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DISCLAIMER

These advisory webinars are organized to equip you with the latest updates.
The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.
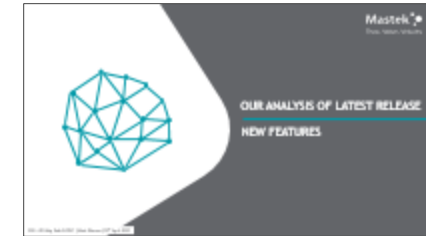
AGENDA

Our Approach to Oracle Update

Our Analysis of Latest Release
- New Features
- Known Issues (If any)

Closing
- Q&A

How to read each Feature Summary?

New Feature Introduced in latest release by Oracle

Mastek Feature Analysis for Your Business

Mastek Impact Study on Potential Impact to users for using new feature
LOW: No large scale impact. Regression testing can be ignored.
HIGH: Needs to be part of the regression testing.

ABILITY TO CHANGE CONTACT START DATE

Short Description of the New Feature

DETAILS:
- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

ORACLE

Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

NO : Already enabled and ready to use with some or no configuration
YES: Need to opt-in to use the feature.

My Contacts

Change Start Date

Business Benefits realized from the New Feature

BUSINESS BENEFIT:

Ensure correct data that can be used for any family benefits

YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

YES: Configuration set up needed to use new feature.
NO: User can use the feature by default with no change needed.
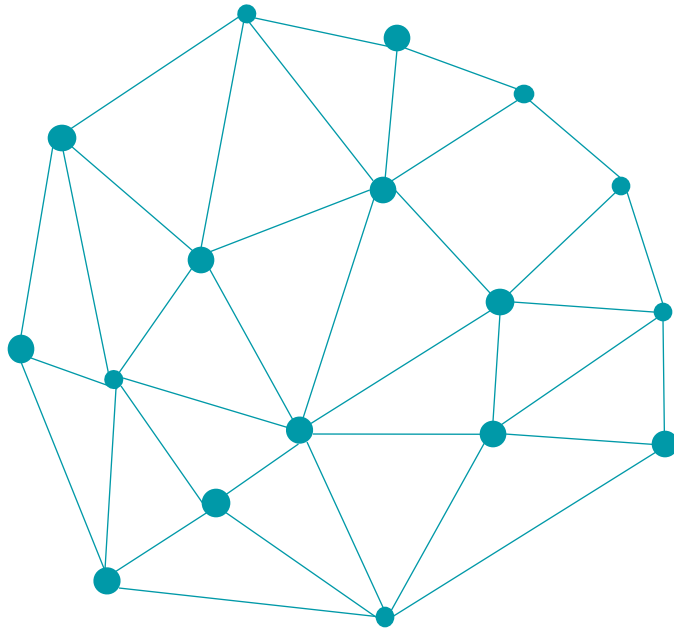
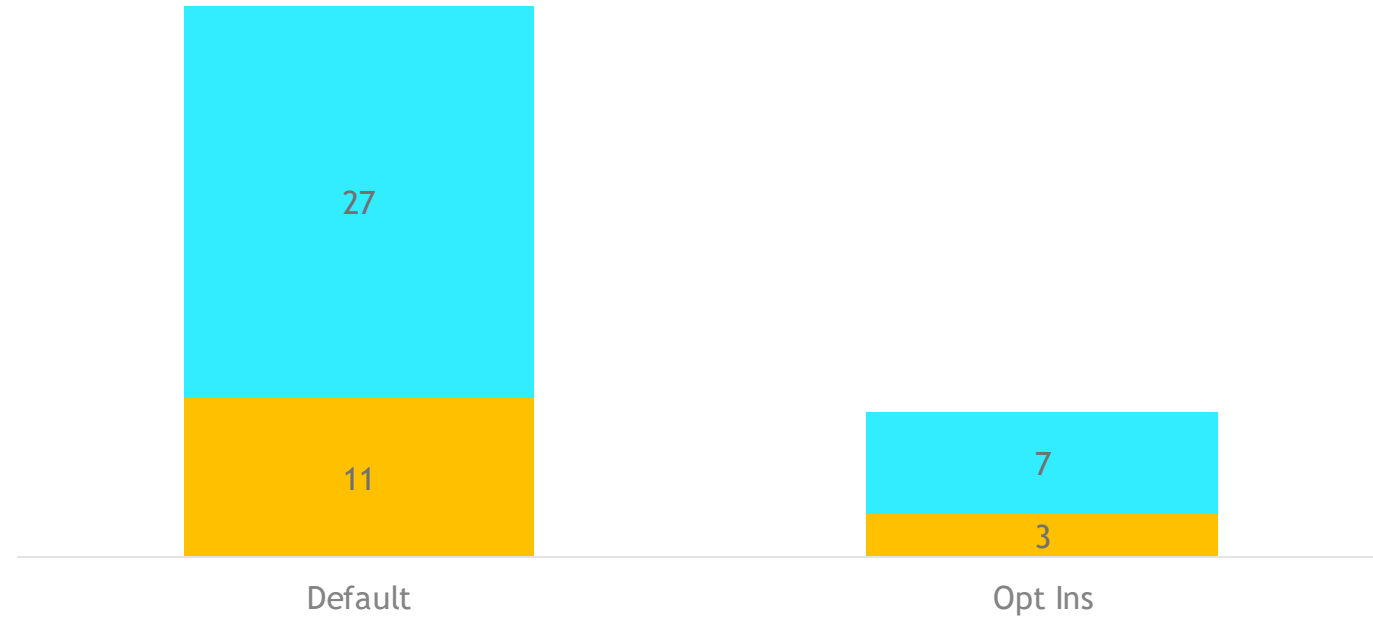OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

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HR HelpDesk & ORC New Features

■ Rest ■ Quick Win

48

HR HelpDesk & ORC New Features

Default
- 27 (Quick Win)
- 11 (Rest)

Opt Ins
- 7 (Quick Win)
- 3 (Rest)

MASTEK ANALYSIS

NEW FEATURES

QUICK WINS - DEFAULT WITH NO CONFIGURATION

NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION

NEW FEATURES

QUICK WINS - OPT INS

NEW FEATURES

THE REST
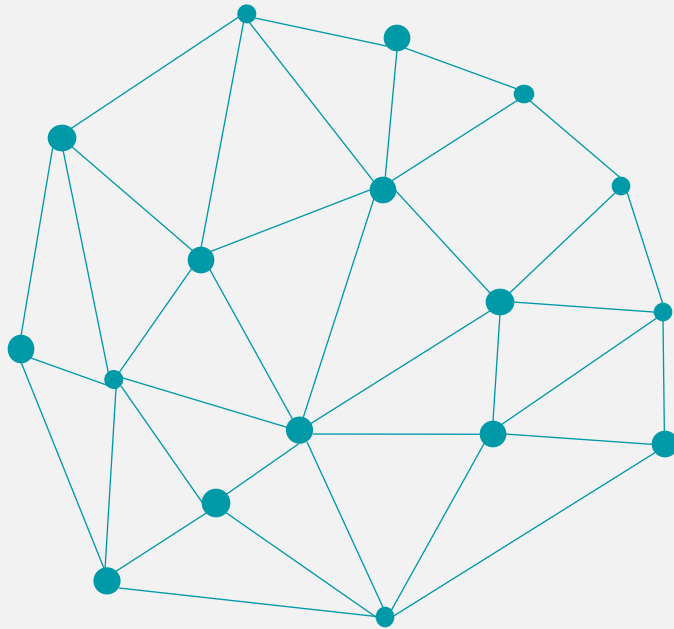
NEW FEATURES

QUICK WINS - DEFAULT WITH NO
CONFIGURATION

CAREER SITE CONFIGURATION: ADDITIONAL ROW LAYOUTS

ORC

Details:

- While configuring career site using Career Site Design Editor, now 2 additional rows layout option are given when adding rows

  25% by 75% (1/4 x 3/4)

  75% by 25% (3/4 x 1/4)

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:
With this enhancement, you can create more engaging career sites.

CAREER SITE CONFIGURATION: GLOBAL HEADER SETTINGS

Details:

- When configuring a career site theme, it is now possible to customize the site with a global header that will appear on every page. This customization can be done through the "Global Header" section.
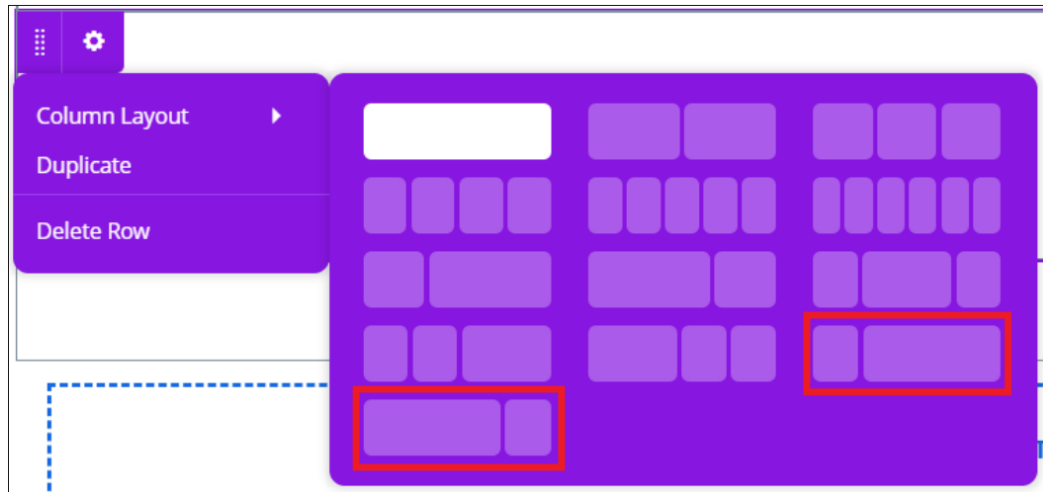
- You get two option for Header

  - **Horizontal Navigation**

  - **Hamburger Navigation**

- We can do customization in logo displaying as well similar for Profile text which is I am an employee in the image

- 'I am an employee' and 'My profile' is a customizable text.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes
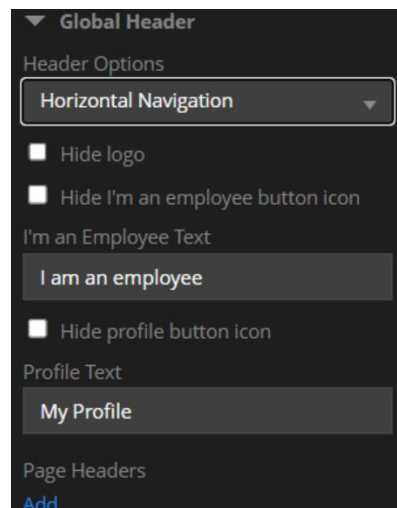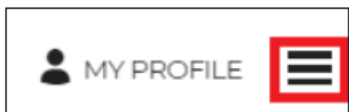
Business Benefits:

This upgrade an enhanced user experience.

