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Kenexa Mapping Tool

The *Kenexa Mapping Tool*, accessed in Workbench, is a tool for Mapping, Approving, and Configuring Integration Projects for publication to the Staging and Production databases. It is one tool of several within Kenexa2x BrassRing's *Integration Automation* module. Integration Automation supports the seamless exchange of multiple categories of data between 2x BrassRing and Client Information Systems.

The Integration Mapping Process consists of, for each Integration *Project*, *Mapping* field relationships between Kenexa2x BrassRing and Client Systems, *Approving* the mapped relationships, and *Configuring* the approved project for publishing to Staging and Production. Each Integration Project consists of the collection of *Integration Types* purchased by your organization. See the glossary of terms on page 4 and relevant sections in the documentation for more information.

Certified Workbench Users with Tier 0 certification can map, Sign Off on, and Configure for publishing new Integration Projects and administer existing projects through a Web Interface. Your organization may choose to assign different tasks to more than one user.

Audience

These instructions are addressed to Kenexa users or certified Workbench Users who are charged with performing Integrations Mapping, Approval, Configuration for publication, and Administration tasks. They assume that XML Integration Projects have been added for your organization in a previous step, and that you are ready to use the Mapping Tool.

Glossary

Term	Definition
Approval	The process of approving mapped projects.
Client System	The customer's information system(s), such as an HRIS, with which 2x BrassRing exchanges data.
Configuration	The configuration process for pushing mapped and approved integration projects to the Staging or Production databases.
Integration Instance	An integration instance is a named member of a Project. It has a single Integration Type and associated set of Instance Properties. A Project consists of one or more Instances.
Instance Properties	Instance Properties are the attributes of an Integration Type Instance.
Integration Type	A specific type of import, export, or update that can be accomplished through automated XML integrations. The supported integration types are: ▪ User Data Import ▪ Foundation Data Import ▪ Job Code Default Data Import ▪ Requisition Import ▪ Form Data Import ▪ HR Status Update ▪ Candidate Import (with Form Import and/or HR Status Update) ▪ Requisition Field Association Import ▪ Candidate Export (Legacy Candidate Export and Legacy Candidate Export with Requisition Information).
Mapping	A correspondence specified between a field in an external system and a field in 2x BrassRing.
Project	A Project consists of at least one integration type purchased by your company or organization. A project can include many integration types. See the full list of integration types under "Integration Type" in this table. Most organizations have one or two projects, but they can purchase multiple projects if necessary.
XML Tag	The valid xml markup text specified for a field (for example, <firstname></firstname>).

Task Flow and Ownership

Your Kenexa consultant(s) work with your organization to collect the information required for your XML integration mapping project or projects. Once that information is collected, your organization's designated Certified Workbench user(s) with Tier 0 certification can perform Mapping Tool tasks.

For each project, the appropriate user performs the following tasks in the designated order.

Certified Workbench user tasks are in rows with the yellow background.

Order	Who does this…	Task Description	For more information…
1	Client and Kenexa Integration Consultant	Determine which integration types are included in the integration project to be mapped.	Contact your CSC.
2	Client and Kenexa Integration Consultant	Collect field mapping information for each integration type included in the integration project.	Contact your CSC.
3	Kenexa Integration onsultant	Determine the order for mapping those integration types.	See "*Mapping Order for Integration Types*" page 63 for more information. You will receive specific instructions for mapping in your environment.
4	Client's designated certified Workbench user(s)	Map each integration type in the prescribed order:	See the section "*Mapping Order for Integration Types*" on page 63 for more information.
4a	"	Adding a project on the Project Details page.	See page 7.
4b	"	Map integration types contained within the draft project according to the instructions for each type.	See pages 15, 63, and individual sections for each integration type.
4c	"	Send the mapped project for approval (partial or complete).	See page 36.
4d	"	Create a version of the draft project.	See page 36.
4e	"	Send the version for approval.	See page 39.
5	Kenexa Integration Consultant	Reviews integration mapping for the version sent for approval and either: Rejects the version and sends it back Approves the version	See "Approver's Workflow: Approving a Project Version" on Page 36.
6	Client's designated certified Workbench user	Signs off on the *approved* version and holds it OR Signs off on the *approved* version, signaling that it is ready for	See "Signing Off on an Approved Project" on page 42.

		configuration for Staging or Production	
7	Kenexa Integration consultant OR Client's designated certified Workbench user(s)	Configure the approved project for publication to your organization's Staging database.	See page 51.
9	Kenexa Integration Consultant OR Client's designated certified Workbench user(s)	Configure the approved project for publication to your organization's Production database.	See page 54.

Preparation for Integration Mapping

The steps below assume that your organization's integration project has been added to the Integrations database and is ready for mapping.

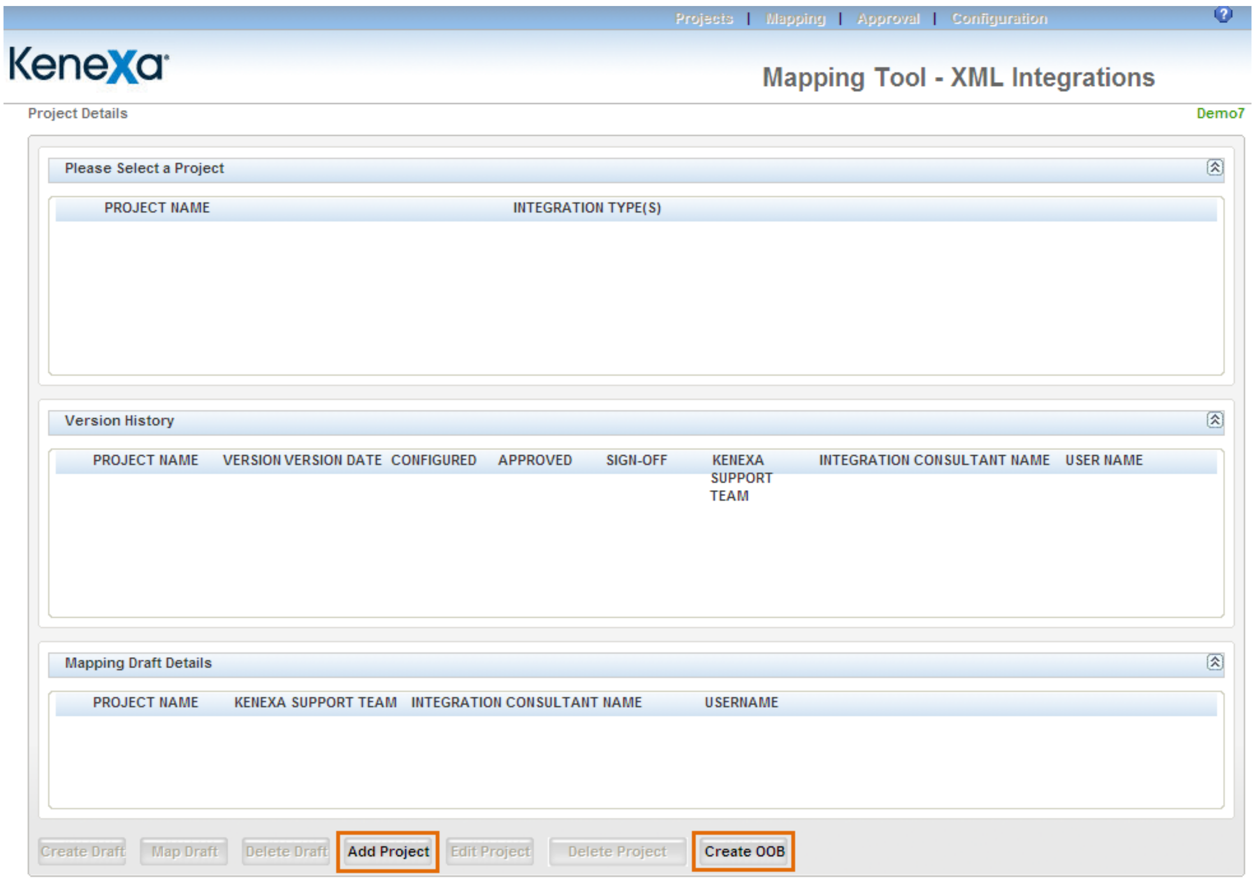
1. Your organization must designate users to become Workbench certified for the self-service Integration Mapping tasks.
2. Designated users must complete Workbench training for Tier 0. (Contact your CSC for more information.
3. Certified Workbench users obtain login credentials for Workbench. Contact your CSC for more information.
4. When you are ready to start the integration mapping tasks, ensure that you have the integration mapping worksheets collected for this project in hand. This information specifies the order in which you should perform mapping tasks and provides detailed mapping content.

New Projects

Adding New Project

Initially a New Project has to be created for your organization. Each project contains one or more Integration types.

1. In Workbench, Select **Tools > Integrations > Mapping Tool.** The **Project Details** page displays with an '**Add Project'** and '**Create OOB'** on the task bar at the bottom of the page are enabled.

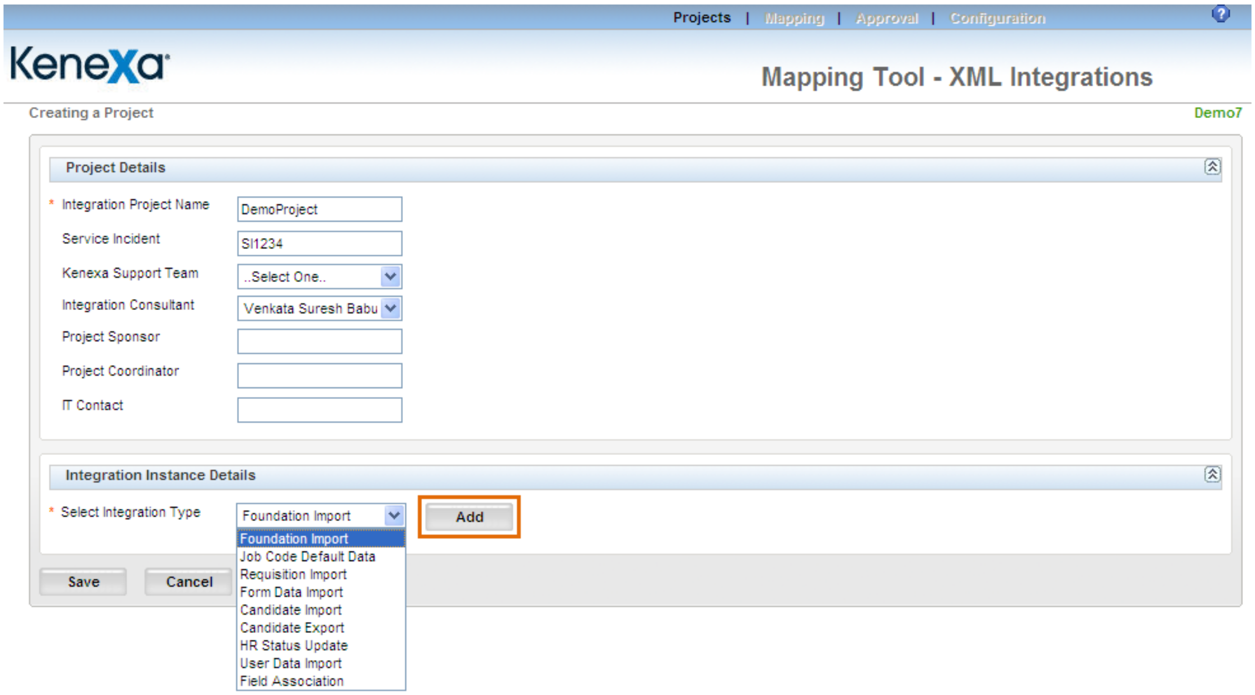


2. Click '**Add Project'**. **Creating a Project** page displays with the Project Details and Integration Instance Details.

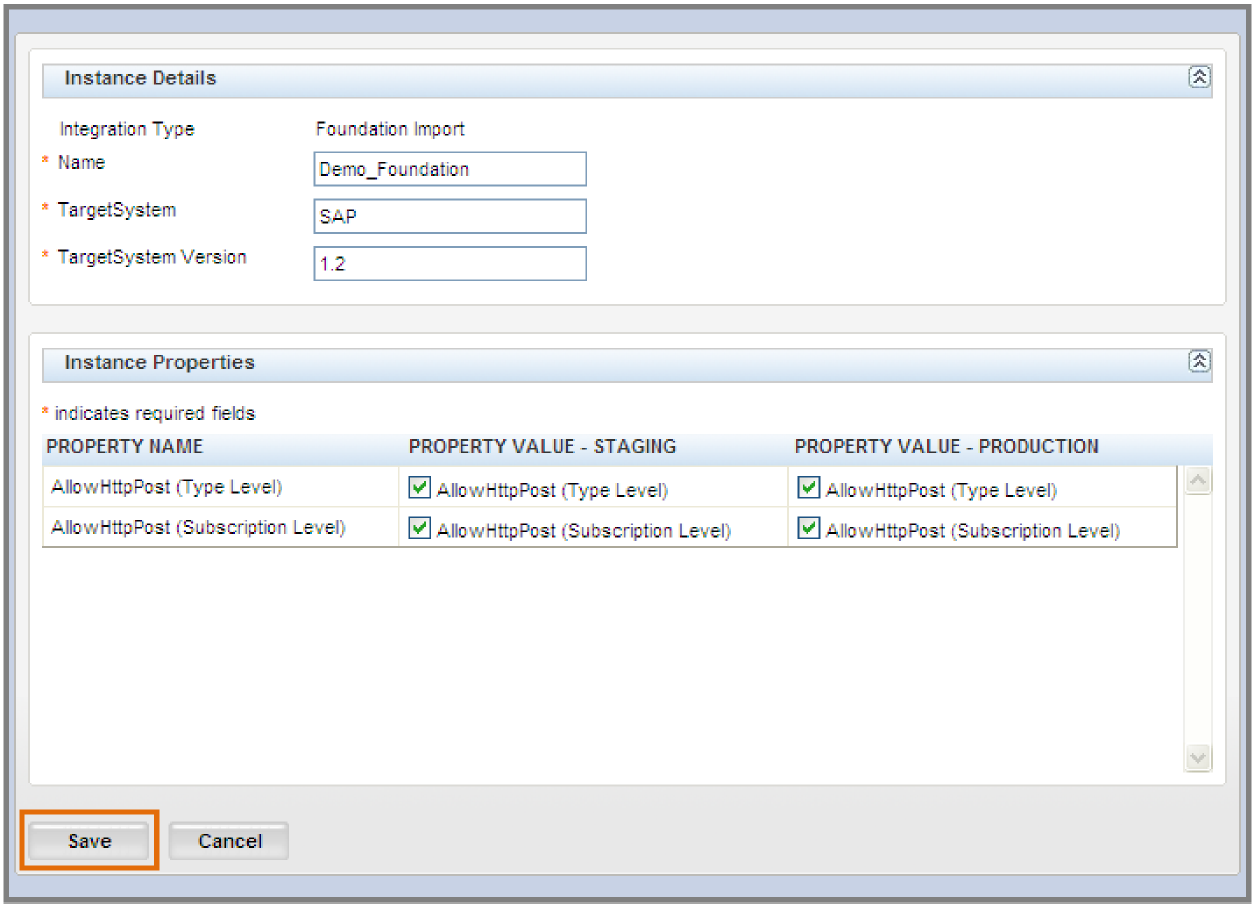
    a. Enter the required fields – 'Integration Project Name' and 'Select Integration Type.'

    b. The "CSC Name" and "Integration Consultant" fields are optional. If User doesn't select any "Integration consultant" – after making a version of the draft, then the version will be approved. See page 37 for more information.

c. Select the appropriate Integration Instance from the dropdown, and click **Add** to add it to the project.

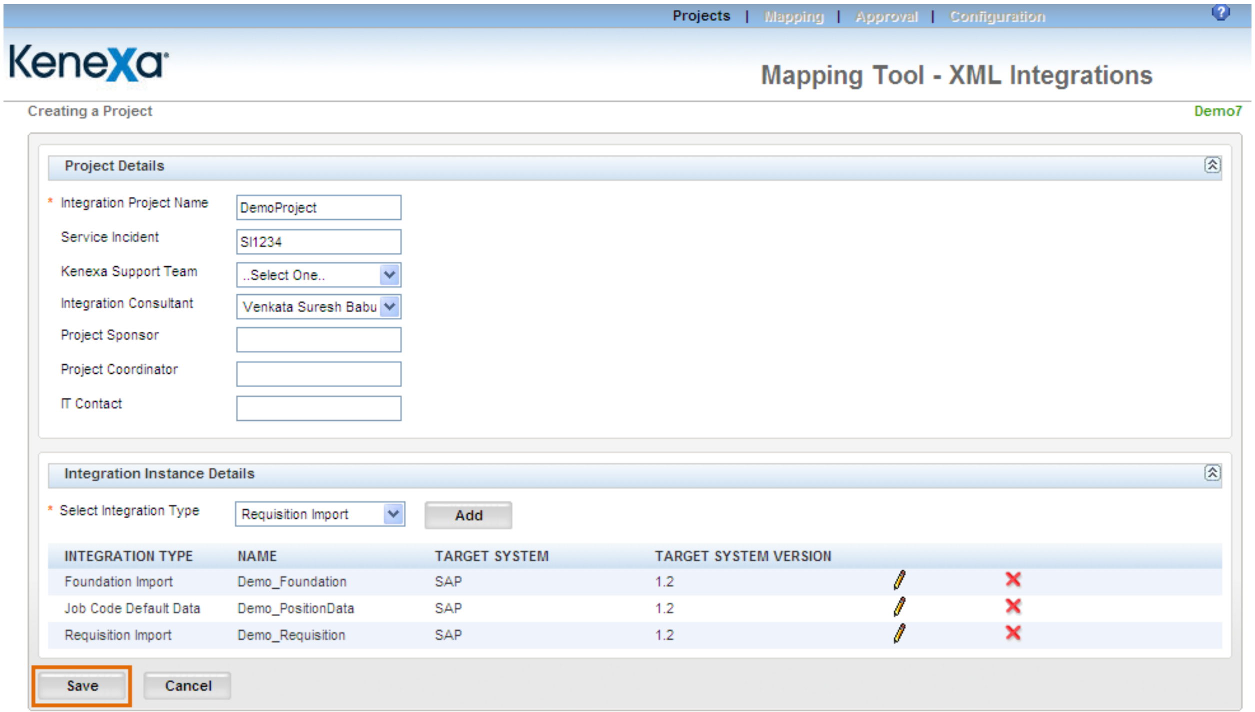


3. Clicking '**Add'** opens the popup as shown below. The following shows an example of adding One Integration Instance – **Foundation Import** for the Project.



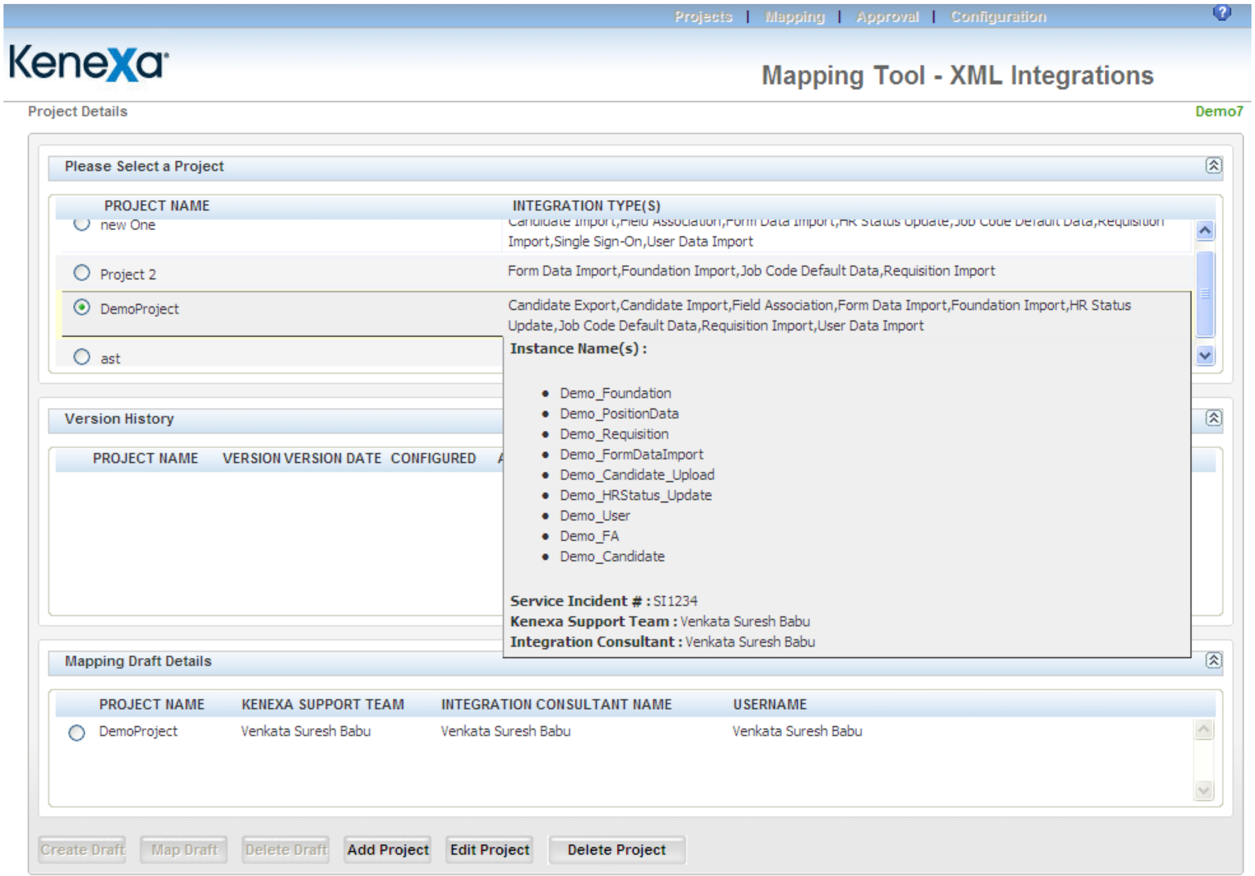
4. Enter the integration instance details, choose the properties and click **'Save'** as shown above.

5. Add all required Integration Instances, click **'Save'** (as shown below) to save with the Project Name (**DemoProject**).



6. Select the radio button of the Project which you created in the **'Please Select a Project'** area of the **'Project Details'** page, as shown below.

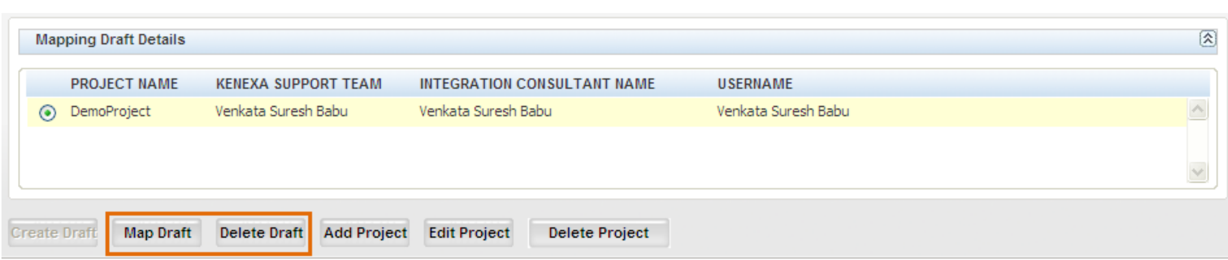
    a. Placing the cursor on the Project gives you the details of the Integration Instances added, CSC Name, IC Name etc… of that particular project.



7. Saving a new Project automatically creates a **'Draft'** version in **'Mapping Draft Details'** area, as shown above.

   Note: The Initial draft version of a project does not have a version number.

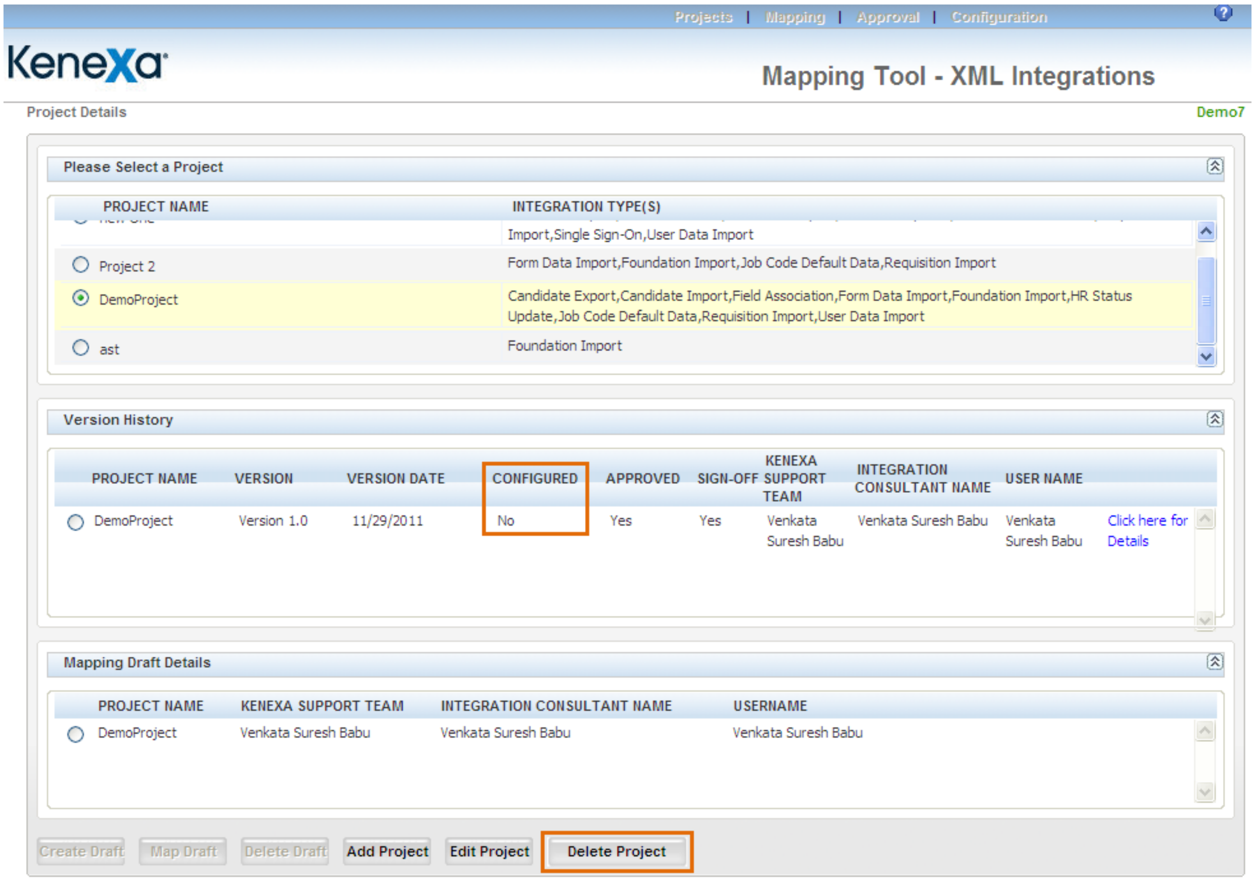
8. Select the radio button for the Project under **'Mapping Draft Details'** area. The **'Map Draft'** and **'Delete Draft'** buttons are enabled.



9. Follow the instructions on Page 15 for Mapping a Draft Project.

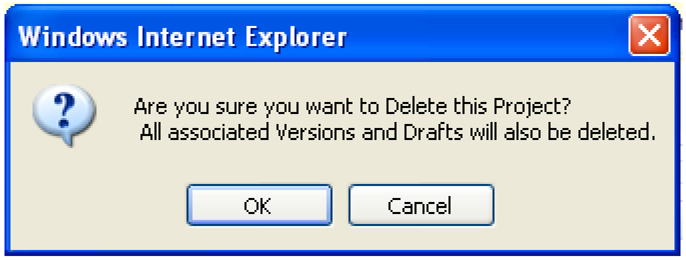
Deleting a Project

'Delete Project' button is located on the task bar at the bottom of the Project Details page as shown below.



1. **'Delete Project'** is enabled only after selecting a Project.
2. Project can be deleted only when the selected project doesn't have any configured / partially configured versions as shown above
3. Clicking on **'Delete Project'** displays a JavaScript popup with a text as shown below.

Note - All Versions and Drafts (if any) associated with the selected Project will also be deleted.



a. Upon clicking Cancel, the process is cancelled and will not affect the page.

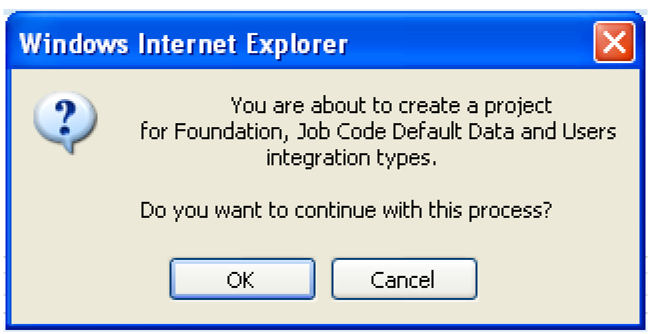
b. Upon clicking OK, the selected project including the version and drafts associated with the project will be deleted.

c. Page will be refreshed and the deleted project will not appear anymore in the 'Project details' page.

Creating OOB Project to New Client

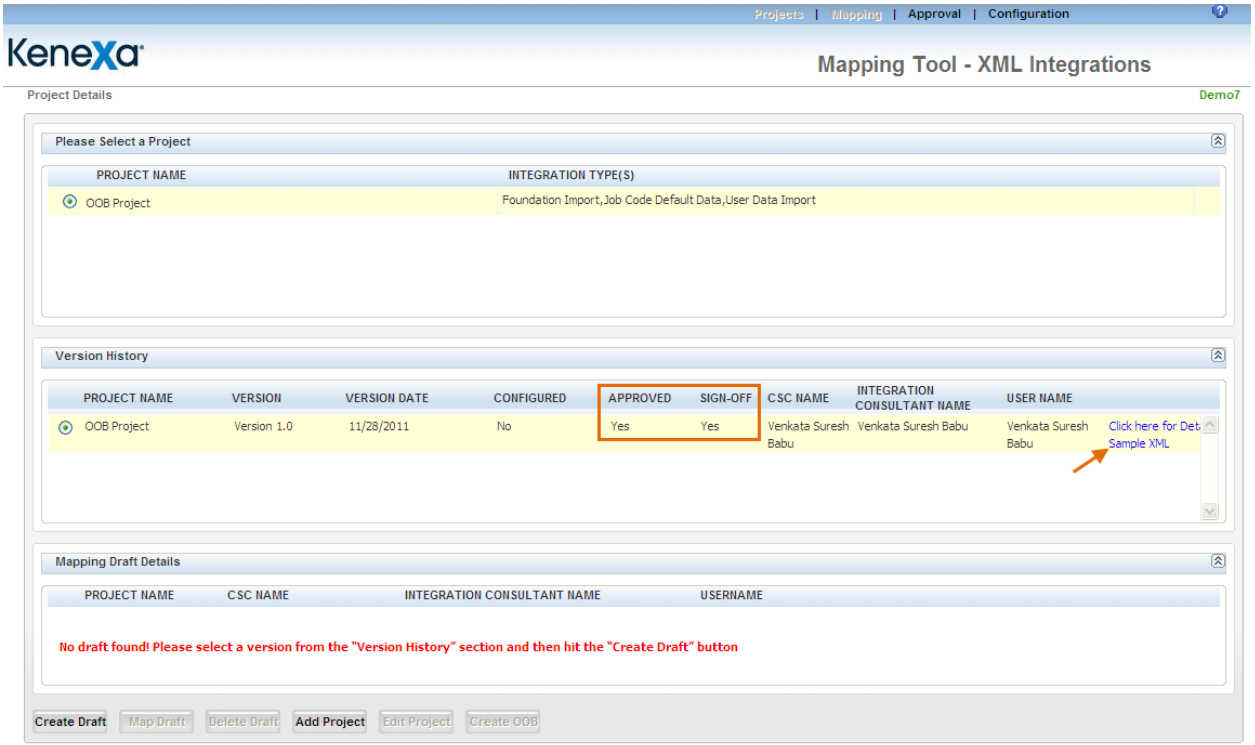
Out Of Box (OOB) Project is a Standard project which consists of predefined fields for Foundation, JCDD and User XML integrations, as the fields are standard for all Clients. OOB project is meant for all new clients that do not have any projects created yet.

1. Clicking **'Create OOB'** displays a popup with a confirmation message as shown below.



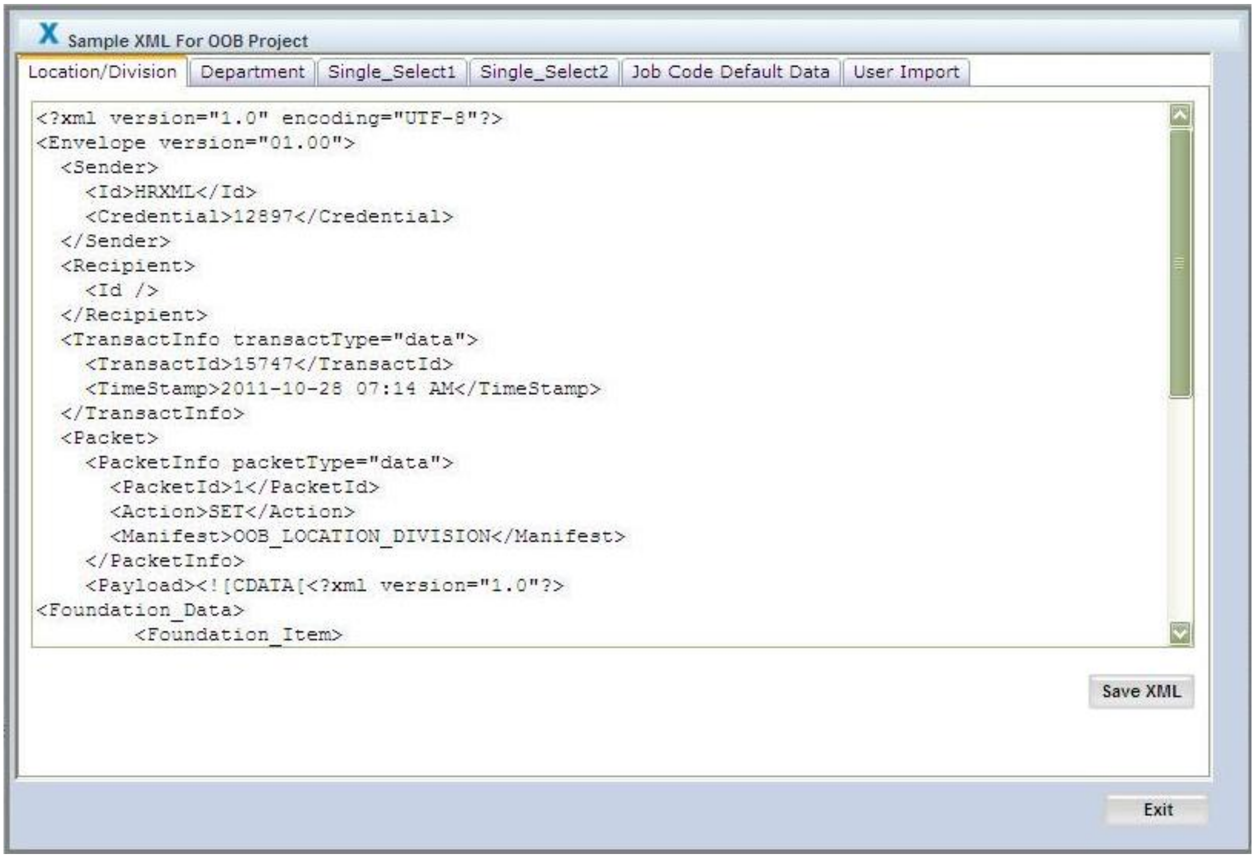
2. Upon clicking Cancel, the process is cancelled.

