



Rollup 29

Release Notes

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Area based calculation options for partial Leave Entitlements

The goal of this feature is to give the users more options to calculate their partial Leave Entitlements and provide a framework to meet governmental regulations in different countries.

As these settings give the possibility to meet some country specific regulations, these can be found in the entity Area – in the tab Leave Management Settings - and are defined only on country level. The settings contain the following fields (option sets), which are relevant for the calculation.

Display Name: Entitlement Calculation Method

Options: Daily, Monthly

The calculation is performed according to the content of this field.

If the option Daily Calculation is selected, employees obtain partial leave entitlements based on the exact number of days to which they are entitled in this year. Leap years are also considered in this calculation.

If the option Monthly Calculation is selected, only full months - starting with the start date of the respective employment term - are considered for the calculation.

The default behavior is analog to daily calculation.

Display Name: Full Entitlement

Options: Yes, No

Based on this field, the user can choose to always give the full leave entitlement, even for partial years. If the employment terms are replaced, the method of calculation of partial entitlements depends on whether the field says yes or no. If full entitlement is given, the employee will always get the full entitlement for the year according to his or her latest employment terms. If the value is “No”, the partial leave entitlements will be recalculated – only for current or past fiscal years –, so that the employee obtains the leave entitlements according to the duration of the employment terms. The default entry of the field is “No”.

For cases, that are not covered in the calculation please have a look at the cases that were out of scope for that rollup at the end of the document.

Rounding for Leave Entitlements

Automated rounding for leave entitlements is possible. Just like the calculation settings, the rounding settings can be found in the entity Area, on country level, beneath the tab Leave Management Settings. There are two new option sets which enable individual configuration.

Display Name: Rounding Method

Options: No Rounding, Nearest Number, Up, Down

No Rounding means that Leave Entitlements will be given with an automated rounding to the second decimal, like it was before. Nearest Number will round the value mathematically to the closest full or half number, depending on the value of the field “Round To”. When choosing “Up”, the value will always be rounded up, as soon as the decimal has a higher number than 0. In contrary, “Down” will round down all decimals with a number greater than 0. The default behavior for this field is No Rounding.

When a rounding method is selected (except No Rounding), the second field will appear.

Display Name: Round To

Options: Nearest Whole, Nearest Half

Depending on the value of this field, the Leave Entitlements will be rounded only to full or to full and half numbers.

How does the rounding work? The leave entitlements get calculated in the background as defined by the user. After this process is finished the rounding will be handled depending on the rounding settings. When this is finished, the Leave Entitlements are displayed in the interface.

Integration to StepStone

It is possible to publish Vacancies to StepStone via the Dynamics HR Management Solution. The integration is given out-of-the-box.

Before starting with the publishing to StepStone, the integration must be activated by StepStone. In the DHRM-Solution the authentication must be set, whereby the credentials are given by StepStone. A dialog can be used, which can be found in the Recruiting Channel, to set the authentication. So, the following records get created:

- xRM1 Integration Mapping: “StepStonePublishing” with Status Reason “Active”
- xRM1 Integration Setting: “StepStonePublishing”
- Employer Profile: with respective values from Employer Profile from StepStone

As these records are created, the HR Manager can start to publish the Vacancies. The functionality is analog to other integrated job portals. To publish a Vacancy the Vacancy must be validated for StepStone. By choosing “validate for StepStone” the necessary fields become mandatory. When all mandatory fields are filled, the Vacancy can be published in the “Publishing” tab. The vacancy expiration date, the contract end date as well as the vacancy URL are filled automatically by getting a response for successful publishing from StepStone.

Please Note: To publish an update, you must start the publishing again. And please keep in mind, that changes made on the StepStone website are not updated to the system. For example, if you manually deactivate the vacancy in StepStone, this information will not be transferred to DHRM.

The deactivation of the publishing is automated in the following cases:

- the Vacancy is in the last stage of the Business Process Flow “Post-Processing” and “All positions filled” is marked with yes
- the Vacancy is deactivated in DHRM, independent from the status reason

In these cases, an offline request is sent to StepStone so that the vacancy will no longer be visible in StepStone. You can see if the vacancy is published in the field “Publishing Status” beneath the StepStone tab. This field is updated automatically every time an online or offline request is sent to StepStone. Likewise, the field is set to offline after the expiry date is reached and update requests will no longer be sent.