CAREER SITE CONFIGURATION: INCREASED LINK LIMIT

Details:

- It is now possible to define up to 25 links and sub-links for the header of a career site during the configuration process. These links and sub-links can be added to the global header, providing easy navigation for users throughout the site.

Header Links

The maximum number of main navigation menus and navigation submenus is 20 and 20 respectively.

Navigation Link Text

Link 1

CUSTOM URL

Sub-Navigation Link Text

CUSTOM URL

+ Add Sub-Link

+ Add Link

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:
Ability to add additional links and sub-links on the header rather than relying on custom HTML.

CONTEXTUALIZE CAREER SITES WITH JOB REQUISITION FLEXFIELDS

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Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Details:

- The Career Site Configuration now includes the ability to use job requisition flexfields as context filters. This can be done by utilizing two new fields that have been added to the General tab of the configuration interface. These fields allow for the inclusion of flexfields in the career site's context filters, providing additional options for users to filter job requisitions

- To add a DFF to the site context filters, select the context, choose the appropriate DFF, and add it to the filters. Then, select the desired values from the drop-down list. This will provide users with additional filtering options when searching for job requisitions on your career site.

- Only independent DFFs are supported.

- Custom filters are not visible on the tiles for site lists.

Business Benefits:
You can use values in a DFF to post a requisition to a corresponding career site.

Custom Filter's Context

Search custom filter's context ▼

Add Custom Filter

Search custom filter ▼

DEEP LINK TO THE FIND CANDIDATE PAGE

ORC

Details:

- A new feature has been added that allows for the creation of a deep link to the "Find Candidate" page. This link can be used by hiring managers and recruiters and can be placed on other web pages or saved as a browser favorite for quick access to the candidate lookup. This feature simplifies the process of accessing the "Find Candidate" search page, making it easier for users to locate and review candidate information.
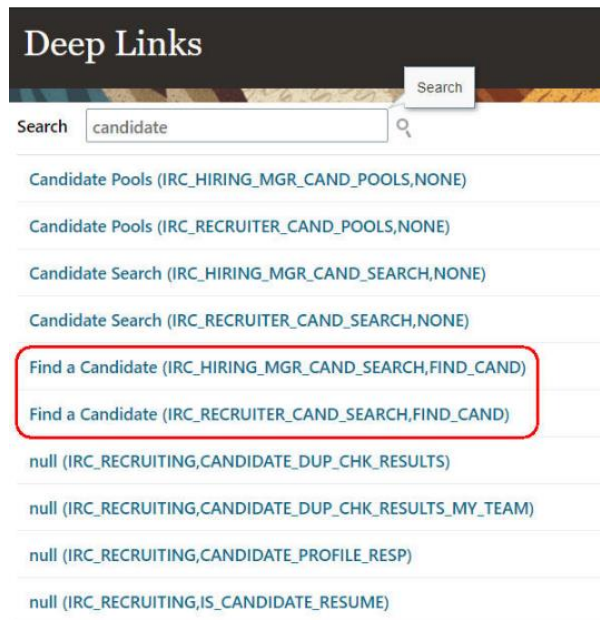
Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

This feature makes it easy to quickly access the Find a Candidate search page.

LATEST JOB APPLICATIONS AND INTERACTIONS IN GRID VIEW IN SEARCH RESULTS LIST

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Details:

- Hiring managers and recruiters can now view where candidates are currently active on job applications from the search results list. By displaying a candidate's three most recent job applications and the three most recent interactions taken against those job applications in the grid view, this feature provides greater visibility into a candidate's current job search activity. This information can help hiring managers and recruiters make more informed hiring decisions.

- Resume Preview is also available now.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes
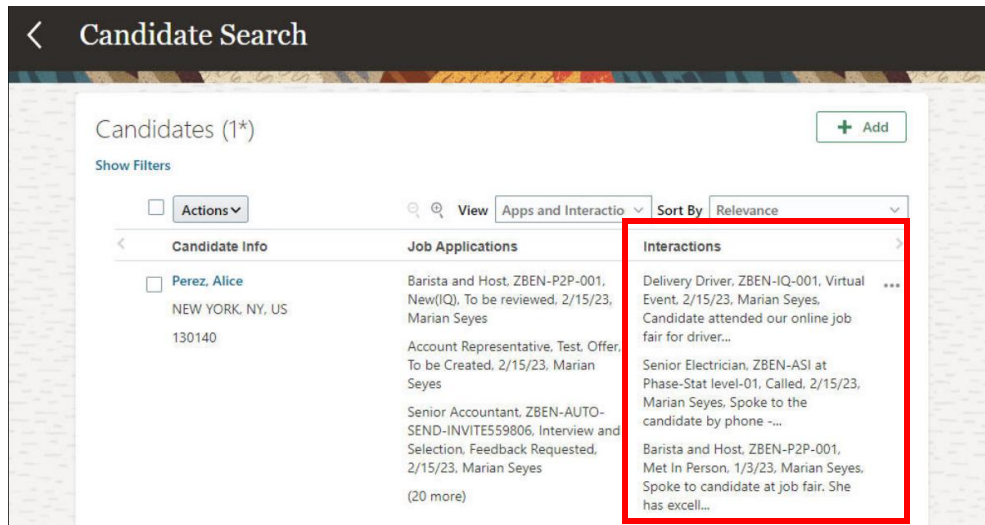
Business Benefits:

Recruiters can quickly understand recent candidate activity on job applications while managing candidates on a search result list. This helps with operational efficiency and more informed candidate interactions.

SELECT ALL CHECK BOX FOR BULK ACTIONS ON SEARCH RESULTS LIST

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Details:

- The candidate search results list now includes a "Select All" checkbox for selecting all candidates on the list when there are 500 or fewer search results. Even items not immediately visible on the page can be selected by clicking "Select All".

- Users can apply bulk actions to selected candidates by choosing an action from the Action menu.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes
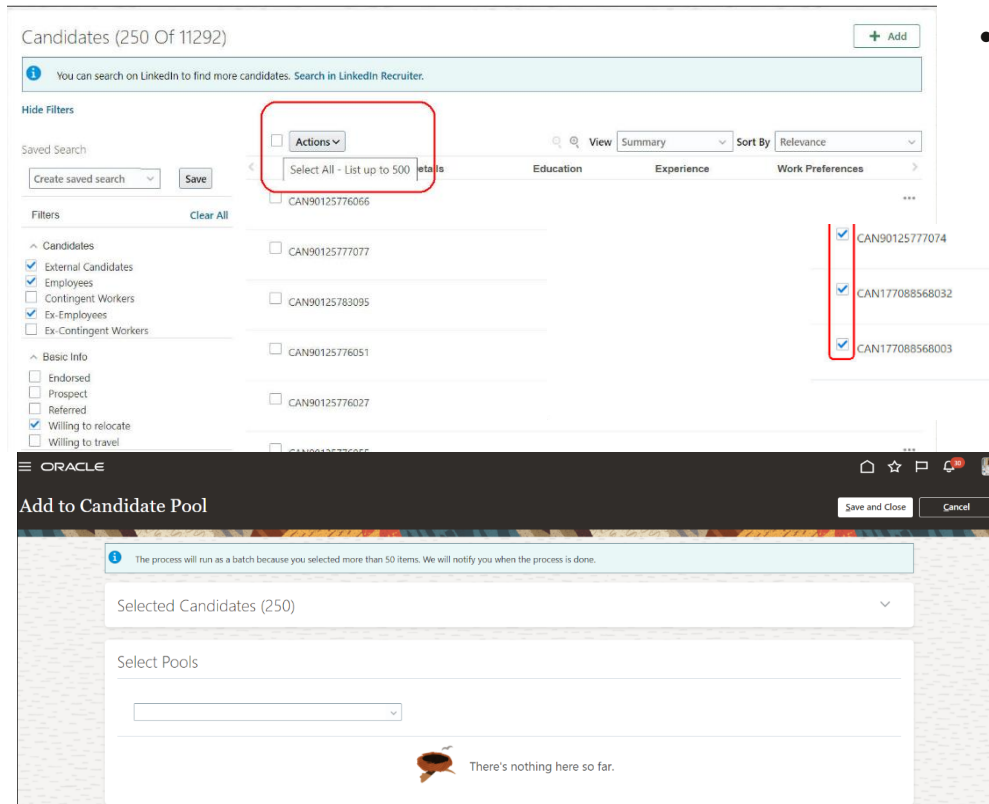
Business Benefits:
This feature lets you quickly apply bulk actions to 500 candidates at a time.

ACCESS TO ALL POOLS

Details:

- As an IT Security Manager, you can grant super-user access to candidate pools for specific people who need to perform any action related to those pools, even if they are not the pool owner. This can be achieved through data security using the Security Console, which now includes a new security business object called "Candidate Pool" and new privileges for managing and reporting on candidate pool data.

- To grant full access to candidate pools, edit the data role to which you want to grant access and create a new data security policy. In the policy, select "Candidate Pool" as the business object, select all values for the data set, and choose the desired actions (e.g. "Choose Candidate Pool," "Manage Candidate Pool," "Report Candidate Pool"). This feature allows for greater flexibility in managing and securing candidate pool data for your organization.

ORC

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Create Data Security Policy

Policy Name	View All Pools
Data Resource	Candidate Pool
Start Date	1/19/23
End Date	m/d/yy
Policy Description	
Data Set	All values
Actions	All

- ☑ Choose Candidate Pool
- ☑ Manage Candidate Pool
- ☑ Report Candidate Pool

OK   Cancel

Business Benefits:

With this new feature, you will no longer have ghost candidate pools which can't be accessed after the pool owner has left or changed role. You will be able to access all pools at all times, perform global reporting, and efficiently manage talent community pools by a super user.