3. Upon clicking OK, a new project named **'OOB project'** is created with Version History.



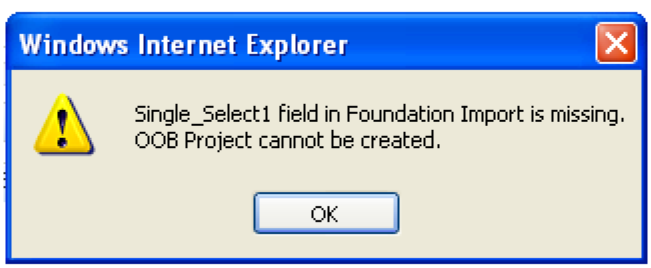
a. By default a Version of the project is Created, Approved and Signed Off as shown above

b. New project with “Sample XML” hyperlink is displayed. Upon clicking on the “**Sample XML**” hyperlink, below screen with the sample xml is displayed. This hyperlink is available only for the OOB project created through this process.



c. After creation of the 'OOB Project', the 'Create OOB' button is not visible whenever you open the Mapping Tool the next time.

d. When one of the mandatory fields is missing, an error message is displayed – **'OOB Project** cannot be created'.



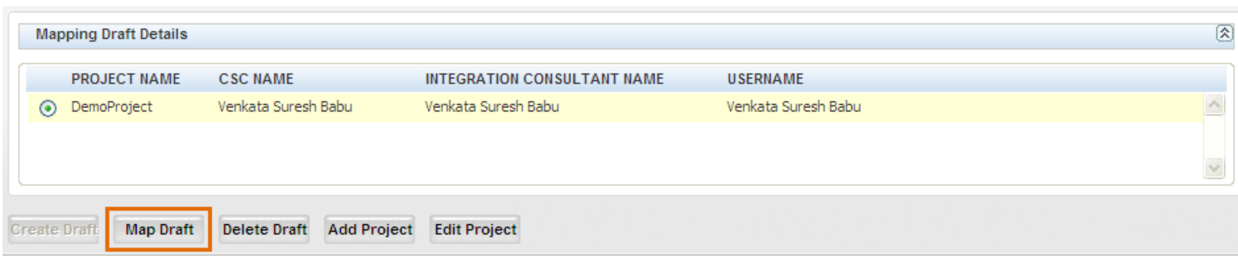
Mapping a Draft Project

These instructions assume that you have created a Draft Version of the project.

(Note: By definition, you can do the Mapping task *only* on a Draft Version of the project.)

To display the Mapping page for the project:

1. Select the radio button for the project that you want to map in the top content area of the **Project Details** page.
2. Select the radio button for the same project in the **Mapping Draft Details** section of the page.
3. Click **'Map Draft'**.



4. The **Mapping** page for this project launches. No values are selected or added.

The next section describes how to complete the **Mapping** page.

Completing the Mapping Page

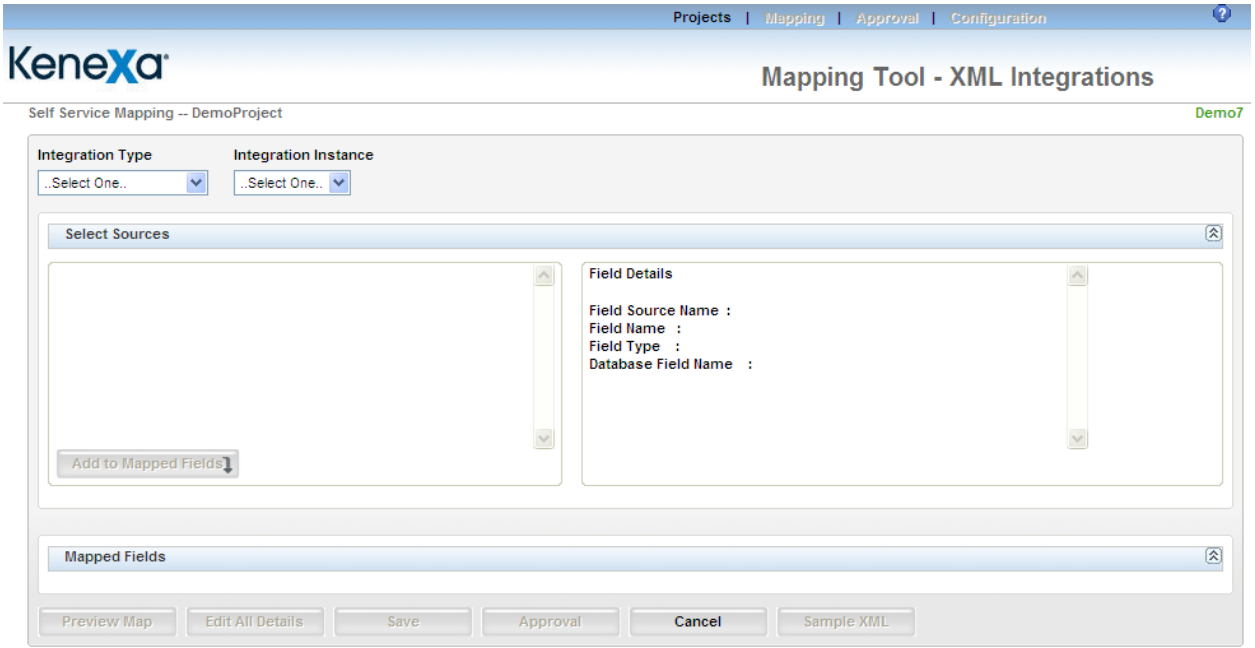
This section describes how to complete the **Mapping** page for the draft project you selected on the **Project Details** page.

Ensure that you have the Integration mapping information collected for this project in hand. This information specifies the order in which you should perform mapping tasks and provides detailed mapping content. See the Appendix page 58 for more information.

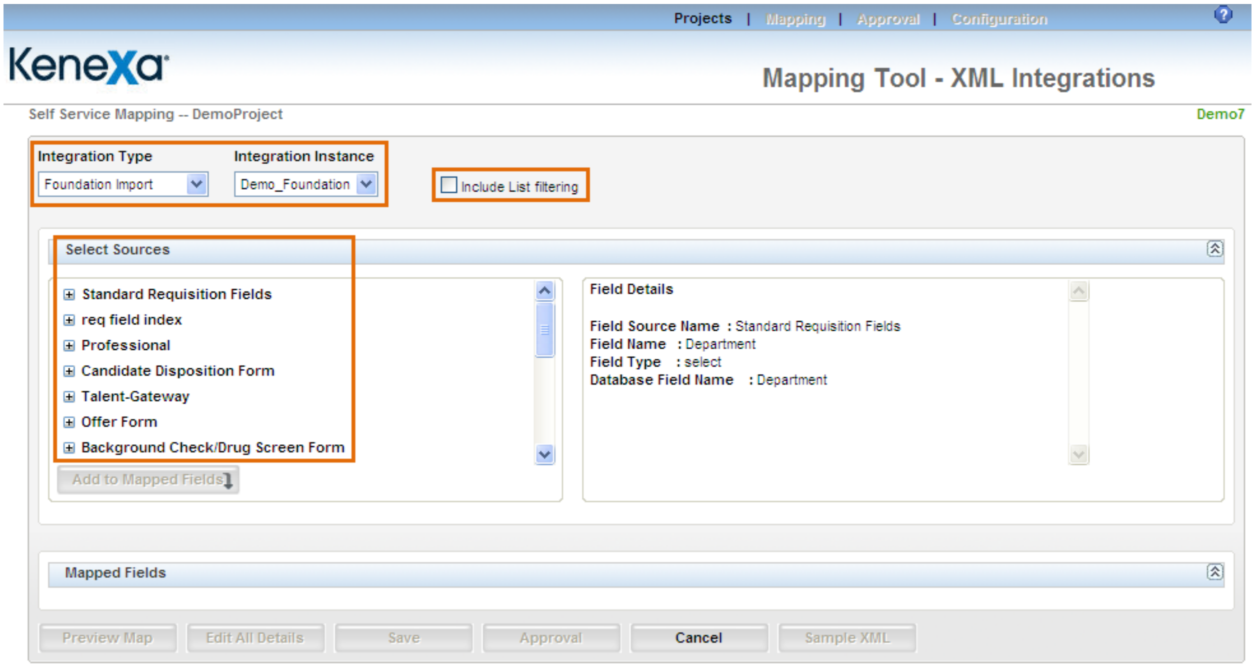
Your goal on this page is to perform, in the prescribed order, mapping between 2x BrassRing fields and your organization's information system fields for each Integration Type belonging to the project. You will map fields for one Integration Type at a time.

Mapping in Stages: You can do Integration Type Mapping in stages – you don't have to do all the mapping for a project or even a single integration type in one session. See page 33 for instructions on how to resume mapping for a partially mapped project.

The **Mapping** page is empty when you start to map an integration type for the first time.



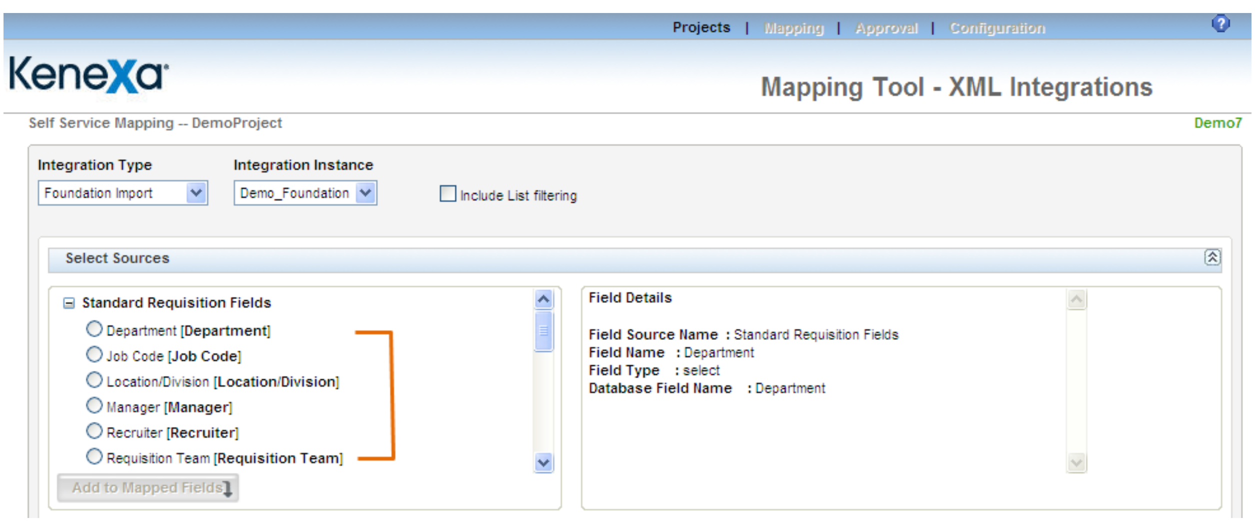
1. Select the **Integration Type** for which you will perform mapping. The list displays all of the available integration types that are part of the selected project. See the Appendix starting on page 58 for more information about each integration type.
2. Select the **Integration Instance** for the selected **Integration Type**. The list displays all the instances that are available for the selected integration type. (Your mapping worksheets should included information about which instance to select if there is more than one instance.)
3. (As shown below) A check box **Include List Filtering** will be displayed only when the Integration Type is Foundation Import. See the Appendix page 58 for more information.



In the example, the *Foundation Import* is selected for the **Integration Type** and *Demo_Foundation* is selected as the **Integration Instance**.

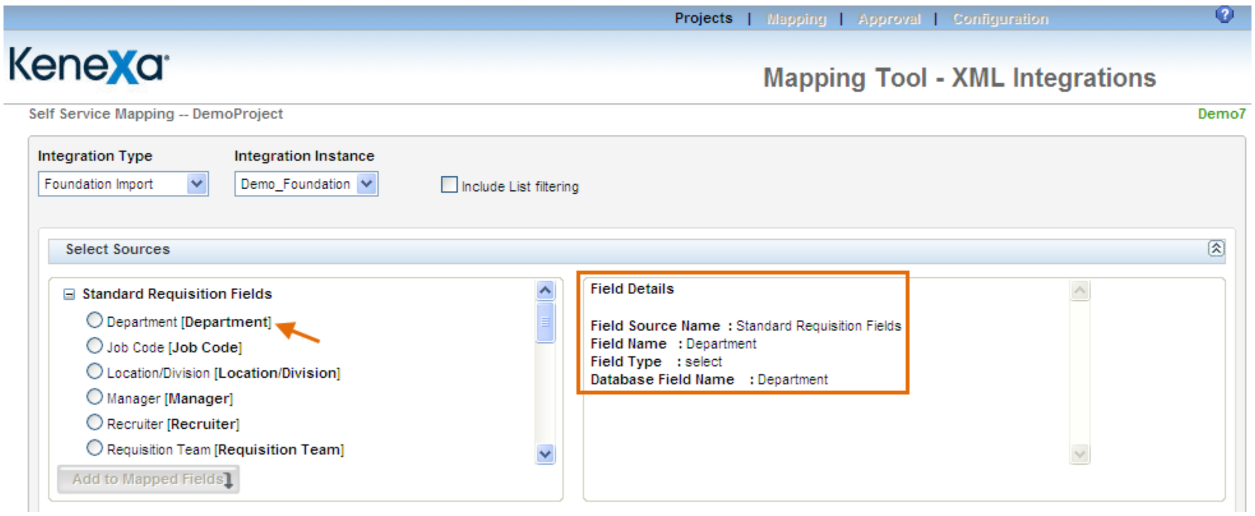
Once the **Integration Type** and **Integration Instance** are selected, the **Select Sources** content area displays an expandable list of categories of data that are available for mapping for the selected integration type. For example, the sources for the Foundation Import are Standard Requisitions Fields, Req Field index, Talent Gateway, Candidate Forms, and other data. This list represents all possible sources from within 2x BrassRing for that Integration Type. For information about sources for each Integration Type, see the "*Integration Type Details Summary Table"* on page 59.

4. Click the plus sign ⊞ to expand the list under a source category, as shown in the example below.



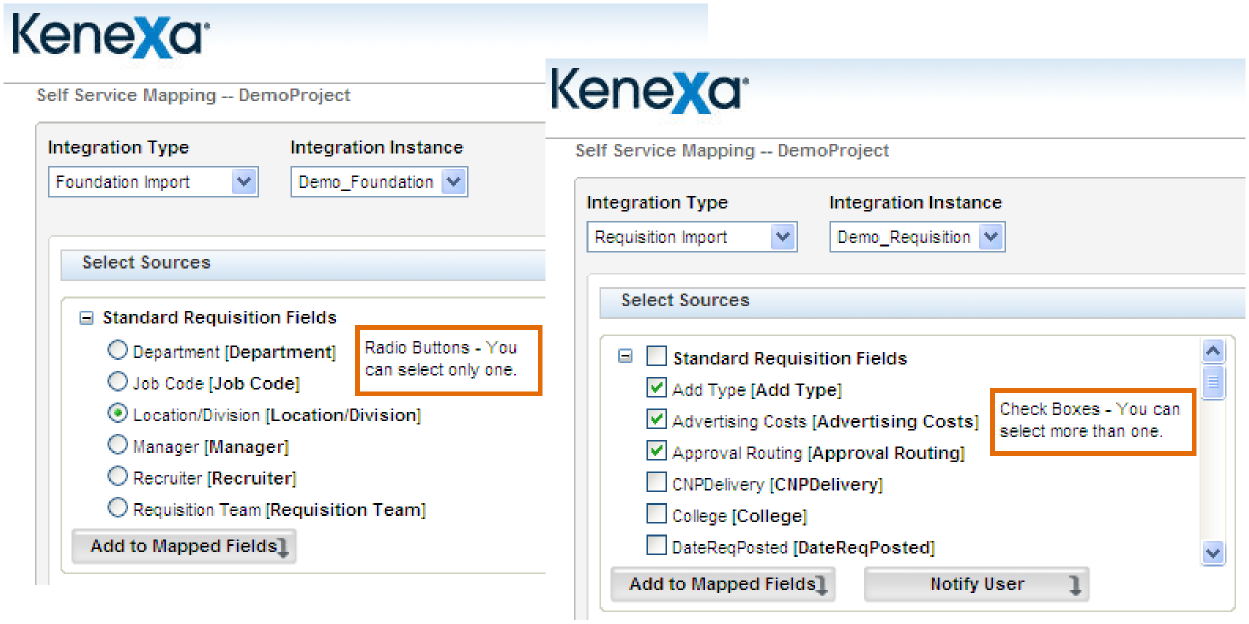
To see information about an individual field in the expanded list, select or hover the mouse pointer over the field to display details in the **Field Details** section.

Note: The **Field Details** section always displays the details of the last field you selected.

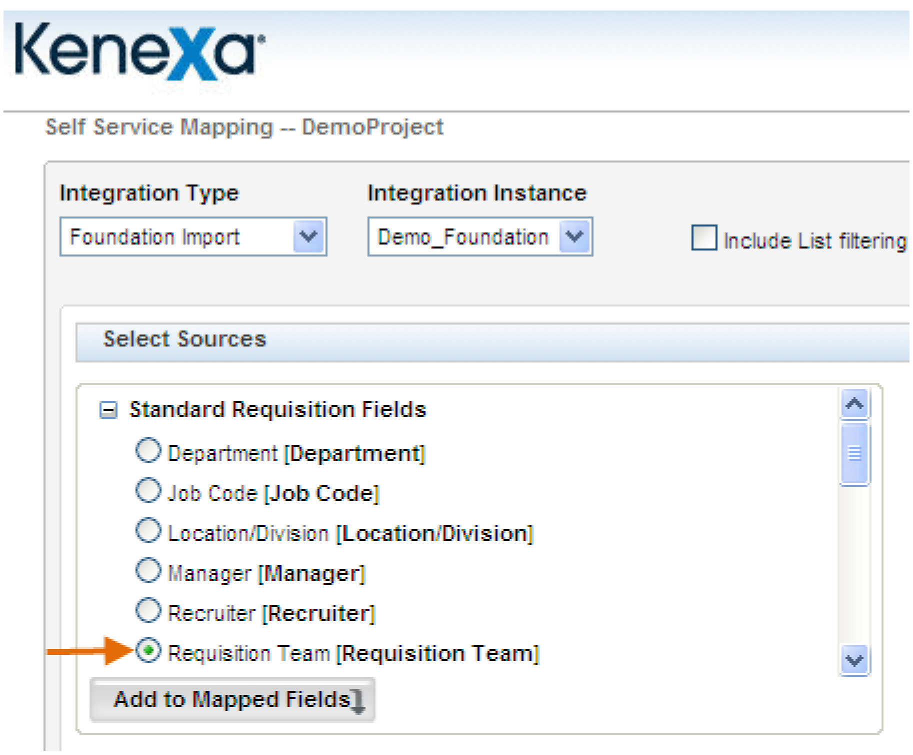


The section includes the source of the field (**Field Source Name**), the database name for the field (**Field Name**), and the field's type (**Field Type**) such as single-select, multi-select, query-select, and so forth. See the "*Integration Type Details Summary Table"* on page 59 for detailed information about sources for each integration type.

Integration Mapping provides different selection methods for each source associated with each integration type. Two examples of selection methods are *radio buttons* and *check boxes*.

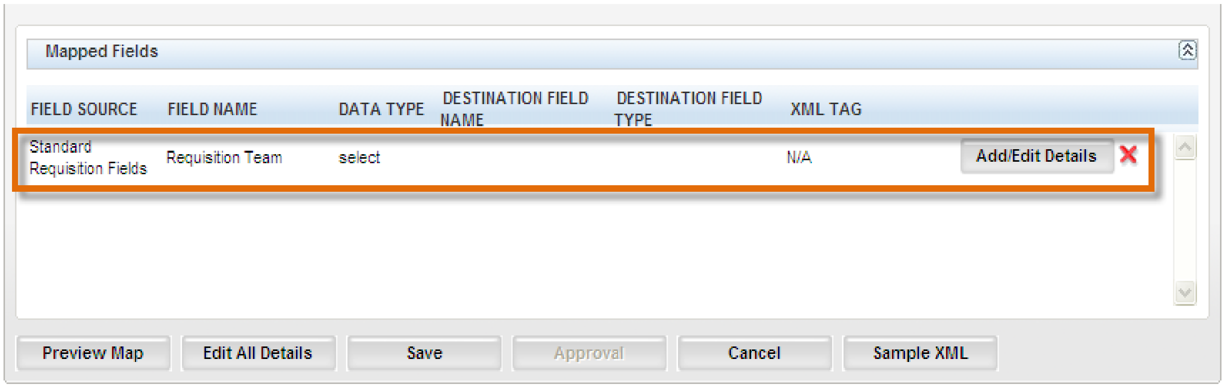


5. Scroll to the source category, expand the list of sources under that category, and select the desired source. (In the example below, the category **Standard Requisition Fields** is expanded, and the **Requisition Team** is selected.)



6. Click **Add to Mapped Fields**. The selected source is added to the **Mapped Fields** area at the bottom of the page.

7. **Important!** – Click **Save** before trying to add another field. (If you select another field before saving, a message displays warning you that you will lose unsaved fields selected for mapping.)
8. Fields are added successively to the top of the list in the **Mapped Fields** section of the page.



Preview Map: Click **Preview Map** to view the mapped fields at any time. See page 23 for more information.

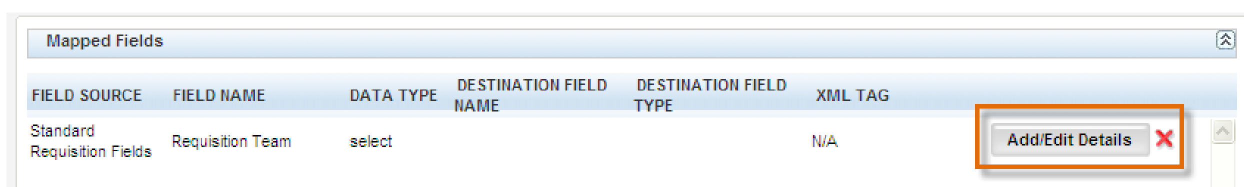
Edit All Details: Click **Edit All Details** to access any of the integration types for which fields have been mapped. See page 25 for more information.

Sample XML: Click **Sample XML** to see the XML that is generated for the field once it is mapped. See page 28 for more information.

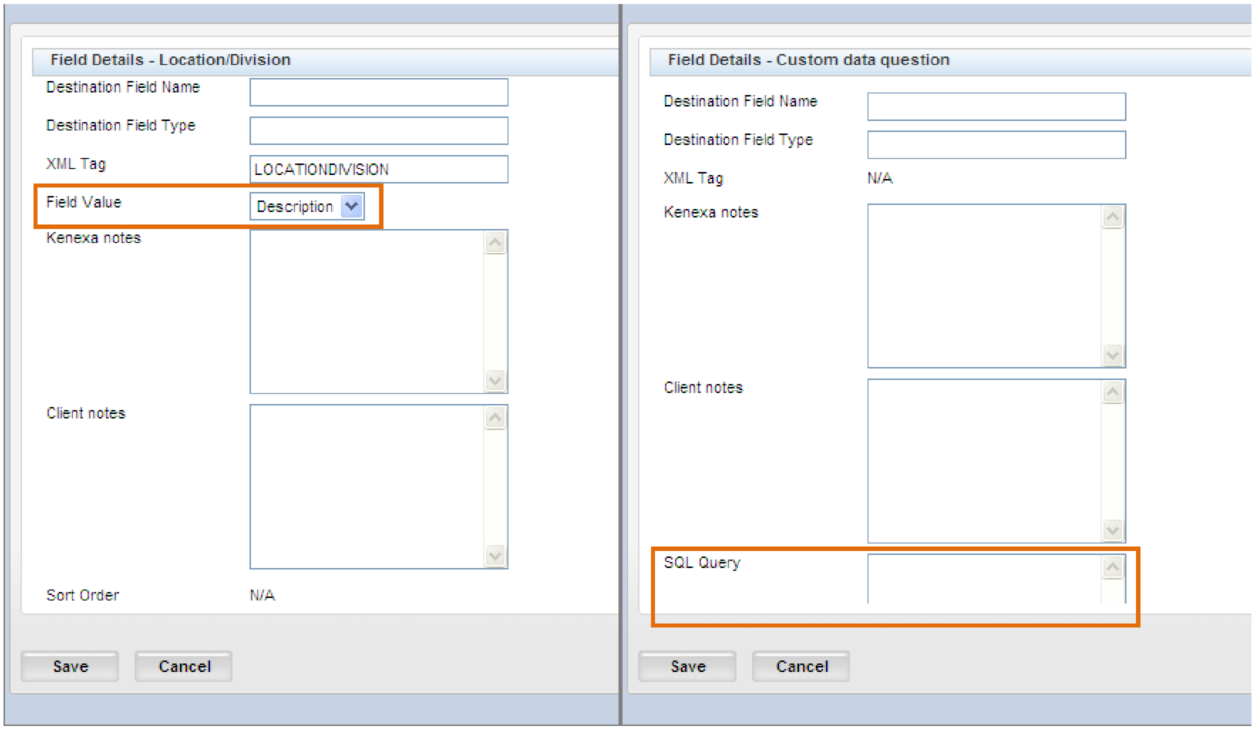
 **:** Click the red X to remove the row from the **Mapped Fields** section You can also remove a field from the list of mapped fields by de-selecting it in the **Select Sources** section.

9. Clicking on **Add/Edit Details.**

Note: There are no details to display and edit for the following integration types: **HRStatus update** and **Field Association**.



The **Field Details** page opens for that field source to add or edit details for each mapped field.



10. Complete the fields on this page using your mapping worksheets. Also, the information immediately below and the *"Integration Type Detail Summary Table"* on page 59 provide general guidelines for these fields:

    Destination Field Name – Enter the client-defined destination field name that corresponds to the field name in the client's system. This field accepts up to 50 alphanumeric characters.

    Destination Field Type – Enter the data type for the destination field above.

    XML Tag – This is a custom tag included for destination fields for selected integration types. This field is available and active only for **Job Code Default Data Import**, **Requisition Import**, and **Candidate Export**. For more information, see the "*Integration Type Detail Summary Table"* on page 59 for more information and the individual sections for each of those integration types.

    Field Value – This field is to give the users the ability to accept values for select fields in both forms – code and description depending on configuration. This Field Value is available and active only for **Job Code Default Data Import** and **Requisition Import**. See Appendix page 59 for more information.

    Kenexa notes – Kenexa users can enter notes in this field of up to 4000 characters if desired. You can edit all Kenexa notes except for Field Association notes.

    Client notes – Kenexa or Client users can enter client-specific notes in this field of up to 4000 characters if desired. The field stores previously entered notes if they exist. The notes are editable.

SQL Query – This is a custom query field which allows data from User Table into the Candidate Export XML Integration. This is relevant only for the **Candidate Export** integration type; see Appendix page 109 for more information.

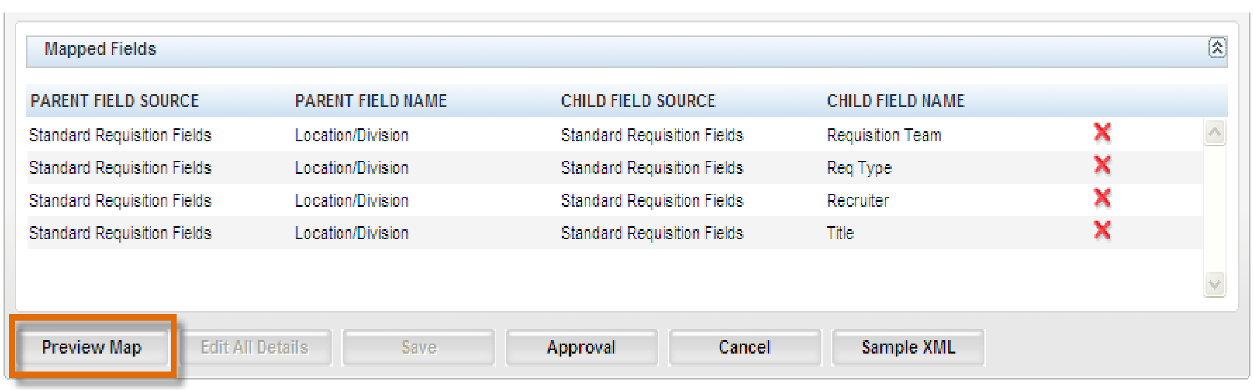
Sort Order – This value applies only to the Candidate Export integration type and is disabled for all other integration types. This value specifies the order of this XML tag relative to other XML tags within a candidate export.

11. Click **Save** when you are finished. If necessary, you can click **Cancel** to exit without saving anything.
12. Repeat this procedure in the prescribed order as described in your mapping worksheets. For a general idea of the order, please see page 63.
13. When field mapping is complete and you are ready to send a set of mappings for approval, you (or the designated Approver) must create a **Version** of the draft project. See page 36 for more information.

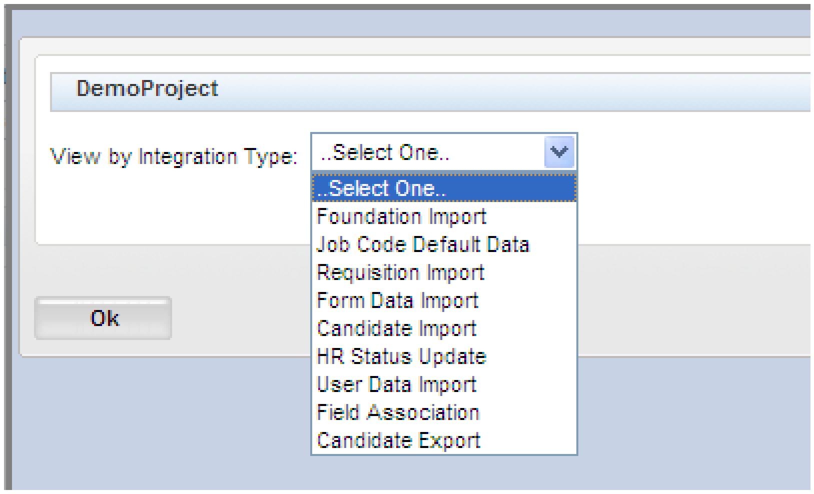
Previewing Mapped Fields

When working on the Mapping page for an integration type and instance, you can preview the fields you have added to the **Mapped Fields** section:

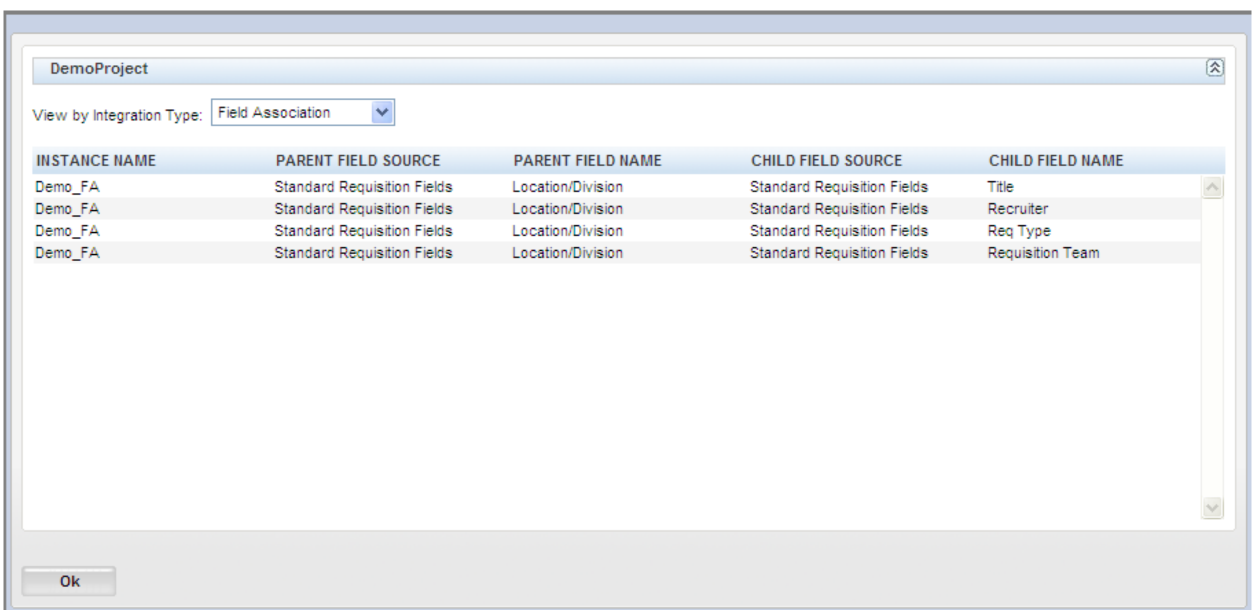
1. Click **Preview Map** to view all fields selected so far in a new window.