Please Note: The possibility “Stop” in publishing can only be used to stop the publishing for pending requests. It will not send an offline request.

When you extend the expiry of the vacancy publishing – which can be done in direct contact to StepStone – the expiry date gets updated after the next update request is sent to StepStone. Therefore, mark the field “Expiry extended” with yes. After publishing once again an update request is sent – even if the expiry is already exceeded – and from the response the expiry date will be updated. Simultaneously the field value is updated to “No”.

HR Requests

HR Requests are created to support a smooth and productive work process. With this feature, employees and supervisors can create requests for HR, for example if an employee needs certain documents or a supervisor wants a salary to be

adjusted. HR Requests can be found in the navigation bar in the category “My Work”. The due date is always a mandatory field and defines the priority of the request.

Creating an HR Request as an Employee: When creating an HR Request, the name of the respective employee will be prefilled in the background – with the current user’s employee. The employee can give a short description of the request. A topic can be specified by setting a regarding.

Creating an HR Request as a Supervisor: Supervisors can create a HR Request for themselves just like employees can via the HR HUB Employee Self-Service App. In case the supervisors act in their role as supervisor (via HR HUB Manager Self-Service App), they must specify an employee and a regarding. Additionally, they have the possibility to link a specific record for the HR Manager. Therefore, he can either create a request out of the related entities in the record or create a HR Request out of the navigation bar and select a record via a lookup field.

HR Manager get all Requests in a Dashboard “HR Request Dashboard”. Here he finds four views:

- My HR Requests: All active HR Requests assigned to the current user
- Unassigned HR Requests: All unassigned HR Requests
- Overdue HR Requests: All unassigned HR Requests with due date in the past
- Active HR Requests: All active HR Requests

HR Managers are supposed to see all unassigned requests of their employees. They can assign these requests to themselves so that their colleagues know that this request is being processed and they can take another request. It is also possible to assign requests to another HR Manager. In that case, an email will be sent to the HR Manager the request was assigned to. In this manner, the work can be done faster without unnecessary discussions.

HR Requests can be closed by completion or cancelation. In both cases the requesting employee/supervisor will be notified via email. The email notifications are created in Workflows and can be adjusted.

Absence type is displayed on Daily Summary

With a new multi option set added to the Daily Summary, the user gets all absences of the day displayed for the employee.

Relationship between Daily Summary and Attendance

An 1:N entity relationship between Daily Summary and Attendance was added. Due to this relationship, user can adjust checks and restrictions between the entities they need for their individual Time & Attendance guidelines. The connection between the records is done automatically during creation. Therefore, two workflows are created respectively on the Daily Summary and the Attendance, so it doesn’t matter which record is created first. For already existing records both workflows are also set as on-demand workflows. So, you only need to select the records you want to be connected and run the workflow.

Attendance list

In the entity “Daily Summary”, you can find the view “Attendance List” where all existing Daily Summaries of the employees for today are listed. In this view, you can see at a glance if your employees are on leave today, if they are already at work or have not arrived yet. The employees without allocated hours for that day won’t be shown in that view, as they are not intended to work due to their employment terms.

The check for availability is done via workflows. These trigger the update of the “Attendance Status”.

The default value is “Not arrived yet” which means the employee is supposed to work today.

When the start date of the Attendance has a value, the Attendance Status gets updated to “Attendant”. The definition of “Attendant” is at work, meaning breaks are also considered as being “Attendant”.

As soon as the Attendance has an end date, the field value is set to “Work End”. This is considered as work finished for today.

Furthermore in case at least one absence is available for the day, the field will hold the information “Absent”. Still – in case an Attendance is available – the value is changed to “Attendant” for the time of the attendance.

Business Closure

The functionality of the Business Closure got extended and improved. The Business Closure had not been rolled out for employees with existing absences during the timeframe of the Business Closure. Now, the Business Closure is rolled out even if there is an existing leave (no matter which absence type) during that period of time. However, the existing leave remains active and the Business Closure is only rolled out for the remaining days of the Business Closure. Also no Business Closure will be rolled out after the effective date of the Employee.

In addition, a bug was fixed. When changing the department for an employee and trying to roll out the Business Closure at the same time, the dialog didn't work. This issue has been resolved.

Transparency on license usage

The “License Usage Dashboard” is created to give a better overview of the current license usage of the instance. There are three charts. On the first chart “License Assignments”, the available licenses contrast with the assigned licenses, separated by license type. The second chart holds four tiles, respectively two for HR Licenses and two for Staff Licenses. In the tiles, the amount of total HR or Staff Licenses are compared to the number of available licenses. The last chart displays the number of licenses by their expiry date, again separated by the license type.