REQUISITION APPROVAL RULES: WORKPLACE IN OFFER INFO SECTION OF JOB REQUISITION

ORC

Details:

- Approval rules for job requisitions can now be set up based on the Workplace field in the Offer Info section of job requisitions. This can be done using the workplaceTypeCode attribute with values such as On-Site, Hybrid, and Remote.

- By simplifying the approval process using these values, the job requisition approval can be made more efficient and accurate.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

With this enhancement, the use of approval rules simplifies the approval of job requisitions.

FAST FORMULAS: WORKPLACE IN OFFER INFO SECTION OF JOB REQUISITION

ORC

Details:

- Configuring in recruiting fast formulas can be done based on the Workplace field in the Offer Info section of job requisitions now.

- This new database item is available:

  IRC_CSP_REQ_WORKPLACE_TYPE_CODE

- You can create fast formulas for these formula types:

  Recruiting Candidate Selection Process

  Recruiting Job Application Computed Field

  Recruiting Job Requisition

- The new improvement simplifies the process of creating job requisitions that utilize Recruiting

  fast formulas.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

With this enhancement, using Recruiting fast formulas for job requisitions simplifies the requisition creation process.

ENHANCED INTERNAL CANDIDATE EXPERIENCE THROUGH OPPORTUNITY MARKETPLACE

Details:

ESS job to create index definition and perform initial ingest to OSCS Specify "fa-hcm- requisition", "fa-hcm-savedsearch" in the Index Name to Reingest field.

- The latest update has made Opportunity Marketplace for Jobs the default option for the internal candidate experience. When users click on Current Jobs, they will be automatically redirected to the Opportunity Marketplace. Furthermore, all the job applications, posted jobs, and referrals from the previous version are available on the newer Opportunity Marketplace candidate experience. The users of Opportunity Marketplace can now customize their search settings, save them, and share them with others.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

Enhanced user experience for all internal employees with the new Redwood Experience.
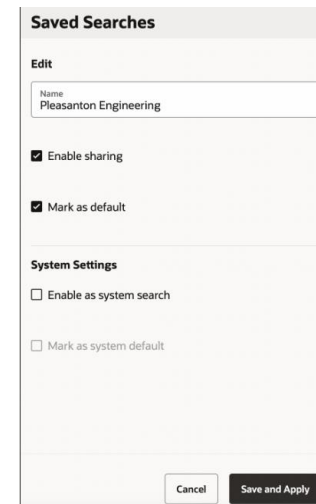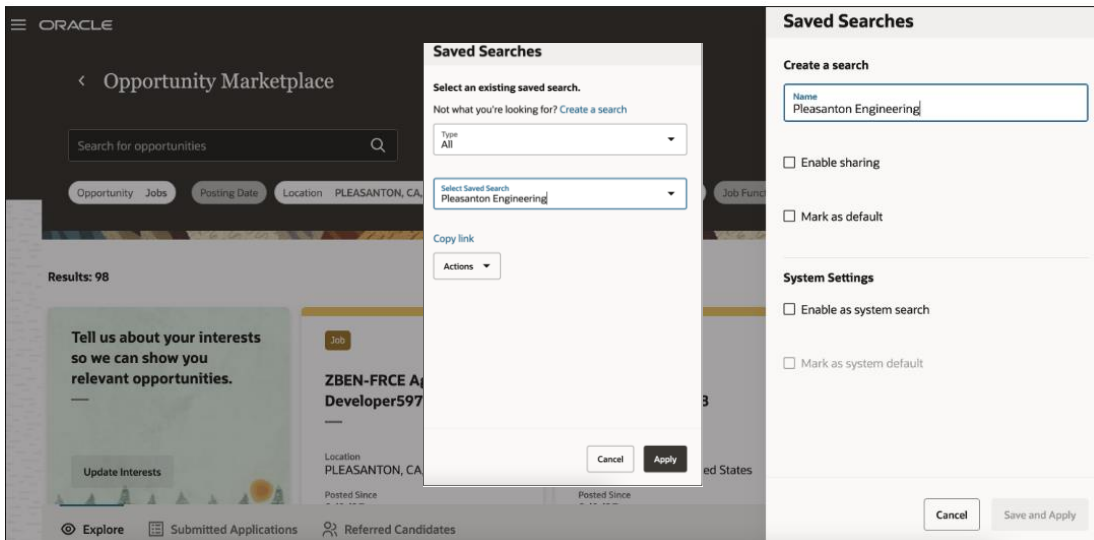
AUTOCOMPLETE RULES: WORKPLACE IN OFFER INFO SECTION OF JOB REQUISITION

ORC

Details:

- Autocomplete rules can be written for the Workplace field, which is found in the Offer Info section of the Job Requisition business object. This field supports the Autocomplete rule type.

- By using autocomplete rules for creating, editing, and copying requisition fields, the overall requisition creation process is simplified, and the recruiting process can be enhanced.

Field name	Object Defaulting	Object Validation
Workplace	Yes	Yes

Impact Analysis

|	
Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

Using autocomplete rules for creating, editing, and copying requisition fields simplifies the requisition creation process and helps enhance the overall recruiting process.

ENHANCED SEARCH AND FILTER CAPABILITIES FOR EVENTS ON CAREER SITE

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Details:

- It's now possible for candidates to search for events on career sites using not only the event name and number, but also event category, short and long descriptions. Autosuggest will display a list of events that match the search term for either the event name or category.

- Suggestions for jobs and events are now listed separately under Jobs or Events headers in autosuggest. Additionally, candidates can filter the events list based on various criteria such as Event Categories, Event Locations, and Start Dates.

- The Event Categories filter only displays categories that have posted events, and the Event Locations filter only displays locations with posted events.

- Events are sorted by start date in descending order by default, and candidates can further filter events by timeframes such as Next 7 Days, Next 30 Days, or Greater than 30 Days.

Impact Analysis	
Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes
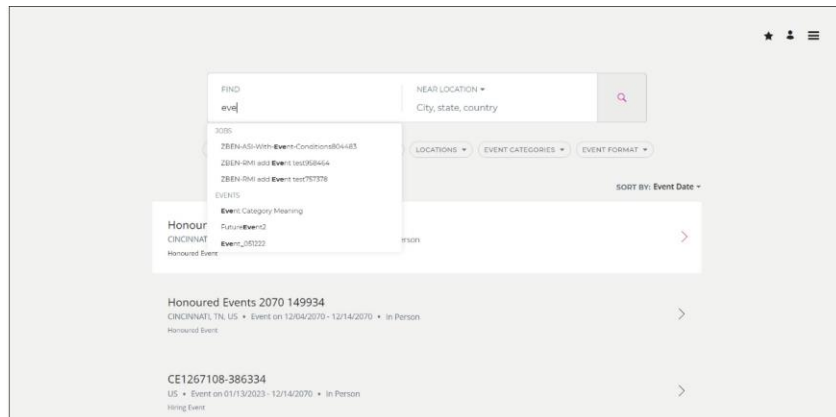
Candidates searching for events using keywords will find that the search results are automatically sorted by relevance.

Business Benefits:
This feature allows candidates to retrieve events through additional search parameters and advanced filtering capabilities.

ENHANCEMENTS FOR EVENT DETAILS PAGES IN CANDIDATE EXPERIENCE SITES

ORC

Details:

- Candidate Experience sites that have events enabled now offer several enhancements to improve the user experience:

  - A "Copy Link" button has been added which allows candidates to easily share the URL for event details by copying it to their clipboards.

  - The "Register" button label will change to "Already Registered" for events where a user has already registered. If a candidate has not yet confirmed their registration, the button label will change to "Confirm Your Event Registration."

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

ORC_TVM_Dev_23D_Manual

CINCINNATI, TN, US

EVENT INFORMATION

Event Format	In Person
Event Category	University Hiring
Event Location	CINCINNATI,TN 45600HAMILTON, UNITED STATES
Start Date and Time	May 23, 2023 at 1:34:00 AM
End Date and Time	May 25, 2023 at 1:34:00 AM

REGISTER
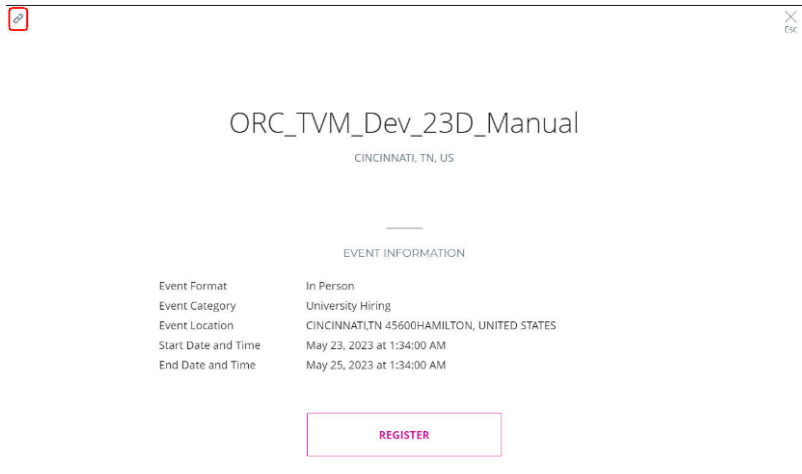
Business Benefits:

This feature provides a better UX for candidates. The **Copy Link** button also encourages the sharing of events, which can result in more potential candidates being interested in the event.

RENDER EVENTS IN MULTIPLE LANGUAGES ON CAREER SITE

ORC

Details:

- When the event is posted, candidates who have selected the same language on the career site as one of the event languages will see the event translated into their preferred language.

- The check-in page for the event will also display in their preferred language. If a candidate registers for the event, their language preference is saved and all subsequent event notifications will be sent in their preferred language.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:
Improves the language support available for candidates on the career site for events and corresponding notifications.

RECRUITING BOOSTER AND ENABLE EASY APPLY

Details:

- Oracle Recruiting Assistant(ORA) is an AI-powered chatbot that helps job seekers in finding relevant jobs. Candidates can search for jobs based on different criteria, view recommended jobs, check their application status, withdraw their application, or join talent pools for updates.

- ORA uses the Candidate Experience V2 skill to provide an improved job search experience and contextual guidance. With the Recruiting Booster, candidates can receive job recommendations based on their resume and apply to certain jobs directly from the chatbot interface if an easy-apply flow is enabled in Recruiting.

- This flow includes Contact Information and Review blocks.