2. The **Project Details** window displays. Select the Integration Type you want to view from the dropdown list. You can select "All" Integration Types. It lists



3. The project page displays all the Integration Types that are associated with the project in alphabetical order (**Integration Type**, **Instance Name**). Each page displays up to ten (10) records. If there are more than ten (10) records to display, you can click a link to display subsequent pages



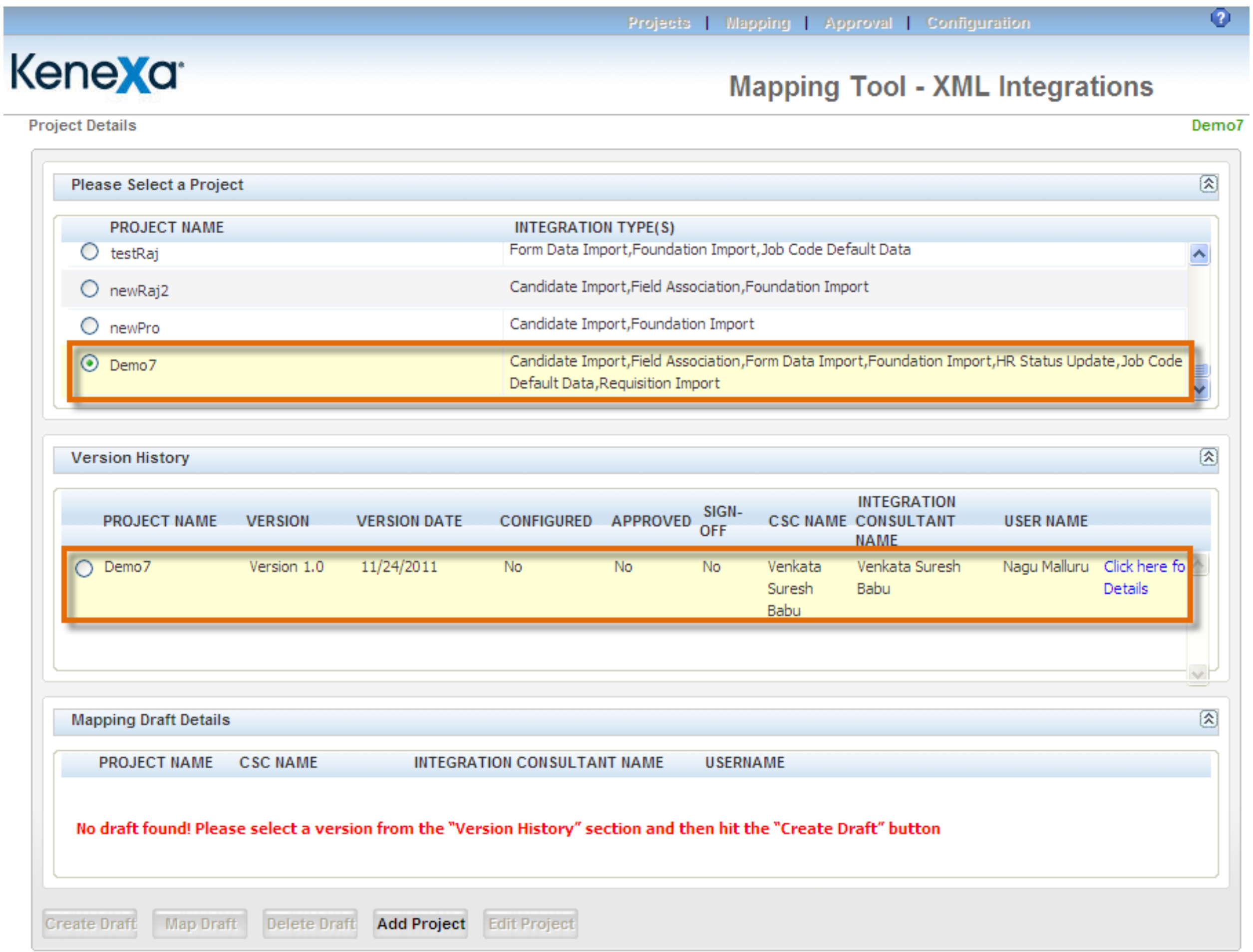
4. Click **OK** to exit this page.

Creating a Subsequent Draft Project

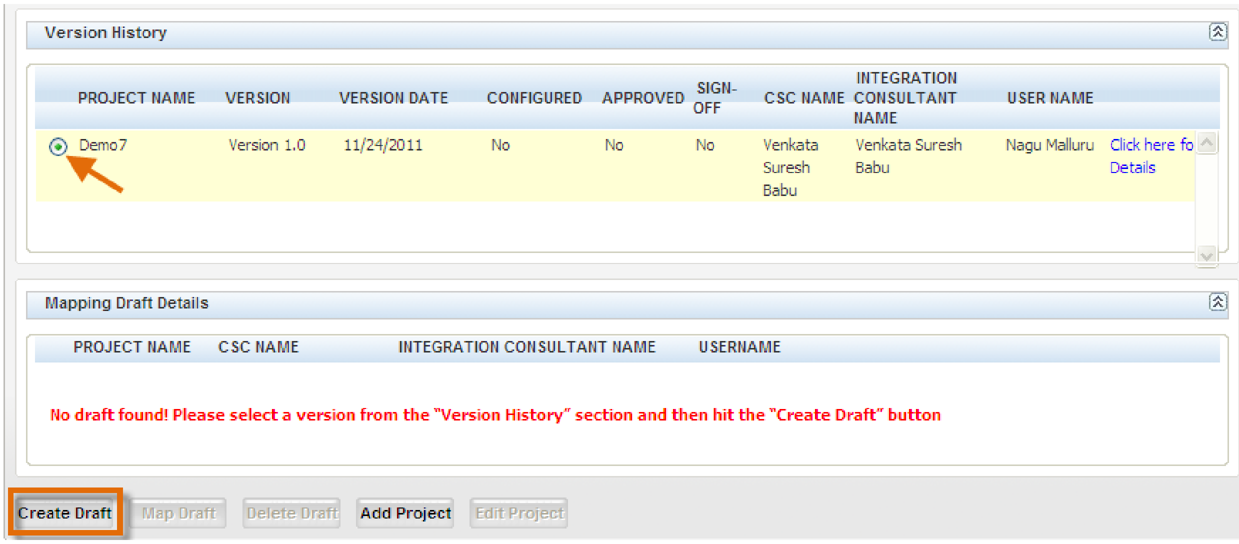
You can map projects in stages. You can send a version for approval and resume mapping another part of the project (for example, you can start mapping a different Integration Type). Before doing that, you must create a new Version of the project.

To continue mapping a project for which a version has been sent for approval (or already approved):

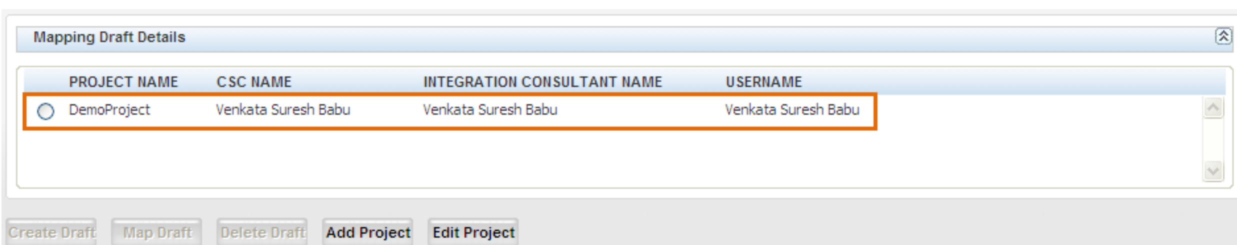
1. On the **Project Details** page, select the project in the **Please Select a Project** section if it is not already selected.



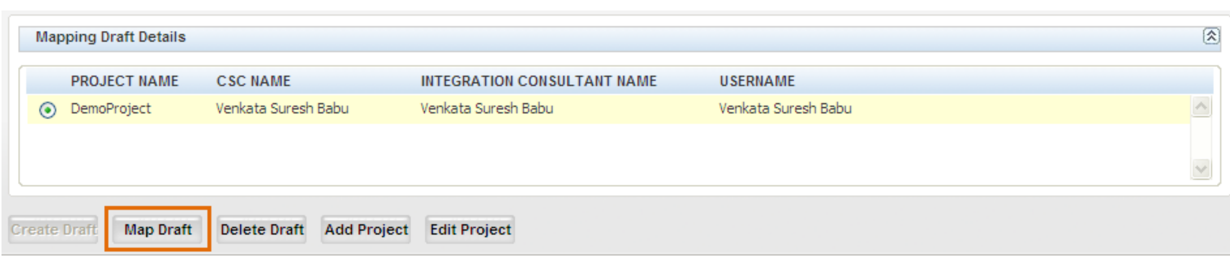
2. Select the latest version of the project in the **Version History** area.



3. Click on **Create Draft**. A new draft version of the project is added to the **Mapping Draft Details** section.



4. Select the radio button for the new draft version of the project.

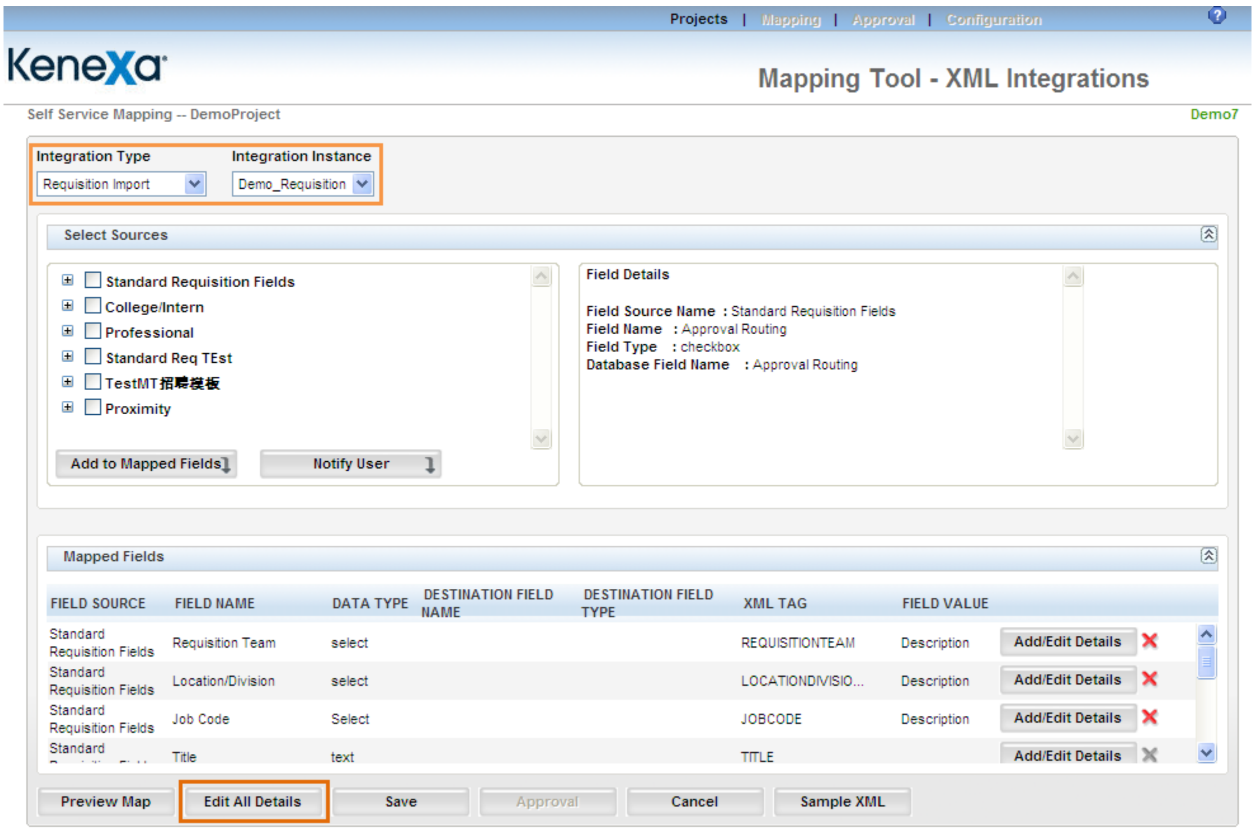


5. Click on **Map Draft**. The **Self-Service Mapping** page for this version of the project displays.
6. Follow instructions on page 12 and for the specific integration type you want to map.

Editing All Details

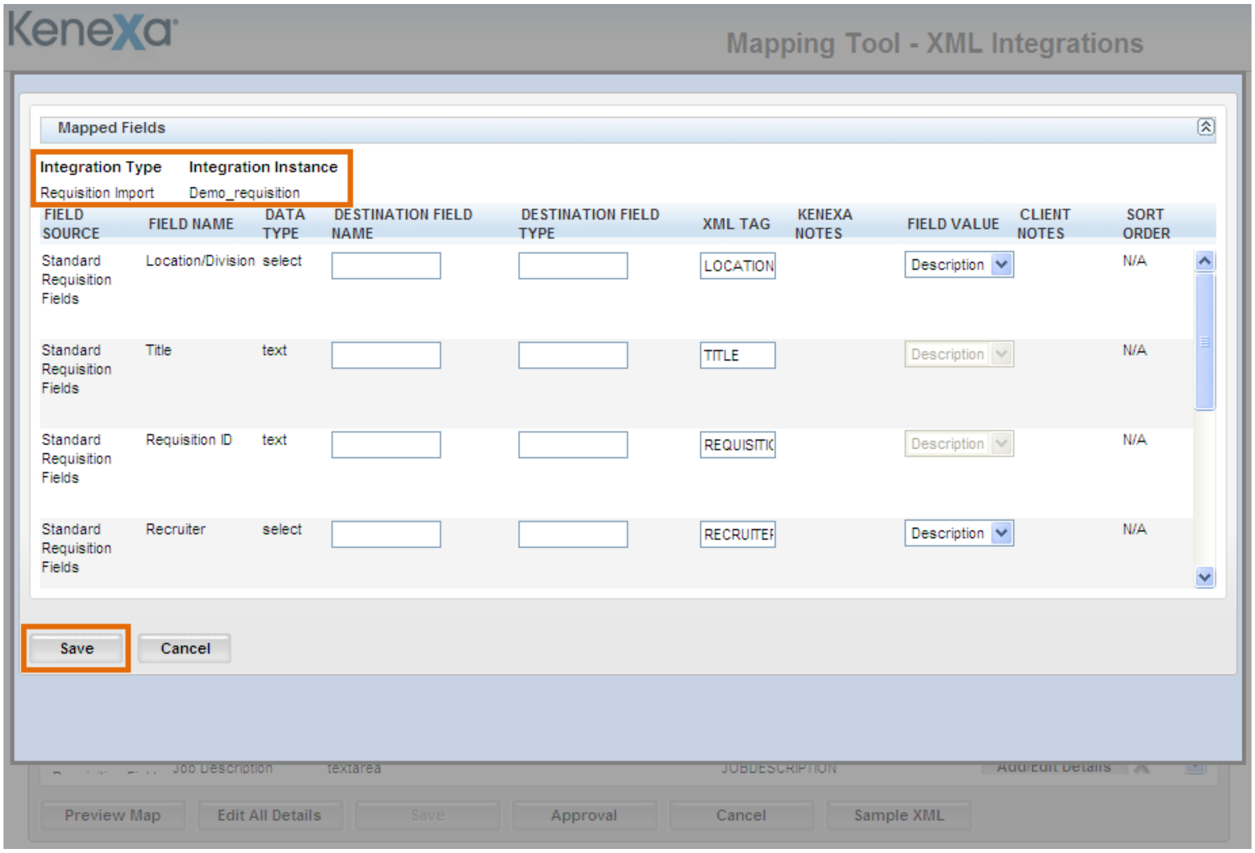
To edit any mapped field added for any Integration Type and Instance that is available in this project, click the **Edit All Details** button. This button is not active and clickable on the **Mapping** page until at least one row has been added to the **Mapped Fields** section.

Note: You cannot edit details for the **HRStatus** Integration Type.



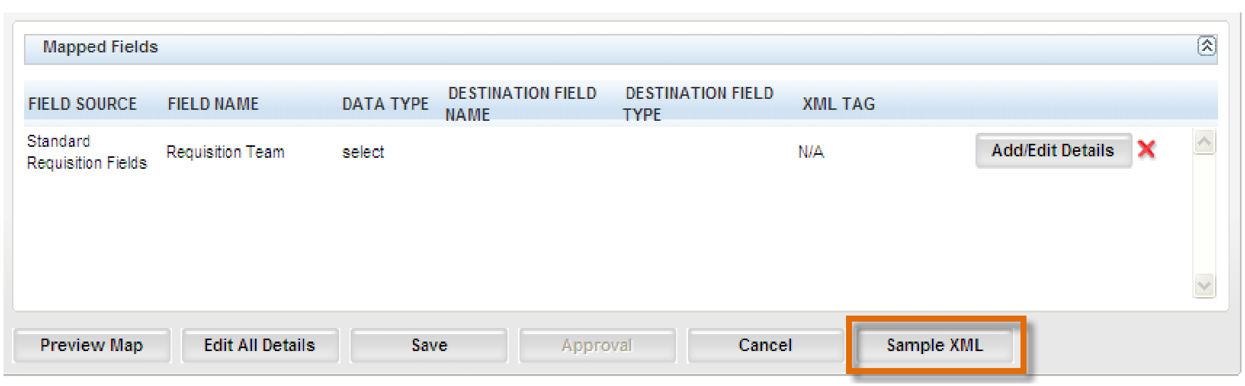
The **Mapped Fields** page displays. You can select any Integration Type within the project that is eligible for editing from this page.

In the example below, **Requisition Import** and **Demo_requisition** are selected. You can edit the **Destination Field Name** and **Destination Field Type** for each field. Click **Save** when you are finished.

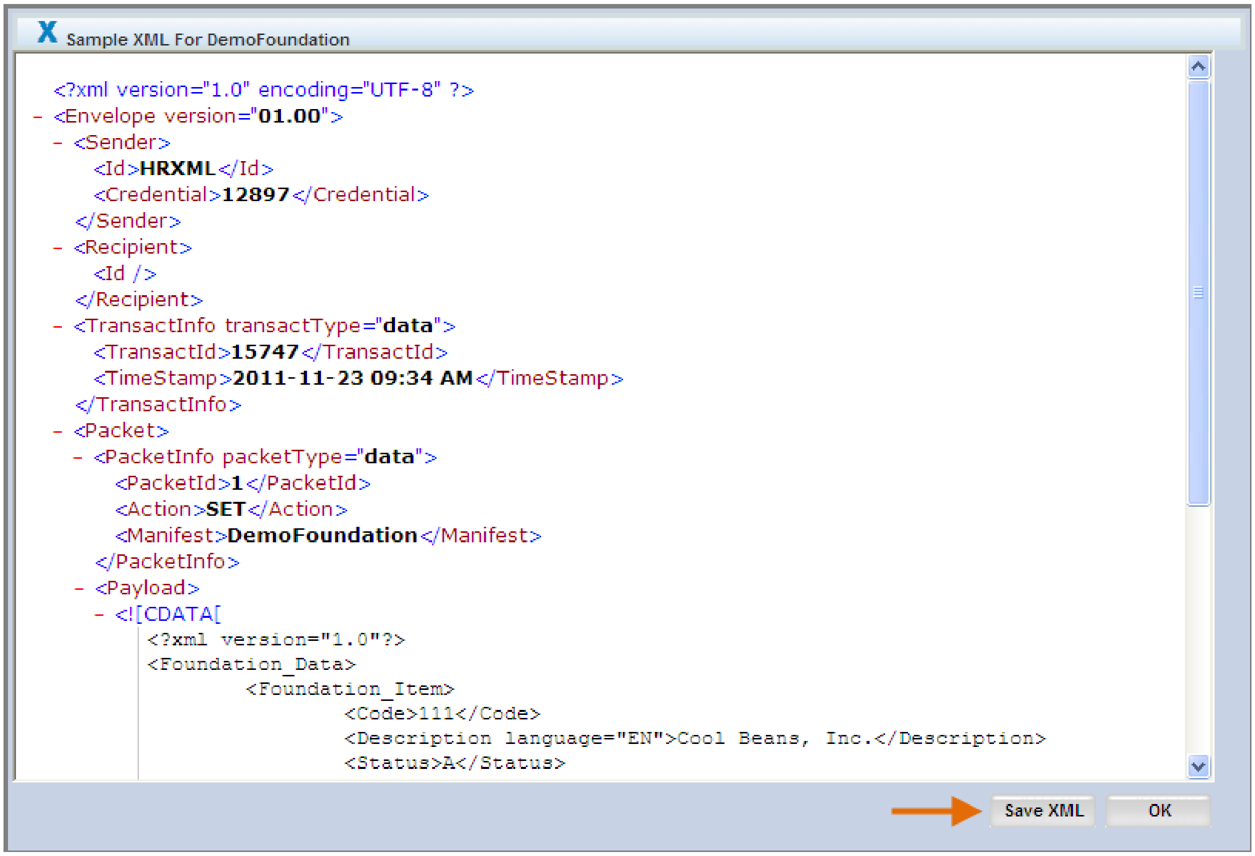


Viewing the Sample XML

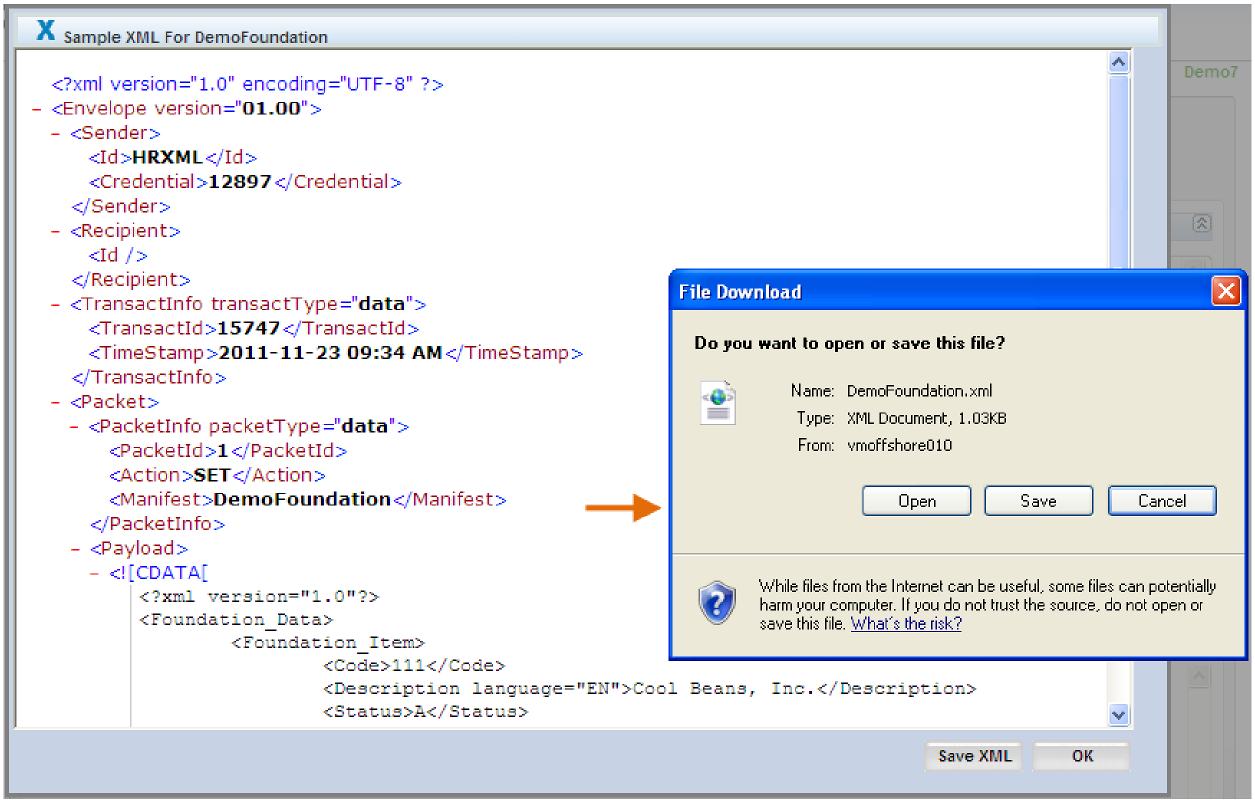
Click **Sample XML** to view an example of the XML based on the data that was selected for Mapping.



The **Sample XML** window opens for the field mapping.



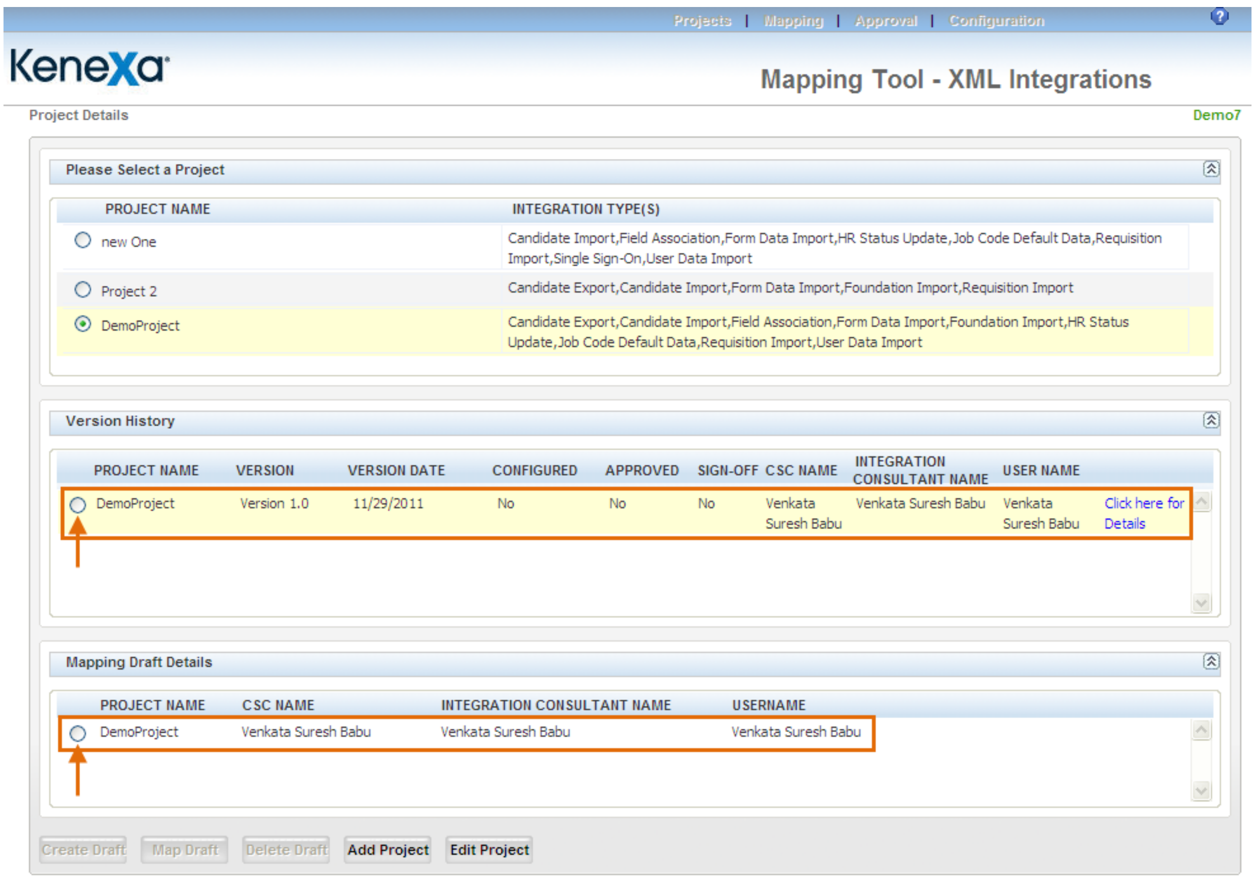
You can click **OK** to close the window. Alternatively, you can click **Save XML** to save a copy of the xml file to your hard drive or network drive.


Sample XML For DemoFoundation
<?xml version="1.0" encoding="UTF-8" ?>
- <Envelope version="01.00">
- <Sender>
<Id>HRXML</Id>
<Credential>12897</Credential>
</Sender>
- <Recipient>
<Id />
</Recipient>
- <TransactInfo transactType="data">
<TransactId>15747</TransactId>
<TimeStamp>2011-11-23 09:34 AM</TimeStamp>
</TransactInfo>
- <Packet>
- <PacketInfo packetType="data">
<PacketId>1</PacketId>
<Action>SET</Action>
<Manifest>DemoFoundation</Manifest>
</PacketInfo>
- <Payload>
- <![CDATA[
<?xml version="1.0"?>
<Foundation_Data>
<Foundation_Item>
<Code>111</Code>
<Description language="EN">Cool Beans, Inc.</Description>
<Status>A</Status>
Save XML
OK
Demo7
File Download
Do you want to open or save this file?
Name: DemoFoundation.xml
Type: XML Document, 1.03KB
From: vmoffshore010
Open
Save
Cancel
While files from the Internet can be useful, some files can potentially harm your computer. If you do not trust the source, do not open or save this file. What's the risk?

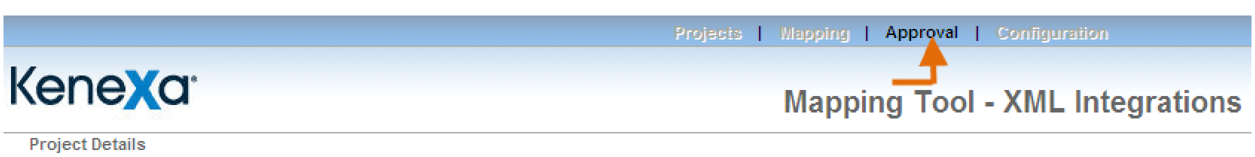
Exporting Project Details to Excel

You can Export Mapped Field details to Excel for the Draft project or for a Version of the project from the **Project Approvals** page.

1. Select either a Version in the **Version History** section, or a Draft project in the **Mapping Draft Details** section of the **Project Details** page.

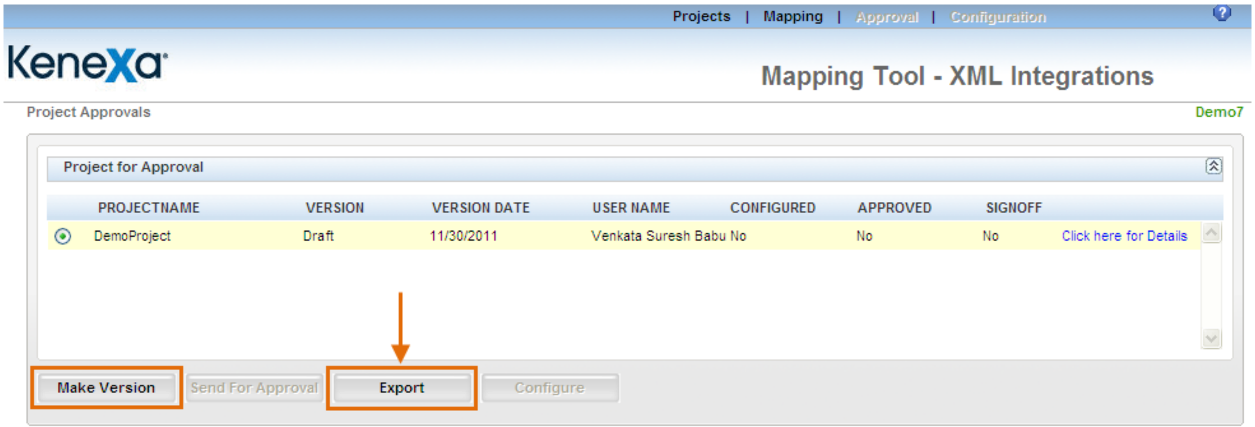


2. Once either the Versioned or the Draft project is selected, the **Approval** link in the top navigation bar at the top of the page becomes active.

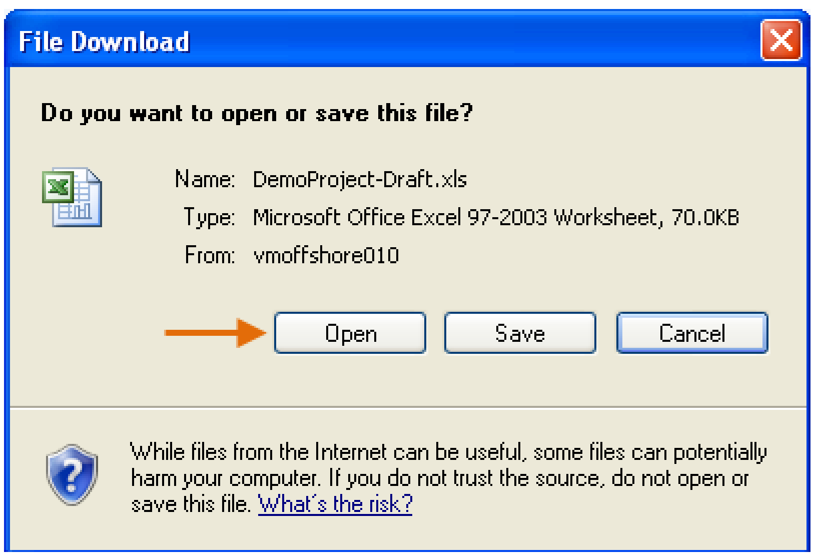


3. Click the **Approval** link. The **Project Approvals** page opens.

4. Select the radio button for the Draft version of the project. The **Make Version** and **Export** buttons become enabled.



5. Click **Export** to export the mapping details for the selected project (in this case, the draft project for Demo7) to Excel.



6. A typical **File Download** window displays. You can save the Excel file or open it on the spot (and save it afterward if desired.)

Partially Mapped Projects

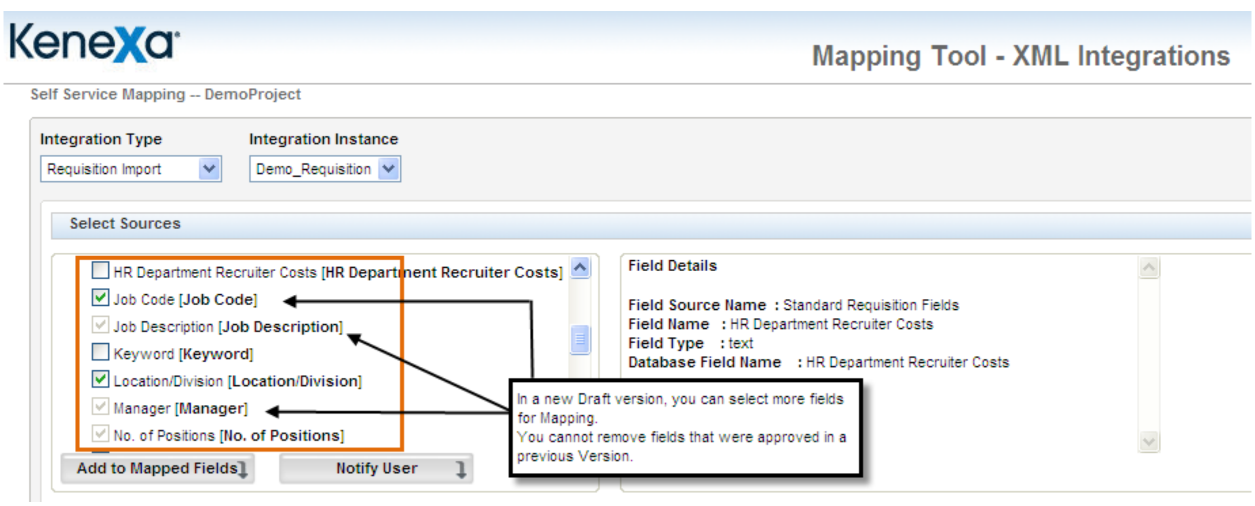
You can complete field Mapping for an Integration Type, a group of Integration Types, all Integration Types, or even a part of one Integration Type. To resume Mapping a project, you must create the next **Draft** version of the project. See the section, *"Creating a Subsequest Draft Project"* on page 25 for detailed steps. Here is a quick review:

1. On the **Project Details** page, select the project for which you want to continue Mapping in the list of projects at the top of the page.
2. In the **Version History** area, select the version of the project from which you want to create the next Draft project.
3. Click the **Create Draft** button.
4. A new Draft version (unnumbered) of the project appears in the **Mapping Draft Details** section. Select its radio button.
5. Click **Map Draft** to open the **Mapping** page and resume mapping of the project.