Talent integration for Position

The mapping for the entities Position and Position Assignment is available. Furthermore, the existing mapping was updated which makes the integration smoother.

Xing in Job Profile

Xing validation can be found in the Job Profile. You can predefine some values for the Xing validation.

Therefore, a tab is added to the Job Profile “Xing”. The fields which are generic for the Job Profile, like Career Level or Industry (Xing), can be set here and will be copied to the vacancy when choosing this Job Profile.

Please Note: In the Vacancy, the Reply Setting and the Point of Contact Type still must be selected when validating for Xing.

Calculation of employment duration

The calculation of employment duration is based on the effective date of the Employee in the DPF, which displays the last day the employee is officially employed in the company.

Handling of exceeded maximum hours

In case the maximum hours were set in the attendance calculation configuration settings and an attendance exceeded the max. hours, a system error message was shown, even though the functionality worked fine. The functionality deactivates the created Attendance Detail with “correction required” and creates a new Attendance Detail on the last possible point for the maximum hours. During this process a server time out was caused by a loop. That behavior is fixed.

Moreover, the user experience got improved by displaying the reason for a “correction required” status, of an Attendance Detail, in a comment.

Links from dialogs lead to unified interface

Due to a Microsoft configuration, links created in dialogs led to the old legacy interface. Using a work-around the Unified Interface is forced on creation of the link.

Please Note: The Unified Interface might still not be displayed as you know it, as the navigation bar might be absent.

Sick Leave approval

To ensure that a sick leave cannot be approved by the employee himself (independent from the user role), the workflow “Deactivate completed Sick Leave - HR Management [Multilingual] - xRM1” was adjusted with a check for “Modified by” does not equal the employee specified in the absence. In consequence an employee cannot mark the fields "Employee back at work" and "Sick certificate received" with “Yes”.

Time zone aware appointments

In case an appointment was not created in UTC time, it caused a shifted appointment in Outlook for users with a different time zone. For example, on appointments for leave. This appointment was created in the time zone of the user who approved the Leave Request. This caused a shift when the user of the employee, whose Leave Request was approved, had another time zone. By considering the dates of Leave Request to be in the time zone of the employee and convert these dates from the time zone of the user to UTC, the appointments get created without a shift. An equal behavior can be found on training appointments.

Deactivation of Application before BPF end

By now, the Final Decision could only be selected in the last stage of the Business Process Flow. This means, that in case of a deactivation on an earlier stage, the follow up process was not triggered. For a better user experience a Business Rule “xRM1SetFinalDecisionViaStatusReason” is added to update the field value in “Final Decision” in case of deactivation with the Status Reason “Application Pool”, “Rejected by Company” and “Declined by Applicant”.

Out of scope

Limited partial Leave Entitlement with a change of calculation settings on replacement

Consider the following case. When you have:

- Limited Employment Terms with an end before the end of the fiscal year
- Replacement of the Employment Terms, earlier than the existing terms end
- An area change, whereby also the calculation of partial Leave Entitlements is changed from daily and no full entitlement to monthly without giving the full entitlement

The Leave Entitlement for the year of the change will get calculated wrong, as limited employment terms shorter than the fiscal year can't be handled currently.

Replacement of Employment Terms with monthly Leave Entitlement calculation

Calculation settings are set to "monthly" and full entitlement "no". In case the start date of Employment Terms does not refer to the same month on replacement of the terms, one month is not considered in the calculation.

Meaning if the Employment Terms start on a 1st of a month and get replaced by employment terms starting on another day (e. g. 15th) of a month, both terms get only the partial entitlement they are concede to.

An example would be Employment Terms start on 15th March (with a fiscal year equal to calendar year). The Leave Entitlements get calculated for the period from 15th March until 14th December (all full months of that year). In case the Employment Terms get replaced on the 1st September, the "old" Leave Entitlements get recalculated for the time period from 15th March to 14th August, while the entitlements for the new terms get calculated from 1st September to 31st December.

Leave Entitlements for the future

If Employment Terms will change in the next fiscal year and the current Employment Terms are replaced before the next fiscal year begins, by setting the new Employment Terms to valid, the Leave Entitlements for the first year of these terms get created. In that case the roll out of Leave Entitlements for the "old" Employment Terms will not be possible anymore. The recalculation of Leave Entitlements, after replacement of Employment Terms, in future fiscal years could not be covered.

