



Rollup 28

Release Notes

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Addon solution for Microsoft Flows

Microsoft Flow can be used in the DHRM Solution to automate recurring processes. Flows had to be created manually by the customer and couldn't be included to the solution before. Microsoft enabled a possibility to include the Flows out of the box into the solution. The DHRM Solution uses a few Flows to improve the functionality of the features.

We provide now an addon solution to ease the "creation" of flows for new customers and don't disrupt the functionality for existing customers. The solution can be imported manually by the customer after import of the DHRM Solution.

Addon solution to disable Advanced Find

To ensure that customers who don't want their employees to use the advanced find feature, we provide now an addon solution. The addon solution hides the results button in advanced find for all users who are not able to create new Employees according to their Security Role.

After importing the solution if the Security Role is defined to be able to create new Employees results button can be seen, else not.

Position Assignment

A new entity "Position Assignment" is introduced, which supports the planning for Positions. The Position Assignment displays former, current and future Positions of an Employee.

For a better understanding the three main entities for this feature are described below (with regard to this feature):

1. Position
Positions depict the hierarchy of the company. One position can just be assigned to one employee at the same time (if there are several employees working on the same job, all have an individual position). Successors are assigned to a Position.
2. Position Assignment
Position Assignment is the connection between an Employee and the Positions he is, was or will hold.
3. Employee
Employee gets connected to Position(s) he holds
Maximum one position can be the main position
Two new grids added to the employee form "Digital Personal File" on a new tab called "Position".
The first grid shows all current hold positions.
The second grid shows the evolution of positions for this employee (past, future)

Additionally to enhance the usability of position planning some new views are created on position:

The view displays...

- ... all currently open Positions
- ... all Positions with a high or very high exit risk
- ... all upcoming new positions in the next 3 months.

Please Note: Positions have to be deactivated manually. When the available until date is over the position keeps being active, if no change is done manually.

Also a view is added to the HR Organization Dashboard showing open Positions without a current Position Assignment. Moreover it is possible to change to one of the other views of position in the Dashboard.

Base Data Maintenance Function

The Goal of this feature is to allow the customers to remain their adjustments and be able to update the current base data for the other fields.

Two new fields are added as global optionsets:
Display Name: Record maintained by

Options:

Option 1: Solution Provider

Option 2: Self Maintained

On the content of this field the status for update or don't update is triggered.

This field is added to the respective main form of the entities, which are defined to be updated.

In case the option "Solution Provider" is chosen, all fields on the form get locked, except Record maintained by.

Display Name: Auto Update Status

Options:

Option 1: Updateable

Option 2: Not Updateable

Depending on the content of this field the update of the base data will be done or not.

The field is hidden and gets filled automatically according to the value of the field Record maintained by.

The user sees the new field Record maintained by (which is delivered without a value) on the form.

When Solution Provider is chosen, the record will be overwritten the next time the Package Deployer will be used.

When Self Maintained is chosen, the record won't be changed by using the Package Deployer.

Default value is Self Maintained.

So even customers who have done some customizations, they want to keep, can use the Package Deployer to get the latest Base Data.

Change Wording for Employment Contract

In the USA employment contracts do not exist according to the employment contracts that are known in Germany/Europe. They have employment terms which cover the conditions of the employment.

So the wording was changed from "Employment Contract" to "Employment Terms".

Restrict deletion of Base Data after usage

Deleting base data, like employment terms templates or skills, which are used in other dependent records, is now restricted. This ensures, that all functionalities of the record, which use base data records are working correctly.

This was achieved with adjustments in the relationships to restrict the deletion of the records. As an example the deletion of Employment Terms Templates which are used in at least one Employment Term is restricted.

In this processing, the relationships for the following entities (parent entities) was changed:

- Areas
- Calendar
- Certificates
- Commission Templates
- Cost Centers
- Departments
- Insurances
- Leave Entitlement
- Review Templates
- Shifts
- Skill
- Skill Grades
- Time Sheet - Time Entry
- Travel Destination
- Work Certificate Rating

Enhancements on Skills

We performed multiple small enhancements on skills:

- Skill Chart on Employee: The graphical view of skills is changed to vertical
- View to compare Skills of Employees: A new chart is created for the view "Individual Skill Levels" called "Actual Skill Levels by Employee".
- Change Skill grade coming from the recruiting portal from actual to self
- The actual skill level on Employee Self Service form is removed

Improvement of Application refusal

The respective workflows of the application refusal were adjusted by adding some steps to the Workflows:

- Auto Job Refusal with delay – HR Management [EN] - xRM1
A further step is added to the Workflow which sends out an email to the user which informs him that an applicant has several open applications.
- Application - Process Final Decision – HR Management [Multilingual] - xRM1
When an application of an applicant - who has more than one application - is rejected by the company an email is sent to the recruiter.
If the status reason of an application is declined by an applicant who has more than one application, an email is sent to the recruiter.

