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Publication Information

Release: Infor Global Human Resources and Talent Management 11.0.1
Publication Date: April 17, 2018
Document code: ghrtm_11.0.1_ghrtm2018rn__en-us

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About this document

This document provides information about the enhancements and changes in Infor Global HR and Infor Talent Management. See the Net Change Report (Resolved Issues) document for the list of fixed issues that are also included in this release.

Details of previous updates for this year are also included in these documents.

Contacting Infor

If you have questions about Infor products, go to the Infor Xtreme Support portal.

If we update this document after the product release, we will post the new version on this website. We recommend that you check this website periodically for updated documentation.

If you have comments about Infor documentation, contact documentation@infor.com.
Chapter 1: Customer Update 11.0.2.0

This release introduces new features and product improvements to Infor Global HR and Infor Talent Management for Customer Update 11.0.2.0.

Note: Infor Global HR and Infor Talent Management release numbers have changed to coordinate automated software delivery for CloudSuite products, including Landmark, CloudSuite Financials, and CloudSuite HCM.

Solution enhancements

This section is organized by modules and includes new features and enhancements to the Infor Global HR and Infor Talent Management applications for 11.0.2.0.

Release numbering change

Infor Global HR and Infor Talent Management release numbers have changed to coordinate automated software delivery for CloudSuite products, including Landmark, CloudSuite Financials, and CloudSuite HCM.

The previous numbering system was 11.0.1.xx, where xx was the customer update number. For example, the March 2018 11.0.1 release was 11.0.1.23.

Beginning with the April 2018 customer update, the release number is 11.0.2.0.

The numbering structure is:

- 11.0 is the version (previously 11.0.1)
- 2 is the customer update number (incremented each month, beginning with 2 in April 2018)
- 0 is the critical fix number (incremented for a critical fix release for a correction between planned customer updates; 0 designates there are no critical fixes issued)

The documentation is published under the release category 11.0.x.
Infor Talent Management solution enhancements

This section includes new features and product improvements organized by modules to the Infor Talent Management application for 11.0.2.0.

Data Load interfaces

This section includes enhancements to the Data Load functions of Infor Talent Management in 11.0.2.0.

Product improvements

This section includes new features to the core HR function of Infor Talent Management in 11.0.2.0.

Using HCM_RunGroups to improve processing speeds

The processing speed of long-running processes can be improved by using run groups to divide processes into multiple jobs that can run concurrently. The number of jobs is determined by the configuration parameter for HCM_RunGroups. Set up the configuration parameters and the queue mappings. Then run the processes as usual.

These Data Load actions are now enabled to use run groups:

- Dependents
- Employee
- Employee address
- Employee contact
- Employee identification number
- Jobs
- Positions
- Resource health components
- Work assignments

To set up the configuration parameters:

1. In the Administration Console, navigate to Other > Configuration Parameters.
2. Click Create.
3. Specify these values:
   - Component = config
   - Key = HCM_RunGroups
   - Type = Numeric
   - Length = 2
   - Value = Enter the number of concurrent processes that will run. The number of records to process will be divided into the number of groups specified by this value, not exceeding the Max Active Actions for the queue.
     Note: Processing performance is optimal when the Value equals the number of available processors and is not larger than the Max Active Actions that are set in the HCMConcurrentActions queue.
4. Navigate to Administrator > Utilities > Setup > Check For Updates to create the queues.
   Note: See Infor Global HR User Guide for information about Check for Updates function.
5 In the Administration Console, navigate to Other > Manage Async.
6 Select HCMConcurrentActions and enter the Max Active Actions value. (See step 3 for recommendations).

Talent Acquisition

This section includes enhancements to the Talent Acquisition functions of Infor Talent Management in 11.0.2.0.

Product improvements

This section includes product improvements to the Talent Acquisition function of Infor Talent Management in 11.0.2.

Recruiter space Today page

The Today page in the Recruiter space has new panels:

- **Recruiting News** panel allows recruiters to view links to relevant web sites where they can review recruiting news that has been shared with them, such as internal training materials, upcoming conferences, or interesting blog posts.