ORC

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes
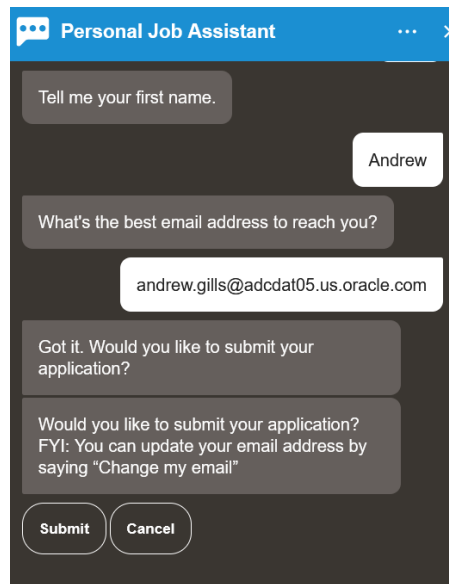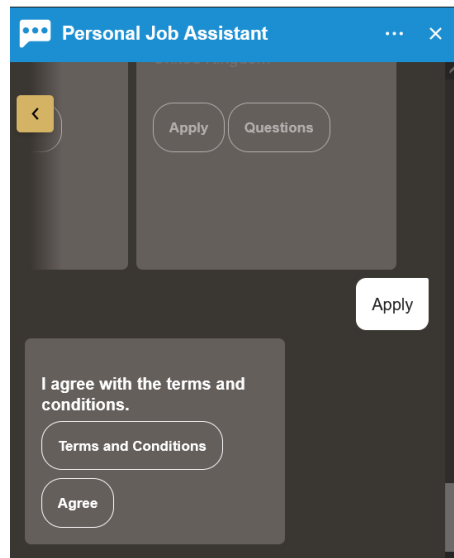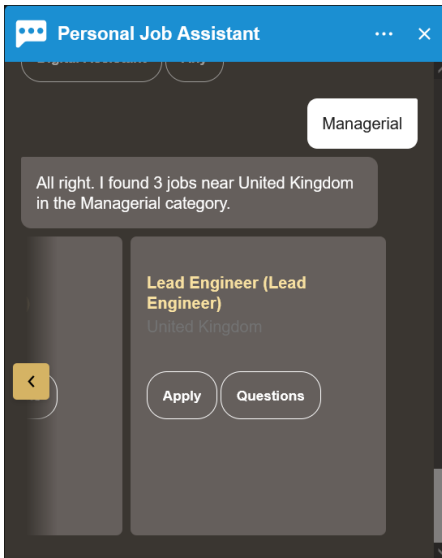
Business Benefits:

This helps candidates get a seamless experience on the job search, get answers to job-related questions, and apply to the job quickly from the chat bot interface.

REPORT ON MULTI-PERSON GIGS

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Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Details:

- The enhancement to the Recruiting - Opportunity Marketplace Real Time subject area now allows you to generate gig reports that include the total number of openings and filled count.

- This update aligns the reporting capabilities with the content available in the Opportunity Marketplace, providing more accurate and comprehensive insights into gig activity.

Business Benefits:
Enhanced reporting capabilities for customers who are using Opportunity Marketplace for gigs.

DISPLAY NAME ADDED TO SOURCE TRACKING

Details:

- The Recruiting Real Time, Recruiting Events Real Time, and Sourcing Real Time subject areas now include a new field called Display Source.

- This field is available in the various subject areas where source names are included.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

This enhancement makes it easier to group and sort reports where sources are included, enabling more streamlined and efficient reporting.

RECRUITING CAMPAIGN SUBJECT AREA ADJUSTMENTS

ORC

Details:

- The HCM Communicate campaigns have been removed from the Recruiting - Sourcing Real Time subject area. While there are no changes in the list of available metrics and dimensions, the reporting content now exclusively comes from user recruiting campaigns.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

This update helps reduce confusion for users who are using both Recruiting campaigns and HCM Communicate employee campaigns, ensuring a more seamless reporting experience.

ENHANCED EXTERNAL CANDIDATE TRACKING ACTIVITIES

Details:

- The Candidate Tracking Real Time subject area has been enhanced to provide more details and precision. You can now track where external candidates stopped during their application process and how many candidates submitted their applications after starting the process.

- This feature complements the existing capabilities to discover the jobs that candidates searched for, viewed, and applied to. With the new information, you can compare the number of applications started with the number of successful submissions to calculate the drop rate.

- Additionally, you can count the number of pages reached in a multi-page application flow to identify where candidates are struggling or deciding to leave the site.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

New actions under the Action field:

- PIN: Job added to favorites by clicking the star icon.
- UNPIN: Removing the requisition from the list of favorite jobs.
- VERIFY: Clicking or performing the verification action.
- VALID: Entering a valid code and confirming the candidate.
- ID_NEXT: Clicking NEXT in the Identification Page.
- ID_CANCEL: Canceling instead of moving forward in the Identification page.
- APPLY_FLOW_VISIT: Visiting the application flow after clicking Next.
- SUBMIT_SUCCESS: Clicking the Submit button.
- ASSESSMENT_START: Clicking the Inline Assessment button, or the Post Apply Assessment link.
- ASSESSMENT SUCCESS: A candidate being returned to the application by the partner after starting the inline assessm
- TAXCREDIT_START: Clicking the Take Tax Credit Assessment button in the application flow, or the Post Apply Assessm
- TAXCREDIT_SUCCESS: Candidate returned from the partner site in the application flow.

New metrics:

- Number of Candidate Cancelled
- Number of Successful Submits
- Number of Unique Visitors (based on temporary user ID)

New Candidate - Tracking Activity - Details:

- Candidate Application Identification
- Source Name
- Source Medium
- Referrer Header
- Campaign Code
- Career Site Number
- Candidate Country Code
- Candidate Region
- Candidate Municipality
- Candidate Settlement
- Number of Pages in Flow
- Current Page
- User Identifier

Business Benefits:

Additional metrics help in fine-tuning the candidate job application flow to make it easier for candidates to apply and reduce fall-outs.

HCM DATA LOADER ENHANCEMENTS FOR RECRUITING

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ORC

Details:

Extend your bulk-loading capabilities with these new and extended objects available with HCM Data Loader and HCM Spreadsheet Data Loader.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

ENHANCED BUSINESS OBJECTS

Business Object	Changes
Candidate	• You can now update candidate numbers to be numeric. However, when creating a new candidate the candidate number still needs to be alpha-numeric. • You can no longer change the LegislationCode for the Candidate Phone. Instead, first delete the existing phone record and create a phone record for the new legislation.
Candidate Job Application	You can now redraft offers from the following offer phases and states: • Offer - Extended • Offer - Accepted • HR - Pending Automated Processing • HR - Pending Manual Processing • HR - Error during Processing
Job Requisition	You can now update the Descriptive Flexfield (DFF) segments of a job requisition, regardless of the requisition's phase or state.

BUSINESS OBJECTS WITH NEW ATTRIBUTES

Business Object	Component	New Attributes
Content Library	Version	• Responsibilities • Qualifications Note: These attributes can only accept files with a maximum of 50,000 characters.
Content Library Version Translation		• Responsibilities • Qualifications
Job Requisition	Job Requisition	• WorkplaceTypeCode
Job Requisition Template		• WorkplaceTypeCode

Business Benefits:

Extend your bulk-loading capabilities with these new and extended objects available with HCM Data Loader and HCM Spreadsheet Data Loader.

EXTRACT REMOTE FIELDS ON JOB REQUISITIONS

ORC

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Details:

- HCM Extracts now allow you to extract remote fields on job requisitions by using the Job Requisition extract feature. A new field called IRC_EXTRACTS_REQUISITIONS_WORKPLACE_TYPE_CODE has been added to the IRC_EXTRACTS_REQUISITION_DETAILS_UE user entity.

- This makes it easier for you to extract remote fields on job requisitions.

Business Benefits:

With this enhancement, you can easily extract remote fields on job requisitions.

CONFIGURE PRIMARY CONTACT AND ASSIGNEE BEHAVIOR FOR AN EFFICIENT AGENT EXPERIENCE

HRHD

Details:

- Administrators can now change the default functionality for the Create Help Desk Request form. The default value for the primary contact can now be set to empty so that the agent must choose the contact.

- The assignee can also to be defaulted to the logged in help desk agent.

- This flexible approach reduces errors and saves time by allowing the contact and assignee to be automatically assigned based on the business needs.

- Extending the agent's create help desk request page to allow the assignee to be the agent creating the request assures that the agent taking a call, for instance, is the one who is responsible for handling the request and removes the need for initial queue assignment.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

Setting the primary contact to be empty prevents having the agent accidentally left assigned as the primary contact.

CREATE AND MANAGE TASKS AND APPOINTMENTS FOR HELP DESK REQUESTS

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HRHD

Details:

- Help Desk Agents can now create and manage task and appointment activities for both HR Help Desk and Internal Help Desk Requests.

- This allows agents to assign tasks and appointments individually and view the progress of related activities.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:

This allows agents to assign tasks and appointments individually and view the progress of related activities.

COLLABORATE ON HELP DESK REQUESTS AND CASES THROUGH THE USE OF RELATIONSHIPS

Mastek™

HRHD

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Details:

- Help Desk Agents can now define and view relationships between Help Desk Requests or between Help Desk Requests and Cases.

- This allows agents to reference a solution in a related help desk request or relate similar help desk requests to a single case within Case Management.

Business Benefits:

Agents also save time by being able to update the help desk request or case and have the related help desk request updated, making it unnecessary to duplicate updates for each related item.

# ACTION PLAN ANALYTICS FOR HELP DESK

HRHD

Details:

- Action plans are a checklist, a series of events, or steps that must be done before you can close a Help Desk Request. Action plan analytics help you monitor completions and ensure compliance against a predefined set of actions. Pre-defined metrics around open and closed action plans, delayed actions, and aging of action plans help managers gain insights into performance at an aggregate level to address areas of concern. Agents can gain visibility to their own action plan completions and delays.

