



**PeopleFluent Talent Management 22.04.3
Release Notes**

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New to PeopleFluent Talent Management

PeopleFluent is pleased to announce the upcoming PeopleFluent Talent Management 22.04.3 update. This document describes the functionality of these new features, discusses their client impact, and provides detailed information about each. If you have any questions about the enhancements or the new features presented in this document, please contact your PeopleFluent representative.

Document Revision

This section lists the initial publication and any changes or updates that follow.

Table: Revision Information

Revision Information	
Revision Date:	April 28, 2022
Revised Document Version Number:	1.0
Details of Revision:	Initial Publication.

Compensation Features

There were no new features or enhancements added to PeopleFluent Compensation in this release.

Performance and Succession Features

The features and enhancements described in this section apply to PeopleFluent Performance and PeopleFluent Succession Management. Because these applications are configurable per client, new features may affect each implementation differently. For more information about any new feature, and how it can be used in specific implementations, contact a PeopleFluent representative.

These features will be available when the client is upgraded to this version of PeopleFluent Performance and PeopleFluent Succession Management.

Competency Tag in Pseudo Model

Functionality

This enhancement adds the Competency Tag to the PeopleFluent Talent Management Pseudo Model Evaluation entity, providing more flexibility in how plan formulas are written.

Details

In the PeopleFluent Talent Management 22.04 update, we added the ability to add tags to competencies in order to group them in Performance workflow states.

In this 22.04.3 update we are adding the competency tag to the PeopleFluent Talent Management Pseudo Model to allow its use in plan formulas (previously, the tag had to be hard-coded in the formula). The tag can be found in the **Evaluation** entity under the **currentState** property.

The following sample plan formula illustrates the use of this new capability:

```
def currentStateName =
Participant.getFinalEvaluation().getCurrentState().competencyTags.name
Debug.warn(currentStateName)

def totalCompetencies =
Participant.getFinalEvaluation().getCompetencies().findAll{it->
>currentStateName.contains(it.tag)}.size();

Debug.warn(totalCompetencies)

def ratedCompetencies =
Participant.getFinalEvaluation().getCompetencies().findAll{it->
it.getMgrRating().rating?.numericValue!=null &&
currentStateName.contains(it.tag)}.size()

Debug.warn(ratedCompetencies )

def percentage= 0
```

```
if(ratedCompetencies!=0 && totalCompetencies!=0)
percentage= (ratedCompetencies/totalCompetencies)*100
Participant.getFinalEvaluation().getOverall().selfUserDefinedFloat=
percentage
Participant.getFinalEvaluation().getOverall().selfUserDefinedString=
percentage + "%"
Participant.getFinalEvaluation().getOverall().mgrUserDefinedFloat=
percentage
Participant.getFinalEvaluation().getOverall().mgrUserDefinedString=
percentage + "%"
```

Onboarding Features

There were no new features or enhancements added to PeopleFluent Onboarding in this release.

Common Features

There were no new features or enhancements common to all PeopleFluent Talent Management products added in this release.

Data Feeds and APIs

This update does not include any new or changed data feeds or APIs.

Supported Languages

PeopleFluent Talent Management offers standard support for the following languages. Please contact your PeopleFluent representative for information about implementing a new or additional language.

Supported languages are defined as languages that may be implemented either as part of a customer's implementation or as an out of the box locale within the PeopleFluent Talent Management suite of products.

- Brazilian Portuguese
- Chinese (Simplified)
- Dutch
- French
- French Canadian
- German
- Italian
- Korean
- Spanish
- Russian
- UK English
- US English
- Vietnamese

Users can select their language by going to **My Account > Preferences & Settings**. They can also choose their Application Language, which controls the language of the interface itself, including headers, field labels, buttons, and supporting messages, and their Content Language, which controls the default content language used when new requisition and position documents are created.

i Note: Spellcheck is not available for Brazilian Portuguese, Chinese, Dutch, Korean, Russian, or Vietnamese. PeopleFluent Recruiting Center is not available in Brazilian Portuguese.

Supported Browsers

To provide the best security and performance for our users, PeopleFluent recommends that clients use one of the following browsers to access PeopleFluent applications.

Older browser versions may have rendering or compatibility issues. When such issues are reported, PeopleFluent will attempt to recreate on recent browser versions and in the event this cannot be replicated, the remedy will likely be a recommendation for clients to upgrade to one of the following browsers.

Microsoft Edge (latest stable release)

PeopleFluent supports the latest stable release of Microsoft Edge browsers in accordance with Microsoft's support policy.