- **Recruiting Links** panel allows recruiters to view links to frequently visited web sites, such as commonly used web sites including LinkedIn, CareerBuilder, etc. It could also be links to frequently visited functionality in the Talent Acquisition application such as the Candidate Pool or Requisitions page.

Infor Global HR solution enhancements

This section includes new features and product improvements organized by modules to the Infor Global HR application for 11.0.2.0.

Core HR

This section includes new features and enhancements to the Core HR functions of Infor Global HR in 11.0.2.

Product improvements

This section includes product improvements to the Core HR functions of Infor Global HR in 11.0.2.

Application home page images

New images have been added to the standard images library that are intended for use with application home pages. Images include icons for actions, approvals, folders, links, reports, settings, stars, and utilities.
Mobile home pages ZIP file

The MobileHomePages.ZIP file is delivered to allow customization of the HCM mobile application interface. These components can be customized:

- Change the mobile application title
- Change widget titles
- Change the default logo
- Edit or translate phrases
- Customize the **Application Not Available** screen
- Toggle Edit Profile options in the **My Profile** widget to change defaults for Add/Delete Address and Preferred Contact

Refer to the instructions in "Home Page Configuration and Customization" in the *Infor Talent Management Configuration Guide* to customize the files, re-ZIP the files, and create a new Configurable Home Page or update an existing home page. This includes adding the context session key `csk.CHP=[chpID]` in the home page URL.

Benefits

This section includes new features and enhancements to the Benefits functions of Infor Global HR in 11.0.2.0.

Product improvements

This section includes product improvements to the core HR function of Infor Global HR in 11.0.2.0.

Using **HCM_RunGroups** to improve processing speeds

The processing speed of long-running processes can be improved by using run groups to divide processes into multiple jobs that can run concurrently. The number of jobs is determined by the configuration parameter for `HCM_RunGroups`. Set up the configuration parameters and the queue mappings. Then run the processes as usual.

These Benefits actions are now enabled to use run groups:

- Benefits > Maintenance > Processes > Mass Enroll in Default plans
- Benefits > Maintenance > Processes > Mass Create Eligibility
- Benefits > Maintenance > Processes > Resource Updates
- Benefits > Maintenance > Processes > Benefit Plan Updates
- Benefits > Maintenance > Processes > ACA Hours Measurement
- Benefits > Maintenance > Processes > Update Dependent Benefit Stop Dates
- Benefits > Maintenance > By Full Flex Plans > Mass Create
- Benefits > Reports > ACA > Offers
- Benefits > Reports > ACA > Individual Data (participant)
- Benefits > Reports > ACA > Individual Data (employee)
- Benefits > Enrollment Events > COBRA Enrollments > Select an active Event > Mass COBRA Enrollment
- Benefits > Enrollment Events > Open Enrollment/Life Events > Select an active Event > Mass Enrollment
To set up the configuration parameters:

1. In the Administration Console, navigate to Other > Configuration Parameters.
2. Click Create.
3. Specify these values:
   - Component = config
   - Key = HCM_RunGroups
   - Type = Numeric
   - Length = 2
   - Value = Enter the number of concurrent processes that will run. The number of records to process will be divided into the number of groups specified by this value, not exceeding the Max Active Actions for the queue.
     
     **Note:** Processing performance is optimal when the Value equals the number of available processors and is not larger than the Max Active Actions that are set in the HCMConcurrentActions queue.

4. Navigate to Administrator > Utilities > Setup > Check For Updates to create the queues.
   
   **Note:** See Infor Global HR User Guide for information about Check for Updates function.

5. In the Administration Console, navigate to Other > Manage Async.

6. Select HCMConcurrentActions and enter the Max Active Actions value. (See step 3 for recommendations).

### Infor Process Automation changes

For more information, see the Release Documents for TM 11.0.x ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMRequestActionsDelta_11.0.x.pdf, describes changes to the request actions and their associated processes. TMRequestActionForms_11.0.x.pdf describes all current (new and changed) request action forms and the processes attached to them.