How it should be handled: If you get Leave Entitlements from the old Employment Terms, it is recommended not to replace the employment terms before the fiscal year begins. First, roll out the Leave Entitlements for the next fiscal year. Then, after the year started, the terms can be replaced as usual.

Business Closure

Cases not covered with the Business Closure:

- Adding a new Employee to a department where the Business Closure is already distributed. → It is only possible to create the Business Closure for this Employee via the dialog "Change Department".
- An Employee is created and added to a department before a Business Closure is distributed, but after the department is added to the Business Closure. → The Employee needs to be added manually to that Business Closure before the distribution.
- Leave Requests, which were existing when the Leave Request for Business Closure was created, and get modified, cancelled or deleted, are not considered for that Business Closure. Meaning in case there was an overlap, the period will not be covered by the Business Closure.

Technical Changelog

Type	Entity/Report/Webresource	Field/Name	Details	Action
Entity	xrm1_bfa_profession	xrm1_bfa_profession	Created new Entity - Profession (BfA)	Added
Optionset	xrm1_bfa_profession_degree	xrm1_bfa_profession_degree	Created new Global Optionset	Added
Field	xrm1_job_profile	xrm1_bfa_salary_info	Created new single line of text	Added
N:1 Relationship	xrm1_open_placement	xrm1_bfa_profession_vacancy_referring	Created new N:1 Relationship from Open Placement to Profession	Added
1:N Relationship	xrm1_bfa_profession	xrm1_bfa_vacancy_profession_id	Created new 1:N Relationship from Profession to Open Placement	Added
N:1 Relationship	xrm1_open_placement	xrm1_bfa_profession_alt1_vacancy_referring	Created new N:1 Relationship from Open Placement to Profession	Added
1:N Relationship	xrm1_bfa_profession	xrm1_bfa_vacancy_profession_alt1_id	Created new 1:N Relationship from Profession to Open Placement	Added
Field	xrm1_open_placement	xrm1_bfa_profession_degree	Global Optionset in Open Placement	Added
Field	xrm1_open_placement	xrm1_bfa_profession_degree_alt1	Global Optionset in Open Placement	Added
N:1 Relationship	xrm1_job_profile	xrm1_bfa_profession_job_profile_referring	Created new N:1 Relationship from Job Profile to Profession	Added
1:N Relationship	xrm1_profession	xrm1_bfa_job_profile_profession_id	Created new 1:N Relationship from Profession to Job Profile	Added
N:1 Relationship	xrm1_job_profile	xrm1_bfa_profession_alt1_job_profile_referring	Created new N:1 Relationship from Job Profile to Profession	Added
1:N Relationship	xrm1_profession	xrm1_bfa_job_profile_prof_alt1_id	Created new 1:N Relationship from Profession to Job Profile	Added
Field	xrm1_job_profile	xrm1_bfa_profession_degree	Global Optionset in Job Profile	Added
Field	xrm1_job_profile	xrm1_bfa_profession_degree_alt1	Global Optionset in Job Profile	Added
Optionset	Global Optionset	xrm1_bfa_job_offer_type	Created new Global Optionset	Added
Optionset	xrm1_job_profile	xrm1_bfa_job_offer_type	Global Optionset in Job Profile	Added
Optionset	xrm1_open_placement	xrm1_bfa_job_offer_type	Global Optionset in Vacancy	Added
Field	xrm1_bfa_profession	xrm1_bfa_internal_id	Created new Field, Whole number	Added
Field	xrm1_area	xrm1_bfa_vam_code	Created new Field, Whole number	Added
Field	xrm1_open_placement	xrm1_bfa_education_other_subjects	Created new Field, multi line of text, 1000 characters	Added
Field	xrm1_job_profile	xrm1_bfa_education_other_subjects	Created new Field, multi line of text, 1000 characters	Added
Field	xrm1_open_placement	xrm1_bfa_collective_agreement	Created new single line of text	Added
Field	xrm1_job_profile	xrm1_bfa_collective_agreement	Created new single line of text	Added
Field	xrm1_job_profile	xrm1_bfa_liable_for_social_insurance	Created new two options	Added
Field	xrm1_open_placement	xrm1_bfa_liable_for_social_insurance	Created new two options	Added
Field	xrm1_job_profile	xrm1_bfa_authorization_for_apprenticeship	Created new two options	Added
Field	xrm1_open_placement	xrm1_bfa_authorization_for_apprenticeship	Created new two options	Added
Field	xrm1_job_profile	xrm1_bfa_bound_collective_agreement	Created new two options	Added
Field	xrm1_open_placement	xrm1_bfa_bound_collective_agreement	Created new two options	Added
Optionset	Global Optionset	xrm1_bfa_education_maths_grade	Created new Global Optionset	Added
Optionset	Global Optionset	xrm1_bfa_education_english_grade	Created new Global Optionset	Added
Optionset	Global Optionset	xrm1_bfa_education_german_grade	Created new Global Optionset	Added
Optionset	Global Optionset	xrm1_bfa_education_degree	Created new Global Optionset	Added
Optionset	Global Optionset	xrm1_bfa_education_requirements	Created new Global Optionset	Added
Optionset	xrm1_open_placement	xrm1_bfa_education_degree	User Global optionset in vacancy	Added
Optionset	xrm1_open_placement	xrm1_bfa_education_requirements	User Global optionset in vacancy	Added
Optionset	xrm1_open_placement	xrm1_bfa_education_german_grade	User Global optionset in vacancy	Added