Microsoft Internet Explorer

PeopleFluent supports Microsoft Internet Explorer browsers in accordance with Microsoft's support policy:

<https://support.microsoft.com/en-us/help/17454/lifecycle-faq-internet-explorer>

Mozilla Firefox (latest stable release)

PeopleFluent supports Firefox's latest stable release channel. PeopleFluent's support also extends to Firefox's specialized Extended Support Release (ESR). For Mozilla Firefox release notes, go to:

<https://www.mozilla.org/en-US/firefox/releases/>

Google Chrome (latest stable release)

PeopleFluent supports Chrome's latest stable release from Google Stable Channel. For Chrome release updates, go to: <https://chromereleases.googleblog.com/search/label/Stable%20updates>

Apple Safari

PeopleFluent supports Apple Safari in accordance with Apple's web site. For more information, see: <https://support.apple.com/en-us/HT204416>.

Deprecated Browser Versions

Deprecated browser versions have been tested and found to have serious problems when used to access PeopleFluent Talent Management.

⚠ WARNING: Using any of the following deprecated browser versions may result in loss of functionality, data loss, or both:

- **Microsoft Internet Explorer 10 and below**
- **Microsoft Edge 14 and below**
- **Mozilla Firefox 59 and below**
- **Apple Safari 9 and below**
- **Google Chrome 66 and below**

PeopleFluent strongly recommends that all clients update the browsers used to access PeopleFluent Talent Management to the browser's latest stable release and to do so on a regular basis as the browser is updated.

Known Issues and Limitations

PeopleFluent requires the latest patches be installed for all supported web browser versions. The following are known issues or limitations of web browsers and operating systems that may affect the use of PeopleFluent Talent Management:

- PeopleFluent Talent Management does not support printing from Apple Safari on any supported Microsoft Windows operating systems due to the browser's limited printing support.
- PeopleFluent Talent Management does not support PDF-based online job forms or PDF-based master online job forms on Mozilla Firefox for the macOS.
- PeopleFluent Talent Management has known issues when rendering information in PDF-based online job forms on Safari.

- PDF form digital signature fields created using Nitro Pro are not supported on Onboarding PDF forms.
- PeopleFluent Talent Management does not support using Compatibility mode with any version of Microsoft Internet Explorer.
- PeopleFluent Talent Management does not support using Enterprise mode with any version of Microsoft Internet Explorer.
- PeopleFluent Talent Management requires native XMLHTTP support be enabled when using Microsoft Internet Explorer to access PeopleFluent Compensation worksheets with a fixed header.
- PeopleFluent Talent Management does not support using the Undo function when editing text areas with any version of Microsoft Internet Explorer. This issue is caused by a functional limitation of the web browser.
- PeopleFluent Talent Management does not support browser-based or operating system-based magnification or zoom features due to inconsistencies in how browsers implement content and image scaling.
- Resizing dialog boxes to be smaller than the default size may occasionally result in some screen elements being cut off. For best results, keep the PeopleFluent Talent Management window maximized (to at least 1024 x 768), and do not resize dialog boxes smaller than they first appear.
- Candidates accessing PeopleFluent Recruiting career sites cannot upload files from Dropbox using Google Chrome on an Apple iPhone.
- Microsoft Edge does not support the ActiveX plug-in which is required to view PDFs with Adobe Acrobat and Adobe Reader in a web browser. As a workaround, use Microsoft Internet Explorer 11. For more information, see: <https://helpx.adobe.com/acrobat/using/display-pdf-in-browser.html#edge>
- PeopleFluent Talent Management does not support the use of Adobe Flash Player. PeopleFluent recommends using Instilled or embedded links to video hosting sites to play video content.
- PeopleFluent Talent Management on Apple Safari does not support integration with PeopleFluent Learning.
- PeopleFluent Compensation Command Center does not support Microsoft Internet Explorer version 11.

Additional Documentation Resources

Additional document resources are available from your PeopleFluent representative and from PeopleFluent Customer Community (<https://customers.peoplefluent.com>).

Table: Documentation Resources

Documentation	Description
Hardware and Software System Requirements	Provides information on workstation requirements, recommended and supported browsers, and supporting third-party applications.
Online Help	Provides help content for administrators and end users.
Resolved Issues	Provides information about resolved issues addressed in this update.
Training Manuals and eLearning Modules	Please contact your PeopleFluent representative to schedule training.

About PeopleFluent

As a market leader in integrated talent management and learning solutions, PeopleFluent helps companies hire, develop, reward, and advance a skilled and motivated workforce.

Deployed separately or as a suite, our software spans [recruitment](#), [talent mobility](#), [performance](#), [compensation](#), [succession](#), [org charting](#), and [learning](#)—tailored for either large or mid-enterprise organizations. We deliver unmatched functionality and flexibility, recognized by leading analysts, to develop people, drive performance and deliver results.

Our talent solutions unify talent processes within a collaborative experience that enables HR and L&D teams to guide managers and employees with contextual learning—right in the flow of work.

A part of [Learning Technologies Group plc \(LTG\)](#), PeopleFluent provides world-class service and an unparalleled ecosystem of partners to optimize employee experience, employer brand, and business results.

For more, visit peoplefluent.com

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