Automatic recalculation on Employment Terms set to valid

The recalculation is triggered when the new Employment Terms are set to valid.

Daily Summary which are already created and where the date is same or later than the start date of the new Employment Terms retrieve the new allocated hours by calculating the affected Time Sheets one by one. To reduce the impact on the performance of the system, the import functionality is used to recalculate the Time Sheets.

Also all Leave Requests (where the start date equals or is later than the start date of the new Employment Terms) are updated for the future.

The amount of Days is recalculated for Status Reasons: In Progress and Approved, not recalculated: Cancelled or Draft.

Please Note: Please make sure that there is no Leave Request overlapping both employment terms. This case is not covered yet.

UI App for Supervisor (HR HUB Manager Self-Service)

Supervisor has one App which includes all Navigation points the Supervisor can reach. So the Supervisor doesn't have to search for the right App.

In the end he will have two main Apps:

- HR HUB Manager Self-Service: used for the daily business as a manager
- HR HUB Employee Self-Service: used in the role as an employee

The Security Role xRM1 HR Supervisor has only access to this App.

Please Note: The access to the HR HUB Employee Self-Service is given by assigning the Security Role xRM1 HR Employee to the Supervisor.

Adjust Tip on Dialog

To reduce user issues and improve the user experience the tips on the dialog are improved, so the user is aware of which consequences the change will have.

Add Fallback for Leave Requests

When customer want to create additional Absence Types no Business Process Flow was available for this Absence Type. In conclusion the leave could not be requested with this absence type without further customizations on the system.

A fallback is implemented. If the user adds additional Absence Types, they are handled like vacation (with both BPF-options: with or without substitute).

The Business Process Flows "Absence Processing - HR Management" and "Absence Process with Substitute" were adjusted to use the same BPF like vacation for all not specified Absence Types.

Additionally the Workflow "Set state to in progress - HR Management" was adjusted to change the Status Reason of the Leave Request to in Progress.

The following Business Rules are adjusted accordingly:

xRM1LockFieldsOnStateInProgress
xRM1ShowOrHideReasonForRejection
xRM1ShowOrHideSubstitute

Ownership of Employment Terms

The Owner of the Employment Terms was handled like this:

- If the Employee has a manager with a System User, owner of the Employment Terms is the manager
- Else the HR Manager.

The assigning Workflow was triggered on creation of the Employment Terms. When the manager changed, the ownership remained with the old manager.

Vacancies

The "Vacancies Portal View" was adjusted not to show inactive vacancies anymore.

Please Note: Status Reason "Published" (on the Tab Publishing in Vacancy) remains until it is changed manually.

Rollout Leave Entitlement for the current and previous year

Especially for new users on import of existing data it is not possible to track or report the changes or compare them to the last year. Therefore Leave Entitlements are rolled out for the current and previous year, in case employment terms start before the current year.

HR App Administrator License Changes

In RU27 a new License was introduced. After release of RU27 users discovered some issues regarding the license.

The goal of the HR App Administrator was:

Customer can do more customization on his own. The new License, allows the customer to do everything an admin can do limited to the HR solution.

Improvement: No extra HR Manager License necessary, in conclusion no extra costs for the customer.

The HR App Administrator is not thought to be used as an HR Manager license, still the license needs all permissions the HR Manager has and should be able to create and change records.

The issues inter alia are caused by missing permissions on apps, forms and license checks.

To fix the issues following changes were performed:

- All HR HUB Apps were assigned to the Security Role xRM1 HR App Administrator
- All Forms and BPFs are assigned to the Security Role xRM1 HR App Administrator
- Security Role is connected to the License

Automatic Application received

A customizable email is implemented which can be sent to an applicant via an on demand workflow "Application - Autoresponse for Incoming Application - HR Management [Multilingual] - xRM1". This workflow can be configured to send the email as an automatic response to everyone applying by email.