Optionset	xrm1_open_placement	xrm1_bfa_education_english_grade	User Global optionset in vacancy	Added
Optionset	xrm1_open_placement	xrm1_bfa_education_maths_grade	User Global optionset in vacancy	Added
Optionset	xrm1_job_profile	xrm1_bfa_education_maths_grade	User Global optionset in Job profile	Added
Optionset	xrm1_job_profile	xrm1_bfa_education_requirements	User Global optionset in Job profile	Added
Optionset	xrm1_job_profile	xrm1_bfa_education_german_grade	User Global optionset in Job profile	Added
Optionset	xrm1_job_profile	xrm1_bfa_education_english_grade	User Global optionset in Job profile	Added
Optionset	xrm1_job_profile	xrm1_bfa_education_degree	User Global optionset in Job profile	Added
Field	xrm1_open_placement	xrm1_bfa_request_for_supervision	Created new two options	Added
Field	xrm1_area	xrm1_bfa_vam_code	Deleted VAM-Code field	Added
Business Rule	xrm1_open_placement	xRM1BfAShowHideAuthForApprenticeship		Added
Workflow	xrm1_open_placement	Assign Job Profile to Open Placement - HR Management - xRM1		Added
Form	xrm1_area	Removed main form from Solution		Added
Form	xrm1_job_profile	Removed main form from Solution		Added
Form	xrm1_open_placement	Removed main form from Solution		Added
Main	Solution	Update of xRM1 Solution	Beta Imported	Added
Form	xrm1_open_placement	Vacancy	Removed BfA from sections, Changed BfA to Bundesagentur für Arbeit in tabs	Added
Optionset	xrm1_open_placement	xrm1_bfa_authorization_for_apprenticeship		Added
Form	xrm1_open_placement	Adjusted Form		Added
View	xrm1_open_placement	Adjusted Views		Added
Form	xrm1_profession	Adjusted Form		Added
View	xrm1_profession	Adjusted Views		Added
Form	xrm1_job_profile	Adjusted Form		Added
View	xrm1_job_profile	Adjusted Views		Added
Business Rule	xrm1_job_profile	xRM1ShowEducationGrades	show or hide grades based on job offer type	Added
Business Rule	xrm1_open_placement	xRM1ShowEducationGrades	show or hide grades based on job offer type	Added
Field	xrm1_bfa_profession	xrm1_type		Added
View	xrm1_bfa_profession	Training - Professions (BfA)		Added
View	xrm1_bfa_profession	Jobs - Professions (BfA)		Added
Business Rule	xrm1_open_placement	xRM1BfASetRequiredFieldsForValidation	Scope: Vacancy	Added
Business Rule	xrm1_open_placement	xRM1BfASetRecruiterFieldsToRequired	Scope: Vacancy	Added
Business Rule	xrm1_open_placement	xRM1BfAShowEducationGrades	Scope: Vacancy, Renamed from xRM1ShowEducationGrades	Added
Business Rule	xrm1_open_placement	xRM1BfAShowHideAuthForApprenticeship	Scope: Vacancy	Added
Main	Solution	Update of xRM1 Solution		Added
Business Rule	xrm1_vacancy	xRM1BfASetRecruiterFieldsToRequired	Renamed to xRM1BfASetSubmissionCompanyWebsiteRelatedFieldsToRequired	Added
Business Rule	xrm1_vacancy	xRM1BfASetRequiredFieldsByCollectiveAgreement	Added dependency rule for collective agreement	Added
Field	xrm1_vacancy	xrm1_vacancy_recruiter_country_area_id	Field is business required	Added
Workflow	xrm1_vacancy	Update fields from Job Profile - Open Placement - HR Management [Multilingual] - xRM1		Added
Security Role	xRM1 HR Manager	Updated to include BFA Professions		Updated
Security Role	xRM1 HR App Administrator	Updated to include BFA Professions		Updated