### Release document information

Each customer update of Infor Global HR and Infor Talent Management has a corresponding Release Documents ZIP file. It can be downloaded from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

This table lists the contents of the External ZIP file.
<table>
<thead>
<tr>
<th>File Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>TMEncryptedTables_release.pdf</td>
<td>A PDF list of encrypted table name by module in Infor Global HR and Talent Management that are encrypted.</td>
</tr>
<tr>
<td>TMRequestActionForms_release.xlsm</td>
<td>An Excel spreadsheet of 33 standard delivered Action Requests listed and Initiator, Approver, and Final Approver. Includes all the fields and whether they are visible/enterable and required.</td>
</tr>
<tr>
<td>TMRequestActionsDelta_release.pdf</td>
<td>A PDF list of Request Actions that have changed since the previous release. Added code is highlighted in green and removed code is highlighted in red.</td>
</tr>
<tr>
<td>TMSecurityClasses_release.pdf</td>
<td>A PDF list of all Security Class and a brief description of the use of that security class.</td>
</tr>
<tr>
<td>TMSecurityDelta_release.pdf</td>
<td>A PDF list of all the Security Classes that have changed or added since the last release. Added code is highlighted in green and removed code is highlighted in red.</td>
</tr>
<tr>
<td>TMSecurityRoles_release.xlsm</td>
<td>An Excel spreadsheet list of the security classes and roles that are available for them.</td>
</tr>
<tr>
<td>TMTableDefinitions_previousrelease-currentre-lease.pdf</td>
<td>A PDF list of table changes made since the previous release.</td>
</tr>
<tr>
<td>TMTTableDefinitions_release.zip</td>
<td>ZIP file containing a PDF for each module as a data dictionary of table definitions. Tables list fields, field types, field size, and remarks (including options). Index and Relation sections follow the field information for each table.</td>
</tr>
<tr>
<td>TMUIDelta.release.pdf</td>
<td>A PDF list of changes made to the user interface. Added code is highlighted in green and removed code is highlighted in red.</td>
</tr>
</tbody>
</table>

Security changes

For more information, see the Release Documents for TM 11.0.x ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMSecurityClasses_release.pdf lists of all Security Class and a brief description of how to use that security class. TMSecurityDelta_release.pdf list of all the Security Classes that have changed or been
added since the last release. Details of the change are highlighted in green to denote was added code and red to denote removed code.

Compatibility information

For compatibility information, see the online compatibility matrix on Infor Xtreme:

https://www.inforxtreme.com/espublic//DLSearch/28987/
InforLawsonCompatibilityMatrix-UNIX-Windows-IBMi-Latest.pdf
Chapter 2: Customer Update 11.0.1.23

This release introduces new features and product improvements to Infor Global HR and Infor Talent Management for Customer Update 11.0.1.23.

Solution enhancements

This section includes new features and enhancements organized by modules to the Infor Global HR and Infor Talent Management applications for 11.0.1.23.

Infor Talent Management solution enhancements

This section includes new features and product improvements organized by modules to the Infor Talent Management application for 11.0.1.23.

Talent Acquisition

This section includes new features and enhancements to the Talent Acquisition module of Infor Talent Management in 11.0.1.23.

Product improvements

This section includes product improvements to the Talent Acquisition function of Infor Talent Management in 11.0.1.23.

New variables added to email and note templates

Variables have been added to email and note templates for HR Contact Title, Recruiter Title, Alternate Title, and Hiring Manager Title. These variables are populated automatically for users when they send e-mails and create notes.

Acquire custom job board version number

You can acquire the version number of a custom job board by holding down the Control and Shift keys and clicking on the Help button.
Recruiting Links widget access updated

Access to the Recruiting Links widget (ATSWidgetInfo business class) has been moved from the GHREmpInquireAccessAP-ST security class to the GHREmployeeSelfAccess_ST security class.