- Two new subject areas are being introduced to build your own analyses:

  1. Help Desk - HR Service Request Action Plan Actions Real Time

  2. Help Desk - Internal Service Request Action Plan Actions Real Time.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick Win	Yes

Business Benefits:
Provides help desk managers and help desk agents a complete picture of action plan enforcement of company procedures at the team and individual level respectively.
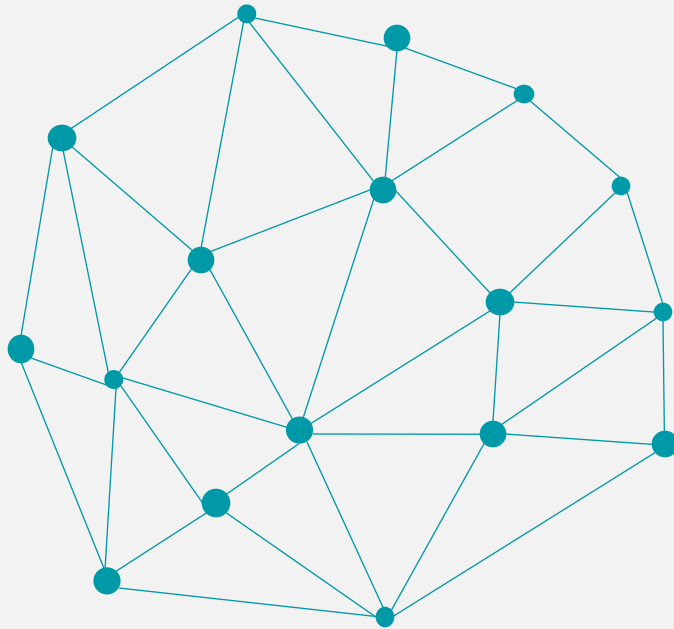
MANUALLY SEND REQUEST INFORMATION NOTIFICATIONS

ORC

Details:

- A new feature has been added to enable the manual sending of Request Information Notifications to candidates. This feature can be useful when candidates need to be sent a notification earlier in the process or when they did not reply to an automatic notification triggered by reaching a specific phase or state.

- The feature is accessible through the Job Applications list, where a new action called "Request for More Info" is available when one or more candidates are selected. It is also available within the candidate application.
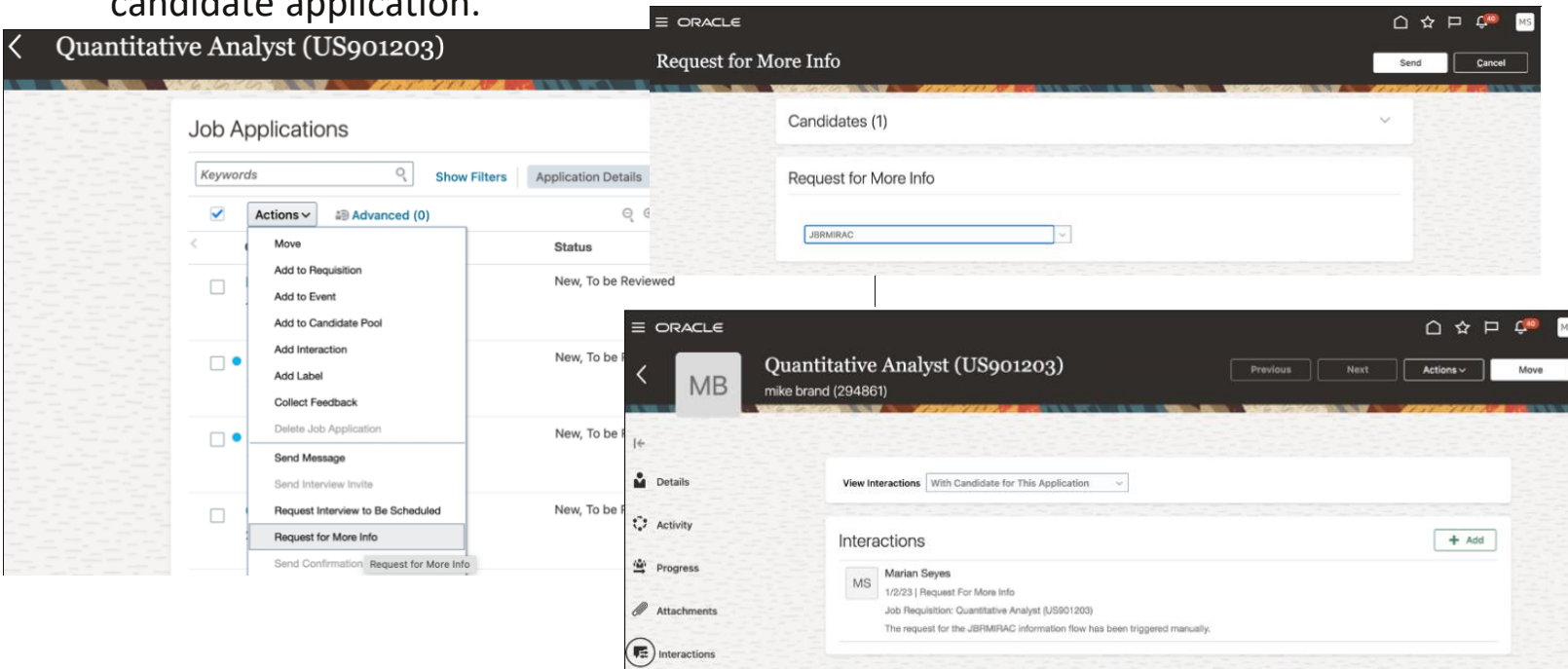
Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

With this new feature, you can send a notification to candidates if they've missed the notification triggered automatically through the candidate selection process.

PREFILL LEGISLATIVE INFO IN JOB APPLICATIONS

Details:

- The job application process has been updated to capture more legislative information. This feature automatically saves legislative information when creating applications on behalf of a candidate and pre-fills it for returning external candidates.

- By capturing this information, diversity reports can be improved and provide more meaningful insights.

- This feature is always enabled for creating applications on behalf of a candidate.

Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

With this enhancement, diversity reports will be greatly improved and be more meaningfulness.

SIMPLE ONE-STEP PROCESS TO CHANGE START DATE OF CANDIDATES

Mastek™

Trust. Value. Velocity

ORC

Details:

- Previously, the Change Start Date action in Oracle Recruiting was only available for internal candidates in the HR phase. But now, you can use this action to change the start date for both internal and external candidates in a simple one-step process.

- The Change Start Date action is accessible from the Job Applications and Offers lists Actions menu when job applications are in the Offer or Post Offer (custom) phase, and on the Job Offers page when job applications are in the HR phase.

- Additionally, you can make multiple changes to the start date and track these changes in the notification date time stamps in the Messages tab of the job application.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	Yes
Quick Win	Yes

The Change Start Date action can be used only during the window period where the redraft of an offer is allowed. This window period is specified in the Redraft and Cancel Offers section of the Enterprise Recruiting and Candidate Experience Information task..
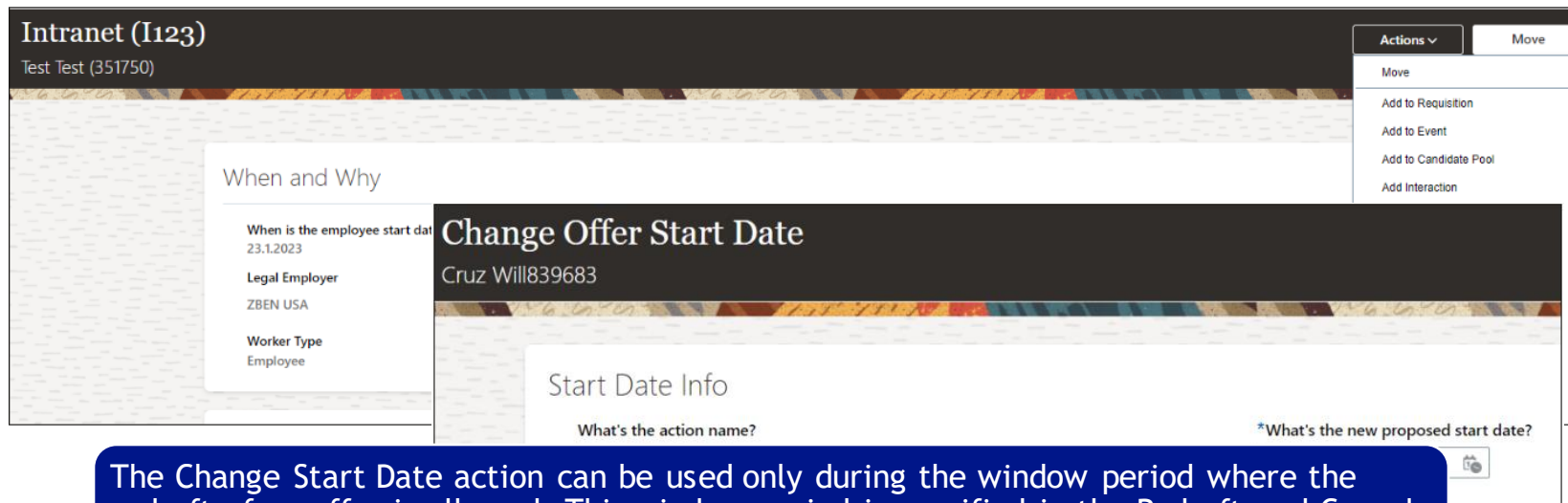
Business Benefits:

With this enhancement, you can change the proposed start date of both external and internal candidates from Oracle Recruiting in a simple one-step process. You also save time and increase productivity of Recruiting users.

CONTEXTUAL JOURNEY FOR CREATE JOB REQUISITION

Details:

- Set up contextual journeys for the Create Job Requisition action, which is a series of tasks that help streamline routine or special processes within your organization.