The email texts are set for German, English and French. They can be easily adjusted by the customer in the workflow. The workflow is designed to be able to use it as a real time workflow with some adjustments by the customer.

Adjustment for HR HUB Employee Self Service

Until now the Employee had no Training or training related entities in the app, so he was not able to register himself as an participant or have a look which Training Events are available.

The area Training is added to the Navigation bar of the HR HUB Employee Self-Service App
Showing the Entities:

- Training Calendar
- Training Events
- Trainings

Commissions are not created during payment generation

This issue was fixed by separating the creation of payments and commissions in to different import files while the records are created.

Enable Workflows on solution update automatically

During import or upgrade of the solution, all the processes of the solution are deactivated. After the process of import is finished, then the Dynamics 365 CE, activates all the processes again.

The problem with some of the Processes is that those are unable to be activated again because those have dependencies on Base Data record, which are not yet imported, or they have mandatory fields in Form.

Reasons:

- Base Data is installed after Solution is installed, but workflows get activated after installation. Some of them need Base Data to get activated.
- Not possible to activate workflows, because form has mandatory fields.

An additional step is added to the Package Deployer.

On the end of the Package Deployer a step is added to activate all workflows which are not activated on this point.

Only exception is the Workflow ADX Sign Up Email. This does not influence the system functionality when it is deactivated.

Supervisor access to Employee file

In RU27 a fix was implemented which restricts the Supervisor to open a Self-Service file of one of his Employees. To achieve this a JavaScript was implemented which checks if the logged in user equals the system user of the employee file. This JavaScript was extended in RU28 to restrict the Supervisor from opening his own supervisor form.

Who is able to open the Employee Form?

- Employee himself (Systemuser = current User)
- HR Manager of Employee (defined as Owner of the Employee record in the DPF)

Who is not able to open the Employee Form?

- Supervisor
- HR Manager who are not the Owner of the Employee record
- Admin (if not defined as HR Manager)

Leave Hours are not shown in Daily Summary

A bugfix was applied to show the leave hours in the daily summary.

Autoupdate for 360° Reviewers on Manager change

Based on the Prefill 360° Reviewers feature, this feature automatically updates the prefilled reviewers for an employee when:

- A new direct report is added to the employee (= employee gets to be manager of an employee)
- A direct report (subordinate) changes the manager or subordinate isn't an employee of the company anymore (= employee isn't the manager of a subordinate anymore)

The manually added 360° Reviewers remain like before.

Important: remove an Employee (who was a Direct Report) from the Managers 360 Reviewers.

Cases when an Employee is removed:

- The Employee gets inactive
- Employee gets a new Manager

Please note: It has to be considered, that Employees (direct reports) which are removed manually don't get added again on execution of the workflow.

To cover this, a second workflow is added which only handles adding and removing Employees to the 360° Reviewers of a manager. Trigger is the change of the field manager in the DPF. So the prefill feature is not executed on every change.

Beyond that an automation for adding the Employees to the managers 360° Reviewers is given. Meaning the Employee is shown automatically to the managers 360° Reviewers (without triggering the workflow manually). This is added to the new workflow.

Onboarding/Offboarding Projects

On creation of an onboarding or offboarding project the placeholder wasn't changed correctly on every field where a change was expected. Furthermore some fields were not mapped properly. In rollup 28 this behavior was fixed.

Prefill Employee on Review

The usability of the review feature is improved by prefilling the employee field, if the creation of the Review is done from the employee file.