The Security roles template must be updated to correct access to the Recruiting Links widget. Follow these steps:

1. Navigate to **Administrator > Data > Security > Business Classes > Role**.
2. Filter the Role List on Employee.
3. Select the Employee_ST role.
4. Select the **Security Classes Assigned To Role** tab.
5. Delete GHREmployeeInquiryAccess_ST.
6. Click **Yes**.
7. Close the record.
8. Open the EmployeeLite_ST role.
9. Select the **Security Classes Assigned To Role** tab.
10. Delete GHREmployeeInquiryAccess_ST.
11. Click **Yes**.
12. Close the record.
13. Delete any other security class from any roles that have been created from the Employee and EmployeeLite roles.

Transition Management

This section includes new features and enhancements to the Transition Management module of Infor Talent Management in 11.0.1.23.

Product improvements

This section includes product improvements to the Transition Management function of Infor Talent Management in 11.0.1.23.

Form I-9 start date configuration update

Administrators can now configure whether the start date or adjusted start date is used as the Form I-9 start date for rehires. This setting has been added to the **Transition Management Configuration** screen used when enabling the Form I-9 Integration with Tracker I-9.

Also, when manually creating a Transition Program, which includes a Form I-9 task, for a candidate or employee who qualifies for rehire, users can configure whether the start date or adjusted start date is used as the I-9 Form start date.

New Form W-4 available

A new Form W-4 is available. We have made minor label changes for the 2018 tax season. You can download the new Form W-4 PDF from Infor Xtreme. To upload the new PDF, refer to the instructions on uploading a PDF in the **Transition Management Configuration Guide**.
Infor Global HR solution enhancements

This section includes new features and enhancements organized by modules to the Infor Global HR application for 11.0.1.23.

Core HR

This section includes new features and enhancements to the Core HR functions of Infor Global HR in 11.0.1.23.

New features

This section includes new features to the core HR function of Infor Global HR in 11.0.1.23.

Employee history reporting

Employee History Reporting allows users to create historical records on fields related to employees. It enables users to sort and search on employee-related field changes across the organization or by employee. There are also historical records for transactions, which list field changes for an action.

To enable the Employee History menu in the Reports module:

1. Navigate to Administration > Set Up > Structure > Organization > Configuration tab.
2. Select the Employee History check box.
3. Click Save.
4. Navigate to Administrator > Reports > Employee History > Setup > History Configuration.
5. To grant access to managers to view employee history records for their direct reports, select Enable Manager History Reports.
6. Set the History Start Date to limit the history records created to those that have an audit date stamp that is on or after this date.
7. Check Refresh Before Export to refresh every employee’s history report before creating the CSV export file.
8. From each Field Selection tab, select the fields to include on history reports.
9. To upload the RTF and PDF templates, navigate to Administrator > Reports > Employee History > Setup > History Report Templates. Click Create and browse for the employee history templates in the wfdata directory.
10. To assign each template to their corresponding history report, go to Administrator > Reports > Employee History > Setup > History Configuration. Open an organization and select the Templates.
11. To generate all employee history records from the existing audit logs, select Rebuild from the Employee History menu. This action purges any previous records and creates history records for each employee.
12. To update employee history records after the initial rebuild has been performed, select Refresh to create history for employees who have had changes since the previous history record rebuild or refresh.

Note: The Rebuild process could take a long time depending on the size of the audit log.

For administrators, to create the employee history reports:

1. Navigate to Administrator > Reports > Employee History > Create Employee History Documents.
2 Select one or more of these options:
   • Primary Pay Report
   • All Pay Report
   • Primary Total Pay Report
   • All Total Pay Report
   • Transactions Report
   • Fields Report
3 Click OK or Schedule.

For managers, to create, update, and view the employee history by employee, transactions, or individual fields:

1 Navigate to My Staff > Employee History.
2 Select the report to view:
   • Pay Rate History
   • Total Pay History
   • Position
3 Select an employee.
4 If the status message indicates that the employee history is not up to date, click the Create Employee History button.

The administrator can export history records to a CSV file, purge employee history, and purge history documents. See Global Human Resources User Guide section about Employee history reporting.

