

HR-XML Consortium

3.2.1 Release Readme

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Backwards Compatibility

This release is backwardly compatible with the prior 3.X HR-XML releases with the exception of bug fixes noted in the Change Log.

New in this Release

New: JSON Lightweight Recruiting specification provides data exchange information needed for recruitment related functions being performed on mobile devices, such as handsets and tablets, while using lower bandwidth connections.

The initial use cases that have been implemented as JSON Lightweight Recruiting Schemas include PositionOpening, Candidate and SearchDocument.

This new specification includes JSON schema, Use Case documentation, Implementation Guidelines, and Examples.

New: DrugTest specification provides the information needed to request a drug or alcohol test, provide status of the request, and provide results of the test.

This new specification includes XML schema, BOD's, WSDL, Use Case documentation, Business Rules, and Examples.

Updated: As part of the new DrugTest specification, the Drug and Alcohol components for ScreeningOrder and ScreeningReport were modified.

- ScreeningOrder. SearchDrug and SearchAlcohol components have been deprecated and replaced with the SearchDrugAlcohol component. Do not use any elements/attributes within the deprecated components.
- ScreeningReport. AlcoholScreeningReport and DrugScreeningReport components have been deprecated and replaced with the DrugAlcoholReport component. Do not use any elements/attributes within the deprecated components.

The release package (library) is labeled 3.2 and indicated by the releaseID attribute for each BOD. The BOD versionID attribute is not used by HR-XML Consortium.

HR-XML Consortium added two versioning attributes to all nouns. The majorVersionID is used to specify when a noun changes within a library release. It is originally set to 1 and incremented by 1 for non-backwards compatible changes. The minorVersionIDs is used to specify when a noun changes within a major version. It is originally set to 0 and incremented by 1 when the noun changes within the major version. This easily allows trading partners to identify if their noun implementations are compatible.

Sample Schema

This snippet is located in the Fields.xsd

```
<xsd:attributeGroup name="VersionIDAttributeGroup">
  <xsd:attribute name="majorVersionID" type="oa:StringType" use="optional"/>
  <xsd:attribute name="minorVersionID" type="oa:StringType" use="optional"/>
</xsd:attributeGroup>
```

This snippet (sample) is found in all noun xsd.

```
<xsd:complexType name="CandidateType">
  <xsd:sequence>
    <xsd:group ref="DocumentIDGroup" minOccurs="0"/>
    <xsd:element ref="DocumentSequence" minOccurs="0"/>
    ...
    <xsd:element ref="UserArea" minOccurs="0"/>
  </xsd:sequence>
  <xsd:attribute name="languageCode" type="LanguageCodeContentType" use="optional"/>
  <xsd:attributeGroup ref="EffectiveDateAttributeGroup"/>
  <xsd:attributeGroup ref="VersionIDAttributeGroup"/>
</xsd:complexType>
```

Sample Noun Instance with no prior change


```
<Candidate xmlns="http://www.hr-xml.org/3"
  xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xsi:schemaLocation="http://www.hr-xml.org/3 ./Developer/Nouns/Candidate.xsd"
  majorVersionID="1" minorVersionID="0">
```

Sample Noun Instance with backwards compatible change

```
<Candidate xmlns="http://www.hr-xml.org/3"
  xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xsi:schemaLocation="http://www.hr-xml.org/3../Developer/Nouns/Candidate.xsd"
  majorVersionID="1" minorVersionID="1">
```

Sample BOD Instance with non-backwards compatible change

```
<ProcessScreeningOrder
  systemEnvironmentCode="Production"
  releaseID="3.1.1"
  languageCode="en-US"
  xsi:schemaLocation="http://www.hr-xml.org/3../Developer/BODs/ProcessScreeningOrder.xsd"
  xmlns="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
  ...
<ScreeningOrder majorVersionID="2" minorVersionID="0">
```



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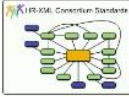
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3.2 HR-XML Full Release
Price: \$0.00 (Please log in for Member Pricing on this item)

This product contains a condensed file (.zip) for the full 3.2 HR-XML standards library. Included for all Domains: Readme file Schema (Nouns and Common Files) Business Object Documents (BODs) Web Service Definition Language (WSDL patterns) Instances (sa... { [View Product](#) }



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This product contains a condensed file (.zip) for the 3.2 HR-XML Assessment standards library. Included for the Assessment domain: Readme file Schema (Nouns and Common Files) Business Object Documents (BODs) Web Service Definition Language (WSDL pa... { [View Product](#) }