Technical Changelog

Type	Entity/Report/Webresource	Field/Name	Details	Action
Business Rule	xrm1_area	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_calendar	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_calendar_rule	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_employment_contract_template	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_time_slice	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_channel	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_skill_grade	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_skill	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_travel_destination	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_work_certificate_rating	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_integration_mapping	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_integration_settings	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	xrm1_numbering	xRM1LockFieldsIfMaintainedBySolutionProvider		Added
Business Rule	itaraxrm_product_settings_keys			Added
Webresource	WebResource	/web/Libs/Goldbright/forms.min.js		Updated
Webresource	WebResource	/web/Libs/Goldbright/forms.externalLibs.min.js		Updated
Form	xrm1_leave_request	Supervisor Form	Changed JavaScript function (xRM1SetDisplayStateExpanded) to (Xrm1.Forms.Action.BusinessProcessState.SetDisplayStateExpanded)	Updated
Form	xrm1_leave_request	HR Manager Form	Changed JavaScript function (xRM1SetDisplayStateExpanded) to (Xrm1.Forms.Action.BusinessProcessState.SetDisplayStateExpanded)	Updated
Form	xrm1_leave_request	Employee Leave Request Form	Changed JavaScript function (xRM1SetDisplayStateExpanded) to (Xrm1.Forms.Action.BusinessProcessState.SetDisplayStateExpanded)	Updated
Form	xrm1_talent_search	Talent Search	Changed JavaScript function (xRM1SetDisplayStateExpanded) to (Xrm1.Forms.Action.BusinessProcessState.SetDisplayStateExpanded)	Updated
Form	xrm1_review_distribution	Review Distribution	Changed JavaScript function (xRM1SetDisplayStateExpanded) to (Xrm1.Forms.Action.BusinessProcessState.SetDisplayStateExpanded)	Updated
Chart	xrm1_wage	Yearly Amount per Employee		Added
View	xrm1_work_certificate_rating	Working Certificate Workload Endurance rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Working Quality rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Working Approach rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Social Behaviour rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Remarks and Phrases rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Overall Assessment rating	Added Filter to show only Active Records	Updated
View	xrm1_work_certificate_rating	Working Certificate Motivation rating	Added Filter to show only Active Records	Updated

View	xrm1_work_certificate_rating	Working Certificate Leadership rating	Added Filter to show only Active Records	Update d
View	xrm1_work_certificate_rating	Working Certificate Farewell Phrase rating	Added Filter to show only Active Records	Update d
View	xrm1_work_certificate_rating	Working Certificate Expertise rating	Added Filter to show only Active Records	Update d
View	xrm1_work_certificate_rating	Working Certificate Exit Reason rating	Added Filter to show only Active Records	Update d
Chart	xrm1_review	Performance Reviews by Department	Renamed existing Chart from Overdue Performance Review by Department and changed Chart .xml	Update d
Chart	xrm1_review	My Target Achievement	Changed Chart .xml	Update d
Chart	xrm1_review	Target Achievement (all employees)	Changed Chart .xml	Update d
Chart	xrm1_review	Target Achievement Description (all employees))	Changed Chart .xml	Update d
Chart	xrm1_review_detail	Target Achievement by Department	Changed Chart .xml	Update d
Chart	xrm1_review_detail	Target Achievements	Changed Chart .xml	Update d
Security Role	xrm1 HR Employee	xRM1 HR Employee	Updated Security role based on Dialog Call	Update d
View	xrm1_leave_request	Leave Requests - Vacation - Digital Personnel File View	Updated Sorting and changed Filter to show only Future Records	Update d
View	xrm1_leave_request	Sick Leave - Digital Personnel File View	Updated Sorting and changed Filter to show only Future Records	Update d
Business Rule	xrm1_employment_contract_template	xRM1LockFieldsIfMaintainedBySolutionProvider		Remove d
Global Option Set	xrm1_employment_contract_template	xrm1_record_maintained_by		Remove d
Business Rule	xrm1_time_slice	xRM1LockFieldsIfMaintainedBySolutionProvider		Remove d
Global Option Set	xrm1_time_slice	xrm1_record_maintained_by		Remove d
Business Rule	xrm1_skill	xRM1LockFieldsIfMaintainedBySolutionProvider		Remove d
Global Option Set	xrm1_skill	xrm1_record_maintained_by		Remove d
Business Rule	xrm1_skill_grade	xRM1LockFieldsIfMaintainedBySolutionProvider		Remove d
Global Option Set	xrm1_skill_grade	xrm1_record_maintained_by		Remove d
App	xrm1_HRHUBManagerSelfService	HR HUB Manager Self-Services	Created new App for Supervisor	Added
App	xrm1_hrhubselfservices	HR HUB Employee Self-Services	Renamed from HR Hub Self-Services	Update d
View	xrm1_skill_level	Skill Levels - Employee Self-Service File View		Added
Chart	xrm1_skill_level	Actual Skill Levels by Employee		Added
Chart	xrm1_skill_level	Skill Levels Required Vs Self Rating		Added
Workflow	Email	Email Routing Workflow - HR Management [Multilingual] - xRM1	This workflow will check if email TO contains data then it will trigger child workflow to create application, applicant and attach linked attachment from email to application	Added
Workflow	Email	Create Application from Email - HR-Management [Multilingual] - xRM1	This workflow is a child workflow of Email Routing Workflow - HR Management [Multilingual] - xRM1. It will create the Applicant and the Application out of the email address and additionally it is handling the attachment of the E-mail.	Added
Workflow	xrm1_application	Application - Autoresponse for Incoming Application - HR Management [Multilingual] - xRM1	This workflow will timeout till 5 mins and then check if applicant email contains data if yes, then it will check applicant language and send email using template related to language accordingly, by default Email with English template will sent.	Added
Email template	Email template	HR Recruiting - 1/x Receipt of the Application [EN] - xRM1		Added