HCM Concurrent Default Queue

The HCM Concurrent Default Queue is an Async queue for HCM actions that can be separated out into multiple jobs to be run concurrently. When a user runs the Check For Updates action, the HCM Concurrent Default Queue is created. This functions similarly to the way that, when a user runs the Check For Updates action, these queues are created: the HCM Customer Updates Default Queue, the HCM Data Maintenance And Rebuild Default Queue, and the HCM Rebuild Keywords Default Queue.

Infor Process Automation changes

For more information, see the Release Documents for TM 11.0.1 ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMRequestActionsDelta_11.0.1.x.pdf, describes changes to the request actions and their associated processes. TMRequestActionForms_11.0.1.x.pdf describes all current (new and changed) request action forms and the processes attached to them).
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Chapter 3: Customer Update 11.0.1.21

This release introduces new features and product improvements to Infor Global HR and Infor Talent Management for Customer Update 11.0.1.21.

Solution enhancements

This section includes new features and enhancements organized by modules to the Infor Global HR and Infor Talent Management applications for 11.0.1.21.

Infor Talent Management solution enhancements

This section includes new features and enhancements organized by modules to the Infor Talent Management application for 11.0.1.21.

Transition Management

This section includes new features and enhancements to the Transition Management module of Infor Talent Management in 11.0.1.21.

New Features

This section includes new features to the Transition Management function of Infor Talent Management in 11.0.1.21.

Ability to ignore case-sensitive validation for signatures

An organization-level configuration setting has been added that allows each customer to determine whether or not signature validation is case sensitive. Corresponding Signature validation throughout Transition Management has been updated to use the new setting to determine whether or not to enforce case sensitivity.

Product improvements

These product improvements to Transition Management are available in this release.
**Ability to re-send previously sent emails**

The ability to re-send a previously sent email is available by enabling the "Send" button on the Correspondence tab of the Transition Management Dashboard Details screen. When selected, the email is re-sent identically to the original and the corresponding date is updated to reflect the re-send date.

This enhancement provides consistency in sending and re-sending emails for Candidate and Employee Programs within Transition Management as well as both Candidate and Job Application emails within Talent Acquisition.

**Infor Global HR solution enhancements**

This section includes new features and enhancements organized by modules to the Infor Global HR application for 11.0.1.21.

**Core HR**

This section includes new features and enhancements to the Core HR functions of Infor Global HR in 11.0.1.21.

**New Features**

This section includes new features to the core HR function of Infor Global HR in 11.0.1.21.

**New Widgets**

These new widgets are available from the Widget Catalog for the Infor Ming.le™ Homepage.

<table>
<thead>
<tr>
<th>Widget</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rave</td>
<td>Employees submit raves</td>
</tr>
<tr>
<td>My Approvals/Manager Navigator</td>
<td>Managers view and take action on approvals</td>
</tr>
<tr>
<td>My Raves</td>
<td>Employees view their own raves</td>
</tr>
<tr>
<td>My Team's Raves</td>
<td>Managers view their employees' raves</td>
</tr>
<tr>
<td>My Time Off</td>
<td>Employees view their own time off information</td>
</tr>
<tr>
<td>My Team's Time Off</td>
<td>Managers view their employees’ time off information</td>
</tr>
<tr>
<td>My Notes</td>
<td>Employees view their own notes</td>
</tr>
<tr>
<td>My Team's Notes</td>
<td>Managers view their employees’ notes</td>
</tr>
</tbody>
</table>

**Product Improvements**

This section includes product improvements to the core HR function of Infor Global HR in 11.0.1.21.
Security Roles template update: action required

The Security roles template must be updated to correct the access to the Recruiting Links widget. These steps must be performed for both cloud and on-premise environments after the Infor Global HR and Talent Management 11.0.1.21 customer update has been applied.

1. Log into Infor Global HR as an administrator.
3. Filter the Role List on Employee.
4. Open Employee_ST role.
5. Select the Security Classes Assigned To Role tab.
6. Delete GHREmployeeInquiryAccess_ST.
7. Click Yes to confirm.
8. Close the record.
9. Open EmployeeLite_ST role.
10. Select Security Classes Assigned To Role tab.
11. Delete GHREmployeeInquiryAccess_ST.
12. Click Yes to confirm.
13. Close the record.
14. Delete any other security class from any roles that have been created from the Employee and EmployeeLite roles.