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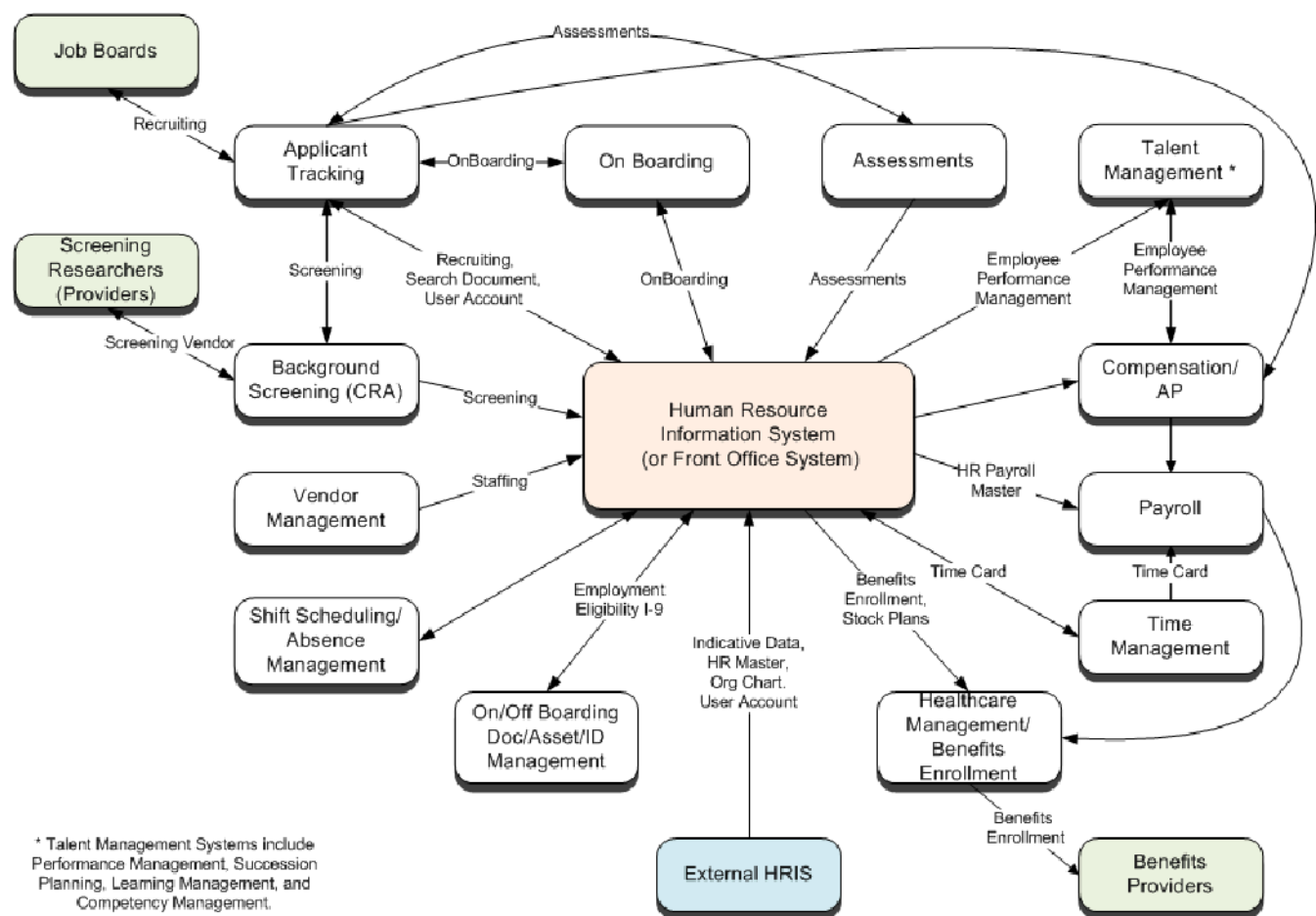
Release standards can be downloaded from the HR-XML website, either by selecting "Standards Downloads" under "Standards & Resources", or by going to the Online Store. The Standards and Downloads link will redirect you to a page within the store.

From the Online Store, choose a release package to download. The full build containing all domains can be downloaded, or individual domains may be chosen instead.

The files will be saved in .zip format. Unzip the files to a local machine to complete the release environment setup.

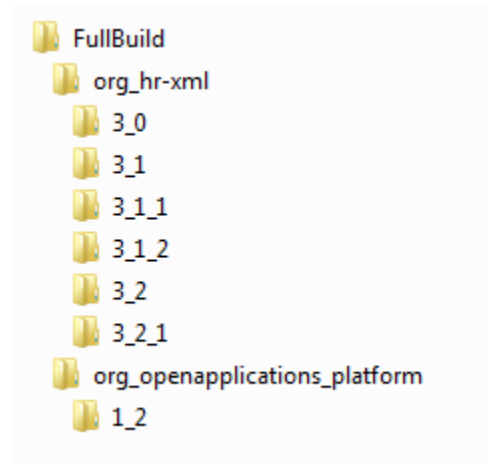
The following diagram portrays a partial scope of the Human Resource 'Industry'. The outer squares depict the systems that may interact with the HRIS or Front Office System. The arrows between the HRIS and outer boxes describe the transactions that may occur between vendors, service providers, internal systems or 3rd party providers. The description of the arrows indicate HR-XML specifications for those transactions.