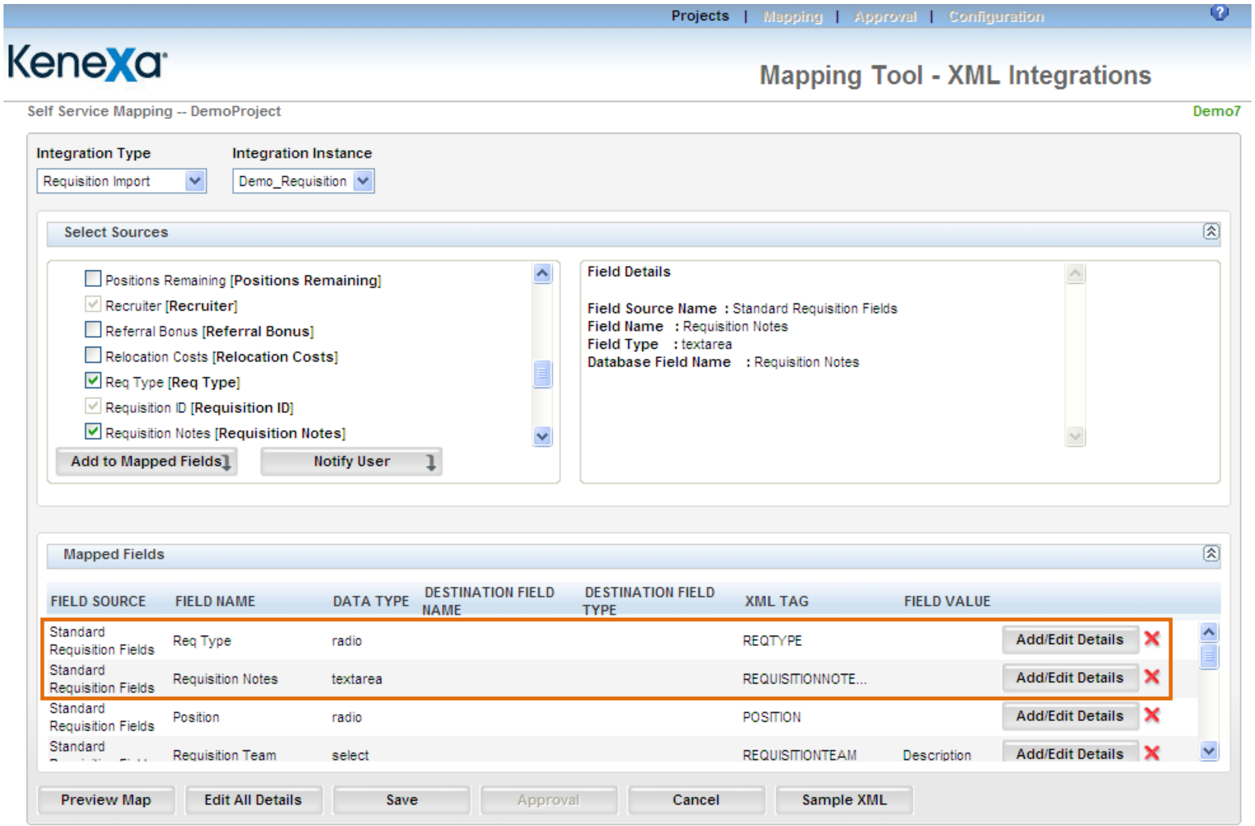
Mapping a Subsequent Draft - Differences

There are differences in what you see for the first Draft and a subsequent Draft:

In the **Select Sources** area, you can select additional fields to be mapped. You cannot de-select (uncheck) fields that were mapped previously for this Instance and have been officially approved.



In the example below, new fields have been selected and added to the **Mapped Fields** section. They are listed on top of the approved fields.



Editing Details for Previously Approved Fields

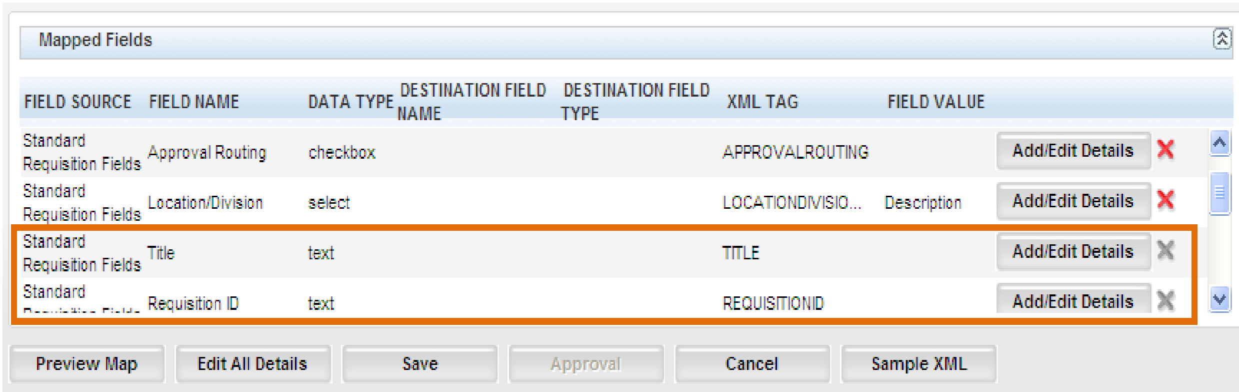
As a certified Workbench User, you cannot edit an **Approved** version of a project but you can change field details for previously Mapped fields in a subsequent Draft version of a project.

To do so, navigate to the **Mapping** page for the Integration Type and Instance you want to change in the next Draft version of the project. (See *"Partially Mapped Projects"* page 33 for instructions for creating the next draft version.)

In the example below, we navigated to the **Requisition Import** mapping page for the Instance **Demo_requisition**.

In the **Mapped Fields** area, you can click **Add/Edit Details** for any previously mapped and approved field to access the **Field Details** page for that field and edit it as necessary.

Note: You cannot delete the previously Mapped and Approved field. You can delete a Mapped field that has not yet been Approved.


Mapped Fields
FIELD SOURCE
FIELD NAME
DATA TYPE
DESTINATION FIELD NAME
DESTINATION FIELD TYPE
XML TAG
FIELD VALUE
Standard Requisition Fields
Approval Routing
checkbox
APPROVALROUTING
Add/Edit Details
Standard Requisition Fields
Location/Division
select
LOCATIONDIVISIO...
Description
Add/Edit Details
Standard Requisition Fields
Title
text
TITLE
Add/Edit Details
Standard
Requisition ID
text
REQUISITIONID
Add/Edit Details
Preview Map
Edit All Details
Save
Approval
Cancel
Sample XML

Project Approval

The approval process consists of the following actions:

1. **Making a version:** Usually, the designated mapping user who is part of the client's organization takes this action. In this step, you create a numbered version of the project from the draft version. You might do this immediately upon completing a substantial mapping task or you might do it after reviewing what you have mapped over several sessions. See page 37 for more information.
2. **Sending a project for approval:** Usually, the designated mapping user who is part of the client's organization takes this action. See page 39 for more information.
3. **Reviewing a project:** Usually, the designated approver is the client's assigned Kenexa Integration Consultant, and he or she takes this action. Reviewing a project results in either accepting or rejecting a project.

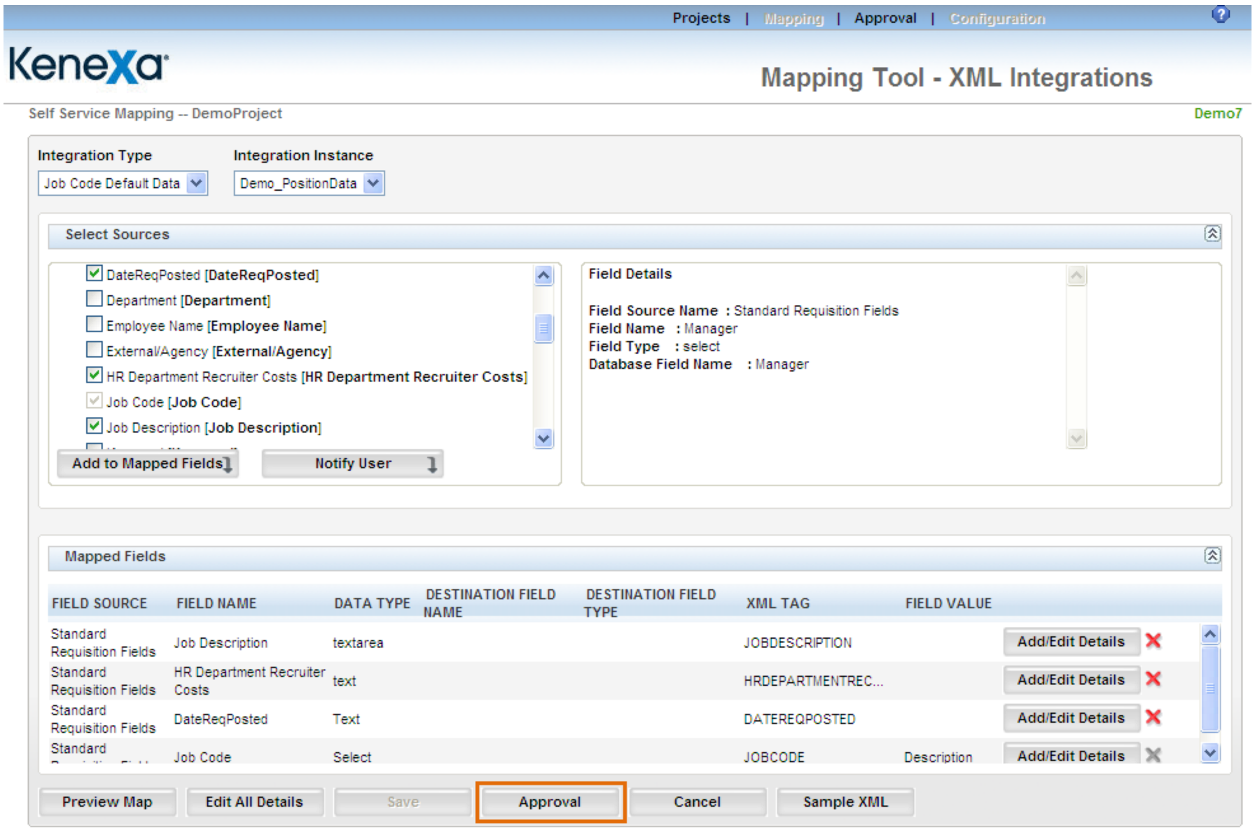
   Rejecting a project: This is part of reviewing the project. The designated approver enters a reason for rejection and, by doing so, effectively sends the project back to the Mapping User.

   Accepting a project: This is part of reviewing a project. The designated approver accepts the project and, by doing so, effectively sends the project to the designated sign-off user who is part of the client's organization. The Mapping User and the Sign-Off User could be the same person.
4. **Signing off on a project:** Usually, the designated sign-off user is from the client's organization; it could be the Mapping user or it could be someone else. Once the approved project is sent to the sign-off user, he or she signs off on the project.

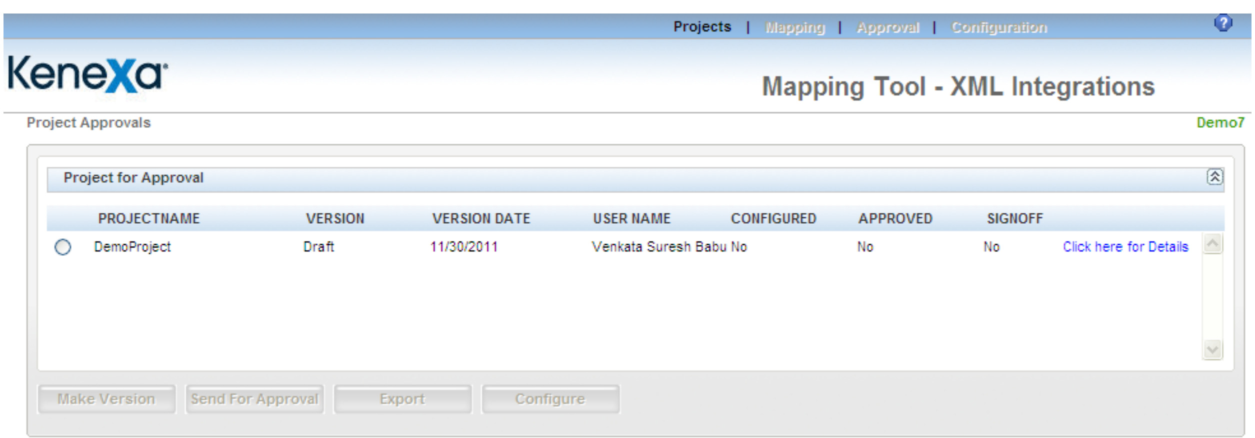
Once the project is signed off on, it is ready for configuration. See page 51 for more information.

Making the Project Version

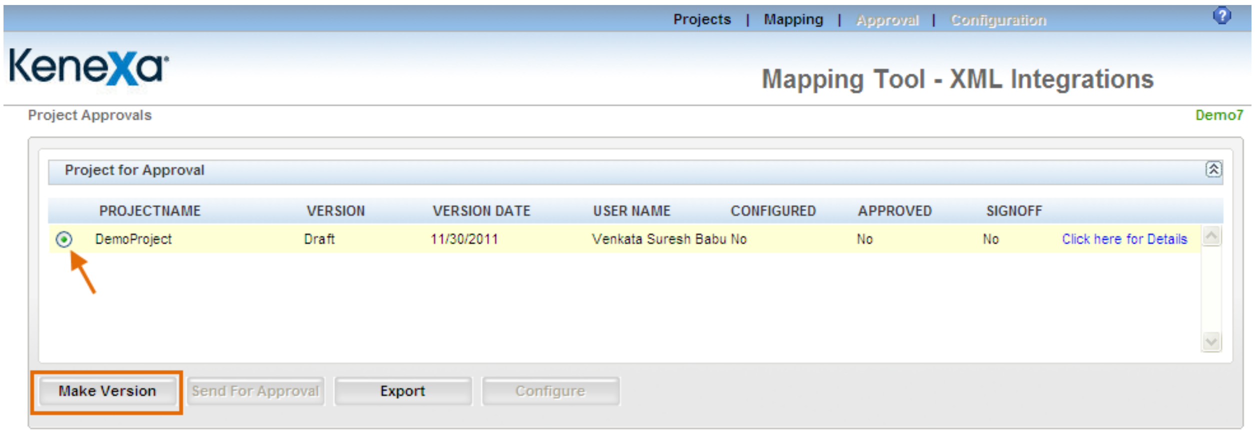
You can start the approval process immediately upon finishing a mapping task. You cannot send a Draft version of a project for approval – you must create a version first. This section describes how to make a version. In this example, we just finished mapping fields for Job Code Default Data:



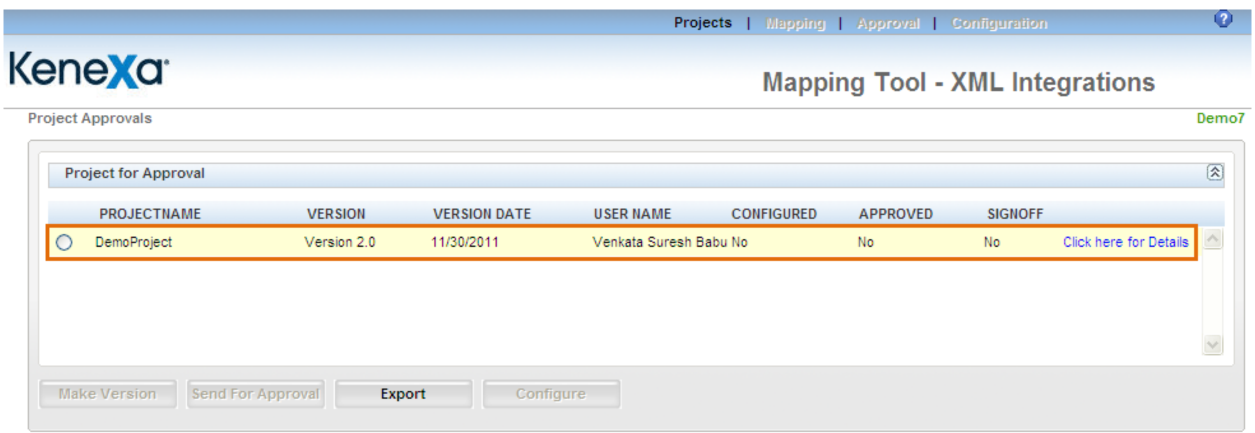
1. Click the **Approval** button at the bottom of the **Self-Service Mapping** page.
2. The **Project Approvals** page displays:



3. Select the Draft project:



4. Click the **Make Version** button. The new version is created:



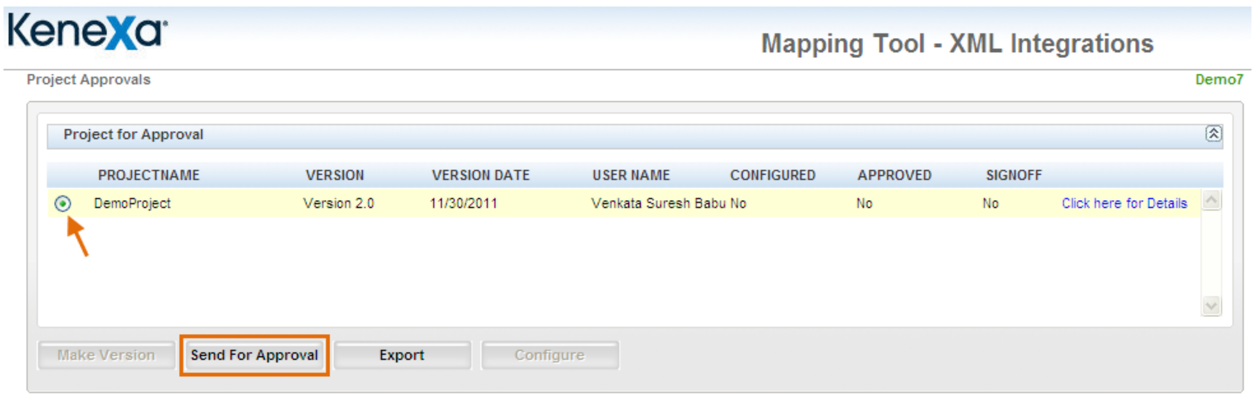
5. Initially while creating a Project if the User doesn't select the "Integration Consultant", then clicking on **Make Version** creates the Version and will be Approved automatically.

6. Now selecting the Version again and click on "Send for Approval" for Sign – Off.

Sending the Project Version for Approval

Once the numbered version is created, the **Send for Approval** button is enabled.

1. Click the **Send for Approval** button:

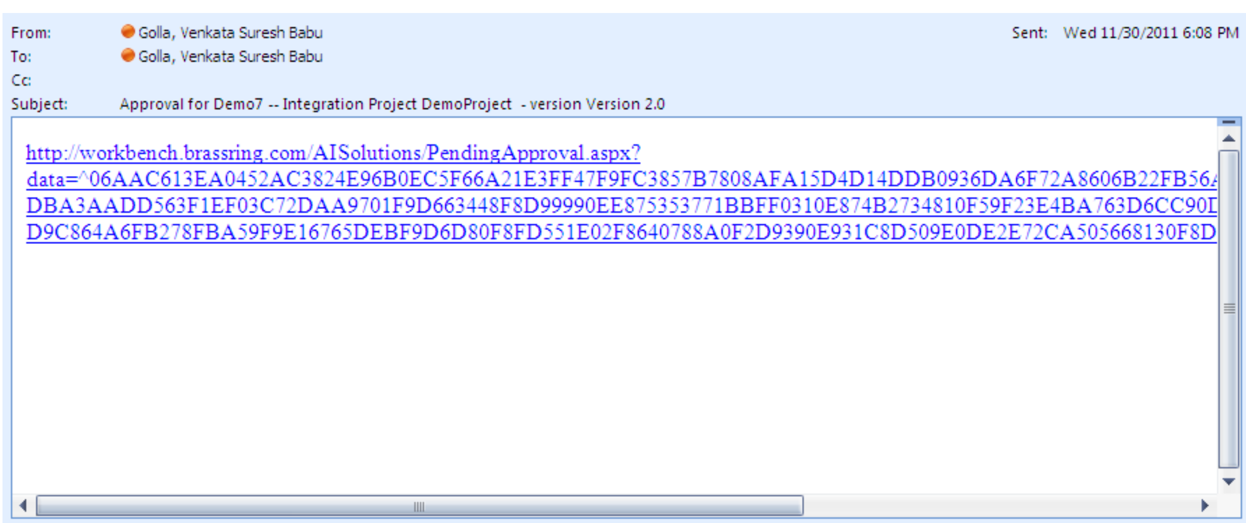


2. A message displays informing you that an e-mail notification has been sent to the designated approver, usually your company's Integration Consultant.

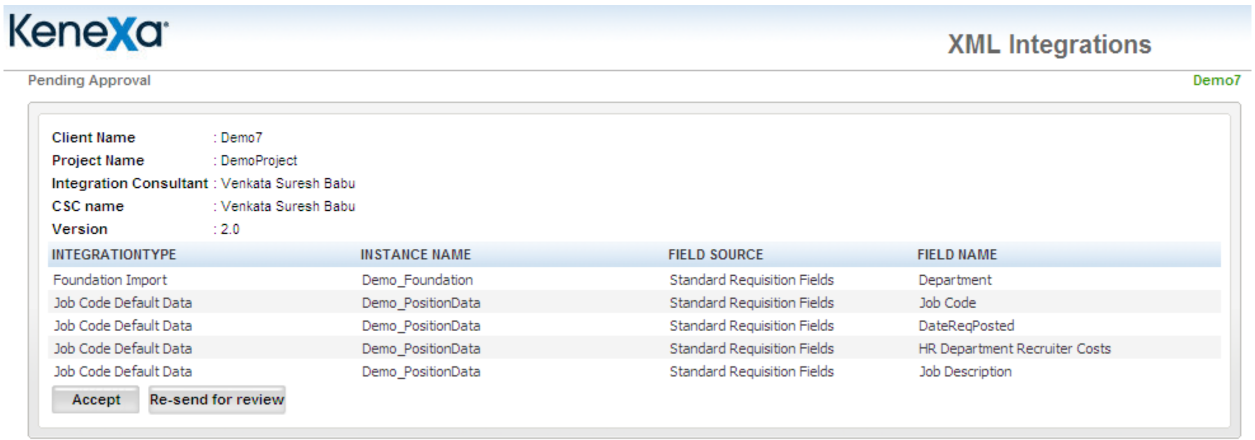
Approver's Workflow: Approving a Project Version

This section provides a brief overview of the approver's workflow.

1. The Approver receives an e-mail similar to the following:



2. The Approver clicks the link and the **Pending Approval** page for this project version appears:



Kenexa XML Integrations

Pending Approval Demo7

Client Name : Demo7
Project Name : DemoProject
Integration Consultant : Venkata Suresh Babu
CSC name : Venkata Suresh Babu
Version : 2.0

INTEGRATIONTYPE	INSTANCE NAME	FIELD SOURCE	FIELD NAME
Foundation Import	Demo_Foundation	Standard Requisition Fields	Department
Job Code Default Data	Demo_PositionData	Standard Requisition Fields	Job Code
Job Code Default Data	Demo_PositionData	Standard Requisition Fields	DateReqPosted
Job Code Default Data	Demo_PositionData	Standard Requisition Fields	HR Department Recruiter Costs
Job Code Default Data	Demo_PositionData	Standard Requisition Fields	Job Description

Accept Re-send for review

3. The Approver can approve the project or reject the project:

Approving the project: The Approver reviews the project details and, if everything is correct, clicks the **Accept** button. An email is sent back to you (or to the Mapping user if it is not you) requesting sign-off.

Rejecting the project: If the Approver finds incorrect data in the project, he or she can click the **Re-send for review** button to send the project back to the sender for review and correction. See the next section for more information.

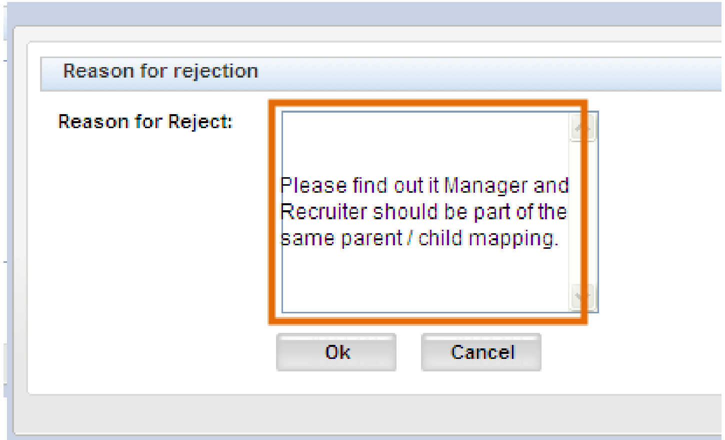
The version's status is updated appropriately on the **Project Details** page.

Approver's Workflow - Rejecting a Project Version

Approvers can reject projects. Your approver is usually your Kenexa Integration Consultant.

When your approver rejects a project for some reason, he or she has to reject a specific version of the project.

To reject the version, the approver clicks **Re-send for review**. The **Reason for rejection** window opens. The approver enters the reason(s) for rejection. The field supports up to 4000 characters.



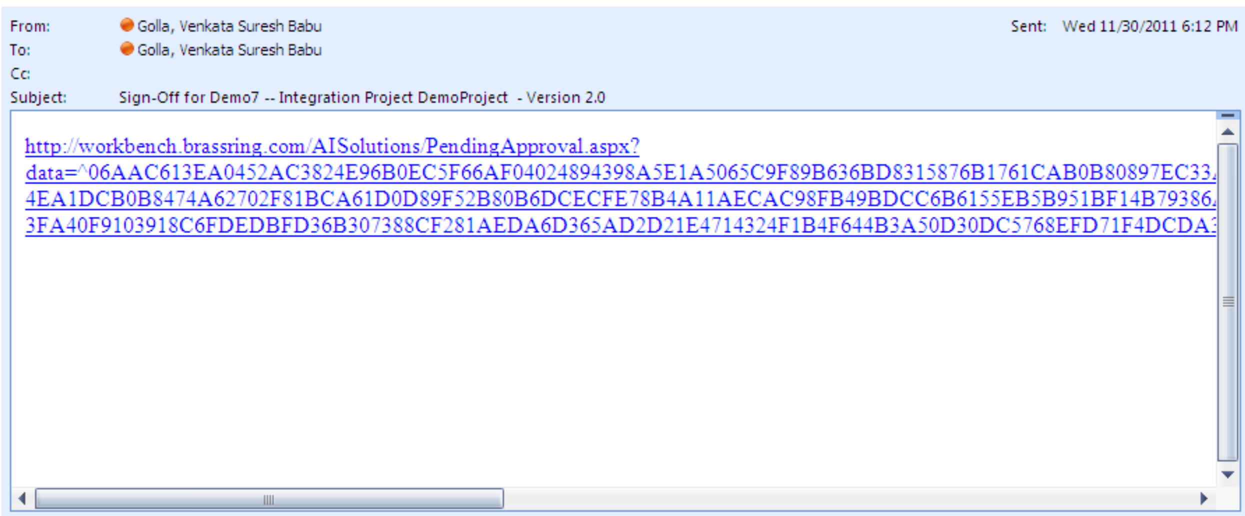
When the approver clicks **Ok**, the window closes. An email notification is sent from the email address of the Integration Consultant (or the approver) to the Mapping user who submitted the project for approval.

Signing Off on an Approved Project

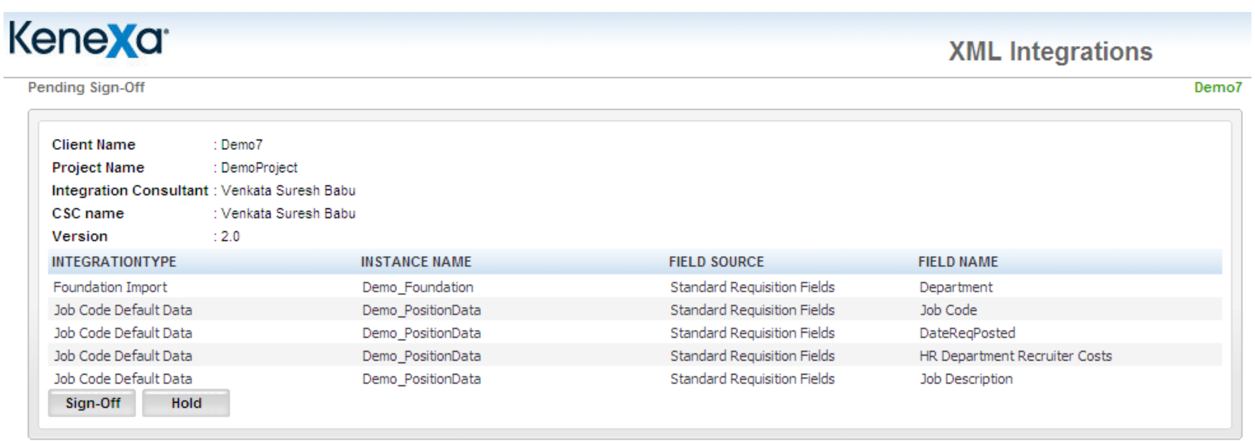
After the project is approved, you (or the Mapping user, if it is not you) can sign off on this version of the project, which makes it available for the next step, **Configuration**. Alternatively, you can choose to "hold" the project and configure it at a later time for Staging and/or Production.

When the approver clicks **Accept** on the **Pending Approval** page for the project version, the Mapping Tool automatically generates and sends the email requesting sign-off on the project to your Inbox (or to the Inbox of the Mapping user):

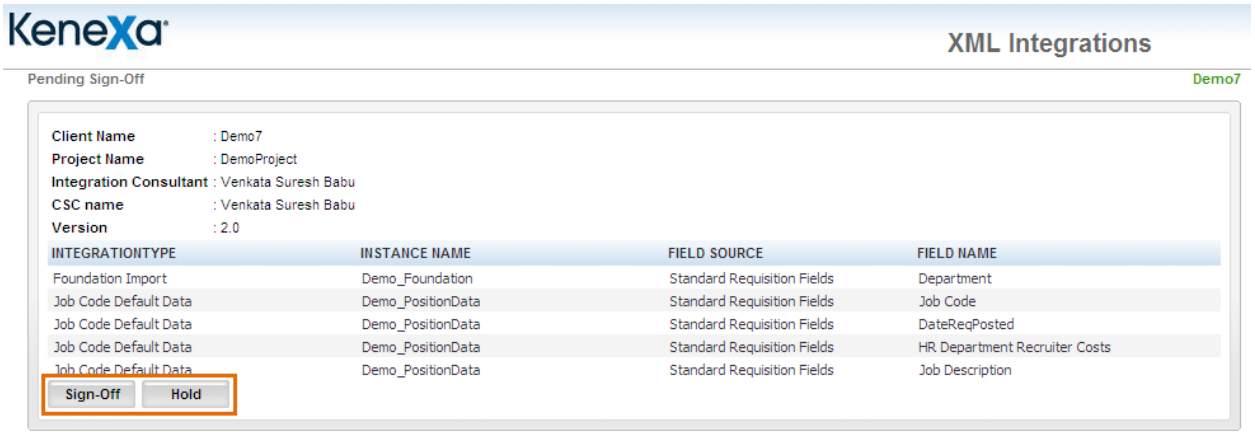
1. Open the e-mail and click on the link.



2. The **Pending Sign-Off** page for this project version opens:



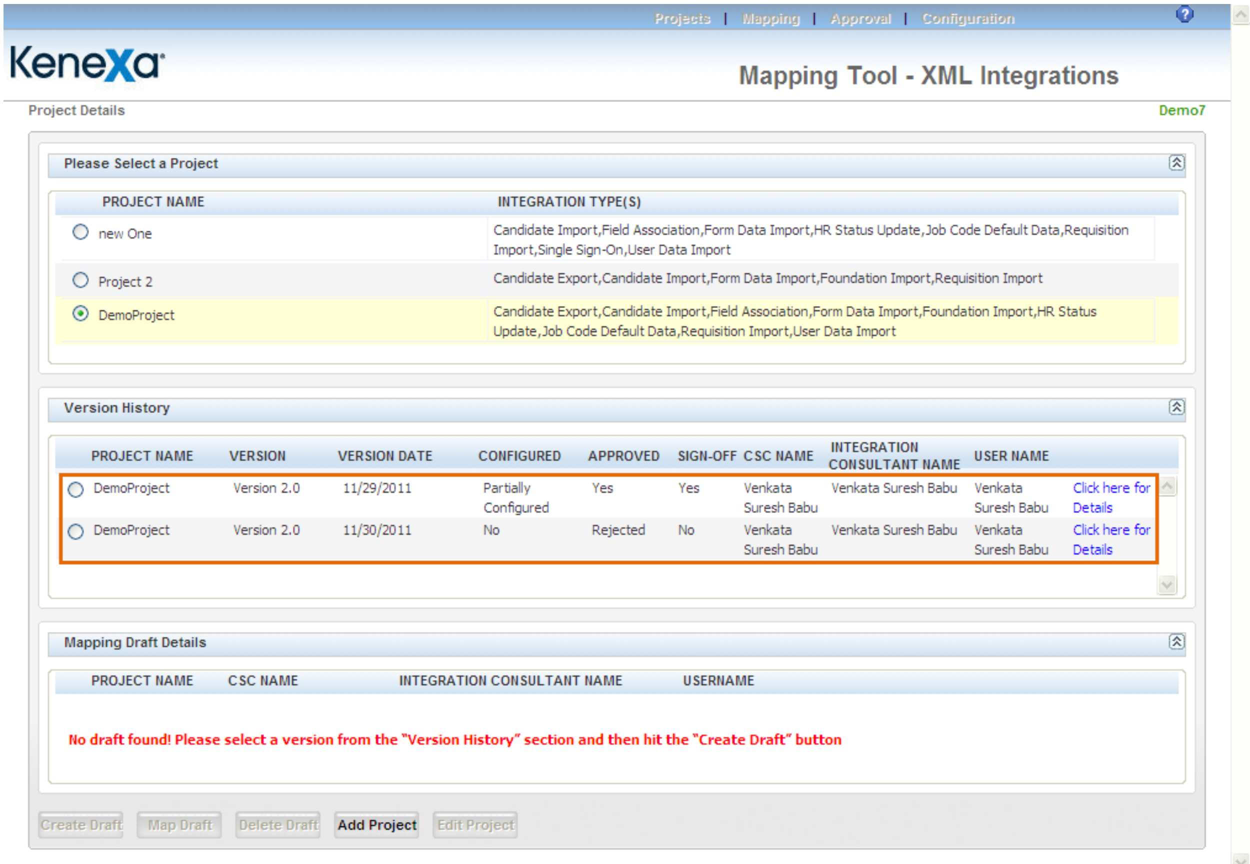
3. Review the project details. If the project is ready for configuration for Staging or Production, click **Sign Off**. If it is not yet ready, click **Hold**. If you elect to put the project on hold, you can sign off on it at any time in the future.