Recalculate Enrollment action enhanced

The Absence Management Recalculate Enrollment action has been enhanced to split the work of checking for new enrollments into multiple Async Action Triggers that can be run concurrently. This allows the entire process to finish faster.

Infor Process Automation changes

For more information, see the Release Documents for TM 11.0.1 ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMRequestActionsDelta_11.0.1.x.pdf, describes changes to the request actions and their associated processes. TMRequestActionForms_11.0.1.x.pdf describes all current (new and changed) request action forms and the processes attached to them).

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InforLawsonCompatibilityMatrix-UNIX-Windows-IBMi-Latest.pdf
Chapter 4: Customer Update 11.0.1.20

This release introduces new features and product improvements to Infor Global HR and Infor Talent Management for Customer Update 11.0.1.20.

Solution enhancements

This section includes new features and enhancements organized by modules to the Infor Global HR and Infor Talent Management applications for 11.0.1.20.

Infor Talent Management solution enhancements

This section includes new features and enhancements organized by modules to the Infor Talent Management application for 11.0.1.20.

Performance Management

This section includes new features and enhancements to the Performance Management module of Infor Talent Management in 11.0.1.20.

Product improvements

These product improvements to Performance Management are available in this release.

Rave in employee appraisals

Users can include the Rave (Recognition) and Award in an Employee Appraisal. New actions allow users to create Appraisal Sections for Rave and Award to be included in the Appraisal Form Sections to become part of the Employee Appraisal. These values are shown for informational purposes and are not included in the performance calculations used to determine the overall appraisal score and corresponding rating.
Transition Management

This section includes new features and enhancements to the Transition Management module of Infor Talent Management in 11.0.1.20.

Product improvements

These product improvements to Transition Management are available in this release.

Disability self-identification form updated

The Disability Self-Identification form instructions have been adjusted. Navigate to Utilities > Customer Update > Update Disability Forms to correct the format.

Manual Create fields improved usability

The Manual Create form fields have been reorganized to improve usability:

- Transition Program has moved to the top of form.
- Default to Transition Program is selected on the dashboard.
- When the selected program is Type = Candidate, Candidate and Job Requisition fields are displayed. Manual Create uses the last Job Application in Status of Applied for the selected Job Requisition.
- When the selected program is Type = Resource, Employee and Work Assignment fields are displayed. Default is set to primary Work Assignment for the selected Employee

Transition Management Post Upgrade Actions to Customer Updates

The post upgrade actions for Transition Management have been updated and are now in the Utilities > Customer Update menu. The name changes are listed in this table.

<table>
<thead>
<tr>
<th>Old Post Upgrade Description</th>
<th>Customer Update Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Update existing Transition Task records to set Calculation Methods for Tasks that are due on the Task Assigned Date</td>
<td>Update Transition Task to set Calculation Methods</td>
</tr>
<tr>
<td>Update Existing Resource Transition Records To Set Transition Task Set</td>
<td>Update Resource Transitions to set Transition Program</td>
</tr>
<tr>
<td>Update existing Transition Task Set records to set Total Tasks to correct number</td>
<td>Update Transition Programs to set Total Tasks to correct number</td>
</tr>
<tr>
<td>Insert Resource Transition Status records for existing Transition Task Set records</td>
<td>Insert Resource Transition Statuses for Transition Programs</td>
</tr>
<tr>
<td>Insert Transition Task Set Search records for existing Transition Task Set records</td>
<td>Insert Transition Program Search records</td>
</tr>
<tr>
<td>Update existing Transition Form records to set Document Template and Government Form fields for the Disability Form</td>
<td>Update Transition Forms to set Document Template</td>
</tr>
<tr>
<td>Update existing Transition Task Set records to set the Type field to the appropriate Type</td>
<td>Update Transition Programs to set Type field</td>
</tr>
<tr>
<td>Old Post Upgrade Description</td>
<td>Customer Update Description</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>Add the Transition Program Initiating Action if there are Existing Transition Programs with Accept Offer Initiating Action</td>
<td>Insert Initiating Actions for Transition Programs with Accept Offer Action</td>
</tr>
<tr>
<td>Add the Transition Program Initiating Actions if the Organization Transition Management Module is enabled</td>
<td>Insert Transition Program Initiating Actions</td>
</tr>
<tr>
<td>Insert Resource Transition Search records for existing Resource Transition records</td>
<td>Insert Resource Transition Search records</td>
</tr>
<tr>
<td>Insert Resource Transition Task Document records from the Resource Transition Disability Document</td>
<td>Insert Resource Transition Task Search records</td>
</tr>
<tr>
<td>Create Transition Management delivered content</td>
<td>Insert New Transition Management Delivered Content</td>
</tr>
<tr>
<td>Update Include Signature on Transition Tasks for Government Forms</td>
<td>Update Include Signature on Transition Tasks for Govt Forms</td>
</tr>
<tr>
<td>New</td>
<td>Update Disability Forms</td>
</tr>
</tbody>
</table>