Field	xrm1_time_summary_daily	xrm1_absence_types	Keeps information of the absence types for the Leave Requests that affect the Daily Summary	Added
1:N Relationship	xrm1_time_summary_daily	xrm1_time_summary_daily_attendance_referring		Added
N:1 Relationship	xrm1_attendance	xrm1_attendance_time_summary_daily_id		Added
Workflow	xrm1_attendance	Attendance - Connect Attendance with Daily Summary - HR Management [Multilingual] - xRM1	Connects the Attendance with the Daily Summary	Added
Workflow	xrm1_time_summary_daily	Daily Summary - Connect Attendance with Daily Summary - HR Management [Multilingual] - xRM1	Connects the Attendance with the Daily Summary	Added
Optionset	Global Optionset	xrm1_i18n_plugin_translations	Keeps the translation for Localization that needs to be done in plugin	Added
Entity	xrm1_hr_task	HR Task		Added
Field	xrm1_hr_task	xrm1_details	Multiple Line of Text	Added
Field	xrm1_hr_task	xrm1_due_date	Date and Time	Added
Global Optionset	xrm1_hr_task	xrm1_regarding	Goptionset	Added
Field	xrm1_hr_task	xrm1_regarding	Goptionset	Added
Global Optionset	xrm1_hr_task	xrm1_task_category	Goptionset	Added
Field	xrm1_hr_task	xrm1_task_category	Goptionset	Added
N:1 Relationship	xrm1_hr_task	xrm1_employee_hr_task_employee_referring	N:1 Relationship	Added
1:N Relationship	xrm1_employee	xrm1_hr_task_employee_employee_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_emp_contract_hr_task_contract_referring	N:1 Relationship	Added
1:N Relationship	xrm1_employment_contract	xrm1_hr_task_contract_emp_contract_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_wage_hr_task_wage_referring	N:1 Relationship	Added
1:N Relationship	xrm1_wage	xrm1_hr_task_wage_wage_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_reprimand_hr_task_disciplinary_referring	N:1 Relationship	Added
1:N Relationship	xrm1_reprimand	xrm1_hr_task_disciplinary_reprimand_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_work_accident_hr_task_accident_referring	N:1 Relationship	Added
1:N Relationship	xrm1_work_accident	xrm1_hr_task_accident_work_accident_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_medical_exam_hr_task_medical_referring	N:1 Relationship	Added
1:N Relationship	xrm1_medical_exam	xrm1_hr_task_medical_medical_exam_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_leave_request_hr_task_leave_referring	N:1 Relationship	Added
Icon	Webresource	xrm1_/web/Resources/Images/icon_hrtask_small.png	Icon	Added
Icon	Webresource	xrm1_/web/Resources/Images/icon_hrtask_medium.png	Icon	Added
Icon	Webresource	xrm1_/web/Resources/Images/icon_hrtask_large.png	Icon	Added
Business Rule	xrm1_hr_task	xRM1PrefillRegardingLookupBasedOnTypePart1		Added
Business Rule	xrm1_hr_task	xRM1PrefillRegardingByRelationship		Added
Workflow	xrm1_hr_task	Prefill Employee based on related Record - HR Management [Multilingual] - xRM1		Added
Field	xrm1_job_profile	xrm1_contract_type	GOptionset	Added
Field	xrm1_job_profile	xrm1_career_level	GOptionset	Added

