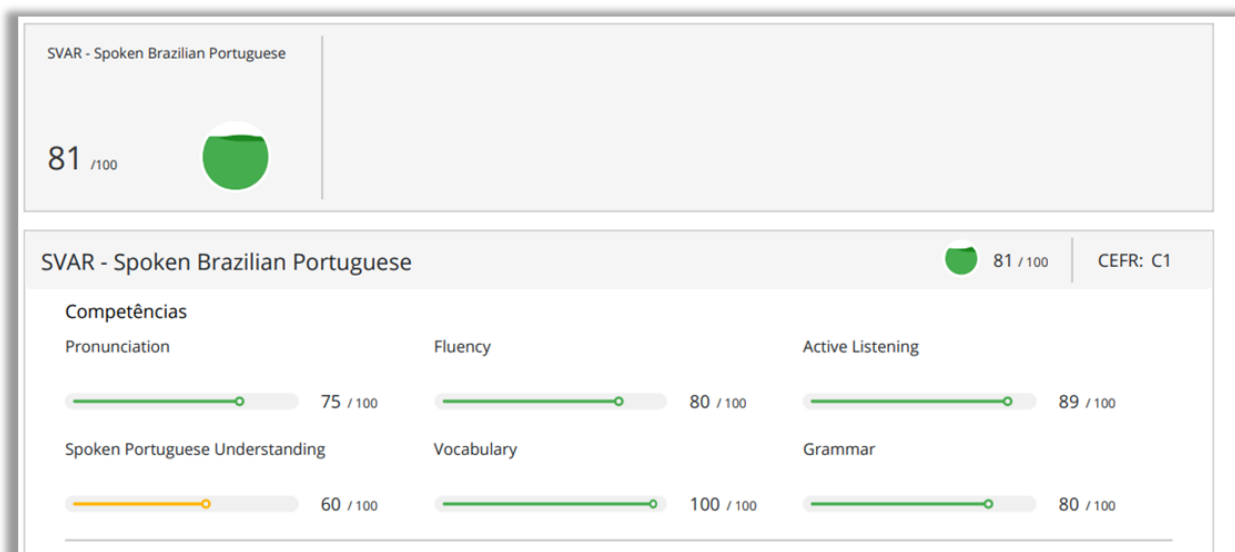
SVAR, SHL's flagship spoken language test is now available in Brazilian Portuguese. SVAR measures a participant's fluency, pronunciation, active listening, vocabulary, grammar as well as spoken Portuguese understanding. SVAR is designed to make sifting decisions easy, particularly in BPO, Contact Centre and volume hiring settings where spoken language is key to job success.

### Key features:

- 15 minutes test with automated scoring
- Candidates' CEFR rating (CEFR is a globally recognised language grading system)

SVAR is powered by an AI scoring model that, as part of its development, has undergone extensive analysis to ensure it does not unfairly disadvantage any segment of the population. Technical details on the assessment as well as documentation of the adverse impact analysis can be found in the technical manual that is available to all clients.

Sample report of SVAR Brazilian Portuguese:



Platform:		Availability: 06 October 2023	
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

## Report links in email – New Feature

### What is this Report links in email feature?

This feature is a two-level control system for sharing the reports with candidates. This includes a company level flag to enable or disable the sharing of reports with candidates and a project level flag to control this while creating the project.

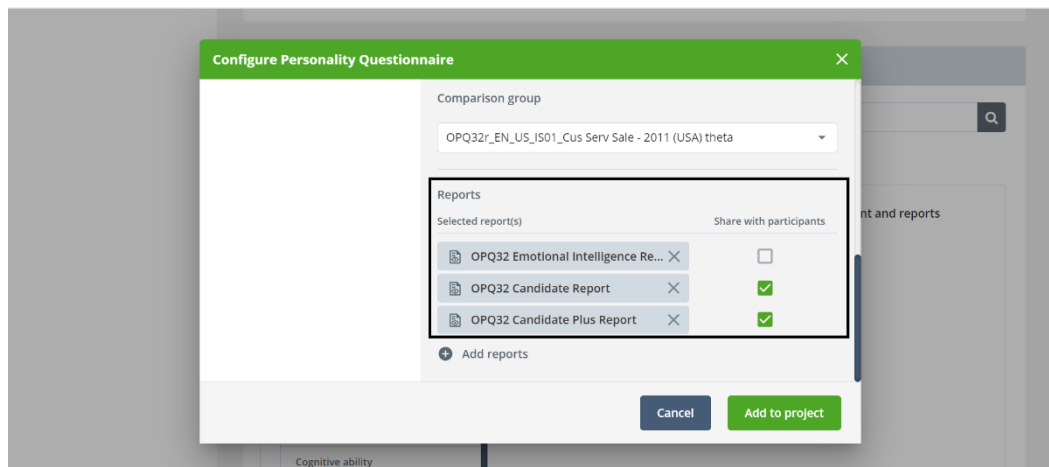
### Why did we build Report links in email feature?