If you click **Sign-Off**, an email similar to the one below is sent to the designated approver.

When any user logs in to the Mapping Tool, the **Project Details** window shows the project version as both approved and signed off on. The project is ready for configuration for Staging or Production. See page 51 for information about configuration.

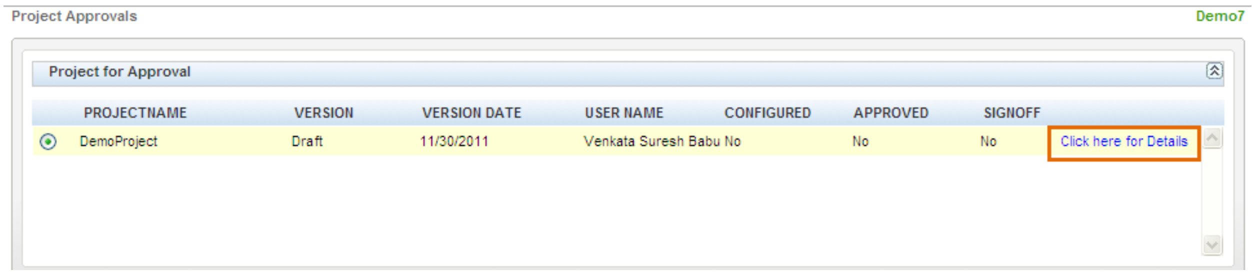
On the **Project Details** page, this project version now has the statuses of **Approved** and **Signed Off**. It is not yet configured for Staging or Production.



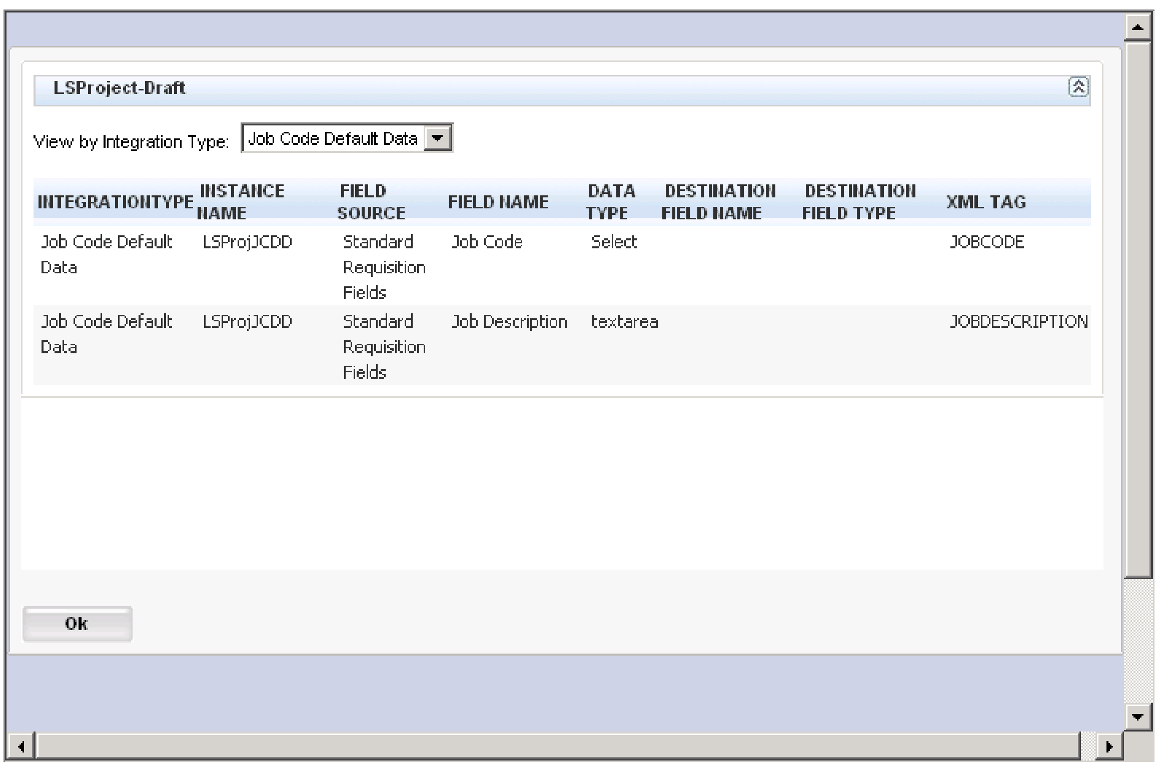
See page 51 for more information about the configuration task.

Viewing Project Details

You can view project details from the **Project for Approval** page by clicking the details link for the project.



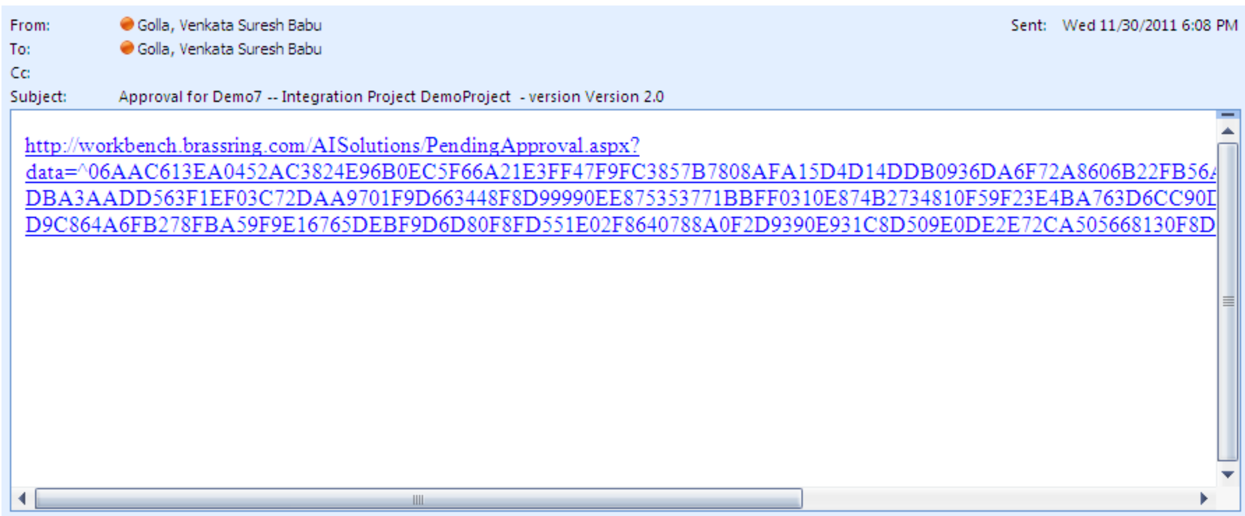
The view window for the project displays. You can view any integration type that has been configured from this window.



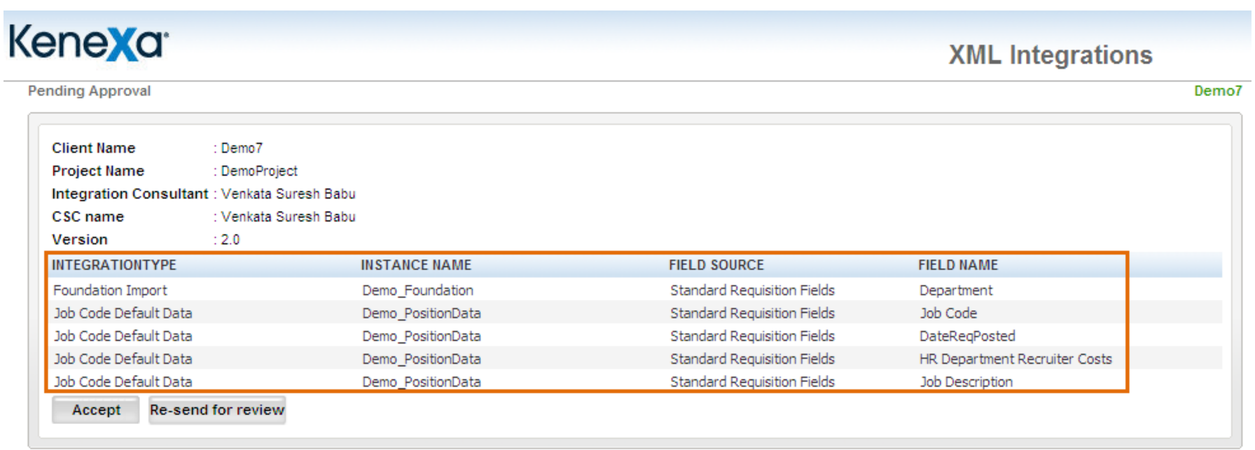
Rejecting a Project

The designated approver can reject projects for various reasons. This section describes the rejection workflow from the approver's point of view.

The designated approver receives the email asking for approval of the project:

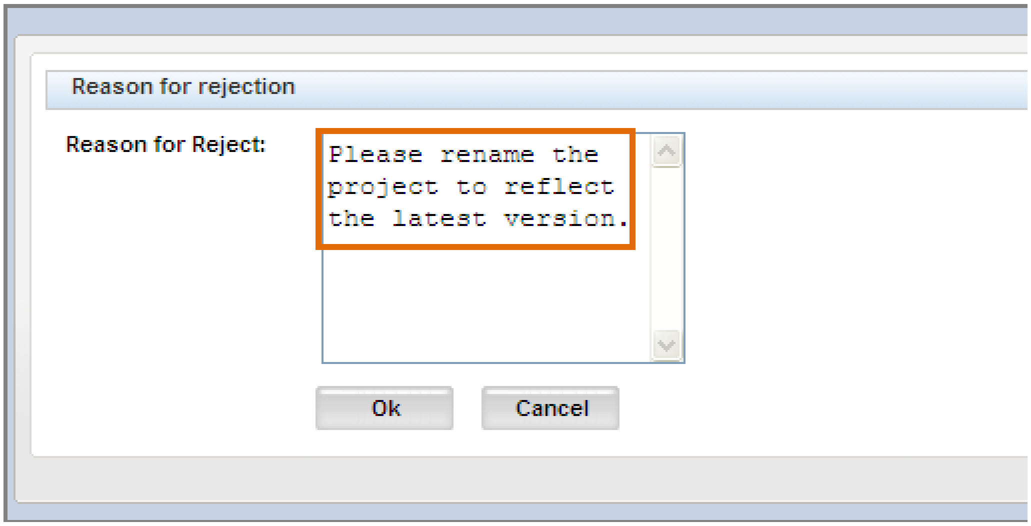


The approver clicks the link in the email. The **Pending Approval** page displays the details of the project line-by-line on multiple pages if necessary.

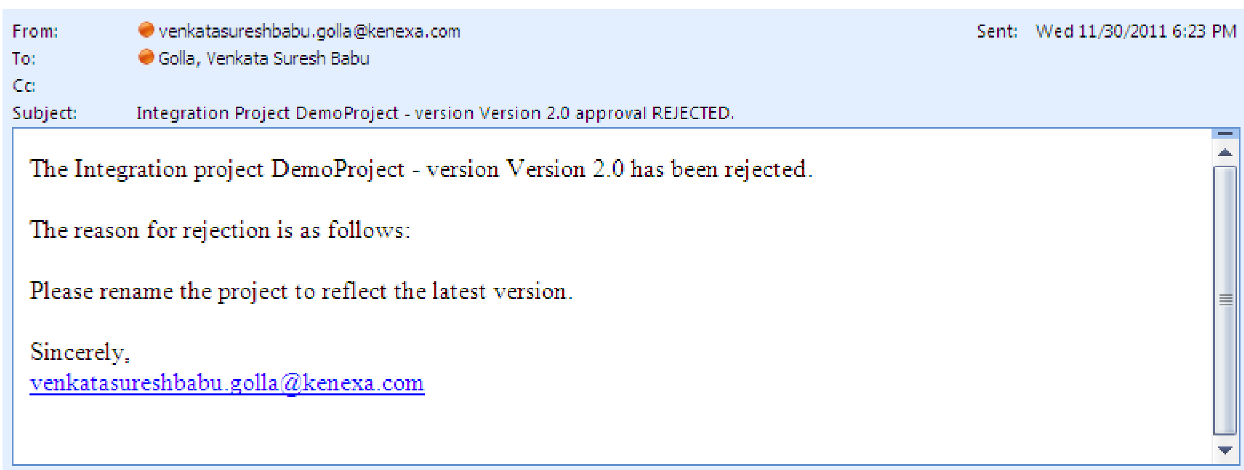


The designated approver reviews the project, find something incorrect or missing, and clicks **Re-send for review**.

The **Reason for rejection** window pops up. The approver enters a reason for the rejection.

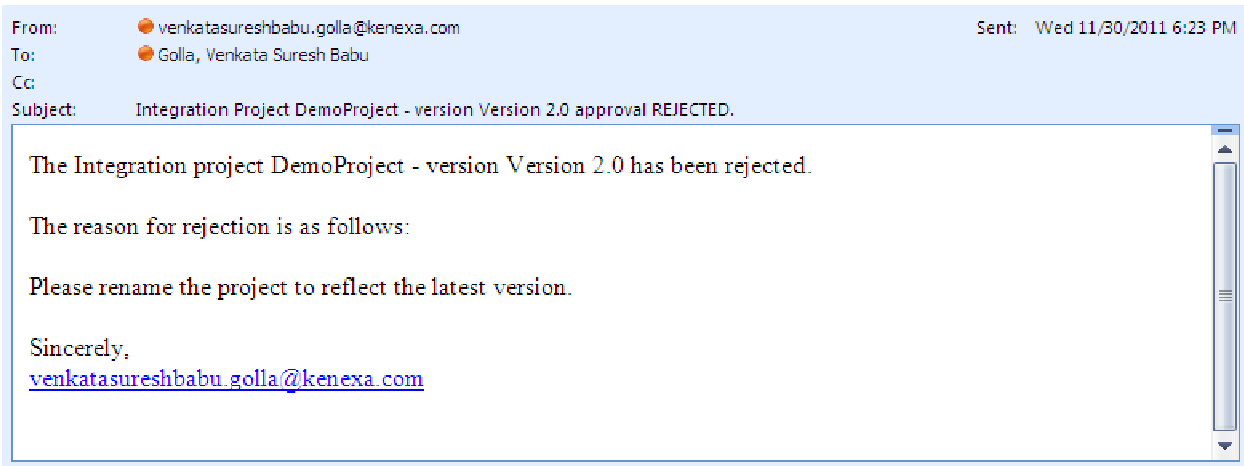


When the approver, clicks **Ok**, an email notification is sent to the mapping user. The designated mapping user who sent the project for approval receives the rejection email:



Fixing a Rejected Project

When the designated approver rejects a project that was sent for approval, you (or the Mapping user) receives an email with a reason for rejection, similar to the one below:



From: venkatasureshbabu.golla@kenexa.com Sent: Wed 11/30/2011 6:23 PM
To: Golla, Venkata Suresh Babu
Cc:
Subject: Integration Project DemoProject - version Version 2.0 approval REJECTED.

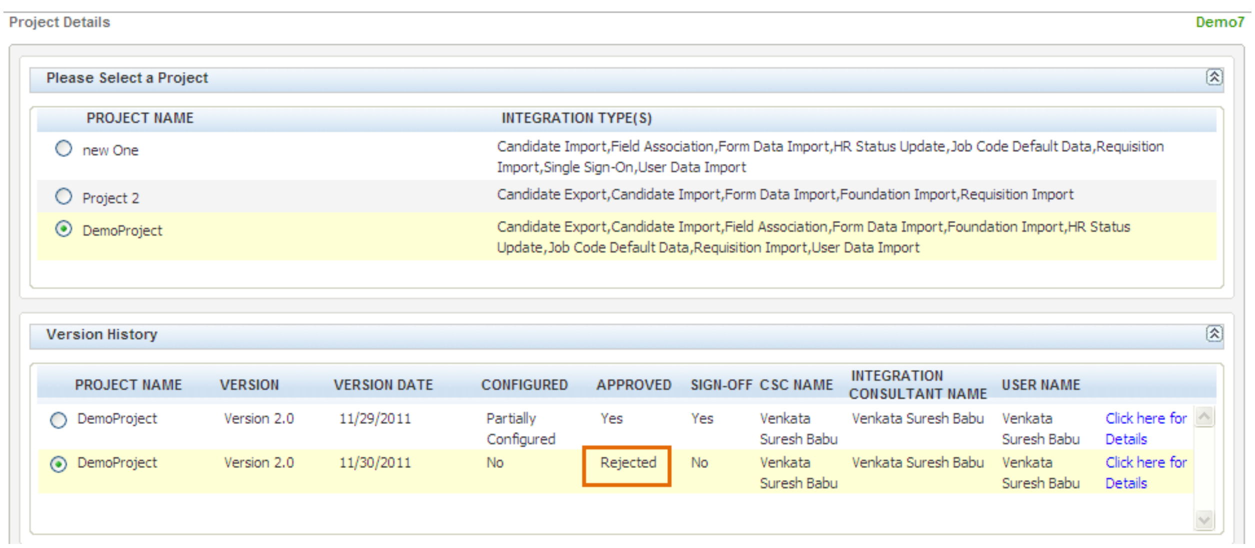
The Integration project DemoProject - version Version 2.0 has been rejected.

The reason for rejection is as follows:

Please rename the project to reflect the latest version.

Sincerely,
venkatasureshbabu.golla@kenexa.com

When you log into the Mapping Tool following the rejection, the status for the rejected project is listed as “Rejected” in the **Approved** column on the **Project Details** page in the **Version History** section:



Project Details Demo7

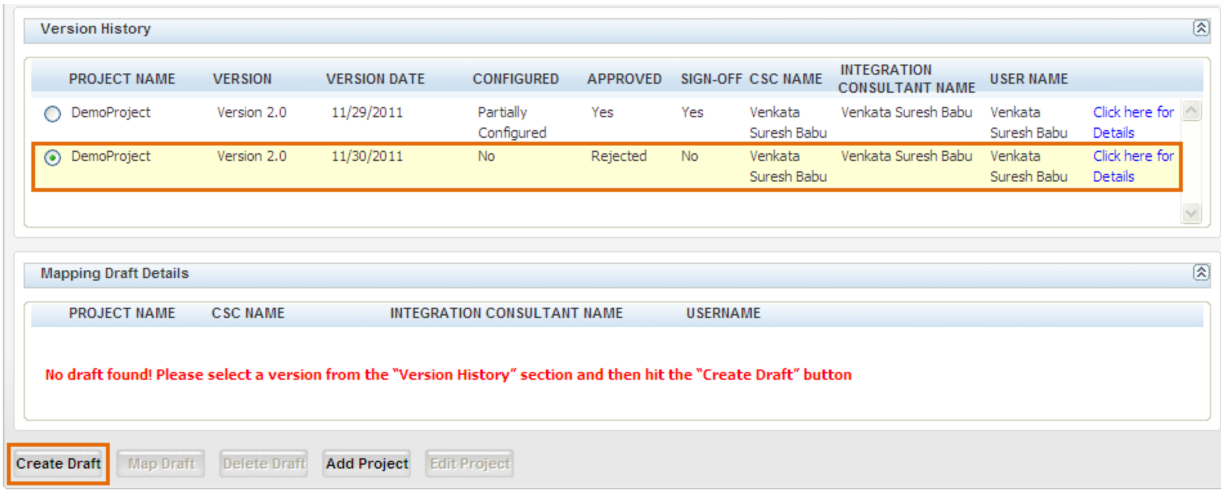
Please Select a Project

	PROJECT NAME	INTEGRATION TYPE(S)
○	new One	Candidate Import,Field Association,Form Data Import,HR Status Update,Job Code Default Data,Requisition Import,Single Sign-On,User Data Import
○	Project 2	Candidate Export,Candidate Import,Form Data Import,Foundation Import,Requisition Import
⦿	DemoProject	Candidate Export,Candidate Import,Field Association,Form Data Import,Foundation Import,HR Status Update,Job Code Default Data,Requisition Import,User Data Import

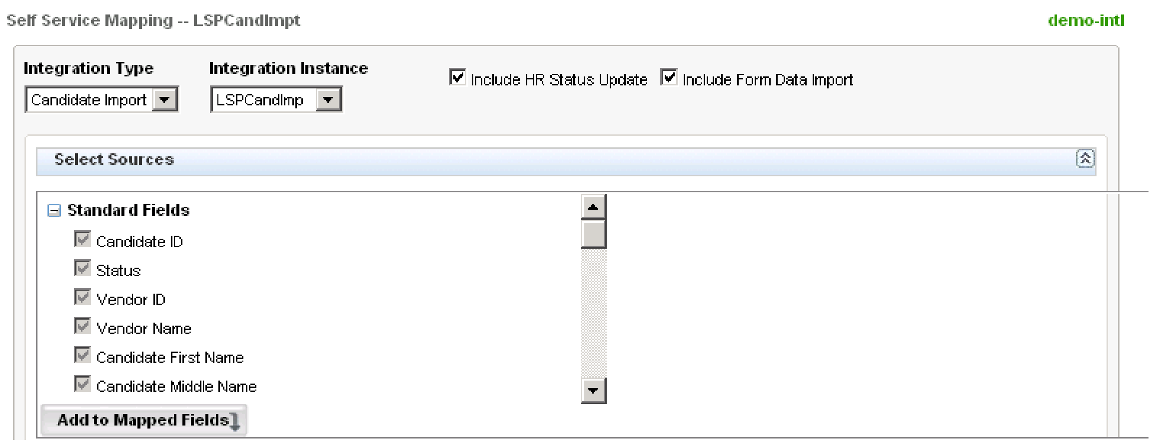
Version History

	PROJECT NAME	VERSION	VERSION DATE	CONFIGURED	APPROVED	SIGN-OFF	CSC NAME	INTEGRATION CONSULTANT NAME	USER NAME	
○	DemoProject	Version 2.0	11/29/2011	Partially Configured	Yes	Yes	Venkata Suresh Babu	Venkata Suresh Babu	Venkata Suresh Babu	Click here for Details
⦿	DemoProject	Version 2.0	11/30/2011	No	Rejected	No	Venkata Suresh Babu	Venkata Suresh Babu	Venkata Suresh Babu	Click here for Details

To edit the project, you have to create a new draft. Select the rejected project version in the **Version History** section of the page and click **Create Draft**.

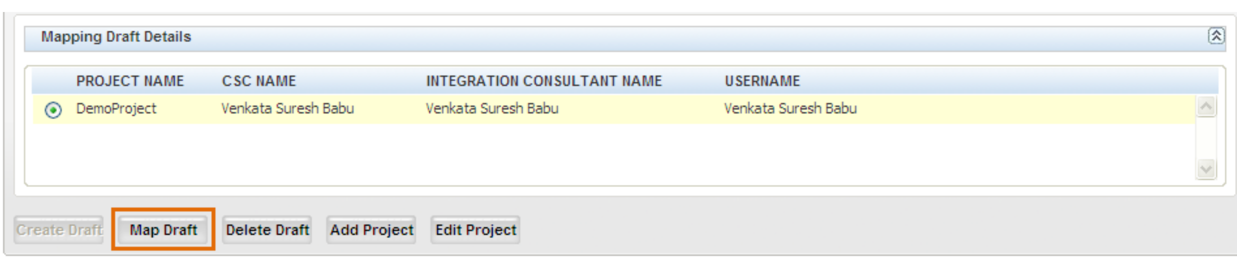


The new draft version appears in the **Mapping Draft Details** section of the page.

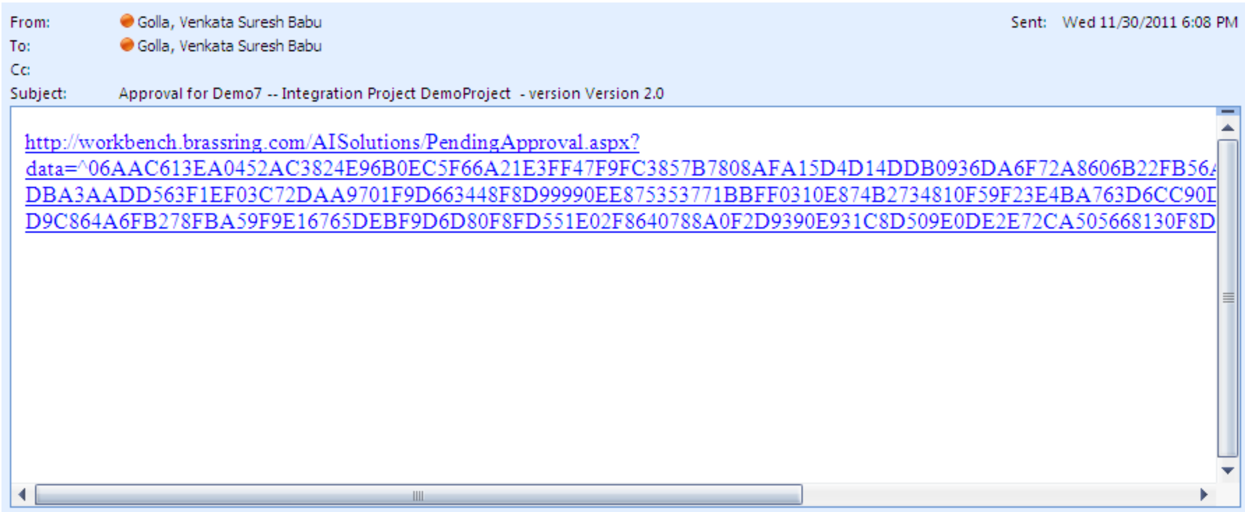


Select the new draft project and click **Map Draft** to return to the **Self-Service Mapping** page for this project.

Note: Self-Service users will see the **Add Project** and **Edit Project** buttons grayed out when they are using the Mapping Tool.



Make the required changes and send the next version of the project for approval when you are ready.


From: Golla, Venkata Suresh Babu
Sent: Wed 11/30/2011 6:08 PM
To: Golla, Venkata Suresh Babu
Cc:
Subject: Approval for Demo7 -- Integration Project DemoProject - version Version 2.0
http://workbench.brassring.com/AISolutions/PendingApproval.aspx?
data=^06AAC613EA0452AC3824E96B0EC5F66A21E3FF47F9FC3857B7808AFA15D4D14DDB0936DA6F72A8606B22FB56
DBA3AADD563F1EF03C72DAA9701F9D663448F8D99990EE875353771BBFF0310E874B2734810F59F23E4BA763D6CC90
D9C864A6FB278FBA59F9E16765DEBF9D6D80F8FD551E02F8640788A0F2D9390E931C8D509E0DE2E72CA505668130F8D

Project Configuration

A project is ready for configuration when it has been both approved and signed off. On the **Project Details** page, the **Approval** and **Sign-Off** columns are both set to **Yes** for the project.

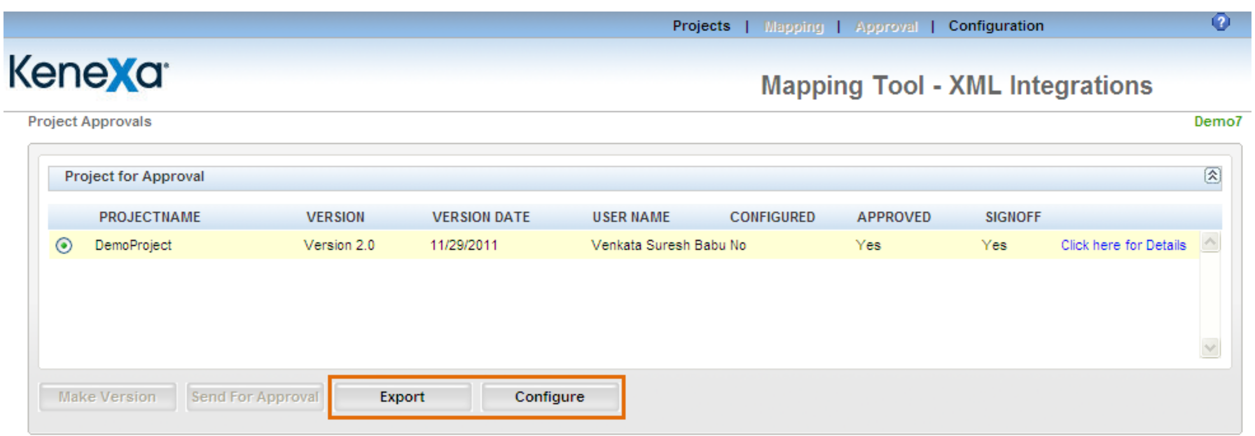
You can do Staging configuration to configure the mapping on your Staging database. You can then do Production configuration to move the finalized mapping into your Production database.

You must configure a project for Staging before it can be published to Production.

Configuring a Project for Staging

To configure a project:

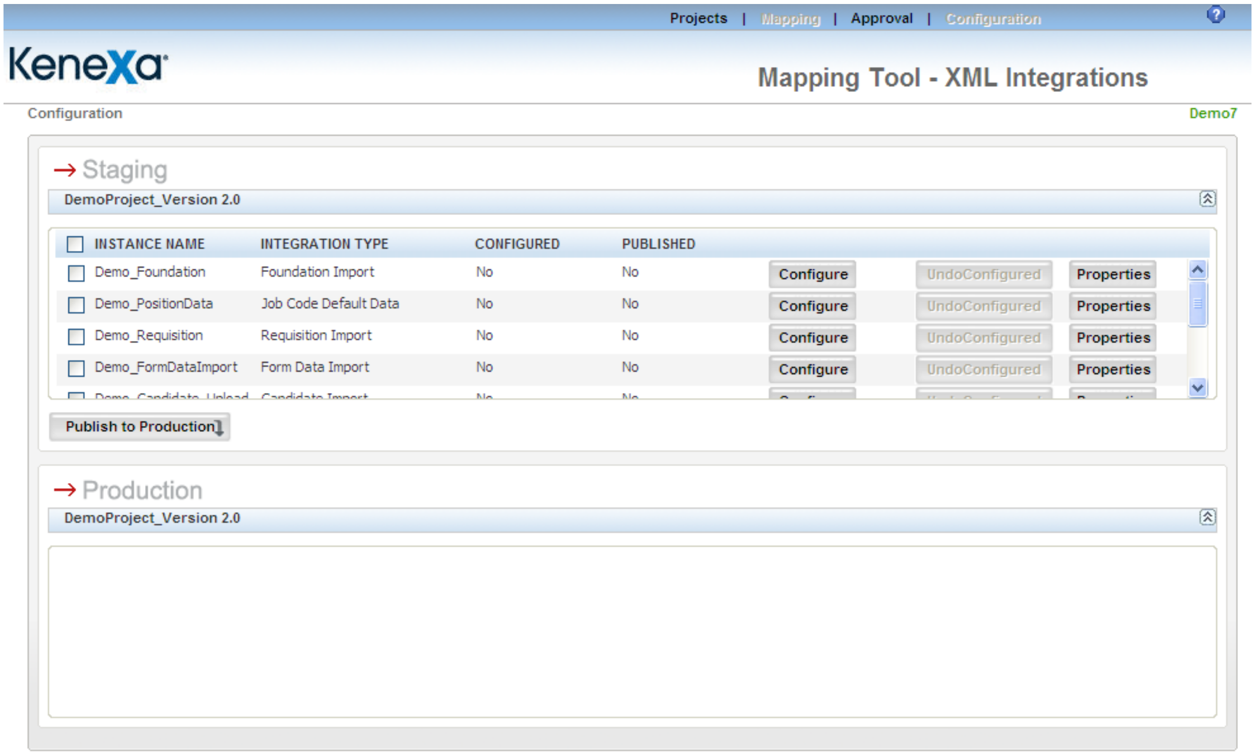
1. In Workbench, select **Tools > Integrations > Mapping Tool**. The **Project Details** page displays.
2. Select the project in the top section of the page. When the page reloads, all of its versions are listed in the **Version History** section (if they exist).
3. Select the project version to be configured in the **Version History** section of this web page. On the **Project Details** page, the version is listed as approved and signed off on.
4. Click **Approval** in the top navigation bar. The **Project Approvals** page opens for the selected project.



Note: If desired, you can export the project details to Excel before configuring this version.

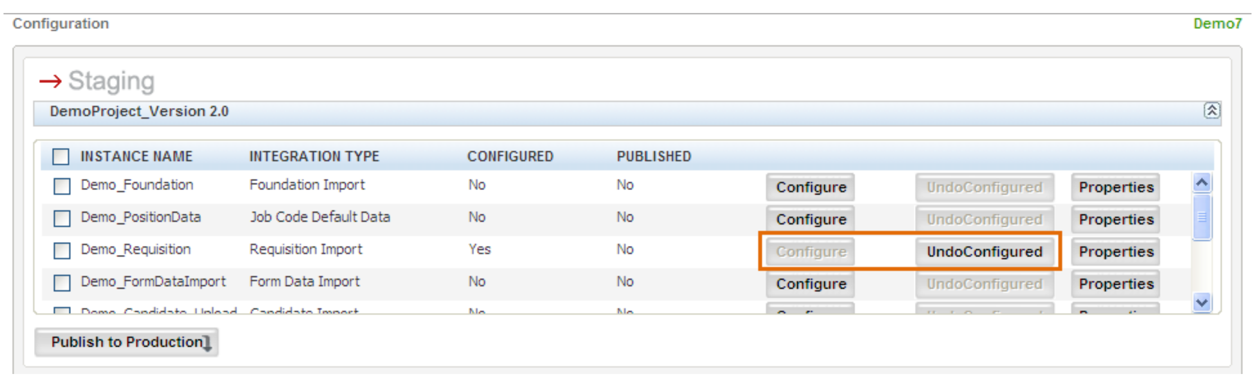
5. Click **Configure**. The **Configuration** page displays. It has two sections, **Staging** and **Production**.

The first time you configure a staging project, the **Configured** and **Published** columns are set to **No** for each integration type/integration instance contained in the signed-off project, as shown below.



To view the properties an instance, click the **Properties** button in its row. The properties are displayed in a separate window. You can add and/or edit properties from this window if desired.

To configure the instance, click **Configure**. Clicking this button configures the mapping information associated with this instance in the client's Staging database. Once an instance is configured, the **Configure** button is grayed out and the **Undo Configure** button becomes active.



To undo the configuration of an instance, click **Undo Configured**. Clicking this button deletes the configuration for the instance in the client's Staging database.