Field	xrm1_job_profile	xrm1_search_tags	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_job_discipline	GOptionset	Added
Field	xrm1_job_profile	xrm1_industry_xing	Goptionset	Added
Field	xrm1_job_profile	xrm1_language	Goptionset	Added
Optionset	Global Optionset	xrm1_entitlement_calculation_method	GOptionset	Added
Field	xrm1_area	xrm1_entitlement_calculation_method	GOptionset	Added
Field	xrm1_area	xrm1_full_entitlement_on_limited_terms	Two Option	Added
Dashboard	Dashboard	License Usage Overview Dashboard	Added new Dashboard for License Transparency	Added
Workflow	processes	HR Task - Mark as Completed - HR Management [Multilingual] -xRM1	Set HR Task to Completed	Added
Workflow	processes	HR Task - Mark as Canceled - HR Management [Multilingual] -xRM1	Set HR Task to Canceled	Added
Business Rule	xrm1_event	xRM1PreventEndDateBeforeStartDate	Prevent end date to be less then start date	Added
Dialog	xrm1_employmentcontract	Aktiven Vertrag ersetzen – HR Management [DE] - xRM1		Updated
Dialog	xrm1_wage	Create Payments - HR Management [DE] - xRM1		Updated
Dialog	xrm1_wage	Create Payments - HR Management [EN] - xRM1		Updated
Dialog	xrm1_wage	Create Payments - HR Management [FR] - xRM1		Updated
Dialog	xrm1_employee	Onboarding Template - HR Management [DE] - xRM1		Updated
Dialog	xrm1_employee	Onboarding Template - HR Management [EN] - xRM1		Updated
Dialog	xrm1_employee	Onboarding Template - HR Management [FR] - xRM1		Updated
Dialog	xrm1_employmentcontract	Replace Active Employment Terms – HR Management [EN] - xRM1		Updated
Dialog	xrm1_employmentcontract	Replace Active employment terms – HR Management [FR] - xRM1		Updated
N:1 Relationship	xrm1_open_placement	xrm1_open_placement_area_id	N:1 Relationship	Added
1:N Relationship	xrm1_area	xrm1_area_open_placement_referring	1:N Relationship	Added
Field	xrm1_employer_profile	xrm1_stepstone_organization_id	Single Line of Text	Added
Field	xrm1_employer_profile	xrm1_stepstone_recruiter_id	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_contactinfo_title	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_introduction_title	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_offer	Multiple Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_offer_plain_text	Multiple Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_offer_title	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_profile_title	Single Line of Text	Added
Field	xrm1_job_profile	xrm1_stepstone_task_title	Single Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_contactinfo_title	Single Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_introduction_title	Single Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_offer	Multiple Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_offer_plain_text	Multiple Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_offer_title	Single Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_profile_title	Single Line of Text	Added
Field	xrm1_job_translation	xrm1_stepstone_task_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_external_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_apply_settings	Multi OptionSet	Added
Field	xrm1_open_placement	xrm1_stepstone_background_color	Single Line of Text	Added

Field	xrm1_open_placement	xrm1_stepstone_background_image	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_company_apply_url	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_contactinfo_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_contract_duration	Optionset	Added
Field	xrm1_open_placement	xrm1_stepstone_contract_enddate	Date and Time	Added
Field	xrm1_open_placement	xrm1_stepstone_contract_internship	Two Option	Added
Field	xrm1_open_placement	xrm1_stepstone_contract_name	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_contract_type	Goptionset	Added
Field	xrm1_open_placement	xrm1_stepstone_employment_type	Goptionset	Added
Field	xrm1_open_placement	xrm1_stepstone_experience	Goptionset	Added
Field	xrm1_open_placement	xrm1_stepstone_header_first_image	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_header_second_image	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_header_third_image	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_headline_color	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_introduction_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_keywords	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_language	Goptionset	Added
Field	xrm1_open_placement	xrm1_stepstone_offer	Multiple Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_offer_plain_text	Multiple Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_offer_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_profile_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_task_title	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstone_vacancy_expiration	Date and Time	Added
Field	xrm1_open_placement	xrm1_stepstone_video_url	Single Line of Text	Added
Field	xrm1_open_placement	xrm1_stepstopne_job_sector	Goptionset	Added
Field	xrm1_area	xrm1_full_entitlement_on_limited_terms	Two Option	Removed
Field	xrm1_area	xrm1_full_entitlement	Two Option	Added
Optionset	Global Optionset	xrm1_rounding_method	Goptionset	Added
Optionset	Global Optionset	xrm1_rounding_nearest_number	Goptionset	Added
Field	xrm1_area	xrm1_rounding_method	Goptionset	Added
Field	xrm1_area	xrm1_rounding_nearest_number	Goptionset	Added
Business Rule	xrm1_area	xRM1HideLeaveManagementSettings	Hides Leave Management Settings when the level is not Country	Added
Business Rule	xrm1_area	xRM1HideRoundTo	Hides the Round To field if no rounding method is specified	Added
Workflow	Process	Deactivate completed Sick Leave - HR Management [Multilingual] - xRM1	Updated with check condition for self approval	Updated
Global Optionset	xrm1_hr_task	xrm1_task_category	Goptionset	Deleted
Field	xrm1_hr_task	xrm1_task_category	Goptionset	Deleted
N:1 Relationship	xrm1_hr_task	xrm1_review_hr_task_review_referring	N:1 Relationship	Added
1:N Relationship	xrm1_review	xrm1_hr_task_review_review_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_open_placement_hr_task_vacancy_referring	N:1 Relationship	Added
1:N Relationship	xrm1_open_placement	xrm1_hr_task_vacancy_open_placement_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_application_hrtask_application_referring	N:1 Relationship	Added
1:N Relationship	xrm1_application	xrm1_hrtask_application_application_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_training_hr_task_training_referring	N:1 Relationship	Added