- With this setup, when users click on the Create Job Requisition quick action from either My Team or My Client Groups, they will be presented with a list of eligible contextual journeys that can help them complete the action. They can then launch the appropriate contextual journey to complete the task.
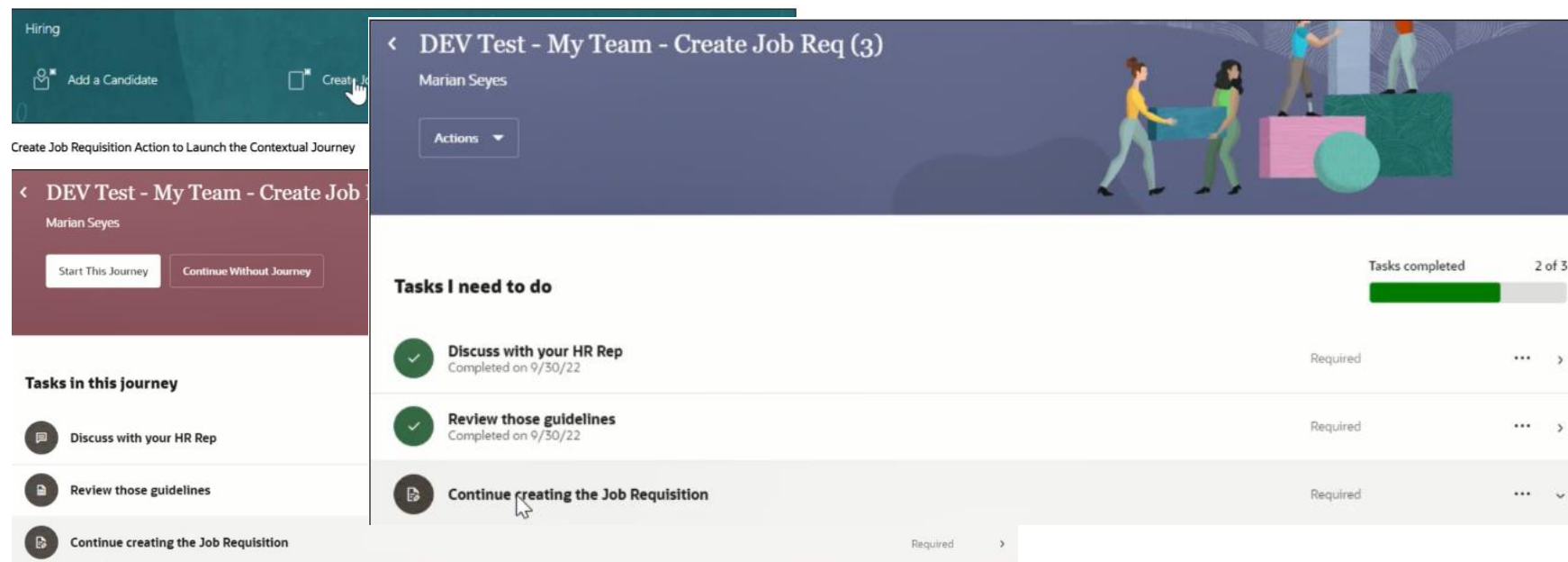
ORC

Impact Analysis	
Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

This feature enables you to orchestrate the different activities that need to be done as part of a business process.

FOLLOW-UP TASKS IN POOLS

Details:

- Recruiters can create follow-up tasks with due dates in the new Tasks tab for candidate pool members to remind themselves about candidate nurturing, such as calling a candidate on a specific date or sending an email to follow up on a job fair.

- This feature allows you to view follow-up tasks related to the current pool when you select "Related to Pool Member", or view follow-up tasks for the candidate across all other pools when you select "All Other Follow-Up Tasks". It helps you keep track of tasks related to candidates.

Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes
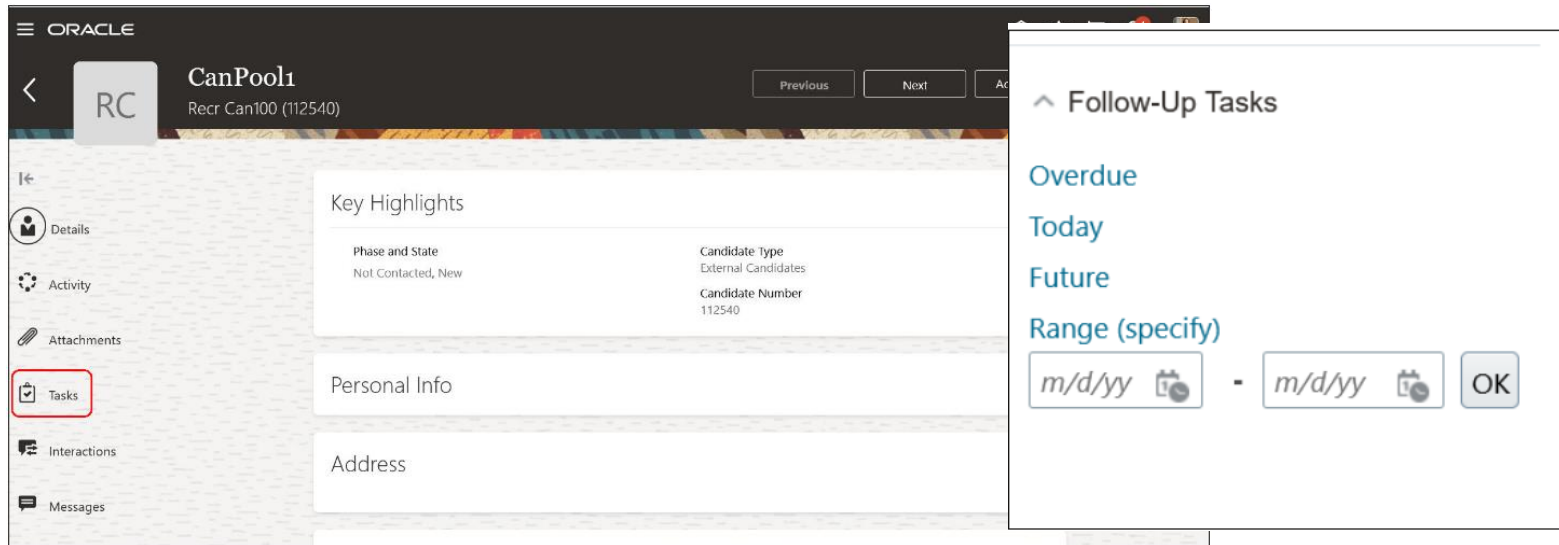
Business Benefits:
Helps track additional tasks required to follow up with candidates.

JOB APPLICATION FLEXFIELDS FOR ADDITIONAL PARTNER RESULTS

Details:-

- Consider talking to your screening partners about adding extra screening results to candidate job application flexfields. If they agree, your administrator can set up these flexfields for each partner's result payload.
- Once set up, the additional results will be visible in the Screening Results tab of the job application.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

With this feature, Users will save time by having screening data visible within the application and also using filters. Users won't need to access the partner's portal to get additional results, which is time-consuming.

TWO-WAY COMMUNICATION FOR INTERNAL CANDIDATES

Details:

- Recruiters and hiring teams can now use Two-Way Communication via email to communicate with internal candidates, like the existing functionality available for external candidates. The same rules applied to external candidates are now also applied to internal candidates.

- However, if an internal candidate does not have a work email, their alternate email will be used instead.
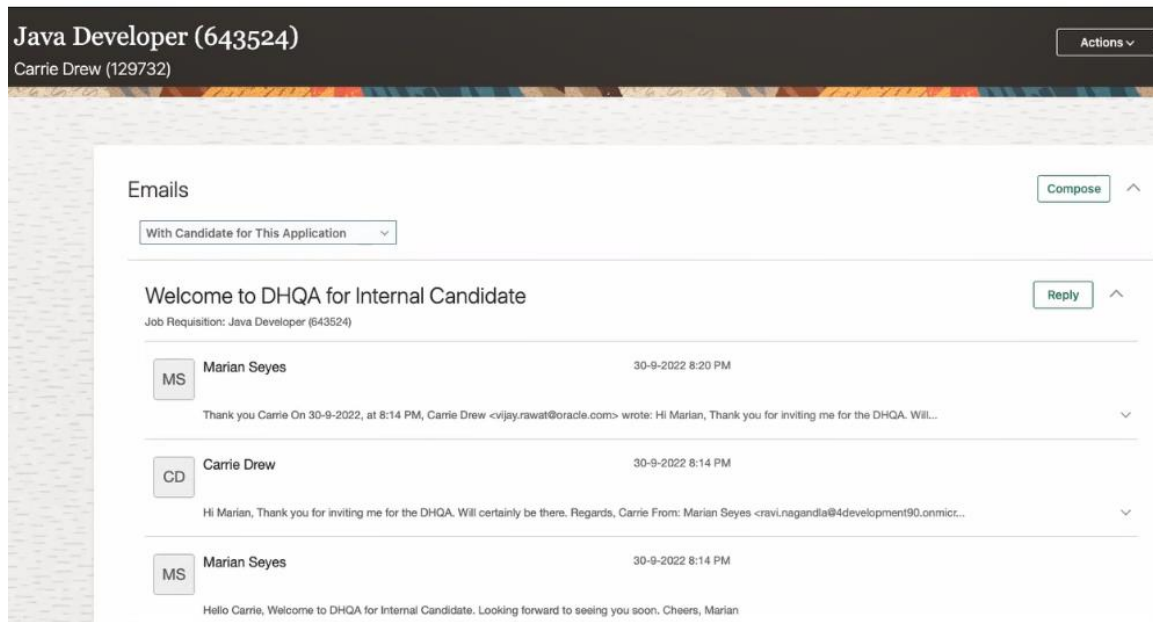
Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

Two-way communication will make recruiting conversations easier with internal candidates.

HELP DESK IN THE REDWOOD USER EXPERIENCE IS GENERALLY AVAILABLE

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HRHD

Details:

- The Help Desk in the Redwood user experience is now available to service the needs of your employees and no longer requires a promotion code to access its features.

- Developed using Visual Builder Studio and the Redwood Design System, the new interface offers improved usability and richer extensibility.

- Employees in need of assistance can visit the new My Help UI to search knowledge, raise help desk requests and review the status of a request

Impact Analysis	
Impact level	Low
Need to enable	Yes
Configuration	No
Quick Win	Yes

Business Benefits:
The new help desk agent experience introduces new capabilities to better enable your business workflows and team collaboration such as case management, recommended action plan actions and internal conversations.

VIEW THE AUDIT LOG FOR A HELP DESK REQUEST

HRHD

Details:

- Help Desk Agents are now able to view the Audit Log of changes to a Help Desk Request.

- Viewing the Audit Log saves time by allowing agents to view who has been working on the request previously and understand when updates were made to the record.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

Having an audit log also may reduce incorrect routing since patterns of reassignment can become more easily visible.

UNDERSTAND RESOURCE PARTICIPATION IN HELP DESK REQUESTS

Mastek™

HRHD

Details:

- Help desk request resolutions often need a collaborative approach, calling for a multi-disciplinary team to be associated with the Service Request.

- Managers should understand the resource demands and profiles of SRs to be able to address business questions like, 'Do specific products/service categories demand a greater degree of collaboration than others?', 'Is there an over dependence on specialists for SR resolutions, indicating an agent training issue?', 'Are agents on my team participating in more than their fair share of SRs, affecting resolution times of their own SRs?'.