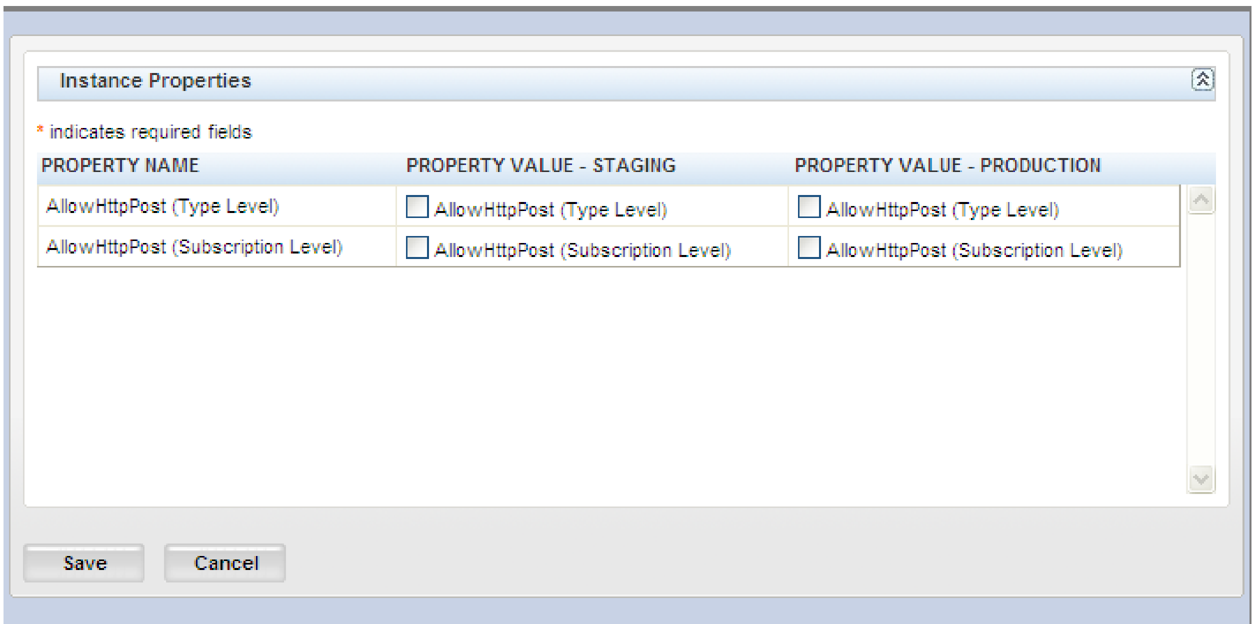
The **Published** column is set to **No**. It indicates whether an instance has been published to the Production database or not. If this column is set to **Incomplete**, it indicates that the project is partially published. You can click the **Incomplete** link to see the **Conflict Report** page.

Once you click **Configure** for an instance, the **Publish to Production** button become active. Only a configured instance or project can be published to production. See "*Publishing* to Production" on page 54 for more information.

Instance Properties

Each integration type has exclusive properties. See the description for each integration type for more information.

Click the **Properties** button to view instance properties. This page differs for each integration type.



Publishing to Production

The Publish process takes the mapped fields present in Staging for each instance and moves the project and the instances into the appropriate place in the Production database. This action:

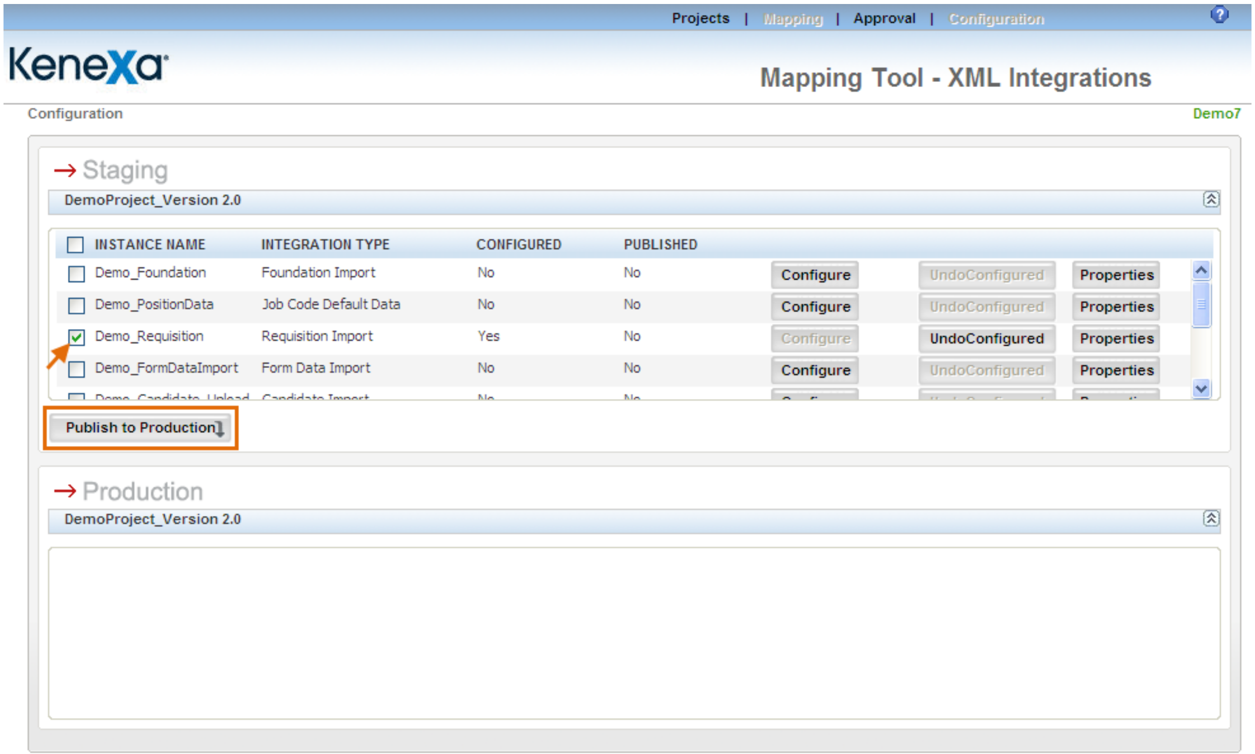
1. Creates the project and all selected instances in Production.
2. Creates all the mapping entries in Production.
3. Selects fields that are mapped for candidate and req forms and compares database field names in Staging and Production.
    a. If the database field name matches in the two databases, the updated field value is inserted into Production database.
    b. The mapped fields from the Staging database that are equivalent to fields in Production are brought over to Production.

Important: If there is a conflict, an error report is generated. There are two types of conflicts: Either the field that you are trying to publish from Staging to Production does not exist in Production, or the field has an incorrect database field name in Production. You must resolve the conflict(s) listed in the report with your CSC and correct the database field name for the conflicted fields in Production. See page x for more information.

You can select and publish a single instance or multiple instances as long as they have been configured for Staging in the Staging section of this page. You may want to publish incrementally and view production details in the Production database as you go along.

To publish to the Production database:

1. Check the check box for each instance listed in the list of instances in the **Staging** section that you want to publish.



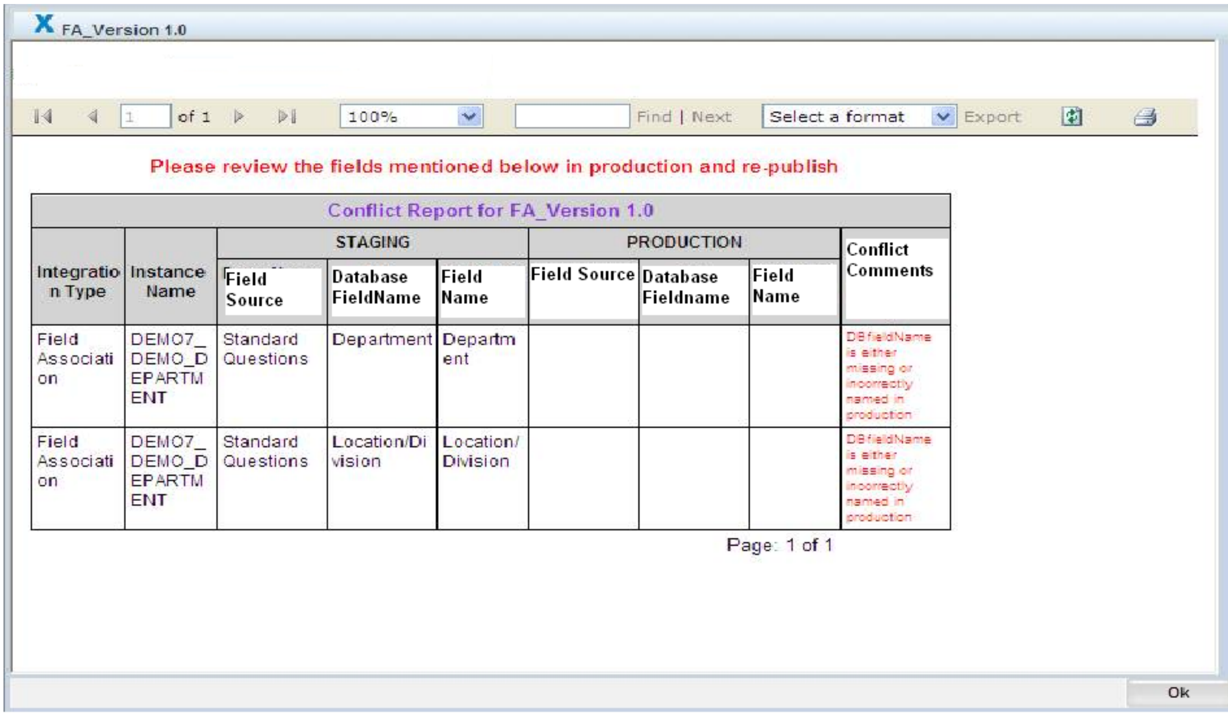
2. Click the **Publish to Production** button.

   Note: You can publish successfully only those mapped fields that are already present in the Staging database.

3. Once an instance is published to production, the **Published** column displays **Yes**.

Publish Conflict Report

The **Publish Conflict Report** describes the fields that are in conflict between Staging and Production.



The report displays in a separate window and includes the following details:

- **Integration Type:** The Integration type for the selected project
- **Instance Name:** The Instance name for the selected project
- **Staging Field Source:** The source form name from staging
- **Staging Field Name:** The source field name from staging
- **Production Field source:** The source form name from production
- **Production Field Name:** The source field name from production
- **Conflict Comment:** The comments on the conflict between the fields.

There are two types of conflicts:

- The field that you are trying to publish from Staging to Production does not exist in Production,

  OR

- The field has an incorrect database field name in Production.

You must resolve the conflict(s) listed in the report with your CSC and correct the database field name for the conflicted fields in Production. You can export the data in the **Publish Conflict Report** to Excel and save it locally if desired.

After resolving the conflict the user repeats the publish process till all the mapped fields are published to production.

Viewing Published Projects

Once the project is published, you can navigate to the Production environment to view the project details in Production.

At this stage in the workflow, you can view the **Project Details** page only. You cannot change a project from this page. The version details along with other versions that are available in Production are displayed. You can select a project and see the version history in the **Version History** section.

To see project details, select the project and click the **Click here for Details** link.

Appendix : Reference

Integration Type Details Summary Table

The following information is displayed for all integration types: Field Source, Fieldname, Data Type, Destination Fieldname, and Destination Field Type.

Integration Type	Select Source	Field Details	XML Tag	Additional Notes
Foundation Import	Click plus sign to expand the source list. Selection method: Radio button for one selection at a time. Sources come from: Standard Requisition Fields Candidate forms Requisition forms Req field index Code types Sources include field types: multi-select single-select query-select select type of questions	Includes: Form name Field name Field type Database Field Name	N/A	No fields are pre-selected and required. You must map one field at a time. If you add a field to the **Mapped Fields** section and then try to add another field for mapping before saving the first field, the a message warns you that you will lose unsaved information.
Job Code Default Data	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources include: Standard Requisition Fields Requisition forms Not included: Req Field Index	Includes: Form name Field name Field type Database Field Name	Yes	You can select multiple tags from different requisition templates (“req forms” in KRB). The same XML tag is used for a field that is shared across multiple requisition templates. Job Code is required, pre-selected by default, and grayed out; it cannot be un-selected. The Job Code Default Data values are propagated to all req templates where applicable. The **formtypeid** is not specified in the XML when multiple form types are selected. The **formtypeid** is included in the XML when only one form type is selected.

Integration Type	Select Source	Field Details	XML Tag	Additional Notes
Requisition Import	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources include: Standard Requisition Fields Requisition forms Not included: Req Field Index	Display only Includes: Form name Field name Field type Database Field Name	Yes	The following Standard Requisition Fields are required, pre-selected, checked, and grayed out; you cannot un-select them: Department, Job Description, Manager, No. of Positions, Recruiter, and Title. Other fields are optional. You can select multiple tags from different requisition templates ("req forms" in KRB). The XML can have only one tag per field shared across multiple requisition templates. The **formtypeid** is included in the XML when only one form type is selected. The **formtypeid** is not specified in the XML when multiple form types are selected.
Candidate Export – Kenexa Schema	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources include: Candidate forms Applicant Master fields	Includes: Form name Field name Field type Database Field Name	Yes	You can select one form at a time to add to the **Mapped Fields** section. Once you add a form to the **Mapped Fields** section, if you try to select a different form and click **Add to Mapping**, the following error message is displayed: "*By clicking this button you may lose any unsaved mapping information*".
Candidate Export – Kenexa Schema with Req	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources include: Candidate forms Requisition forms Applicant Master fields	Includes: Form name Field name Field type Database Field Name	Yes	

Integration Type	Select Source	Field Details	XML Tag	Additional Notes
User Import	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources come from: Required fields Optional fields	Includes: Field name Field type Database Field Name	Yes	Required fields are pre-selected, grayed out, and added to the Mapped Fields section. You cannot un-select them. Optional fields are not selected by default. You can select one or multiple optional fields to add to mapped fields. See the list of User Data Import fields on page 88. The tags for required fields are pre-selected and display in the **XMLTag** column.
Form Data Import	Click plus sign to expand the source list. Selection method: Check boxes for multiple selections. Sources include: Candidate forms	Includes: Form name Field name Field type Database Field Name	Yes	Select one form at a time to add to the **Mapped Fields** section. Click **Save** after adding the form. Note: If you try to select and add a different form before you save your selection, an error message warns that you will lose unsaved information.

Integration Type	Select Source	Field Details	XML Tag	Additional Notes
Candidate Import	Click plus sign to expand the source list. Sources include: Standard Fields (Note: These standard fields are specific to candidates.)	Includes: Field name Field type Database Field Name	Yes	All Standard Fields are required, pre-selected, grayed out and added to the Mapped Fields section already; you cannot un-select them. **Important:** If you want to include **Form Import** and/or **HR Status Update** with your **Candidate Import** for this project, you may find it easier to map **Form Import** and **HR Status Update** before mapping **Candidate Import**. **Candidate Import** has two additional options for selection: **Include Form Import**: Select this option to include Form Import, which you or another user will configure in a separate step for this project. If any Form Data Import instances have been mapped already, a dropdown list of instances displays. For more information, see the information on Form Import in this table. When you click this check box, a list displays of all Form instances for the current project that have entries in the **Mapped Fields** section. Note: You must map at least one field for a form instance to appear in the Mapped Fields section. If no fields are mapped, the form does not appear. You can select single or multiple instances of **Form Import**. Once selected, the form details are added the **Mapped Fields** section under the selected form. A selection here applies only to the current instance of **Candidate Import**. If the option **Include Form Import** is unchecked, the association with the selected Form Import is removed. **Include HR Status Update**: Select this option to include the **HR Status Update**, which you or another user will configure in a separate step for this project. If any HR Status Update instances have been mapped already, a dropdown list of instances displays. For more information, see the information on HR Status Update in this table. . When you click this check box, a list displays of all HR Status Update instances for the current project that have entries in the **Mapped Fields** section. Note: If the fields are not mapped for the HR Status Update instance, the HR Status Update instance does not appear. You can select single or multiple instances of HR Status Update. Once selected, the form details are added the **Mapped Fields** section under the selected instance. A selection here applies only to the current instance of Candidate Import. If the option **Include HR Status Update** is unchecked, the association with the

Suggested Mapping Order for Integration Types

Each integration project consists of the collection of integration types purchased by your organization for that project. For each integration project, you must map one or a series of integration types in the order prescribed by your CSC. The purpose of the information in this section is to provide general guidelines but should not be substituted for the specific guidelines provided by your CSC.

The *Integration Type Details Summary* table on page 59 summarizes business rules for all integration types. The sections for each integration type include the information from the summary table.

You can map, approve, and configure for publication incrementally. For example, you can map values for the User Import integration, send it for approval, and configure the approved mapping for publication in the Staging database.

The list below presents the suggested order for mapping integration types as part of integration projects. Note: Your organization might have purchased only some of the integration types listed below for its integration project or projects.

Import and Update

1. Foundation Import (Requisitions). See page 64.
2. Job Code Default Data (Requisitions). See page 76.
3. Requisition Import (Requisitions). See page 79.
4. User Import. (Users). See page 86.
5. Foundation Data Import (Candidates)
6. Form Data Import (Candidates). See page 90.
7. HR Status Data Import (Candidates). See page 94.
8. Candidate Import (Candidates). See page 94.

Export

The Mapping Tool supports two candidate export schemas:

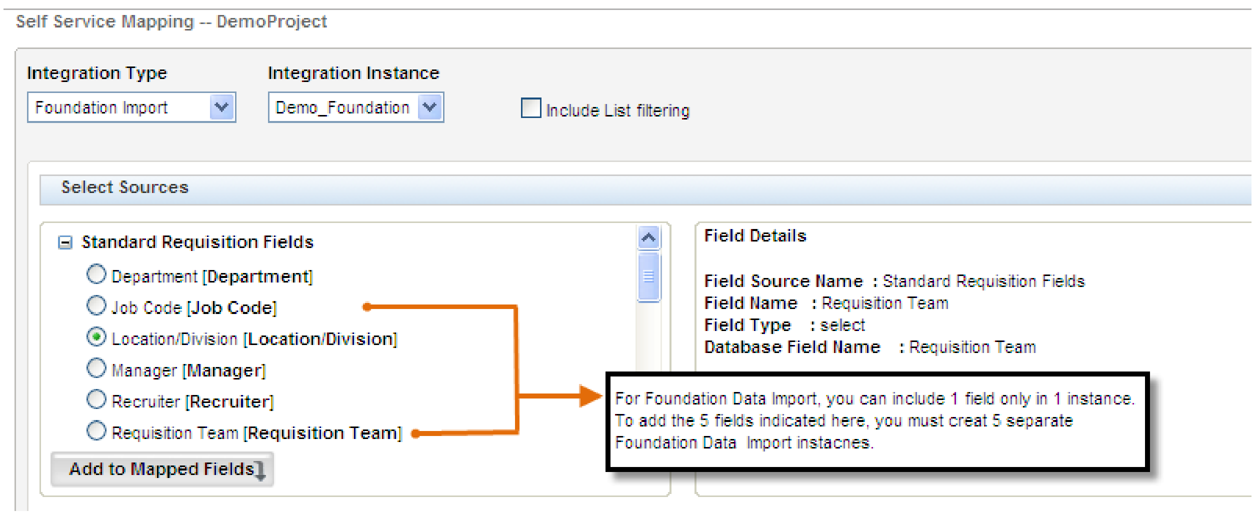
- Candidate Export – Kenexa Schema. See page 112.
- Candidate Export – Kenexa Schema with Req. See page 112.

Foundation Data Import Integration Type

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.

Foundation data include both requisition and candidate data. You can do imports for these two types of data separately. See page 63 for information about the suggested mapping order for integration types.

For foundation data import mapping, you can map *only* one field per instance of an integration type. For example, if you want to map several Standard requisition fields (**Job Code**, **Location/Division**, **Manager**, **Recruiter**, and **Requisition Team**) as part of your foundation data import, you must create a new, separate instance to map each of the fields listed. In the example import suggested above, you would have to create 5 separate instances for the Foundation Data Import integration type.



Editing a Foundation Data Import Instance

WARNING: If you create a second or subsequent version of a project, intending to perform additional mapping for that project, there are some integration types that you should not edit unless you actually want to change them. For foundation data imports of any type (requisition data or candidate data), you can select only one field per Foundation Data Import instance. If you try to select another field for the same instance, Workbench displays a warning message. If you continue with the action, your previous field selection for that instance is discarded and only the new selection appears.

Mapping a Foundation Data Import Instance

This section describes how to complete the mapping page for a Foundation Data Import. You can select one item per instance. Foundation Data Import sources come from:

- Standard requisition fields
- Candidate forms
- Requisition forms
- Req field index
- Code types

Sources can be of the following field types:

- multi-select
- single-select
- query-select
- select type of questions

You can map:

- Form name
- Field name
- Field type

Warning: You can add one (1) field to the **Mapped Fields** list for each intance you create. If you try to add another field to **Mapped Fields** list, the system warns you that will lose your first selection.

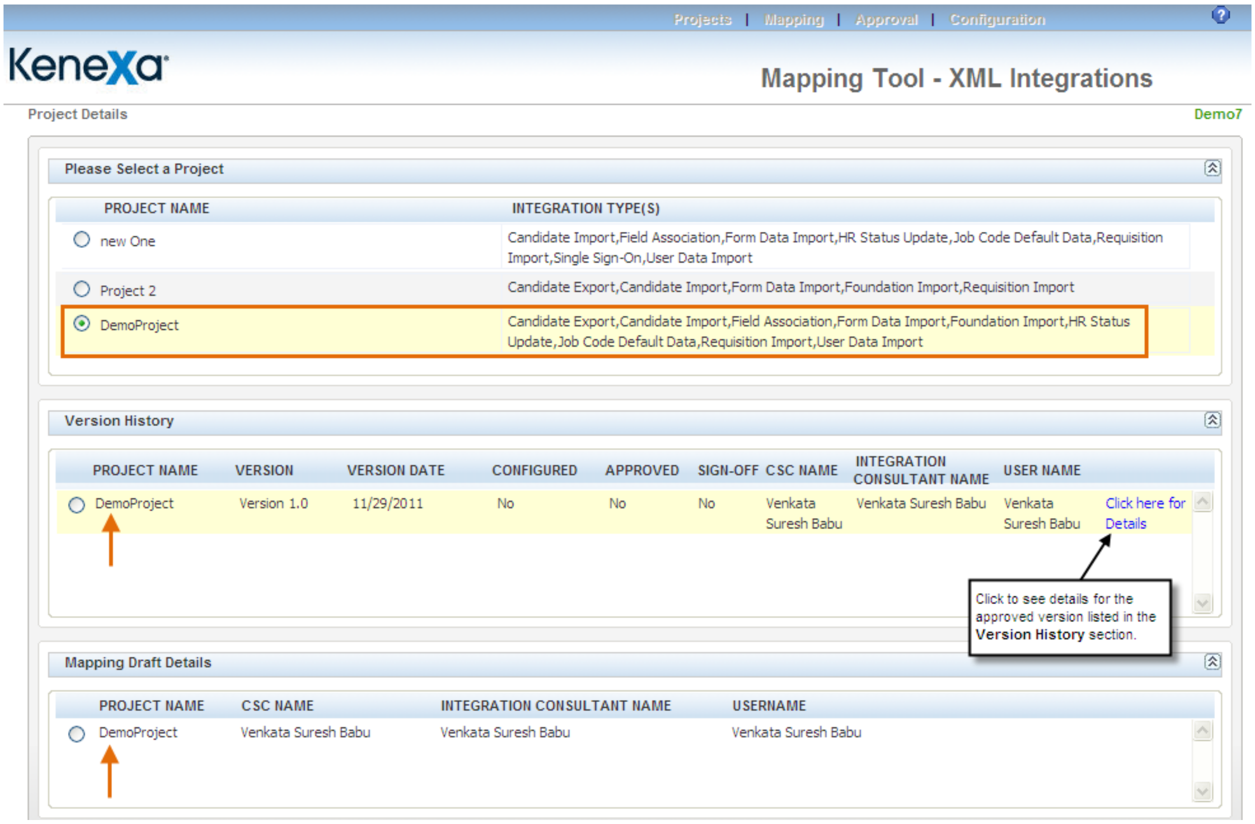
These instructions assume you have already created a draft project and clicked **Map Draft** to display the **Mapping** page. See page 7 instructions for creating a draft project.

Your Kenexa Integration Consultant must create one instance per field to be mapped as part of the Foundation Data import for this project. We recomment that you name instances in an informative manner so that the Mapping user knows which instance to select when he or she resumes the mapping task.

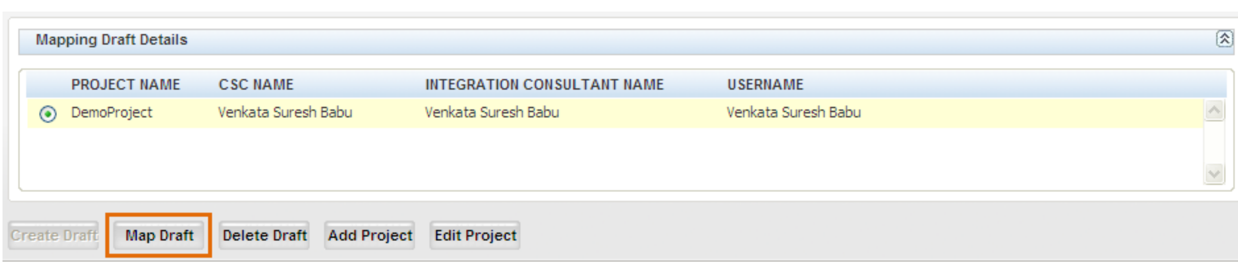
To map a field for a Foundation Data Import:

1. Log in to Workbench.
2. Select **Integrations > Mapping Tool**. The **Project Details** page displays.
3. On the **Project Details** page, select the radio button for your project in the project selection area at the top of the page.
4. All versions and draft versions on that project appear in the appropriate section on the page. They are not selected, as shown in the image below.

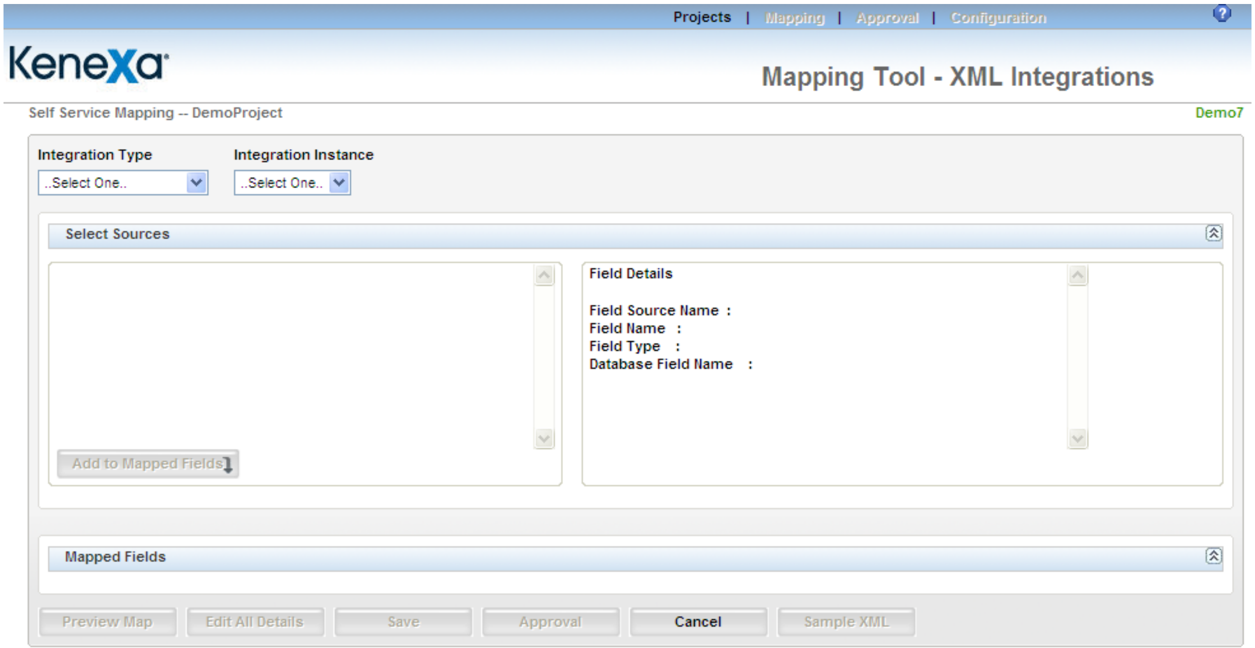
Note: You can edit only draft versions of an existing project. (To view a version of a partially configured project, click the **Click here for Details** link for that project in the **Version History** area of the page.)



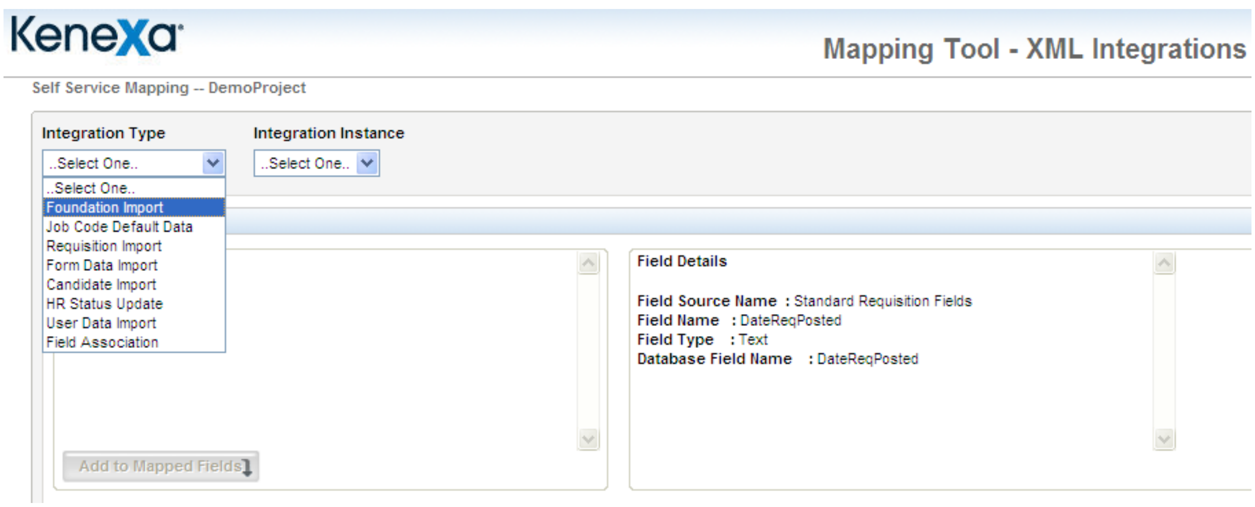
5. Once the draft version of the project is created, you can select it in the **Mapping Draft Details** section of the page and click **Map Draft**.



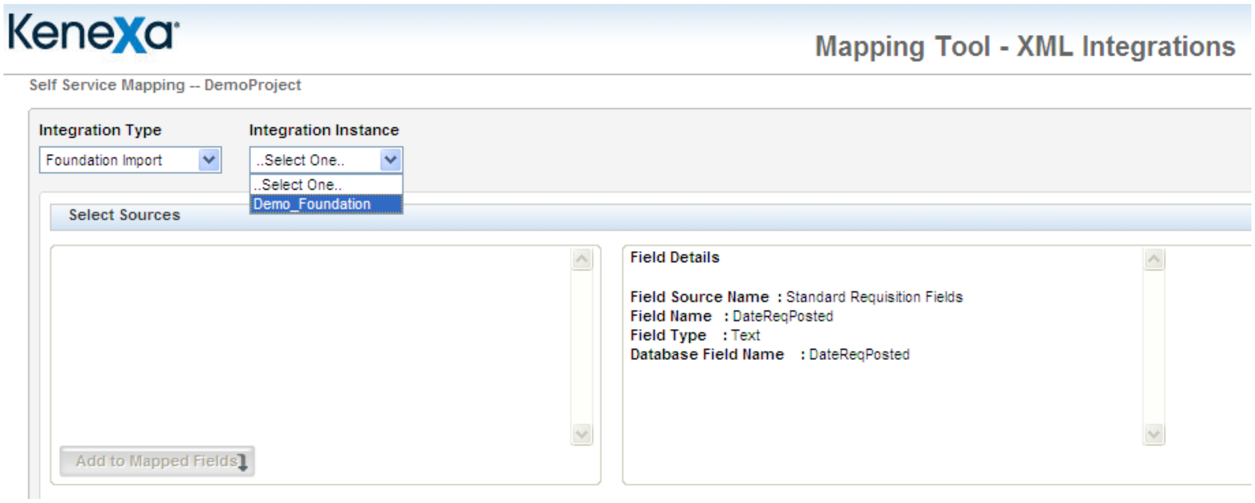
The **Self-Service Mapping** page for this project appears. No selections have been made.



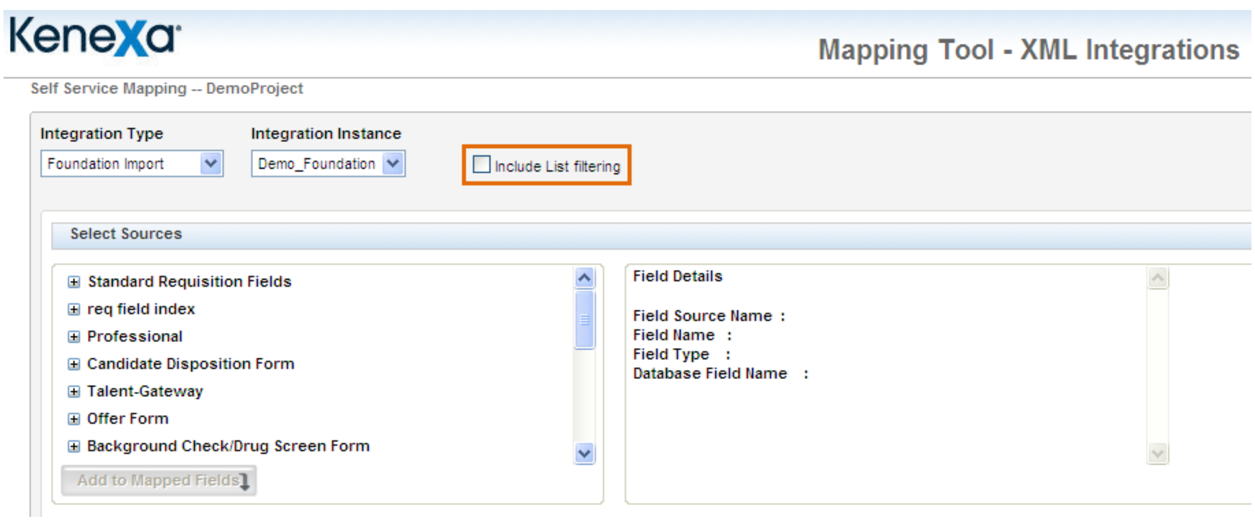
6. Select **Foundation Import** for **Integration Type**.



7. Select the **Integration Instance** for this **Integration Type**. The list displays all the instances that belong to the selected integration type.

