

NAKISA®

HANELLY

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# Hanelly 4.0

Release Notes

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# 1

## Welcome

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### 1.1 About Nakisa

NAKISA®'s passion is to create intuitive software solutions for Organizational Design and Lease Administration to assist global organizations in making smarter decisions faster. Unlike other 3rd party software vendors, we fully leverage your current ERP data giving you insights you never had access to before.

A global leader in enterprise business solutions for [Human Capital Management](#) (HCM) and [Finance](#), Nakisa delivers innovative, forward-thinking and robust [human resource](#) and [financial management](#) solutions that advance your business strategies.

See what's possible with Nakisa's powerful visualization technology to:

- Align talent performance with company objectives
- Stimulate employee engagement throughout your organization
- Comply with IFRS standards for Revenue Recognition and Lease Accounting

For more information, visit [www.nakisa.com](http://www.nakisa.com).

### 1.2 About Hanelly

Hanelly is a cloud-based solution that leverages your HCM software investment to quickly understand and assess your organizational structure. Hanelly highlights strengths and vulnerabilities by providing HR advanced analytics and facilitates immediate actions or strategic realignment of the workforce toward your business objectives.

Hanelly allows you to:

- Leverage ERP data in a way business leaders and employees can easily understand and analyze
- Visualize the right talent in the best strategic position
- Collaborate securely with colleagues and create scenarios to effectively resolve strategic HR planning issues
- Understand the financial impact of the proposed organizational changes by leveraging Hanelly prescriptive analytics
- Improve M&A integration success with modeling and visualization of data across multiple organizations
- Actively listen to your employees before, during, and after any business changes

### 1.3 About this Document

The *Release Notes* are intended for Nakisa consultants, system administrators, and managers who are familiar with the deployment and configuration of Nakisa applications.

This document provides the following information:

- New features and enhancements
- Resolved issues
- Known issues

## 1.4 What's New

This section outlines the new features included in Nakisa Hanelly 4.0.

### 1.4.1 User Features

- **Expanded Search Filter Capacity:** New filters have been added to the Filter Categories in the side panel menu. Some examples of these filters are Approval Level, Business Unit, Department, Division, Generation Profile, Involuntary Termination, Knowledge Loss due to Transfers, Legal Entity, Notification Completed, Reduction Reason Category, Salary, Tenure, Termination Reason, and Voluntary Termination.
- **PowerPoint Aspect Ratio:** PowerPoint exports can now use a widescreen aspect ratio of 16:9 (in addition to the standard 4:3 ratio), which allows users to select the ratio with the optimal display for exported Org Charts when in PowerPoint presentation mode.
- **Employee and Position Details Fields:** The new sections Risk/Acquisition and Position Replacement have been added to the Employee and Positions Details Panel. These sections contain a set of fields used in Reorg and new Reduction in Force scenarios to calculate costs for employee changes, replacements, terminations, and relocations.
- **Dark Theme Compatibility:** The interface for the User Feedback module and chart titles are now compatible with the Nakisa Dark theme.

### 1.4.2 Analysis and Visualization Features

- **Customizable Analytics Views:** Administrators can now customize the fields displayed in the org chart Analytic View.
- **New In-Chart Analytics:** The following new in-chart Analytics have been added to the dynamic and custom Analytic View:
  - The new “Manager to Individual Contributor (%)” Analytic has been added to analyze the percentage related to Span of Control.
  - A new set of total target cash Analytics have been added to measure KPIs related to Workforce Budgeting.
- **Dashboard User Experience Improvements:** Error messages displayed on dashboards have been enhanced. For example, the message “Too much data to display” has been changed to “Apply additional filters or click to view the chart in full screen mode”. In this case, the user can either adjust the filters or open the dashboard in full screen mode to make more of the data accessible on the screen.
- **Switch Perspective Views:** Many of the analytics tools in the application, such as the search functionality, Dashboards, Employee Map, org charts, and the Org Overview now allow users to view the results of their data search from all three perspectives (Manager, Functional, and Legal) when viewing any branch of the organization.
- **Extended Dashboards:** The new Dashboards introduced in the last version (People Analytics, Diversity & Inclusion, etc.) now have the search functionality available within them. As well, the same items appear in the Filter Panel for the new dashboards as they do in the regular dashboards, making the new dashboards as flexible and informative as the original position and employee dashboards.

- **Additional Graphics Trends:** In addition to the existing trend sets for Employee and Position, we have now added new trend sets for Tenure, Span of Control, and Organization Layers.
- **Employee Map Enhancements:** The Employee Map now also displays the regions.

### 1.4.3 Scenario Improvements

- **Reduction in Force Scenarios:** A new scenario Reduction in Force (RIF) has been added that allows users to simulate the costs associated with terminating or transferring positions. These cost calculations take into account any legal or contractual constraints. Additionally, a new set of fields used to analyze and calculate costs for RIF scenarios have been added to the Position and Employee level screens.
- **Scenario Creation Improvements:** This version introduces user interface improvements including progress indicators when users mouse over loading symbols and notifications that make the scenario creation process more transparent during queuing and wait times.