Infor Global HR solution enhancements

This section includes new features and enhancements organized by modules to the Infor Global HR application for 11.0.1.20.

Core HR

This section includes new features and enhancements to the Core HR functions of Infor Talent Management in 11.0.1.20.

New features

This section includes new features to the core HR function of Infor Global HR in 11.0.1.20.

New Widgets

These new widgets are available from the Widget Catalog for the Infor Ming.le™ Homepage.

<table>
<thead>
<tr>
<th>Widget</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>My Programs</td>
<td>Employees view transition tasks in Transition Management</td>
</tr>
<tr>
<td>Recruiting News</td>
<td>Recruiters, hiring managers, and employees view links to web sites categorized as Recruiting News in Talent Acquisition</td>
</tr>
</tbody>
</table>
These new widgets from the Mobile experience are available from the Widget Catalog for the Infor Ming.le Homepage.

<table>
<thead>
<tr>
<th>Widget</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>External Recruiting Links</td>
<td>Recruiters, hiring managers, and employees view links to frequently visited web sites in Talent Acquisition</td>
</tr>
<tr>
<td>Featured Jobs</td>
<td>Employees view featured jobs in Talent Acquisition</td>
</tr>
<tr>
<td>Team's Birthdays and Anniversaries</td>
<td>Managers view their employees’ birthdays and anniversaries</td>
</tr>
<tr>
<td>Birthdays and Anniversaries</td>
<td>Generalists view employees’ birthdays and anniversaries</td>
</tr>
<tr>
<td>My Expiring Credentials</td>
<td>Employees view their own expiring credentials</td>
</tr>
<tr>
<td>My Team's Expiring Credentials</td>
<td>Managers view their employees’ expiring credentials</td>
</tr>
<tr>
<td>Expiring Credentials</td>
<td>Generalists view employees’ expiring credentials</td>
</tr>
<tr>
<td>My Health Components</td>
<td>Employees view their own health components</td>
</tr>
</tbody>
</table>

Customer updates and Data Maintenance menu replaces Post Upgrade Actions menu

The new Utilities > Customer Updates menu has replaced the Utilities > Post Upgrade menu. The Utilities > Data Maintenance menu has a revised list of data maintenance tasks. The new menu identifies processes to run and provides update history.
The Customer Updates function evaluates processes to determine if they need to be run. The updates run for all organizations.

After each Customer Update is applied, the administrator should go the **Utilities > Customer Updates** form and click the Check for Updates button.

There are two options from the Customer Updates menu:

- Check for updates action determines updates needs to be run. The administrator then runs the updates by clicking the Run button.
- Check for updates and process determines the need for updates and automatically runs any actions identified.

See "Transition Management Post Upgrade Actions to Customer Updates" for specific details about the changes for Post Upgrade Actions for the Transition Management module.