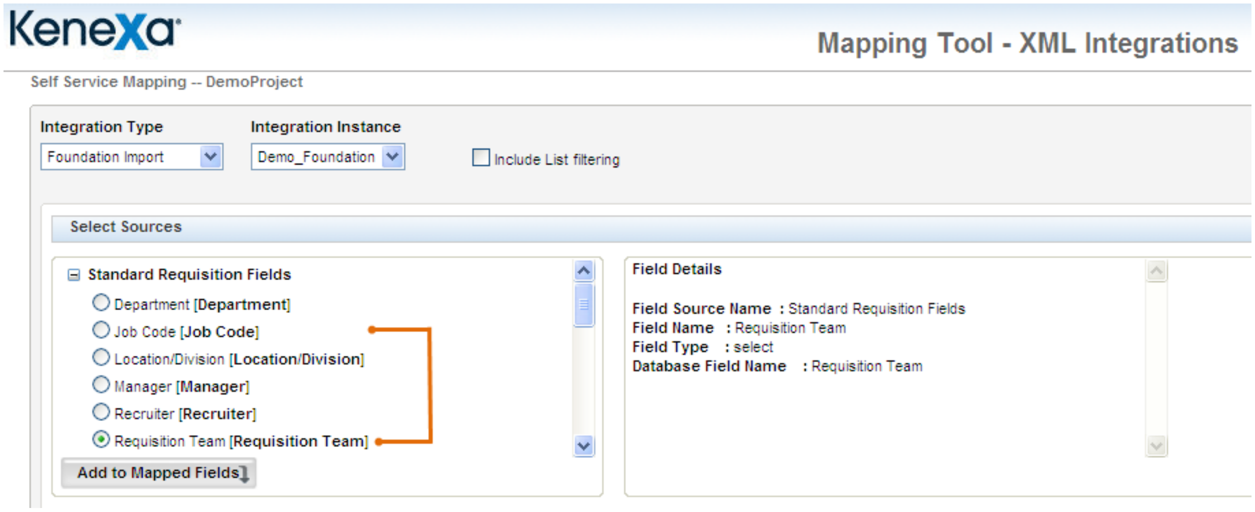


8. To include list filtering data in XML Import after you select the Integration Instance, check **Include List Filtering**.
    a. The check box will be displayed only when the Integration type is Foundation Import.
    b. When the checkbox is selected the node <ListFilters> will be included in the sample XML. If the checkbox is not selected then the node will not be included.



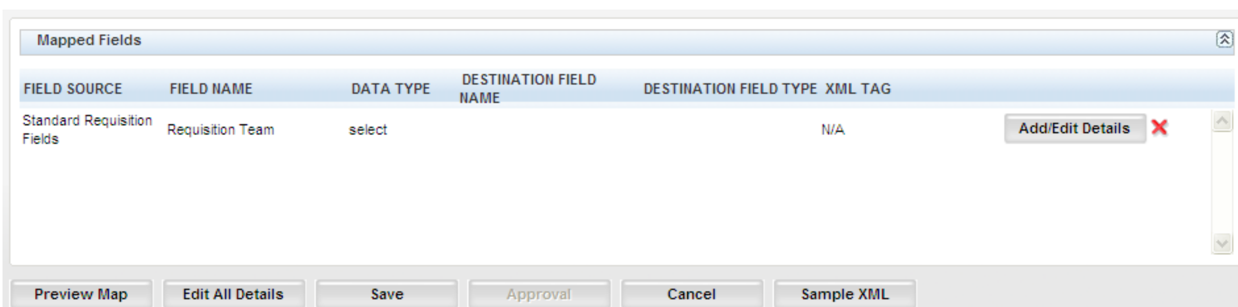
9. In this example, we are going to map the **Requisition Team** field, so we select **Demo_Foundation**.
10. The **Select Sources** content area displays an expandable list of categories of data that are available for mapping for the selected integration type. This list represents all possible sources from within 2x BrassRing for this integration type.

11. Click the plus sign to expand the list under a source category, as shown below.

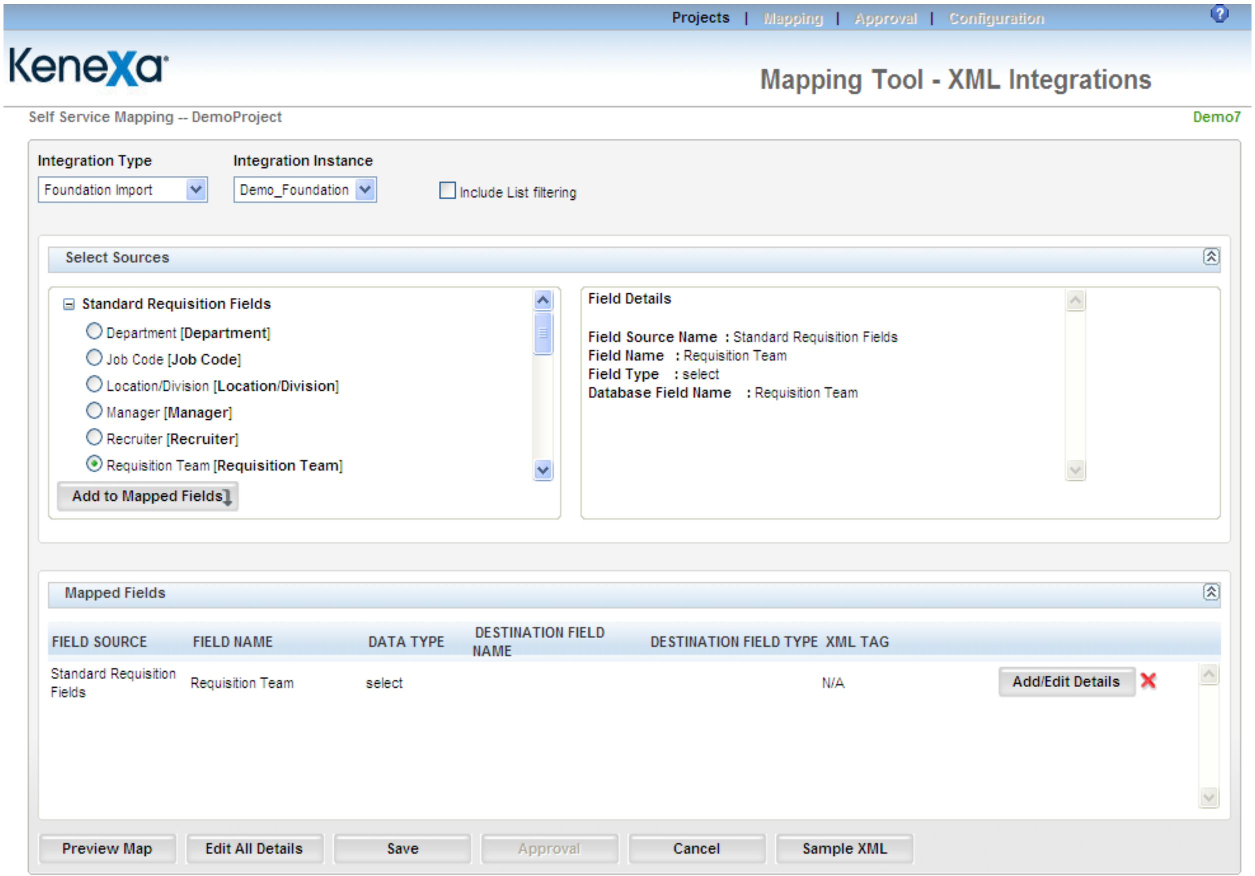


12. Select the field for this instance (for example, in this case you would select **Requisition Team**) and click **Add to Mapped Fields**. (Note: Your mapping worksheets should include this information.) Your selections are added to the **Mapped Fields** area at the bottom of the page.

13. The field you selected is added to the **Mapped Fields** section.

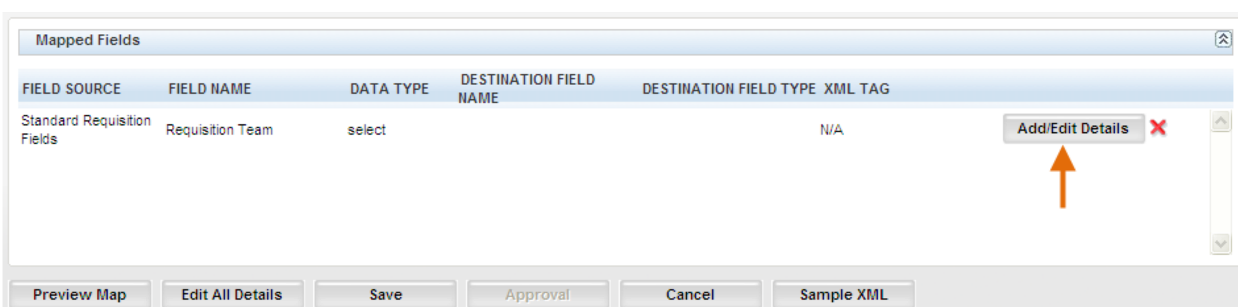


This is how the **Self-Service Mapping** page looks for this mapped field so far:

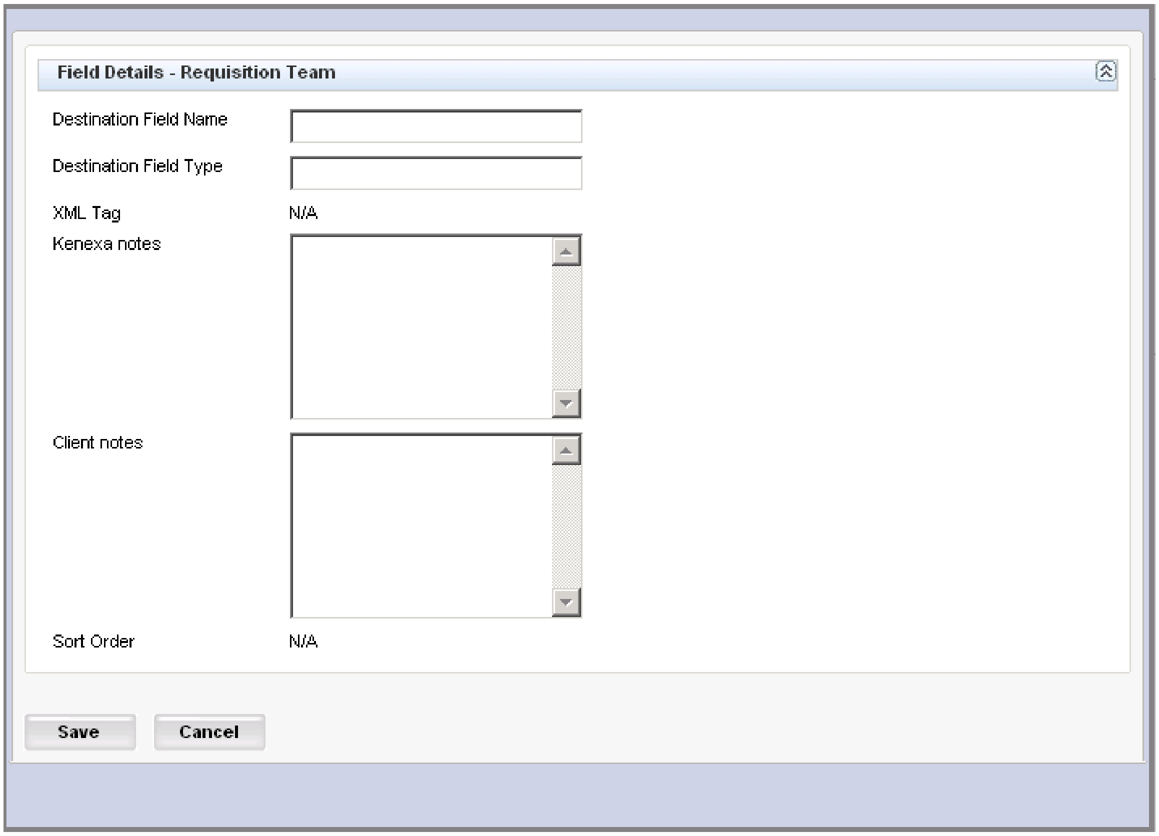


To continue mapping you must add or edit the field details information for the field you are mapping (in this case, "Requisition Team"):

1. Click **Add/Edit Details** to add or edit details for the mapped field.



2. The **Field Details** page for that field source opens. The screen capture below displays a typical **Field Details** page.



3. Enter text for the fields on this page using information from your organization's mapping worksheets.

   Destination Field Name – Enter the destination field name that corresponds to the field name in the your organization's information system. This field accepts up to 50 alphanumeric characters.

   Destination Field Type – Enter the data type for the destination field above. This field supports the following field types: Sources include field types: multi-select, single-select, query-select, and select type of questions.

   XML Tag – N/A

   Kenexa notes – These are standard notes that are applicable to this field. You can edit this field. The field supports up to 4000 characters.

   Client notes – Kenexa or Client users can enter client-specific notes in this field of up to 4000 characters if desired. The field stores previously entered notes if they exist.

   Sort Order – N/A. Applies only to the Candidate Export integration type.

4. Click **Save** when you are finished.

   Note: You must add at least one item to **Mapped Fields** before the **Save** button becomes active.

   You can click **Cancel** to exit without saving anything and go back to the **Project Details** page.

5. If necessary, repeat this procedure as described in your mapping worksheets for other instances of this integration type (Foundation Data Import).

Foundation Data Import Sample XML

This example xml is for the Requisition Team field.


```
 <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId>15747</TransactId>
            <TimeStamp>2011-11-29 13:02 PM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_Foundation</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<Foundation_Data>
      <Foundation_Item>
            <Code>111</Code>
            <Description language="EN">Cool Beans, Inc.</Description>
            <Status>A</Status>
            <ListFilters>
                  <Filter formtypeid="-1" action="hide"/>
                  <Filter formname="Standard Requisition Fields" action="show"/>
            </ListFilters>
      </Foundation_Item>
      <Foundation_Item>
            <Code>111</Code>
            <Description language="ES">Cool Beans, Inc.</Description>
```

```
            <Status>A</Status>
            <ListFilters>
                  <Filter formtypeid="-1" action="hide"/>
                  <Filter formname="Standard Requisition Fields" action="show"/>
            </ListFilters>
      </Foundation_Item>
      <Foundation_Item>
            <Code>111</Code>
            <Description language="FR">Cool Beans, Inc.</Description>
            <Status>A</Status>
            <ListFilters>
                  <Filter formtypeid="-1" action="hide"/>
                  <Filter formname="Standard Requisition Fields" action="show"/>
            </ListFilters>
      </Foundation_Item>
</Foundation_Data>
  ]]>
            </Payload>
      </Packet>
</Envelope>
```

Additional Notes

- For each foundation data item, the tags <Code>, <Description>, and <Status> are required.
- The <Code> tag sets the foundation option code and serves as a record key to identify whether this import instance is an update to an existing record or an insert of a new record.
- The <Description> tag sets the description of an option that will be displayed to the end user on the screen.
- The <Status> tag flags each item as being active or inactive. The acceptable values for Status codes are "A" (Active) or "I" (Inactive) only. The "I" Status is used to "Delete" the record from the user interface. For historical and reporting purposes, records are marked as inactive and are not removed from 2x BrassRing.
- Include List Filtering - When the checkbox is selected the node <ListFilters> will be included in the sample XML. If the checkbox is not selected then the node will not be included.

Job Code Default Data

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.

JCDD Import Sample XML

```
  <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
            - <!--
 Adding email address node will make this as ASYNC XML.  See example below.
  -->
            - <!--
 <Email>user@example.com</Email>
  -->
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId>15747</TransactId>
            <TimeStamp>2011-11-30 06:16 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_PositionData</Manifest>
            </PacketInfo>
            - <!--
 If you set AutoFilerNotification = "No" then the "Turn-off Autofiler notification for this req" flag is
checked ON (it has a reverse logic).
  -->
            <Payload>
                  <![CDATA[
```

```
<?xml version="1.0"?>
<Demo_PositionData language="EN" AutoFilerNotification="No">
      <JOBCODE>01122</JOBCODE>
      <JOBCODEDESC>ANALYST-CNTRCT MGT-II-NONC-SLR</JOBCODEDESC>
      <JOBCODESTATUS>A</JOBCODESTATUS>
      <DATEREQPOSTED></DATEREQPOSTED>
      <JOB_CAT></JOB_CAT>
      <POSITION_TYPE2></POSITION_TYPE2>
      <REF_BNS_AMT></REF_BNS_AMT>
</Demo_PositionData>
  ]]>
            </Payload>
      </Packet>
</Envelope>
```

Additional Notes

- You can edit the XML tag for the selected field to give it a custom tag name. If you do not change the value for the XML tag, the system, by default, uses the database field name, makes it UPPERCASE, and concatenates multiple words into one word (if database field name contains multiple words); for example, DATABASEFIELDNAME. The XML tag cannot include special characters, such as the hypen (-) or comma (,).
- Position data (Job Code) must be uploaded one at a time (one packet per envelope). This is unlike other types of Foundation data.
- JobCode is used as a record key identifier.
- JobCodeDesc and Job_Title are stored in two distinct places on the 2x BrassRing requisition form. The values for these fields are usually the same but can be different based on your organization's specific configuration.
- Job Code Status (`JOBCODESTATUS`) must be either "A" (active) or "I" (inactive).
- `<JOBCODE>`, `<JOBCODEDESC>`, and `<JOBCODESTATUS>` tags are the only required tags for Position Data upload. All additional tags are optional and map to client's specific requisition form fields.
- You can include the JOBOO node with Position Data.

Requisition Import

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.

Requisition Import Sample XML


```
<?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId>15747</TransactId>
            <TimeStamp>2011-11-30 06:08 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_Requisition</Manifest>
            </PacketInfo>
            <!--
 If you set AutoFilerNotification = "No" then the "Turn-off Autofiler notification for this req" flag is
checked ON (it has a reverse logic).
  -->
            - <!--
 Change the formtypeid with the appropriate value from production, while importing to production instance
  -->
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<Demo_Requisition formtypeid="205" name="req field index" language="EN" AutoFilerNotification="No">
      <REQUISITIONID></REQUISITIONID>
```

```
        <JOB_REQ_STATUS>1</JOB_REQ_STATUS>
        <DEPARTMENT></DEPARTMENT>
        <JOBDESCRIPTION></JOBDESCRIPTION>
        <MANAGER></MANAGER>
        <NOOFPOSITIONS></NOOFPOSITIONS>
        <RECRUITER></RECRUITER>
        <TITLE></TITLE>
        <DATEREQPOSTED></DATEREQPOSTED>
  </Demo_Requisition>
    ]]>
              </Payload>
        </Packet>
</Envelope>
```

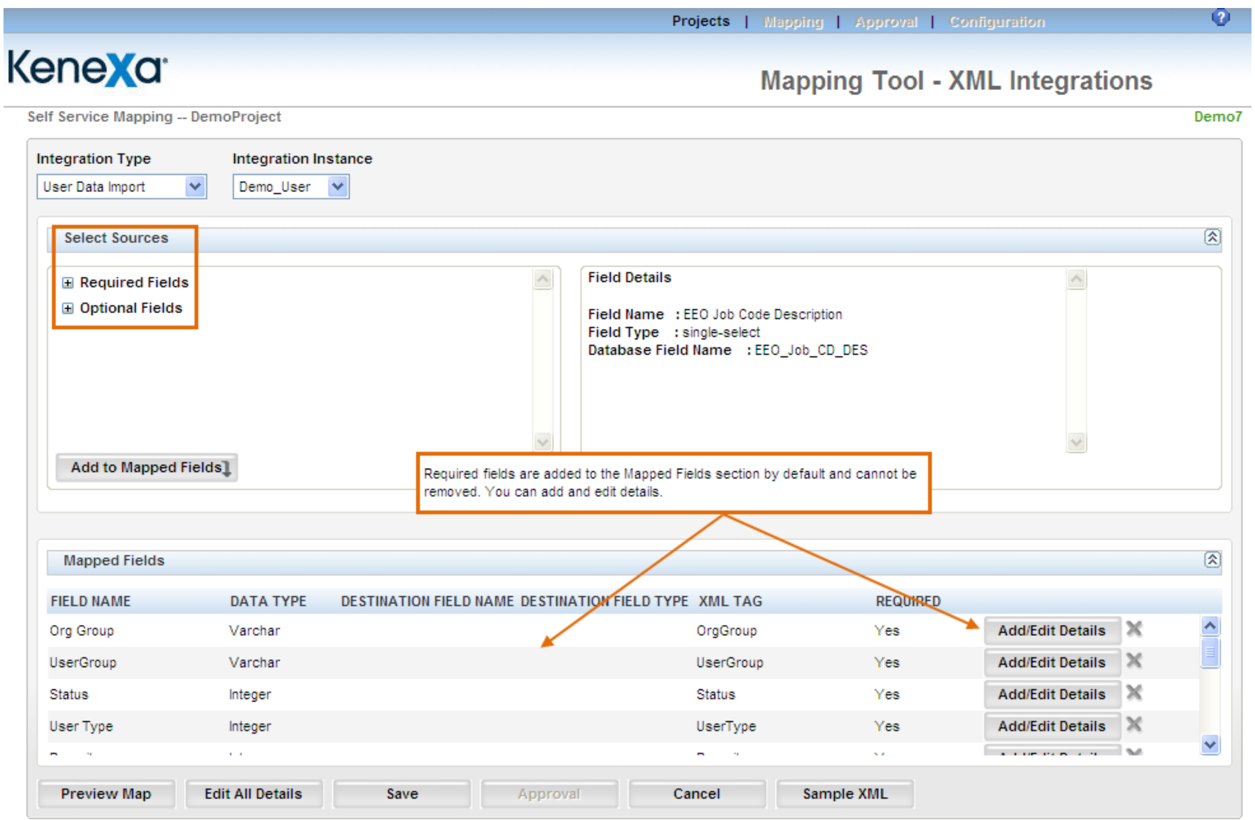
Additional Notes

- You can edit the XML tag for the selected field to give it a custom tag name. If you do not change the value for the XML tag, the system, by default, uses the database field name, makes it UPPERCASE, and concatenates multiple words into one word (if database field name contains multiple words); for example, DATABASEFIELDNAME. The XML tag cannot include special characters, such as the hypen (-) or comma (,).
- Requisitions must be uploaded one at a time; each XML envelope can contain only one (1) requisition per payload.
- The “formtypeid” and “name” attributes are required only if the client has more than one Requisition form defined.
- There following requisition tags are required: REQUISITIONNUMBER, JOB_REQ_STATUS, MANAGER, RECRUITER, JOBTITLE, and JOBDESCRIPTION. All other tags are not required and can be defined by the customer.
- The JOBOO node is optional and controls auto-posting of requisitions to Talent Gateway(s). Each Talent Gateway must have a separate SITE node.
- Each site node has six (6) attributes: ID, NAME, DAYSTILLPOSTING, POSTINGDAYS, QUESTIONIDS, and STATUS.
    - Site ID and NAME – Identifiers for the Talent Gateway to which the requisition should be posted.
    - DAYSTILLPOSTING – Specifies the number of days that should elapse before the position will be posted on the Talent Gateway.
    - POSTINGDAYS – Specifies the number of days the requisition should remain posted on the Talent Gateway.
    - QUESTIONIDS – Identifiers for specific Talent Gateway questions that should be included with a specific requisition posting on the Talent Gateway site. If no value is passed for this attribute, the default question(s) associated with the Talent Gateway site are automatically selected.
    - STATUS – Specifies whether the requisition should be posted (“A” for active) to Talent Gateway site or removed (“I” for inactive) from it.

Example Mapping: User Data Import

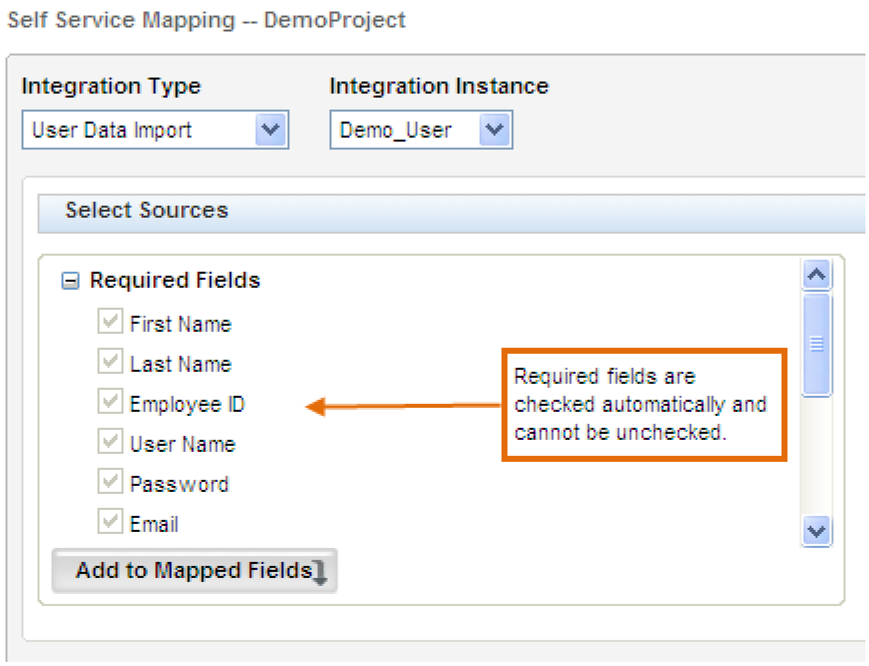
These instructions assume you have already created a draft project and clicked **Map Draft** to display the **Mapping** page. This section describes how to complete the mapping page for a user data import. On the **Mapping** page for the selected draft project:

1. Select **User Data Import** for **Integration Type**.
2. Select the **Integration Instance** for the selected **Integration Type**. The list displays all the instances that belong to the selected integration type.
3. The **Select Sources** content area displays an expandable list of categories of data that are available for mapping for the selected integration type. This list represents all possible sources from within 2x BrassRing for this integration type.
4. Click the plus sign to expand the list under a source category, as shown below.

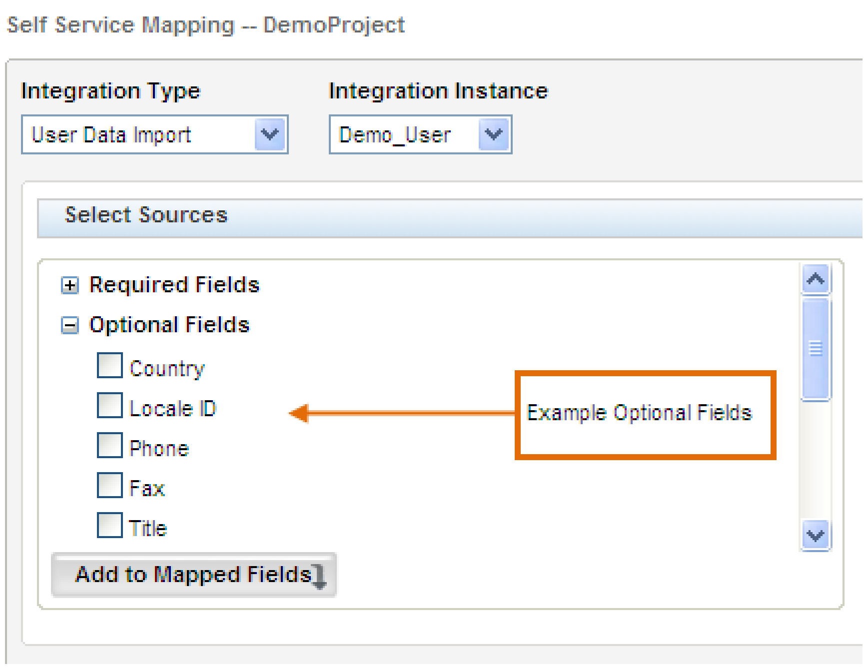


The sources for this integration type are listed in two categories: **Required Fields** and **Optional Fields**. Expand the list of sources under each category:

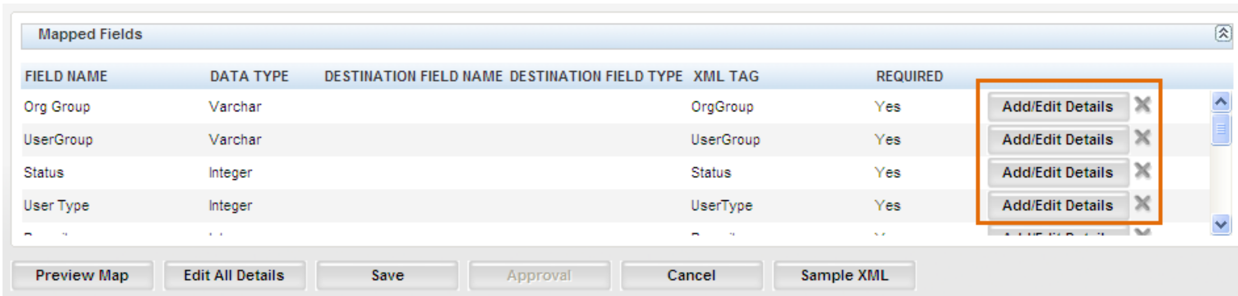
Required fields are pre-selected and grayed out. You cannot un-select them. They are already added. to the **Mapped Fields** section further down on the page.



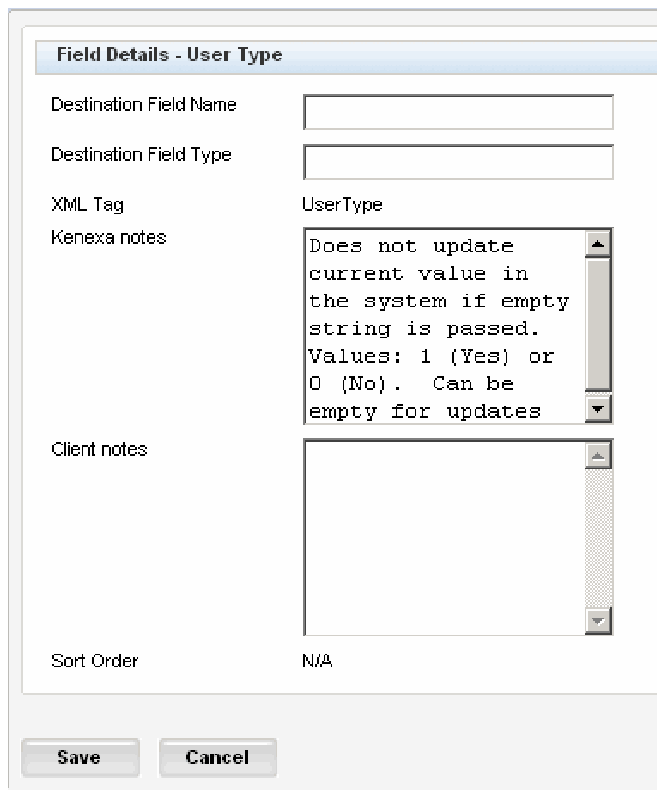
Optional fields are active and available for selection but are not selected by default.



5. If desired for this user data import, select one or more optional fields and click **Add to Mapped Fields**. (Note: Your mapping worksheets should include this information.) Your selections are added to the **Mapped Fields** area at the bottom of the page.



6. Click **Add/Edit Details** to add or edit details for each mapped field, both required and optional.



7. The **Field Details** page for that field source opens. The screen capture below displays a typical **Field Details** page. See *"User Data Import Fields"* on page 88 for more information about each field source included in the User Data Import.

8. Enter text for the fields on this page using information from your organization's mapping worksheets.

   Destination Field Name – Enter the destination field name that corresponds to the field name in the your organization's information system. This field accepts up to 50 alphanumeric characters.

   Destination Field Type – Enter the data type for the destination field above.

   XML Tag – For required User Data Import fields, this tag is supplied by 2x BrassRing and cannot be edited.

   Kenexa notes – These are standard notes that are applicable to this field. You can edit this field. The field supports up to 4000 characters. (Field Association notes are not editable but all other notes are editable.)

Client notes – Kenexa or Client users can enter client-specific notes in this field of up to 4000 characters if desired. The field stores previously entered notes if they exist.

Sort Order – N/A. Applies only to the Candidate Export integration type.

9. Click **Save** when you are finished.

   Note: You must add at least one item to **Mapped Fields** before the **Save** button becomes active.

   You can click **Cancel** to exit without saving anything and go back to the **Project Details** page.

10. If necessary, repeat this procedure as described in your mapping worksheets for other integration types.

User Data Import

Follow the instructions starting on page 7 or page 64 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.
See the list of user data import fields starting on page 88.

User Data Import Sample XML


```
 <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId>TRANSACTIONID</TransactId>
            <TimeStamp>2011-11-30 06:06 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_User</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<Users>
      <User>
      <FirstName></FirstName>
      <LastName></LastName>
      <EmployeeID></EmployeeID>
      <UserName></UserName>
      <Password></Password>
      <Email></Email>
      <Expressuser></Expressuser>
```

```
        <Manager></Manager>
        <Recruiter></Recruiter>
        <UserType></UserType>
        <Status></Status>
        <UserGroup></UserGroup>
        <OrgGroup></OrgGroup>
        <ApprovalGroups>
              <Group>Appr Group</Group>
              <Group>Another Appr Group</Group>
        </ApprovalGroups>
        <CodeAccessGroups>
              <Group>Appr Group</Group>
              <Group>Another Appr Group</Group>
        </CodeAccessGroups>
        </User>
  </Users>
    ]]>
              </Payload>
        </Packet>
</Envelope>
```


Additional Notes

When the **XML Tag** is required by 2x BrassRing, the XML coming into 2x BR must include a tag.

When a **Value** is required by 2x BrassRing, the XML coming into 2x BR with the tag must contain a value.

When the **XML Tag** and **Value** are required by 2x BrassRing, the XML coming into 2x BR must include a tag and a value.

When the **XML Tag** is required by 2x BrassRing but the **Value** is optional, the XML coming into 2x BR must include the tag but the value within the tag is optional.

When **Value** = **Only on Insert**, the XML coming into 2x BR must include a value along with the tag when the user is created for the first time. The value is not required for updates to the user’s record.

User Data Import Fields

Name	Tag	Value	Type	Notes
FirstName	Required	Required	Text (30)	
LastName	Required	Required	Text (30)	
EmployeeID	Required		Text (15)	For each user, EmployeeID is the key value for the system to identify whether this is an update to an existing user, or an insert of a new user. If nothing is passed for EmployeeID, existing settings are not updated. If a value is passed for EmployeeID, it must be unique.
UserName	Required	Required	Text (30)	Must be unique. Cannot be updated.
Password	Required	Only on insert	Text (25)	Required only for the insert of a new user. If the user already exists in the system, the password is ignored even if it is included in the User Data Import. Passwords for existing users cannot be updated through integrations.
Email	Required	Required	Text (70)	
Expressuser	Required	Only on insert	Char (1)	Does not update current value in the system if empty string is passed. Values: 1 (Yes) or 0 (No). Can be empty for updates.
Manager	Required	Only on insert	Char (1)	Does not update current value in the system if empty string is passed. Values: 1 (Yes) or 0 (No). Can be empty for updates.
Recruiter	Required	Only on insert	Char (1)	Does not update current value in the system if empty string is passed. Values: 1 (Yes) or 0 (No). Can be empty for updates.
UserType	Required	Only on insert	Single-Select	Does not update current value in the system if empty string is passed. Can be empty for updates.
UserGroup		Only on insert	Single-Select	Does not update current value in the system if empty string is passed. Can be empty for updates.
OrgGroup			Multi-Select	OrgGroup is required upon insert only if Client has defined any Org Groups within 2x BrassRing. Does not update current value in the system if empty string is passed
Country			Single-Select	Defaults to United States.
Localeid			Single-Select	If no value sent, defaults to client setting's localeid.
RemoteLoginID				
Phone			Text (40)	

Name	Tag	Value	Type	Notes
Fax			Text (40)	
Title			Text (50)	
Dept			Text (25)	
Status	Required	Required	Char (1)	Values: either “A” (Active) or “I” (Inactive). Users cannot be deleted from the 2x BrassRing system for historical and reporting purposes.
SUPERVISORID				Used in conjunction with the Smart Approval module. Contains the EmployeeID of the user’s manager.
ROLE				Used in conjunction with the Smart Approval module.