- Two new subject areas are available to you to create analyses:

  1. Help Desk - HR Service Request Resource Real Time
  2. Help Desk - Internal Service Request Resource Real Time

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	No
Quick Win	Yes

Business Benefits:

With the insights gained, managers can make informed staffing decisions and achieve better agent load balancing.
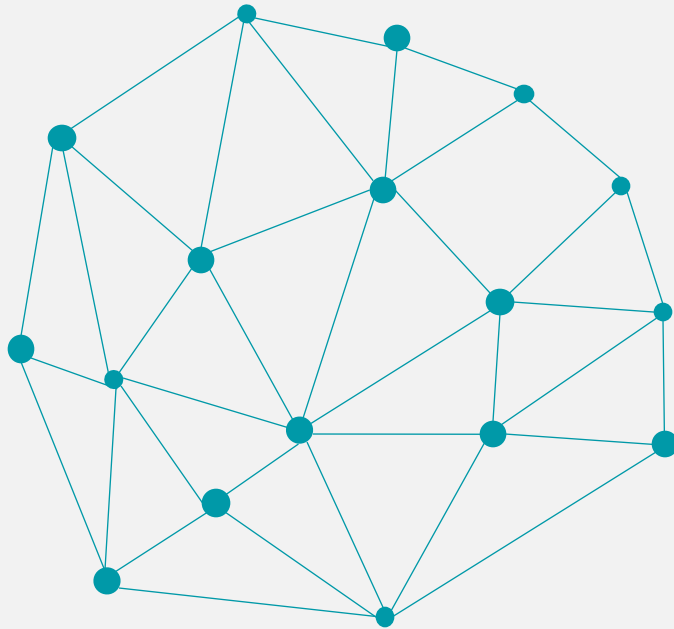
NEW FEATURES

QUICK WINS - OPT INS

ALTERNATE LOCATION NAMES

ORC

Details:

- External candidates can now find job locations using alternative location names. For instance, candidates can find "California" by typing the full name instead of the usual abbreviation "CA". This feature provides a better search experience for candidates, allowing them to find relevant job openings more easily.

Impact Analysis

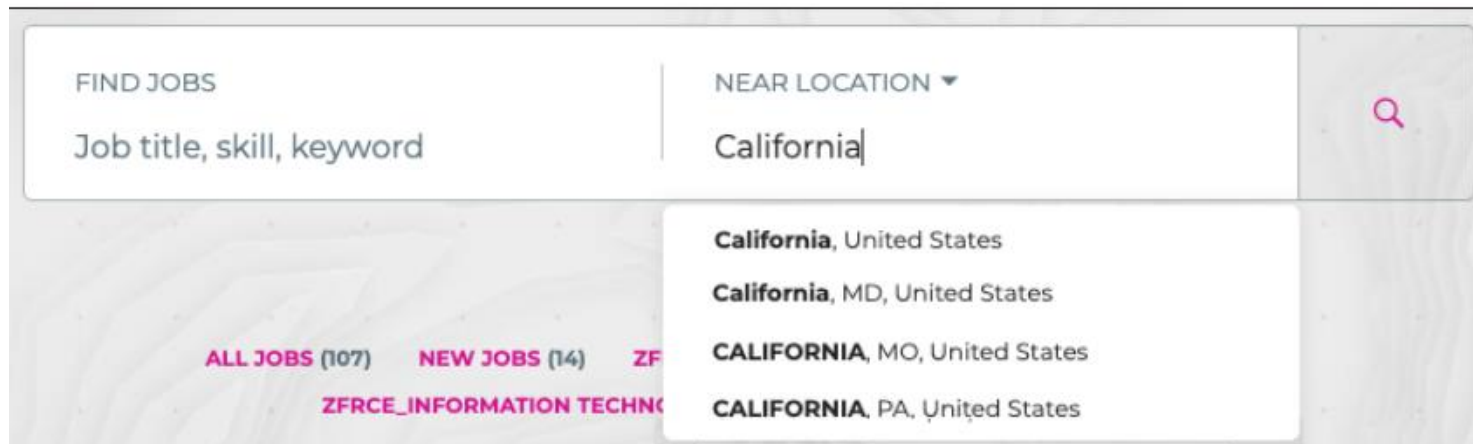|	
Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

You can find job location using abbreviations for better candidate experience and ease.

OPTIMIZED INDEED EXPERIENCE

Details:

- The job application experience for external candidates who found a job on Indeed has been improved. With Apply with Indeed, a candidate's data from Indeed is used to fill in their profile and application form.

- Two new settings in the Setup and Maintenance work area control this optimized experience: Optimized Indeed Experience and Trust Indeed authentication. Candidates who are verified with Indeed don't need to go through the identity verification process on the career site.

- When Optimized Indeed Experience is enabled, candidates from specified Indeed domains can benefit from the optimized experience.

Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

Candidates can apply with Indeed and their profile and form will be filled with this feature and drop-off rates can be reduced.

ADVANCED JOB APPLICATION FILTERS

Details:

ORC

- Advanced filtering capabilities have been added to the job applications list when Oracle Search is enabled. These filters allow for more complex and targeted searches, including job application questions and answers, skills, employers, positions, degrees, majors, schools, interview feedback questionnaires, and extra info fields.

- The filters allow for selection of multiple values and use of AND and OR operators. The Extra Info filter only supports independent flexfield segments and doesn't support dependent, subset, view object, or table-based dependent flexfield segment types.
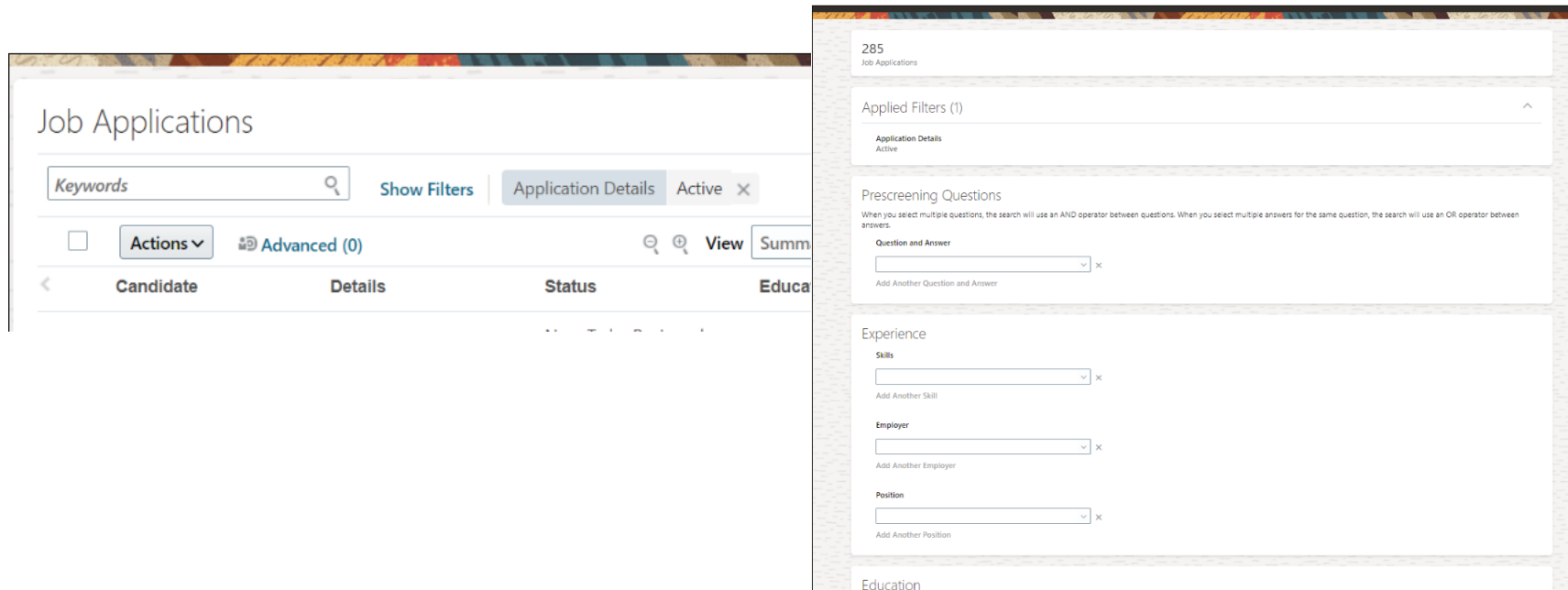
Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefits:

With the addition of advanced filters on the job applications list, you can find the right candidates faster.

ADDITIONAL INTERVIEW DURATIONS

ORC

Details:

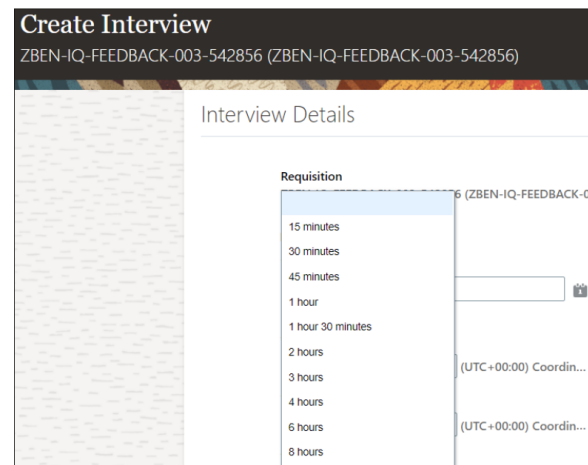- This enhancement allows administrators to configure additional interview meeting durations that can be used when scheduling interviews with candidates.

- The meeting duration lookup now includes more duration values and additional 15-minute blocks, and it is a user-defined lookup, meaning administrators can select which values to make available.

- By default, new values are disabled, except for the 1 hour 30 minutes value which is enabled by default. The values enabled for the Meeting Duration field are available wherever the field is displayed, such as when users define slots in candidate-managed interview schedules, when users request interviews to be scheduled for candidates, and when interview coordinators modify the meeting duration of an interview using the Send Interview Invite action in Recruiting Booster.

- It is not recommended to create custom values as the product may not know how to interpret them.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick Win	Yes

Create Interview
ZBEN-IQ-FEEDBACK-003-542856 (ZBEN-IQ-FEEDBACK-003-542856)

Interview Details

Requisition

6 (ZBEN-IQ-FEEDBACK-0

- 15 minutes
- 30 minutes
- 45 minutes
- 1 hour
- 1 hour 30 minutes
- 2 hours
- 3 hours
- 4 hours
- 6 hours
- 8 hours

(UTC+00:00) Coordin...