Email template	Email template	HR Recruiting - 1/x - Eingang der Bewerbung [DE] - xRM1		Added
Email template	Email template	HR Recruiting - 1/x - Réception de la demande [FR] - xRM1		Added
BPF	xrm1_bpf_39430b6b3afb4aa4a33d2b8b259fce9e	Absence Processing - HR Management - xRM1	updated BPF to handle all other absence types which will be added after customizing the system	Updated
BPF	xrm1_bpf_8134ab6bd5294b10992b31a8ededd5	Absence Processing with Substitute - HR Management - xRM1	updated BPF to handle all other absence types which will be after customizing the system	Updated
Workflow	xrm1_bpf_39430b6b3afb4aa4a33d2b8b259fce9e	Set State to 'In Progress' - HR Management [Multilingual] - xRM1	update workflow to handle stage for all other absence type	Updated
Workflow	xrm1_bpf_8134ab6bd5294b10992b31a8ededd5	Set State to 'In Progress' - HR Management [Multilingual] - xRM1	update workflow to handle stage for all other absence type	Updated
Chart	xrm1_skill_level	Skill Levels	to show required, actual and self rating of skills in employee supervisor and digital personnel file	Added
Workflow	xrm1_employment_contract	Recalculate Daily Summaries on Valid Contract - HR Management[Multilingual] - xRM1	Prepares the data for the calculation of Daily Summaries which are in the period covered by the Employment Terms.	Added
Workflow	xrm1_employment_contract	Recalculate Leave Requests on Valid Contract - HR Management[Multilingual] - xRM1	Prepares the data for the calculation of Leave Requests which are in the period covered by the Employment Terms.	Added
Workflow	itaraxrm_cache	Trigger Calculation of Daily Summaries - HR Management[Multilingual] - xRM1	Triggers the calculation of Daily Summaries which are part of the week represented by the Time Sheet with Guid in the Type field.	Added
Form	xrm1_leave_request	Leave Request Quick Create		Removed
Business Rule	xrm1_employee	xRM1LockDepartment	Changed behavior and if condition	Updated
Email template	Email template	HR Recruiting - 1/x Receipt of the Application [EN] - xRM1		Removed
Email template	Email template	HR Recruiting - 1/x - Eingang der Bewerbung [DE] - xRM1		Removed
Email template	Email template	HR Recruiting - 1/x - Réception de la demande [FR] - xRM1		Removed
Form	xrm1_skill_level	Self Rating Form		Added
Workflow	xrm1_application	Application - Autoreponse for Incoming Application - HR Management [Multilingual] - xRM1	This workflow will timeout till 5 mins and then check if applicant email contains data if yes, then it will check applicant language and sent email using template related to language accordingly, be default Email with English template will sent.	Updated
Security Role	xRM1 HR Supervisor	Entity: Account	Organization wide permission to Read and Append To (before no permissions on Account)	Updated
Security Role	xRM1 HR Manager	Entity: Document Template	Organization wide permission to Read Document Templates	Updated
Business Rule	xrm1_application	xRM1ShowOrHideEmploymentTerms	Renamed from xRM1ShowOrHideEmploymentContract	Updated
Entity	xrm1_position_assignment	Position Assignment	Manage the position of the employee.	Added
Webresource	/web/Resources/SVG/icon_position_assignment.svg	Icon Position Assignment		Added
N:1 Relationship	xrm1_position_assignment	xrm1_employee_position_assignment_referring	N:1 Relationship from Position Assignment to Employee	Added
1:N Relationship	xrm1_employee	xrm1_position_assignment_employee_id	1:N Relationship from Employee to Position Assignment	Added
N:1 Relationship	xrm1_position_assignment	xrm1_position_position_assignment_referring	N:1 Relationship from Position Assignment to Position - parental relationship	Updated
1:N Relationship	xrm1_position	xrm1_position_assignment_position_id	1:N Relationship from Position to Position Assignment	Added