The new Data Maintenance menu contains actions that may be run more than once (whereas customer updates are one-time processes). They include rebuild actions and do not identify whether they need to be run or rerun.

If you have existing scheduled Data Maintenance activity, it is recommended that you create a new data maintenance schedule through the new menu so that you can access the run history.

The Run history is available to show when the customer updates and data maintenance actions were run.

**Product improvements**

This section includes product improvements to the core HR function of Infor Global HR in 11.0.1.20.

**Allow duplicate emails configuration**

In the Organization setup screen, Detail tab, there is a new field “Allow duplicate work emails." This setting is used when provisioning users to Infor Ming.le where the Infor Global HR work email is used as the Infor Ming.le account login. It is also used when the work email is created or updated.

This feature enhancement provides the ability to for duplicate validate that work emails are unique, which is automatically used if Infor Ming.le provisioning is turned on.

This field is set to “No” when the Infor Ming.le Create flag is checked in the User Provisioning configuration.

**HR Generalist role access to resignations**

The HRGeneralist and HRGeneralistActorOrgUnit roles can submit and access resignations for other employees.

**Benefits**

This section includes new features and enhancements to the Benefits Management module of Infor Talent Management in 11.0.1.20.

**Product improvements**

This section includes product improvements to the Benefits module of Infor Global HR in 11.0.1.20.
Benefit Administrator access to stop dates

The Benefit Administrator now has review functionality for the dependent benefit stop date changes, process the proposed stop date, and delete the proposed stop date.

Benefits EOI notifications for finalized enrollment

Only employees who have finalized their enrollment with a benefit that requires an Evidence of Insurability (EOI) form will receive an EOI notification.

Integrations

This section includes product improvements to the integrations in Infor Global HR in 11.0.1.20.

LTM to HRM integration update

For solutions that interface with Human Resource Management (HRM) payroll, there is a new cross reference code to link field changes to additional Infor Talent Management (LTM) fields. The code is DeltaOverride and is used for Employee and Work Assignment business class mappings. This ensures that if the source field is changed, the destination field will be flagged as changed as well.

To implement this new feature, follow these steps.

1. From the Process Server Administrator, go to the Configuration tab.
2. Select Cross Reference.
3. Select DeltaOverride.
4. If DeltaOverride does not exist, create it with this data:

   **Source**
   - LTM

   **Destination**
   - HRM

   **Do not require unique destination value**
   - Select this check box.

   **Source fields**
   - BusinessClass, AlphaUpper, 50
   - Field, AlphaUpper, 50, check Return

   **Destination fields**
   - BusinessClass, AlphaUpper, 50
   - Field, AlphaUpper, 50, check Return

5. From the Cross Reference form, select the Values tab.
6 Create a new entry for a mapping between fields in any of these combinations of LTM business classes:
   • WorkAssignment > WorkAssignment
   • WorkAssignment > Employee
   • Employee > Employee

Deprecated features

This feature was deprecated in Infor Global HR and Infor Talent Management for 11.0.1.20:
   • The menu was deprecated. The Utilities > Post Upgrade Actions. The Utilities > Customer Updates replaced it.

Infor Process Automation changes

For more information, see the Release Documents for TM 11.0.1 ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMRequestActionsDelta_11.0.1.x.pdf, describes changes to the request actions and their associated processes. TMRequestActionForms_11.0.1.x.pdf describes all current (new and changed) request action forms and the processes attached to them).

Security changes

For more information, see the Release Documents for TM 11.0.1 ZIP file, which you can download from the Talent Management Application download record on the Infor Product Download Center, or from the Documentation page on Infor Xtreme.

TMSecurityClasses_release.pdf lists of all Security Class and a brief description of how to use that security class. TMSecurityDelta_release.pdf list of all the Security Classes that have changed or been added since the last release. Details of the change are highlighted in green to denote was added code and red to denote removed code.
Compatibility information

For compatibility information, see the online compatibility matrix on Infor Xtreme:

https://www.inforxtreme.com/espublic//DLSearch/28987/
InforLawsonCompatibilityMatrix-UNIX-Windows-IBMi-Latest.pdf