### 1.4.4 Technological Advances

- **Custom Lookup Fields:** Users can now create custom lookup fields that are linked to the EmployeeExtended, PositionExtended, and OrgunitExtended tables. These new fields can be displayed on the Details Panels and Executive Reports, used to filter searches on the Search Panel menu, and more.
- **Excel Export Limit:** A new setting "Excel Export Limit" has been added on the Application Settings page to set the maximum number of search result entries that can be exported to Excel. Note that the exports are no longer limited to 10,000 entries, and can range up to a maximum of 150,000.
- **Mass Actions Improvements:** When performing a mass edit, Hanelly now skips delimited objects and only applies the mass edit to active objects.
- **Performance Improvements and Optimization:** Hanelly's in-chart analytics performance has been improved and Excel exports of large tables have been optimized.
- **SuccessFactors Connector:** A new interface for the SuccessFactors Connector is now available. This interface enables you to easily import data from SuccessFactors into Hanelly, allowing you to map resources, filter extracted data, and more.
- **AzureAD Connector:** A new AzureAD Connector is now available that imports data from Azure Active Directory into Hanelly.
- **Photo Scaling:** Hanelly now automatically scales employee photos to prevent the photo from overlapping any text that appears on the node.
- **Scenario Maintenance:** The new buttons "Re-Index" and "Index All Scenarios" have been added to the Scenario Maintenance page to allow users to either reindex one scenario or reindex all scenarios at one time.
- **Service Call Scheduler:** Users can now schedule processes to run automatically using the new Service Call Scheduler.
- **Entity and Relation Navigation:** The new data navigation tools Entity Navigation and Relation Navigation are now available to allow Administrators to navigate data entities and relationships in the application database. These tools list data entities in a tabular format and enable you to troubleshoot data issues.

- **OrgChart Settings:** Administrators can now determine whether to hide or show the toggles displayed on the org chart Display Options.

## 1.5 Related Documentation

The following documentation is provided in addition to this guide:

- The *Nakisa Transport Package Installation and Specifications Guide* provides details about implementing the SAP HR Interface for Organizational Charting (HR-OCI) configurations on the SAP server.
- The *Administrator Guide* provides information on configuring, customizing, and managing Nakisa applications using the Nakisa AdminConsole.
- The *User Guide* includes information on features and functions available in the User Console.
- The *Environment Checklist* provides all the software, hardware, and SAP requirements, and supported databases

## 1.6 Technical Support

If you require standard product support for Nakisa applications, contact Nakisa Support through the support portal at <https://www.nakisa.com/support>. If you do not have a login to the support portal, send an email to [support@nakisa.com](mailto:support@nakisa.com).

Support technicians provide information and assistance in the following areas:

- Setup and installation or deployment of Nakisa applications
- Data connectivity
- Daily use errors
- Upgrading to newer versions

The annual maintenance fee does not cover:

- End-user support.
- Hardware
- Third-party software



# 2

## Resolved Issues

This section lists the issues resolved in this release.

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## 2.1 Resolved Issues

The following table lists the issues resolved for Hanelly 4.0 applications in this release:

Reference Number	Description
HAN-8226	Scenario creators can now apply the "Active Objects Only" filter to targets imported to scenarios through the Excel template.

## Known Issues

This section lists the known issues for this release.

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## 3.1 Known Issues

The following table lists the known issues in Hanelly4.0:

Reference Number	Description
HAN-5066	Delimited nodes can be moved and edited from the Mass Actions menu.
HAN-5941, HAN-7856, HAN-7859	When users change the default language from within the user profile (instead of from the login page) some captions will retain the default language until the user refreshes their web page or clears their cache.
HAN-5962	Exporting a chart to a PDF from a mobile device fails.
HAN-5967	When applying employee-based filters from the Filter Panel to the FTE view, clicking on the Position-based analytics links results in the "Oops" error page instead of the "no results found" page.
HAN-5994	It is possible to delete the root node in Team Design scenarios.
HAN-7665, HAN-8107	In the analytics dashboards, some titles, labels, and legends may be cut off or overlap other text when the charts are not expanded to full size.
HAN-7933	When creating scenarios and assigning the top level work area at the same time, users will receive the notification for the work area assignment before receiving the notification that the scenario was created.
HAN-8195	When exporting a chart to PowerPoint, especially long names or strings of text can wrap onto the second line and overlap the second line of text on the node. The nodes exported to PowerPoint are adjustable objects, however, and can be manually lengthened to accommodate the full text length, if desired.
HAN-8317	When a user expands many menu objects at the same time in the Nakisa AdminConsole, the scroll bar may disappear, which can require either manually scrolling the screen with the arrow keys or collapsing items in the menu to return to the top of the menu.
HAN-8354	When attempting to open a chart with an insufficient number of data points to create a chart, currently, Hanelly gives a "timeout" error instead of an "insufficient number of values" error.
HAN-8361	The number of delimited object appears in the Changes Report for a Team Design scenario, even though users cannot delimit an object in a Team Design scenario and this value will always be zero.
HAN-8363	When opening or rooting at orphaned nodes (employee nodes that do not have a parent position or position nodes that do not have a parent org unit), the icons for chart functionality (such as the employee map or the Organization Overview) are still available, even though that functionality will not work for an orphaned node.

HAN-8403	Users with custom roles based on custom fields using an extended field as the filter criterion are not currently able to perform searches.
N/A	Accessibility mode is not fully functional, as there are some issues with the data displayed and available actions.
N/A	Keyboard accessibility is not fully functional, as navigation to some sections of the user interface is not available.

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