The primary objective of implementing this feature is to provide control over sharing of reports with candidates. By enabling preferences to be set at both the company and project levels, it ensures that reports are shared only as needed. This feature streamlines the process and enhances customization options for report sharing.

### What is the customer impact of Report links in email feature?

This feature significantly enhances user experience by providing customers with increased flexibility and control over report sharing at company and project level. It ensures that the reports are shared accurately and in alignment with their preferences. Additionally, it enhances the candidate's experience by providing clear and accessible report links in emails. This feature is an upgrade for existing customers and will be available to them automatically, further enhancing their user experience on TC+ platform.

### What does this Report links in email feature Look like?



Platform:		Availability: 15 October 2023	
<input type="checkbox"/>	TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

## Deactivating MIS Users in Bulk

### What is this Deactivating MIS Users in Bulk feature?

This feature allows admin users to perform bulk deactivation of users associated with a company. This ensures that individuals who are no longer the part of organization cannot access the account.

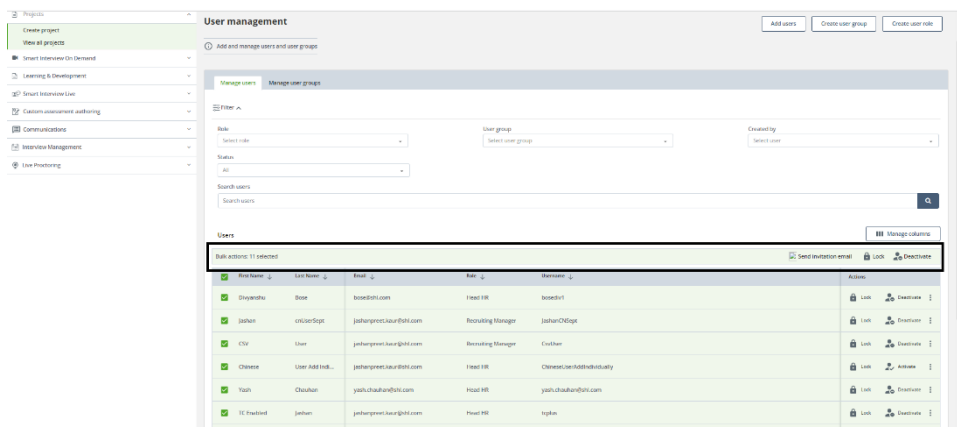
### Why did we build Deactivating MIS Users in Bulk feature?

The primary objective of implementing this feature on the platform is to make it easier for the Operations team and customers to deactivate users, reducing the dependency on production support team. With this feature, the Operations team and customers can handle this process independently within the platform.

### What is the customer impact of Deactivating MIS Users in Bulk feature?

This feature significantly enhances administrative control and security of platform. It provides a streamlined process for deactivating users in bulk contributing to a more secure and efficient system. Existing customers will receive this upgrade as part of their user management experience on the platform, resulting in a more streamlined and secure system.

### What does feature Deactivating MIS Users in Bulk look like?



<b>Platform:</b>		<b>Availability:</b> 15 October 2023
<input type="checkbox"/> TalentCentral™	<input checked="" type="checkbox"/>	TalentCentral+™
<input type="checkbox"/> 360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/> Insights		



## Product Availability - TM Report Updates

Product	Language
Enterprise Leadership Report	Latin American Spanish

Platform:		Availability: 20 September 2023	
<input checked="" type="checkbox"/>	TalentCentral™	<input type="checkbox"/>	TalentCentral+™
<input type="checkbox"/>	360/MFS	<input type="checkbox"/>	SHL Apps
<input type="checkbox"/>	Insights		