ApprovalsGroups			Multi-Select	Used in conjunction with the Approval Groups feature:
				`<ApprovalGroups>`
				`    <Group>HR_VP</Group>`
				`    <Group>VP/GM/Dept_Head</Group>`
				`    <Group>COO</Group>`
				`</ApprovalGroups>`
				Warning: If you specify empty tags for Group, it will override the existing values in 2x BR.

SignatureImage				
UserSignature				
Language			Single-Select	If no value sent, defaults to client setting’s language

CodeAccessGroups			Multi-select	`<CodeAccessGroups>`
				`    <Group>Code Group</Group>`
				`    <Group>Another Code Group</Group>`
				`</CodeAccessGroups>`

Form Data Import

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.
See page 91 for information about XML tags for forms.

Form Data Import Sample XML


```
 <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId>15747</TransactId>
            <TimeStamp>2011-11-30 06:01 AM</TimeStamp>
      </TransactInfo>
      - <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_FormDataImport</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<form formTypeId="229" formName="Application" formId="" action="Insert" resumeKey="233534" FirstName=""
LastName="" email="" homePhone="" language="EN" autoreq="123BR">
<FormInput name="4318" title="Address"></FormInput>
<FormInput name="4316" title="Bonus or Comission"></FormInput>
</form>
  ]]>
            </Payload>
      </Packet>
</Envelope>
```

Additional Notes

- You can upload multiple forms in one transaction. The file size limit for Form Imports is 64KB per transaction.
- Each transaction can contain multiple packets.
- Each form must be in its own packet with only one form per packet.

The system:

1. Sends the transaction.
2. Waitss for the success or failure response.
3. Sends the next transaction.

Form Tag

The Form tag contains ten (10) attributes described in the table below.

Attribute	Description
formTypeID	The formTypeID is a unique identifier for the form type, and provided by Kenexa.
FormName	The FormName is the name of the form within 2x BrassRing.
formId	The formID is the internal form identifier for a candidate form. Your organization can pass the formid for a specific form in the feed to update that form for a specific candidate. If the candidate has a multiple per candidate form, you can specify which form instance should be updated.

action	The action specifies whether a new form should be inserted or an existing form should be updated.
	Form Updates
	Three (3) parameters can be sent for processing the “action” attribute:
	▪ Insert – will insert a new form with the information provided
	▪ Update – cleans the existing form and updates with new information that is provided.
	For example, Candidate A’s EEO form information is sent using the “Update” parameter.
	`<SEX>Male</SEX>`
	`<ETHNICITY>Decline</ETHNICITY>`
	`<RACE>I am declining to provide this information</RACE>`

	<HISPANIC OR LATINO>No</HISPANIC OR LATINO> Sending this information erases all Candidate A's existing EEO form information and updates it with the above information. ▪ Update Individual – Updates only the fields that are sent and will keep the remaining fields untouched. For example, assume that the same Candidate A's EEO form information is sent using the "UpdateIndividual" parameter" for the following fields: <ETHNICITY>Native Hawaiian or Other Pacific Islander</ETHNICITY> <RACE>Caucasian</RACE> When the import takes place, only the **Ethnicity** and **Race** fields are updated; the existing **Sex** and **Hispanic or Latino** responses are unchanged. If you send empty elements, those elements are updated to blank. For example, if the XML code below is sent, the import updates the element **Hispanic or Latino** to blank. <ETHNICITY>Native Hawaiian or Other Pacific Islander</ETHNICITY> <RACE>Caucasian</RACE> <HISPANIC OR LATINO></HISPANIC OR LATINO> FormInput contains the field id and the field name as defined on the specific candidate form. These values are provided in each template and should not be changed.
resumeKey	The resumeKey is the candidate identification number that is sent to the candidate upon completion of the job application process. When the resumeKey is passed in the xml, the name, phone number, and email address can be passed as empty nodes.
First Name	The First Name is used to identify candidates and is a required attribute. This value can be empty if resumeKey is supplied.
Last Name	Last Name is used to identify candidates and is a required attribute. This value can be empty if resumeKey is supplied.
email or home Phone	If resumeKey is not supplied, then a value for either email or home Phone is also required in order to identify the right candidate in the system. If no candidates or multiple candidates are found with the same First Name, Last Name, and email/homePhone information, the form will be rejected. Note: If both email and homePhone information are sent for a candidate, 2x BrassRing looks for an exact match for both email and home Phone. This value can be empty if resumeKey is supplied

language	The language node defines the language of the form responses.
autoreq	Autoreq is required when you insert or update a “per req” form.

HR Status Update

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.

Include HR Status Update checkbox – You must check this checkbox and click **Save**. The HR Status Update is added in its entirety to the Mapped fields section. The "Select Sources" section is not displayed for HR Status Update. You cannot edit the details for HR Status Update.

To de-select this option, uncheck the check box and click **Save**.

Candidate Import

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type.
See the *Integration Type Details Summary* table on page 59 for more information about this integration type.
Important: If you want to include Form Import and/or HR Status Update with your **Candidate Import** for this project, you may find it easier to map those integration types before mapping **Candidate Import**.

Candidate Import Options

Candidate Import has two options for selection that require preparation: **Include Form Import** and **Include HR Status Update**.

- Include Form Import – Select this option to include the **Form Data Import** configured for this project.
  - All form instances that are part of the current project that have been added to the **Mapped Fields** area on the **Form Data Import** page are displayed. Unmapped form instances are not included in the list.
  - You can select single or multiple instances of Form Data Import.
  - The form details you select here are added to the mapped fields section of the Candidate Import page below the selected forms.
  - This selection is only for the current instance of Candidate Import.
  - If you uncheck this option, the association to the selected Form Data Import instance is removed.

- Include HR Status Update – Select this option to include the **HR Status Update** configured for this project.
  - All HR Status Update instances that are part of the current project that have been added to the Mapped Fields area on the HR Status Update page are displayed. Unmapped HR Status Update instances are not displayed.
  - You can select single or multiple instances of HR Status Update.

- The HR status details you select here are added to the mapped fields section of the Candidate Import page below the selected forms.
- This selection is only for the current instance of Candidate Import.
- If you uncheck this option, the association to the selected **HR Status Update** instance is removed.

Candidate Import Sample XML

This xml file does not include HR Status Update or Form Data Import.

```xml
  <?xml version="1.0" encoding="UTF-8" ?>
<BRpartner:Envelope version="01.00" xmlns:BRpartner="http://trm.brassring.com/brpartner">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <id type="httppost">http://domainname/receivingasyncmessagepage.asp</id>
            - <!--
 Reply email or URL where async responses are sent. Can have one or more email addresses or one URL
  -->
      </Recipient>
      <TransactInfo transactType="data">
            <transactId>1234567</transactId>
            <timeStamp>2011-11-30 05:56 AM</timeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <packetId>1</packetId>
                  <Action>INSERT</Action>
                  <Manifest>Demo_Candidate_Upload</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0" encoding="UTF-8"?>
<Candidate xmlns:RHrxml="http://ns.hr-xml.org/2004-08-02"
xmlns:BRpartner="http://trm.brassring.com/brpartner">
      <CandidateRecordInfo>
            <Id idOwner="CandidateId">
                  <IdValue/>
                  <!-- Optional. Leaving this value empty is Ok  -->
                  <!-- Resumekey/Reference number cannot be specified for an action "INSERT" leave it
blank.-->
            </Id>
            <Status>Active</Status>
```

```
            <!-- Required - Indicates Candidate Status in the system. A for Active, I for Inactive -->
      </CandidateRecordInfo>
      <CandidateSupplier relationship="x:vendor">
            <SupplierId>
                  <IdValue>No Import</IdValue>
                  <!-- Required - This is provided by Kenexa. Do not change this information  -->
            </SupplierId>
            <EntityName/>
            <!-- Optional. Leaving this value empty is Ok  -->
      </CandidateSupplier>
      <CandidateProfile xml:lang="EN">
            <PersonalData>
                  <PersonName>
                        <GivenName>Andy</GivenName>
                        <!-- Required. This is the First Name of the candidate  -->
                        <MiddleName/>
                        <!-- Optional. This is the Middle Name of the candidate. Leaving this value empty
is Ok  -->
                        <FamilyName>Roddick</FamilyName>
                        <!-- Required. This is the Last Name of the candidate  -->
                  </PersonName>
                  <ContactMethod>
                        <Location>home</Location>
                        <!-- Required - Do not change this information  -->
                        <Telephone>
                              <FormattedNumber>(777) 727-7777</FormattedNumber>
                              <!--  Required. This is the Home Phone -->
                        </Telephone>
                        <Fax>
                              <FormattedNumber/>
                              <!-- Optional. This is the Fax number of the candidate. Leaving this value
empty is Ok  -->
                        </Fax>
                        <InternetEmailAddress>arod@hotmail.com</InternetEmailAddress>
                        <InternetWebAddress> myinternetpage</InternetWebAddress>
                        <!--  Required. This is the Email Address -->
                        <PostalAddress>
                              <CountryCode>US</CountryCode>
                              <!-- Optional. Leaving this value empty is Ok  -->
                              <PostalCode>90210</PostalCode>
                              <!-- Optional. Leaving this value empty is Ok  -->
```

```
                              <Region>CA</Region>
                              <!-- Optional.  Leaving this value empty is Ok  -->
                              <Municipality>Hollywood</Municipality>
                              <!-- Optional. Leaving this value empty is Ok  -->
                              <DeliveryAddress>
                                    <AddressLine>123 Hollywood Ave</AddressLine>
                                    <!-- Optional. Leaving this value empty is Ok  -->
                                    <AddressLine/>
                                    <!-- Optional. Leaving this value empty is Ok  -->
                              </DeliveryAddress>
                        </PostalAddress>
                  </ContactMethod>
                  <ContactMethod>
                        <Location>office</Location>
                        <!-- Optional. Leaving this value empty is Ok  -->
                        <Telephone>
                              <FormattedNumber>(888) 888-8888</FormattedNumber>
                              <!-- Optional. Leaving this value empty is Ok  -->
                        </Telephone>
                  </ContactMethod>
                  <ContactMethod>
        <!-- Cell Phone Update -->
                        <Location>onPerson</Location>
                        <!-- Optional. Leaving this value empty is Ok  -->
                        <Telephone>
                              <FormattedNumber>(888) 888-8888</FormattedNumber>
                              <!-- Optional. Leaving this value empty is Ok  -->
                        </Telephone>
                  </ContactMethod>
            </PersonalData>
            <EmploymentHistory>
                  <!-- Up to 5 maximum can be passed -->
                  <EmployerOrg>
                        <EmployerOrgName/>
                        <!-- Optional. This is the Employer Name Leaving this value empty is Ok  -->
                        <PositionHistory>
                              <OrgName>
                                    <OrganizationName/>
                                    <!-- Optional. This is the Position or Job title held. Leaving this
value empty is Ok  -->
                              </OrgName>
```

```
                              <Description/>
                              <StartDate>
                                    <Year/>
                                    <!-- Optional. This is the Start Year. eg 2000. Leaving this value
empty is Ok  -->
                              </StartDate>
                              <EndDate>
                                    <Year/>
                                    <!-- Optional. This is the End Year. eg. 2004. Leaving this value empty
is Ok  -->
                              </EndDate>
                        </PositionHistory>
                  </EmployerOrg>
                  <EmployerOrg>
                        <EmployerOrgName/>
                        <!-- Optional. This is the Employer Name Leaving this value empty is Ok  -->
                        <PositionHistory>
                              <OrgName>
                                    <OrganizationName/>
                                    <!-- Optional. This is the Position or Job title held. Leaving this
value empty is Ok  -->
                              </OrgName>
                              <Description/>
                              <StartDate>
                                    <Year/>
                                    <!-- Optional. This is the Start Year. eg 2000. Leaving this value
empty is Ok  -->
                              </StartDate>
                              <EndDate>
                                    <Year/>
                                    <!-- Optional. This is the End Year. eg. 2004. Leaving this value empty
is Ok  -->
                              </EndDate>
                        </PositionHistory>
                  </EmployerOrg>
                  <EmployerOrg>
                        <EmployerOrgName/>
                        <!-- Optional. This is the Employer Name Leaving this value empty is Ok  -->
                        <PositionHistory>
                              <OrgName>
                                    <OrganizationName/>
```

```
                                    <!-- Optional. This is the Position or Job title held. Leaving this
value empty is Ok  -->
                              </OrgName>
                              <Description/>
                              <StartDate>
                                    <Year/>
                                    <!-- Optional. This is the Start Year. eg 2000. Leaving this value
empty is Ok  -->
                              </StartDate>
                              <EndDate>
                                    <Year/>
                                    <!-- Optional. This is the End Year. eg. 2004. Leaving this value empty
is Ok  -->
                              </EndDate>
                        </PositionHistory>
                  </EmployerOrg>
                  <EmployerOrg>
                        <EmployerOrgName/>
                        <!-- Optional. This is the Employer Name Leaving this value empty is Ok  -->
                        <PositionHistory>
                              <OrgName>
                                    <OrganizationName/>
                                    <!-- Optional. This is the Position or Job title held. Leaving this
value empty is Ok  -->
                              </OrgName>
                              <Description/>
                              <StartDate>
                                    <Year/>
                                    <!-- Optional. This is the Start Year. eg 2000. Leaving this value
empty is Ok  -->
                              </StartDate>
                              <EndDate>
                                    <Year/>
                                    <!-- Optional. This is the End Year. eg. 2004. Leaving this value empty
is Ok  -->
                              </EndDate>
                        </PositionHistory>
                  </EmployerOrg>
                  <EmployerOrg>
                        <EmployerOrgName/>
                        <!-- Optional. This is the Employer Name Leaving this value empty is Ok  -->
```

```
                        <PositionHistory>
                              <OrgName>
                                    <OrganizationName/>
                                    <!-- Optional. This is the Position or Job title held. Leaving this
value empty is Ok  -->
                              </OrgName>
                              <Description/>
                              <StartDate>
                                    <Year/>
                                    <!-- Optional. This is the Start Year. eg 2000. Leaving this value
empty is Ok  -->
                              </StartDate>
                              <EndDate>
                                    <Year/>
                                    <!-- Optional. This is the End Year. eg. 2004. Leaving this value empty
is Ok  -->
                              </EndDate>
                        </PositionHistory>
                  </EmployerOrg>
            </EmploymentHistory>
            <EducationHistory>
                  <!-- Up to 3 maximum can be passed -->
                  <SchoolOrInstitution schoolType="university">
                        <School>
                              <SchoolName/>
                              <!-- Optional. This is theEducational Institute.  Leaving this value empty is
Ok  -->
                        </School>
                        <Degree degreeType="bachelors">
                              <DegreeName/>
                              <!-- Optional. This is the Area of Study.  Leaving this value empty is Ok  --
>
                              <DegreeDate>
                                    <Year/>
                                    <!-- Optional. This is the Grad Year.  Leaving this value empty is Ok
-->
                              </DegreeDate>
                              <DegreeMeasure>
                                    <EducationalMeasure>
                                          <MeasureSystem/>
                                          <MeasureValue>
```

```
                                                <NumericValue/>
                                                <!-- Optional. This is the GPA.  Leaving this value empty
is Ok  -->
                                          </MeasureValue>
                                    </EducationalMeasure>
                              </DegreeMeasure>
                        </Degree>
                  </SchoolOrInstitution>
                  <SchoolOrInstitution schoolType="university">
                        <School>
                              <SchoolName/>
                              <!-- Optional. This is theEducational Institute.  Leaving this value empty is
Ok  -->
                        </School>
                        <Degree degreeType="bachelors">
                              <DegreeName/>
                              <!-- Optional. This is the Area of Study.  Leaving this value empty is Ok  --
>
                              <DegreeDate>
                                    <Year/>
                                    <!-- Optional. This is the Grad Year.  Leaving this value empty is Ok
-->
                              </DegreeDate>
                              <DegreeMeasure>
                                    <EducationalMeasure>
                                          <MeasureSystem/>
                                          <MeasureValue>
                                                <NumericValue/>
                                                <!-- Optional. This is the GPA.  Leaving this value empty
is Ok  -->
                                          </MeasureValue>
                                    </EducationalMeasure>
                              </DegreeMeasure>
                        </Degree>
                  </SchoolOrInstitution>
                  <SchoolOrInstitution schoolType="university">
                        <School>
                              <SchoolName/>
                              <!-- Optional. This is theEducational Institute.  Leaving this value empty is
Ok  -->
                        </School>
```

```
                        <Degree degreeType="bachelors">
                              <DegreeName/>
                              <!-- Optional. This is the Area of Study.  Leaving this value empty is Ok  --
>
                              <DegreeDate>
                                    <Year/>
                                    <!-- Optional. This is the Grad Year.  Leaving this value empty is Ok
-->
                              </DegreeDate>
                              <DegreeMeasure>
                                    <EducationalMeasure>
                                          <MeasureSystem/>
                                          <MeasureValue>
                                                <NumericValue/>
                                                <!-- Optional. This is the GPA.  Leaving this value empty
is Ok  -->
                                          </MeasureValue>
                                    </EducationalMeasure>
                              </DegreeMeasure>
                        </Degree>
                  </SchoolOrInstitution>
            </EducationHistory>
            <UserArea>
      <!-- Required. Employeeid-->
      <!-- Optional - Do not include the UID attribute in case of insert -->
              <BRpartner:CandidateStackingField UID="yes">100000</BRpartner:CandidateStackingField>
                  <BRpartner:codes>
                        <!--This is an Import Code. This one has to be exactly same as the vendor
CandidateSupplier.SupplierId.IdValue.-->
                        <BRpartner:code>No Import</BRpartner:code>
                        <!-- This has to be valid Source code -->
                        <BRpartner:code>AHS-001</BRpartner:code>
                        <!-- This has to be valid job req code, This is applicable there is a HRStatus
associated -->
                        <BRpartner:code>1BR</BRpartner:code>
                  </BRpartner:codes>
                  <BRpartner:candidatetype>Internal</BRpartner:candidatetype>
                  <BRpartner:coverletter/>
                  <!-- This section indicates that candidate should be filed into a req with an HRStatus.
The autoreq has to be passed also as a code -->
                  <BRpartner:HRStatus>
```

```
                <BRpartner:status req="Req" date="03-28-2006">Test</BRpartner:status>
          </BRpartner:HRStatus>
          <BRpartner:PostBackResumekey>yes</BRpartner:PostBackResumekey>

          <BRpartner:candidatetype>External-Manual</BRpartner:candidatetype>
          <BRpartner:coverletter/>
          <BRpartner:resume>Tzng Zheng 414 E. 10th Ave 203 Vancouver BC 868-6736
</BRpartner:resume>
          <BRpartner:attachments>
                  <BRpartner:attachment attachtoreqs ='specified'>
                    <BRpartner:documentguid>FCD798AF-99A4-4595-A6F5-
E591F2B1613</BRpartner:documentguid>
                    <BRpartner:filename>DisplayName1</BRpartner:filename>
                    <BRpartner:fileextn>xml</BRpartner:fileextn>
                    <BRpartner:acategoryid>xml</BRpartner:acategoryid>
                    <BRpartner:file>base64encodedstring</BRpartner:file>
                    <BRpartner:reqs>
                      <BRpartner:reqcode>12BR</BRpartner:reqcode>
                      <BRpartner:reqcode>13BR</BRpartner:reqcode>
                    </BRpartner:reqs>
                  </BRpartner:attachment>
                  <BRpartner:attachment attachtoreqs ='submission'>
                    <BRpartner:documentguid>ACD798AF-99A4-4595-A6F5-
E591F2B1613</BRpartner:documentguid>
                    <BRpartner:filename>DisplayName2</BRpartner:filename>
                    <BRpartner:fileextn>xml</BRpartner:fileextn>
                    <BRpartner:file>base64encodedstring</BRpartner:file>
                  </BRpartner:attachment>
                  <BRpartner:attachment attachtoreqs ='none'>
                    <BRpartner:documentguid>1CD798AF-99A4-4595-A6F5-
E591F2B1613</BRpartner:documentguid>
                    <BRpartner:filename>DisplayName3</BRpartner:filename>
                    <BRpartner:fileextn>xml</BRpartner:fileextn>
                    <BRpartner:file>base64encodedstring</BRpartner:file>
                    <BRpartner:reqs>
                      <BRpartner:reqcode>12BR</BRpartner:reqcode>
                      <BRpartner:reqcode>13BR</BRpartner:reqcode>
                    </BRpartner:reqs>
                  </BRpartner:attachment>
                  <BRpartner:attachment>
```

```
                            <BRpartner:documentguid>BCD798AF-99A4-4595-A6F5-
8E591F2B1613</BRpartner:documentguid>
                            <BRpartner:filename>DisplayName4</BRpartner:filename>
                            <BRpartner:fileextn>xml</BRpartner:fileextn>
                            <BRpartner:file>base64encodedstring</BRpartner:file>
                          </BRpartner:attachment>
                        </BRpartner:attachments>
            </UserArea>
      </CandidateProfile>
</Candidate>
  ]]>
            </Payload>
      </Packet>
</BRpartner:Envelope>
```

Requisition Field Association

Follow the instructions starting on page 7 for creating a draft and mapping an instance of an integration type. See the *Integration Type Details Summary* table on page 59 for more information about this integration type.

To map fields for Field Association:

1. Select Field Association for the Integration Type.
2. Select the Integration Instance.

Note: See the information starting on page 106 for selecting parent and child fields.

3. Select a parent field from the Parent Field Source.
4. Select a child field from the Child Field Source.
5. Click **Add to Mapped Fields**. The Field Association instance is added to the **Mapped Fields** list.
6. Click **Save**.

Business Rules

- You must select both a parent and at least one child field to save the field mapping.
- You cannot delete a parent field for which a child field has been selected. You must remove the child field first.
- You cannot select a field that has already been selected as a parent field as a child field.
- A parent field can have one or more child field, but a child field can have only one parent field.
- A child field cannot be the parent of a sibling field. (In other words, a child field cannot be the parent of another field controlled by its own parent.)
- You cannot set up a circular field association. For example, if Department is a parent to Location and Location is a parent to Business Group, Business Group cannot be the parent to Department.
- You cannot use hidden fields as parent or child fields in field association.

Selecting Parent Fields

This selection list includes the category Standard Requisition Fields. These fields are shared across all requisition forms. In addition, all requisition forms created for your organization are displayed.

You can select one parent field at a time. Once you select a parent field, the **Select Child Field** section becomes active and available for selection.

Important: You must save your selections of parent field and associated child field(s) before you can start mapping the next parent field. If you change the parent field to which child field(s) have been associated but not yet saved, Workbench warns you that you will lose your existing selections.

Selecting Child Field(s)

Once you select a parent field, the **Select Child Fields** area becomes active and available for selection.

This selection list includes the category Standard Requisition Fields. These fields are shared across all requisition forms.

In addition, all requisition forms created for your organization are displayed. You can select multiple child fields for a single parent field.

Once you have selected a parent field and one or more child fields, click **Add to Mapped Fields** to add your selections to the **Mapped Fields** section of the page. To remove the mapped parent/child field combination, click .

Mapped Fields

Field	Description
Parent Field Source	The standard requisition field or the requisition form from which the parent field is selected.
Parent Field Name	The name of the parent field.
Child Field Source	The standard req field or the requisition form from which the child field is selected.
Child Field Name	The name of the child field.

Valid Field Types for Parent Fields

Parent fields must contain list options. The following table shows which field types can function as parent fields in a field association and which cannot because they do not contain a list of options.

Field type	Valid Parent?	Notes
Radio	Y	
Single-select	Y	
Checkbox	Y	Children of this parent cannot be numeric, text box, text area or email field types.
Multi-select	Y	Children of this parent cannot be numeric, text box, text area or email field types.
Query-select	Y	When importing new parent field options, the integration feed or import fails and an error message is displayed.
Pull-from list	Y	When importing new parent field options, the integration feed or import fails and an error message is displayed.
Date	N	
Text	N	
Text area	N	
Label	N	
Grid	N	
SSN	N	
Email	N	

Autofill	N	
Numeric	N	

Valid Field Types for Child Fields

The following table shows which field types can function as child fields in a field association and which cannot.

Field Type	Valid Child?	Notes
Radio	Y	Supports one default selection
Single-Select	Y	Supports one default selection
Checkbox	Y	
Multi-select	Y	
Text box	Y	Not for checkbox or multi-select parents
Text area	Y	Not for checkbox or multi-select parents
Numeric	Y	Not for checkbox or multi-select parents
Email	Y	Not for checkbox or multi-select parents
Query-select	Y	
Pull from list	Y	
Date	N	
Label	N	
Grid	N	
SSN	N	
Autofill	N	

Field Association Sample XML

```
 <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
            <Email>test@test.com</Email>
            <Acknowledgement type="httppost">https://hrms.test</Acknowledgement>
            <remoteIP />
      </Sender>
      <Recipient>
            <Id />
      </Recipient>
      <TransactInfo transactType="data">
            <TransactId />
            <TimeStamp>2011-11-30 05:54 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_FA</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0" encoding="UTF-8"?>
      <Association_Data xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
            <languages>EN,ES,FR</languages>
            <Parent fieldname="AttachAssessments" type="Custom">
                  <ParentValue>
                        <Code>L1</Code>
                        <Description>Location 1</Description>
                        <Sort>0</Sort>
                        <Status>A</Status>
                        <Child fieldname="Positions Remaining" type="Standard">
                              <ChildValue>
                                    <TextValue Language="EN"></TextValue>
                                    <TextValue Language="ES"></TextValue>
                                    <TextValue Language="FR"></TextValue>
```

```
            <ImportAction>Update</ImportAction>
      </ChildValue>
</Child>
<Child fieldname="Manager" type="Standard">
      <ChildValue>
            <Option>Alamo</Option>
            <ImportAction>Update</ImportAction>
            <DefaultSelection>Yes</DefaultSelection>
      </ChildValue>
</Child>
<Child fieldname="Location/Division" type="Standard">
      <ChildValue>
            <Option>Alamo</Option>
            <ImportAction>Update</ImportAction>
            <DefaultSelection>Yes</DefaultSelection>
      </ChildValue>
</Child>
<Child fieldname="No. of Positions" type="Standard">
      <ChildValue>
            <TextValue Language="EN"></TextValue>
            <TextValue Language="ES"></TextValue>
            <TextValue Language="FR"></TextValue>
            <ImportAction>Update</ImportAction>
      </ChildValue>
</Child>
<Child fieldname="Area_of_Interes" type="Custom">
      <ChildValue>
            <Option>Alamo</Option>
            <ImportAction>Update</ImportAction>
            <DefaultSelection>Yes</DefaultSelection>
      </ChildValue>
</Child>
<Child fieldname="Replacement_Nam" type="Custom">
      <ChildValue>
            <TextValue Language="EN"></TextValue>
            <TextValue Language="ES"></TextValue>
            <TextValue Language="FR"></TextValue>
            <ImportAction>Update</ImportAction>
      </ChildValue>
</Child>
<Child fieldname="Grade_Level" type="Custom">
```

```
                        <ChildValue>
                              <Option>Alamo</Option>
                              <ImportAction>Update</ImportAction>
                              <DefaultSelection>Yes</DefaultSelection>
                        </ChildValue>
                  </Child>
                  <Child fieldname="REPLACE_ADD" type="Custom">
                        <ChildValue>
                              <Option>Alamo</Option>
                              <ImportAction>Update</ImportAction>
                              <DefaultSelection>Yes</DefaultSelection>
                        </ChildValue>
                  </Child>
            </ParentValue>
      </Parent>
</Association_Data>
    ]]>
          </Payload>
    </Packet>
</Envelope>
```

Candidate Export

See Follow the instructions starting on page 7 for creating a draft and mapping an instance of an Integration Type. See the *Integration Type Details Summary* table on page 59 for more information about this integration type.

The options for Candidate Export are:

- **Kenexa Schema**: This is the legacy XML integration for candidate export which exports data from Candidate forms only. See the sample XML on page 113.
- **Kenexa Schema with Req**: This is the legacy XML integration for candidate export. It exports data from Candidate forms and Requisition forms. See the sample XML on page 115.

Sort Order for Candidate Export Fields

For some fields mapped for the Candidate Export integration type, you can enter a sort order. This value specifies the order of this XML tag relative to other XML tags within the candidate export. The Sort Order field:

- Stores what was entered previously.
- Accepts positive integers (1, 2, 3, …).
- Does not accept negative numbers (-1, -2, -3, …) or Zero (0).

Sample XML for Candidate Export – Kenexa Schema

```xml
  <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id>http://server123.testcompany.com:8044/b2bhttp/inbound/kenexa</Id>
      </Recipient>
      <!--
 Target URL where data will be sent
  -->
      <TransactInfo transactType="data">
            <TransactId>HSCAND19681</TransactId>
            <TimeStamp>2011-11-30 05:46 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_Candidate</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<Demo_Candidate>
      <CANDIDATEID>3972804</CANDIDATEID>
      <REQUISITIONNUMBER>00003997</REQUISITIONNUMBER>
      <BRREQNUMBER>3505BR</BRREQNUMBER>
      <JOBCODE>A01245</JOBCODE>
      <STATUS>Offer Accepted</STATUS>
      <ADDRESS></ADDRESS>
</Demo_Candidate>
  ]]>
            </Payload>
      </Packet>
</Envelope>
```

Additional Notes on Kenexa Schema Sample XML

You can edit the XML tag for the selected field to give it a custom tag name. If you do not change the value for the XML tag, the system, by default, uses the database field name, makes it UPPERCASE, and concatenates multiple words into one word (if database field name contains multiple words); for example, DATABASEFIELDNAME. The XML tag cannot include special characters, such as the hypen (-) or comma (,).

Candidate Payload

The Candidate payload always contains the following five (5) tags:

- CANDIDATEID tag contains a unique candidate identifier (Resume Key).
- REQUISITIONNUMBER contains the client's optional requisition id number.
- BRREQNUMBER tag contains the 2x BrassRing requisition number.
- JOBCODE tag contains the Job Code associated with the requisition that candidate was hired against.
- STATUS tag contains the HR action that triggered candidate export.

In the envelope section, the <Recipient><Id> node contains target URL where the candidate data will be sent (Post URL). The Customer can specify any custom URL as well as port number for the transfer.

The Target URL must be accessible from the Internet (and not behind a firewall, for example). All other tags in the payload section are custom tags defined by the customer.

Sample XML for Candidate Export – Kenexa Schema with Req


```
 <?xml version="1.0" encoding="UTF-8" ?>
<Envelope version="01.00">
      <Sender>
            <Id>HRXML</Id>
            <Credential>12897</Credential>
      </Sender>
      <Recipient>
            <Id>http://server123.testcompany.com:8044/b2bhttp/inbound/kenexa</Id>
      </Recipient>
      - <!--
 Target URL where data will be sent
  -->
      <TransactInfo transactType="data">
            <TransactId>HSCAND19681</TransactId>
            <TimeStamp>2011-11-30 05:43 AM</TimeStamp>
      </TransactInfo>
      <Packet>
            <PacketInfo packetType="data">
                  <PacketId>1</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_Candidate</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<?xml version="1.0"?>
<Demo_Candidate>
        <CANDIDATEID>3972804</CANDIDATEID>
        <REQUISITIONNUMBER>00003997</REQUISITIONNUMBER>
        <BRREQNUMBER>3505BR</BRREQNUMBER>
        <JOBCODE>A01245</JOBCODE>
        <STATUS>Offer Accepted</STATUS>

</Demo_Candidate>
  ]]>
            </Payload>
      </Packet>
      <Packet>
            <PacketInfo packetType="data">
```

```
                  <PacketId>2</PacketId>
                  <Action>SET</Action>
                  <Manifest>Demo_Candidate_REQEXPORT</Manifest>
            </PacketInfo>
            <Payload>
                  <![CDATA[
<Demo_Candidate_REQEXPORT language="en">
        <REQFORM id="111">Test REQ</REQFORM>
      <CITY></CITY>
</Demo_Candidate_REQEXPORT>
  ]]>
            </Payload>
      </Packet>
</Envelope>
```

Kenexa XML Integration URL's

Kenexa Post URLs for XML Integrations

Foundation **Job Code Default Data** **User Import** **Candidate Import** **Requisition Import** **Field Association** **ILoad Form Import**	**Staging** https://staging.brassring.com/jetstream/500/presentation/template/asp/HRISIntegration/msgdispatch.asp
	Production https://trm.brassring.com/jetstream/500/presentation/template/asp/HRISIntegration/msgdispatch.asp
	Beta https://beta.brassring.com/jetstream/500/presentation/template/asp/HRISIntegration/msgdispatch.asp

Kenexa Web Service URLs for XML Integrations

Foundation **Job Code Default Data** **User Import** **Requisition Import** **Field Association** **ILoad Form Import**	**Staging** https://staging.brassring.com/HRISprocessor9/DispatchMessage.asmx
	Production https://trm.brassring.com/HRISprocessor9/DispatchMessage.asmx
	Beta https://beta.brassring.com/HRISprocessor9/DispatchMessage.asmx

Kenexa Web Service URLs for XML Integrations (Candidate Import)

Candidate Import	**Staging** http://stagingimport.brassring.com/CandidateImport/CandidateImportService/CandidateImportService.asmx
	Production https://import.brassring.com/CandidateImport/CandidateImportService/CandidateImportService.asmx
	Beta http://betaimport.brassring.com/CandidateImport/CandidateImportService/CandidateImportService.asmx

Kenexa Web Service URLs for XML Integrations (HR Status Update)

HR Status Update	**Staging**	http://staging.brassring.com/HRISStatus/HRISStatus.asmx
	Production	http://trm.brassring.com/HRISStatus/HRISStatus.asmx
	Beta	http://beta.brassring.com/HRISStatus/HRISStatus.asmx

Kenexa Web Service URLs for XML Integrations (Encrypted)

Foundation **Job Code Default Data** **User Import** **Candidate Import** **Requisition Import** **Field Association** **ILoad Form Import**	**Staging**	http://staging.brassring.com/HRISprocessor/dispatchmessage.asmx
	Production	http://trm.brassring.com/HRISprocessor/dispatchmessage.asmx
	Beta	http://beta.brassring.com/HRISprocessor/dispatchmessage.asmx