1:N Relationship	xrm1_training	xrm1_hr_task_training_training_id	1:N Relationship	Added
N:1 Relationship	xrm1_hr_task	xrm1_travel_hr_task_travel_referring	N:1 Relationship	Added
1:N Relationship	itaratr_v_travel	xrm1_hr_task_travel_travel_id	1:N Relationship	Added
Business Rule	xrm1_hr_task	xRM1PrefillRegardingLookupBasedOnTypePart2	Business Rule	Added
Process	xrm1_hr_task	HR Task - Prefill Employee out of Regarding - HR Management [Multilingual] - xRM1	Prefil Employee from Regarding	Added
Process	xrm1_hr_task	HR Task - Notification on new HR Task - HR Management [Multilingual] - xRM1		Added
Business Rule	xrm1_open_placement	xRM1PublishingValidationForStepstone		Added
Business Rule	xrm1_job_profile	xRM1ValidationsForStepstone		Added
Workflow	xrm1_job_translation	Publishing Preview from JobAd - HR Management [Multilingual] - xRM1		Updated
Workflow	xrm1_open_placement	Publishing Preview from JobAd - HR Management [Multilingual] - xRM1		Updated
Workflow	xrm1_job_profile	Publishing Preview from JobAd - HR Management [Multilingual] - xRM1		Updated
Workflow	xrm1_open_placement	Update fields from Job Profile - Open Placement - HR Management [Multilingual] - xRM1		Updated
Dialog	xrm1_channel	Stepstone Integration Authorization HR Management [EN] - xRM1		Added
Global Optionset	Global Optionset	xrm1_attendance_status		Added
Global Optionset	xrm1_time_summary_daily	xrm1_attendance_status		Added
Workflow	xrm1_attendance	Update Daily Summary from Attendance - HR Management [Multilingual] - xRM1		Added
Icon	Webresource	/web/Resources/SVG/icon_available.svg		Added
Icon	-folgt-	/web/Resources/SVG/icon_away.svg		Added
Icon	Webresource	/web/Resources/SVG/icon_offline.svg		Added
N:1 Relationship	xrm1_hr_task	xrm1_project_hr_task_referring	N:1 Relationship	Added
1:N Relationship	itarapro_project	xrm1_hr_task_project_id	1:N Relationship	
Field	xrm1_open_placement	xrm1_stepstone_vacancy_url		Added
Field	xrm1_open_placement	xrm1_stepstone_vacancy_status		Added
Field	xrm1_open_placement	xrm1_stepstone_vacancy_extended		Added
Workflow	xrm1_open_placement	Update Stepstone Vacancy Status When Expiration Reached - HR Management [EN] - xRM1	Update Vacancy Status to offline and Is Vacancy Extended to No When Vacancy Expiration Date Reached	Added
Business Rule	xrm1_hr_task	xRM1SetEmployeeToBusinessRequired		Added
Workflow	xrm1_daily_summary	Update Attendance Status for Leave - HR Management [Multilingual] - xRM1		Added
Icon	Webresource	/web/Resources/SVG/icon_pending.svg		Added
Business Rule	xrm1_hr_task	xRM1PrefillRegardingLookupBasedOnTypePart2		Added
View	xrm1_hr_task	Unassigned HR Request		Added