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February 19, 2018

Re: HRsoft Software Release Notes – COMPview Software Version 9.6 – Feb 2018

Dear Colleague,

We are pleased to inform you that the latest version – v9.6 - of the HRsoft COMPview Software is now available. The new release has been published, and is ready to be reviewed in your User Acceptance Testing (UAT) site. Once reviewed, the new release will be promoted to your Production sites.

The following pages are Release Notes containing a description of the enhancements contained in v9.6 and organized by specific product.

At HRsoft it is our goal to constantly improve our compensation management software based on client feedback and suggestions. With routine releases we continue to bring valuable enhancements to clients.

Kindly share this information with others in your organization. And please do not hesitate to call us with your questions or suggestions.

As always, we deeply value the relationship with you and appreciate your loyalty and support.

Sincerely,

**HRsoft Team**

Contents

[COMPview – Compensation Management - Release Notes v 9.6 – February 2018 3](#_Toc507155697)

[Compensation Planning 3](#_Toc507155698)

[1. Allow for a planner to enter new salary directly 3](#_Toc507155699)

[2. Ability to see budget charts by budget filter group (as subset 3](#_Toc507155700)

[planner group) 3](#_Toc507155701)

[3. Ability Enable to add static label on the planning screen 4](#_Toc507155702)

[Budget Configuration 5](#_Toc507155703)

[4. Allow for configuration of a backup budget to an existing (primary) budget 5](#_Toc507155704)

[5. Add option to hide calculated budget when 0 for a group 5](#_Toc507155705)

[6. Budget chart display options 6](#_Toc507155706)

[Other Plan Configurations 6](#_Toc507155707)

[7. Ability to support multiple versions of market data in the system (each set of market data comes with its own current and new compa ratio and set of alerts) 6](#_Toc507155708)

[8. Hard-stop alerts requiring note: become soft-stop when note is present 7](#_Toc507155709)

[Spare Field Configuration 8](#_Toc507155710)

[9. Allow to show employee spare history as separate columns on planning screen 8](#_Toc507155711)

[10. Ability to load data for currency-type spare fields in currency other than the employee currency 8](#_Toc507155712)

[11. Ability to re-order employee spares (for data feed) 8](#_Toc507155713)

[HR Admin 9](#_Toc507155714)

[12. Give the flexibility to administrators to unlock the protection made by transaction override screen 9](#_Toc507155715)

[Other configuration 10](#_Toc507155716)

[13. Default rounding and default decimal display configuration for currencies can now be changed through a new admin screen 10](#_Toc507155717)

## COMPview – Compensation Management - Release Notes v 9.6 – February 2018

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| # | Enhancements |
| 1 | Compensation PlanningAllow for a planner to enter new salary directly A salary program can now be configured to allow planners to directly enter the new salary in the summary or salary group view. The increase resulting increase will be applied to the salary component that was configured to be the component for this purpose.   Ability to see budget charts by budget filter group (as subsetplanner group) When enabled, the budget charts will provide a selection where planners can not only see overall budget amounts for their group (i.e. total available, spent and remaining budget) but also review budget amounts by budget filter (if the planning group falls into different budget filters).   Ability Enable to add static label on the planning screen A new configurable, static label can now be displayed at the top of the planning screen. |
| 2 | Budget Configuration4. Allow for configuration of a backup budget to an existing (primary) budget A new type of budget can be configured to serve as a backup (holdback) to an existing regular budget. The budget will be used only when the primary budget has been spent for a given group. Backup budgets can be configured as rule-based (= pre-calculated) or cascaded budgets.   5. Add option to hide calculated budget when 0 for a group Rule-based (calculated) budgets can be hidden for groups where the total available budget would otherwise be 0.   6. Budget chart display optionsThe budget display in the supporting data section of the Planning screen can now be configured to be a) completely hidden b) show budget numbers only c) show numbers and pie chart d) show numbers, pie chart and a list of budget filters (if any). |
| 3 | Other Plan Configurations7. Ability to support multiple versions of market data in the system (each set of market data comes with its own current and new compa ratio and set of alerts) The configuration of market data sets has been streamlined and made more flexible. The application now supports any number of market data sets, including multiple sets for salary market data.     8. Hard-stop alerts requiring note: become soft-stop when note is present Alerts that require a planner note are now enhanced: When these alerts are configured as a hard-stop alert, they will become a regular alert once a note has been entered. |
| 4 | Spare Field Configuration9. Allow to show employee spare history as separate columns on planning screen Employee spare fields can now show historic employee data on the screen, by pointing them to a specific date in the past. They will then show the employee data that was valid at that point in time. This is useful, for example, to include prior-year bonuses on the planning spreadsheet.   10. Ability to load data for currency-type spare fields in currency other than the employee currency Employee spare fields can now be loaded in a different than the employee currency. This is useful e.g. to support prior-year payments with historic exchange rates. 11. Ability to re-order employee spares (for data feed) The order of employee spare fields in the data feed can now be changed. This is useful when fields in the feed need to be replaced with a field of different data type, etc. |
| 6 | HR Admin12. Give the flexibility to administrators to unlock the protection made by transaction override screen Transactions modified in the HR Admin interface are normally protected and will not be overridden by the calculation engine. This protection can now be removed again by the HR administrator. |
| 7 | Other configuration13. Default rounding and default decimal display configuration for currencies can now be changed through a new admin screen |