Field	xrm1_position_assignment	xrm1_start_date	dateonly / time zone independent	Added
Field	xrm1_position_assignment	xrm1_end_date	dateonly / time zone independent	Added
Field	xrm1_position_assignment	xrm1_is_primary_position	Two Option	Added
Field	xrm1_position_assignment	xrm1_is_timeout_started	Two Option	Added
Field	xrm1_position_assignment	xrm1_current_assignment	Two Option	Added
View	xrm1_position_assignment	Position Assignment - Current Assignment - Employee View		Added
View	xrm1_position_assignment	Position Assignment - Position View		Added
Business Rule	xrm1_position_assignment		lock position and employee lookup on record creation	Added
Workflow	xrm1_position_assignment	Update Name - Position Assignment - HR Management [Multilingual] - xRM1	Update name of record when record is created or update or employee position and start date	Added
Workflow	xrm1_position_assignment	Update Employee on Position - HR Management [Multilingual] - xRM1	This process updates the Employee and his Exit Risk in the Position Record based on the Position Assignment.	Updated
View	xrm1_position_assignment	Position Assignment - Evolution - Employee View		Added
Field	xrm1_employee	xrm1_exit_risk	Optionset	Added
Workflow	xrm1_position_assignment	Update Position and Position Assignment based on End Date - HR Management [Multilingual] - xRM1	Remove Employee from position so new employee can take place in a position	Updated
Field	xrm1_position	xrm1_fulltime_equivalent	decimal	Added
Business Rule	xrm1_leave_request	xRM1LockFieldsOnStateInProgress		Updated
Business Rule	xrm1_leave_request	xRM1ShowOrHideReasonForRejection		Updated
Business Rule	xrm1_leave_request	xRM1ShowOrHideSubstitute		Updated
View	xrm1_position	Upcoming Open Position	we are showing those position which are open or not assigned to any employee for next 3 months	Added
Dashboard		HR Organization Dashboard	added a view in dashboard for open positions	Updated
Workflow	xrm1_position_assignment	Assign owner for Position Assignment - HR Management [Multilingual] - xRM1	If employee system user is available, then assign the record to the user. Otherwise, assign the record to the manager system user if available. If they are not available, then assign the record to HR Manager.	Added
Business Rule	xrm1_review_detail	xRM1ShowReviewOrReviewTemplate	Shows Review or Review Template, depending which one has value	Added
Icon	WebResource	/web/Resources/Images/icon_position_assignment_medium.png		Added
Icon	WebResource	/web/Resources/Images/icon_position_assignment_large.png		Added
Icon	WebResource	/web/Resources/Images/icon_position_assignment_small.png		Added
Business Rule	xrm1_application	xRM1SetEmploymentTermsToRequired		Added
Workflow	xrm1_position_assignment	Prevent Deleting Current Position Assignment - HR Management [Multilingual] - xRM1	process to prevent deleting the current position assignment.	Updated
Workflow	xrm1_application	Auto Job Refusal with delay - HR Management [EN] - xRM1	If Application's Status Reason equals "Rejected by Company + Auto refusal", then the process checks if the application is received before 7 days. If yes, then the child workflow "Application - Send Letter of Refusal - HR Management [EN] - xRM1" is called immediately. Otherwise, it waits until the 7 days is reached and then calls the child workflow.	Updated

Workflow	xrm1_application	Application - Process Final Decision – HR Management [EN] - xRM1		Updated
Workflow	xrm1_employee	Remove Manager On Deactivation of Employee - HR Management - xRM1	Remove manager relationship from employee when employee gets deactivated, so the inactive employee will no longer be available in the Hierarchy View	Added
Business Rule	xrm1_position_assignment	xRM1LockStartDateOnCurrentAssignment	Lock Start Date of Position Assignment when Current Assignment is Yes	Added
View	xrm1_time_summary_daily	Daily Summaries - Supervisor View		Added
Field	xrm1_employee	xrm1_valid_employment_terms_counter	Rollup field for counting the number of Employee Terms of the Employee	Added
Security Role	xrm1 HR Employee	xrm1 HR Employee	Added Organisation level on Send Email as Another User privilege in Business Management	Updated
Workflow	xrm1_employee	Convert Applicant to Employee - HR Management [Multilingual] - xRM1	Added Hired on and hired by to process	Updated