(UTC+00:00) Coordin...

Business Benefits:

With this enhancement, you have more flexibility for interview meeting duration.

ADD QUESTIONS TO EVENT REGISTRATION FLOW

ORC

Details

- Administrators now have the ability to add a questions block to the event registration flow, which can be used to prescreen or disqualify candidates.

- These questions will be visible to candidates on career sites during the registration process. If a candidate is disqualified based on their responses, they will receive a message informing them that they do not meet the requirements for the event.

- As an event owner, you can view the responses of registered candidates by clicking on the new Questions tab and filtering by question type.

- This feature allows you to gather more information from event registrants and automatically reject registrations based on responses to disqualification questions. Overall, this feature should provide event owners with more information about their registrants and help them better target and qualify candidates for their events.

Impact Analysis

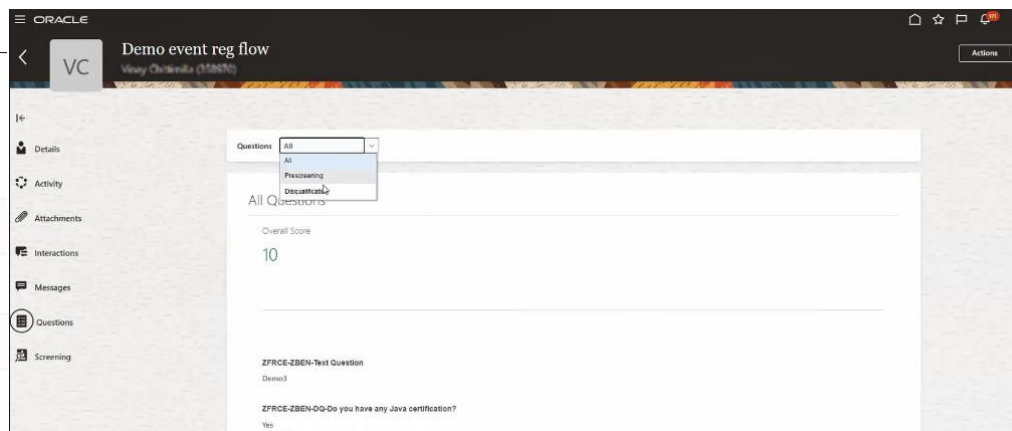|	
Impact level	High
Need to enable	Yes
Configuration	No
Quick Win	Yes

Business Benefits:
This feature lets you gather more information from the event registrants prior to events, and lets you automatically reject candidate registrations based on the responses provided for disqualification questions.

CALIBRATE EVENT SUCCESS THROUGH HIRED AND APPLIED METRICS

ORC

- Measure the number of hires and applications your event has generated by using the new Hired and Applied metrics.

- You can measure the effectiveness of your events using the new Hired and Applied metrics. These metrics take into account the duration of the event as well as the number of days selected for measurement. For instance, if the event runs for 2 days and you're measuring successful hires within 30 days, the metrics will cover a period of 32 days.

- By default, the Applied metric is set to 30 days and the Hired metric is set to 90 days. You can customize these settings based on the needs of your organization.

- This feature enables you to assess the performance of your events over a specific evaluation period.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	No
Quick Win	Yes

1	2	1	2	0	0
Invited	Registered	Attended	Matched to Requisitions	Applied Within 30 Days	Hired Within 90 Days

Business Benefits:

This feature lets you measure the success of your events during a particular assessment period.
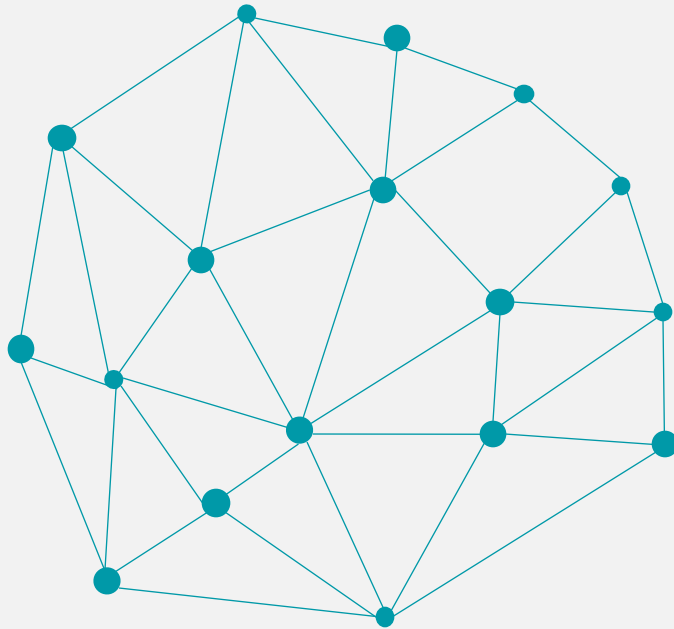
NEW FEATURES

THE REST

# INTERVIEWER PREFERRED AVAILABILITY FOR AUTOMATED SCHEDULING

ORC

Details:

- When setting up automated interview scheduling for candidates based on interviewer availability, a new feature allows interviewers to provide their preferred availability in addition to their Microsoft 365 calendar availability.

- This feature can be enabled by selecting the "Candidates schedule based on interviewers' availability" setting and then choosing to request interviewers' preferred availability. This should make it easier for candidates to schedule interviews and find mutually convenient times with interviewers.

- When interviewers are selected for a requisition schedule, whether as named users or members of a hiring team, an automatic notification is sent to them.

- This notification includes information about the requisition and invites them to update their availability if needed. The notification also includes a link to a new tab called "My Availability," which is accessible in both the Interviewers and Coordinators work areas.

Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	No
Quick Win	Yes

Business Benefits:

The preferred availability provides interviewers with more control over their schedule, allowing them to decide when they're available for interviews.
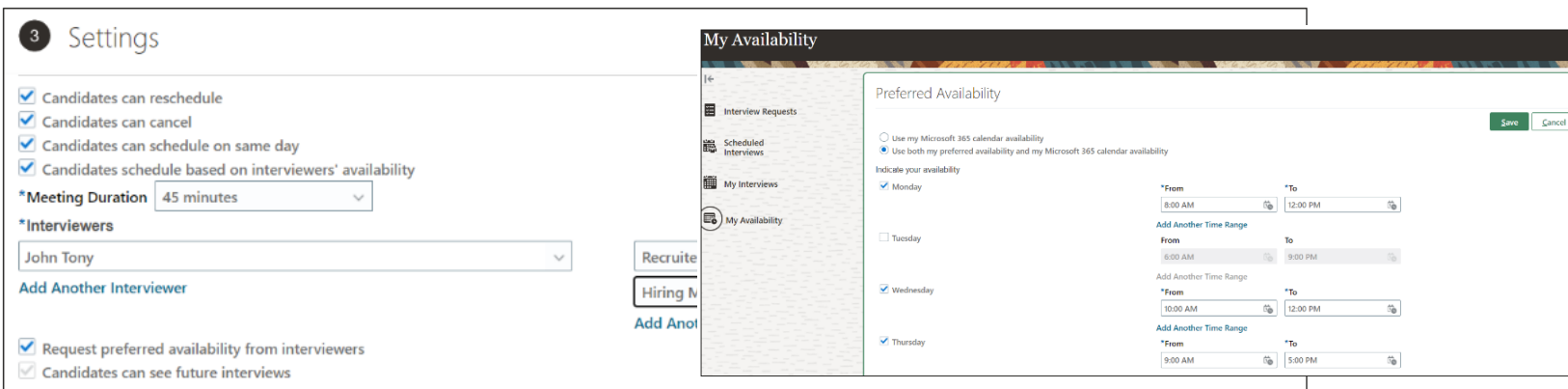
OVERLAPPING TIME SLOTS FOR AUTOMATED SCHEDULING

ORC

Details:

- In the latest release, when candidates schedule interviews using automated scheduling, they will have more time slot options available to them. Previously, the system only proposed time slots with start times that matched the selected meeting duration (e.g. 8 AM, 9 AM, 10 AM for a 1-hour meeting).

- This meant that candidates could not select a time slot starting at 8:30 AM, even if the interviewers were available.

- Now, the system proposes time slots with different start times to provide more choices for candidates. This means that overlapping time slots might be proposed to candidates, but they will have more flexibility to choose a time slot that suits their availability. However, if the meeting duration is 30 minutes or less, the system will propose time slots with a start time interval matching the actual meeting duration.

- This should make it easier for candidates to schedule interviews and find available time slots that work for them and the interviewers.

Meeting Duration	Examples of Proposed Time Slots
15 minutes	8AM, 8:15AM, 8:30AM, 8:45AM, etc.
30 minutes	8AM, 8:30AM, 9AM, 9:30AM, etc.

If the meeting duration is 45 minutes or more (45 min, 1 hour, 2 hours, 3 hours, 4 hours, 6 hours, 8 hours, etc.), the system will propose time slots with a start time interval of 30 minutes.

Meeting Duration	Examples of Proposed Time Slots
45 minutes	8AM, 8:30AM, 9AM, 9:30AM, etc.
1 hour	8AM, 8:30AM, 9AM, 9:30AM, etc.
2 hours	8AM, 8:30AM, 9AM, 9:30AM, etc.

Impact Analysis

Impact level	High
Need to enable	Yes
Configuration	No
Quick Win	Yes

Business Benefits:

With this enhancement, more time slot choices are proposed to candidates, which helps finding a time which works for them

Closing
Q&A

CLOUD
ENHANCEMENT
SERVICES

CLOSING NOTE

1. What happens next?

    1. Presentation

    2. Session Recording

2. Speak with your CES Support Manager
   or CES Service Manager

    1. for additional services around
       quarterly updates

    2. Learn more about Innovation

3. Next Sessions ?

Workforce Management & Global Payroll	📅 20-Apr-2023	🕐 60 minutes
	🕐 3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
Finance	📅 20-Apr-2023	🕐 60 minutes
	🕐 4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	
Benefits and Compensation	📅 25-Apr-2023	🕐 60 minutes
	🕐 3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
SCM (Inventory & Order Management)	📅 25-Apr-2023	🕐 60 minutes
	🕐 4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	

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THANK YOU