Implementers may prefer to view the schema content directly by clicking on one of the noun links below the diagram (displayed on the website). This will show the noun definition, attributes and elements, and allows the user to drill down into the individual components.



Folder Structure

The folders and files are structured hierarchically, allowing each new release to be built upon the existing 3.0 build within the same domain. Although the image below shows the 3_0, 3_1, 3_1_1, and 3_1_2 folders, implementers do not need to include more than the current folder (3_2_1). However, the structure does allow for organizations to utilize multiple versions.



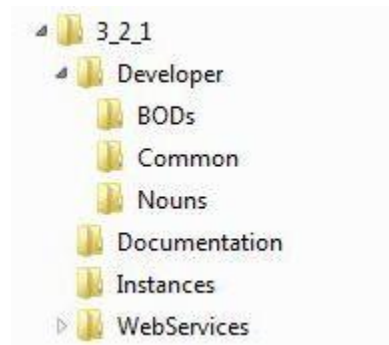
HR-XML Content

The 3_2_1 folder contains the Developer folders where the BOD's and nouns are located. The Common folder contains the Components, Fields, and Codelist files which includes all of the shared data for the nouns.

Documentation includes all of the PDF files for viewing. Each domain will include common documentation, and PDF files relevant to the purpose of that domain.

The Instances folder contains all of the sample xml files for reference. They may be used to assist implementers in identifying potential content of elements and attributes. Note these xml files are for sample purposes only.

The WebServices folder contains the WSDL patterns for web services.



Platform Content

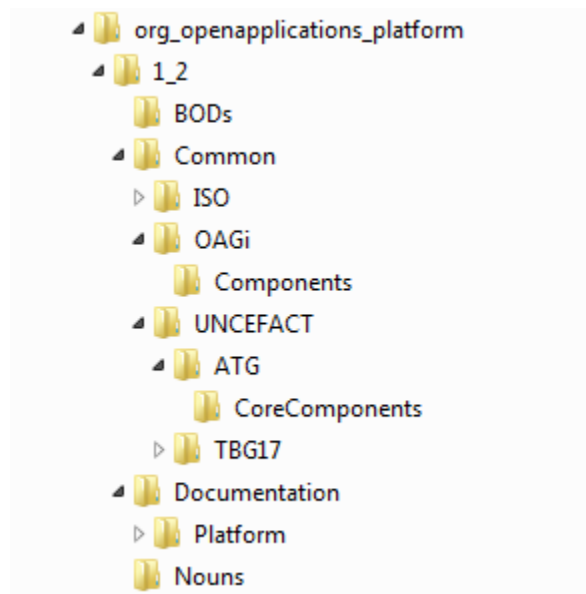
The 3_2 release is built upon the OAGIS 9.5 Platform 1.2, which incorporates the UN/CEFACT core components.

The folders of most interest are the BODs, OAGi/Components and UNCEFACT/ATG/CoreComponents folders.

The BODs folder contains the ConfirmBOD, which is used for a noun-independent response. See Subset of OAGIS Verbs Implemented in Guidelines for information on BOD's.

The OAGi/Components folder contains the OAGi core components used in the HR-XML schema. For example, MandatoryIndicator uses oa:IndicatorType.

The UNCEFACT/ATG/CoreComponents folder includes the qualified and unqualified data types for reuse within the HR-XML components. For example, DocumentTitle uses the qualified data type of StringType.





OAGIS Business Object Documents (BODs)

OAGIS Business Object Documents (BODs) are used for HR-XML message design. The HR-XML Consortium uses the following 9 OAGIS verbs: Acknowledge, Cancel, Change, Get, Notify, Process, Respond, Show, and Sync in conjunction with the HR-XML nouns. In addition, the Consortium uses the OAGIS ConfirmBOD.

This log includes the schema that have changed in this release (library). Note the related files (includes/imports) have not been included.

File Name	Description of Change	Release Name	Release Date
Schema_PositionOpening.json, Schema_Candidate.json, Schema_SearchResponse_Candidate.json, Schema_SearchResponse_PostionOpening.json	New JSON schema	3.2.1	2013-01-28
DrugTest.xsd	New noun, includes all related BOD's, WSDL, and common component files.	3.2.1	2013-01-28
ScreeningOrder.xsd	Added new Drug and Alcohol components. Deprecated previous components.	3.2.1	2013-01-28
ScreeningReport.xsd	Added new Drug and Alcohol components. Deprecated previous components.	3.2.1	2013-01-28
New Release	Includes all content from prior interim releases	3.2	2011-08-15
OAGI platform	Updated to 9.5, 1_2 platform	3.1.2	2011-06-27
Screening Vendor	New noun, includes all related BOD's, WSDL	3.1.2	2011-06-27
EmploymentEligibility-9.xsd	Added AuditTrail info	3.1.2	2011-06-27
WorkerOnBoarding.xsd	New noun, includes all related BOD's	3.1.1	2011-04-26
Fields.xsd	Bug fix for ScreeningOrder, Screening	3.1	2010-09-21
CodeList.xsd	Bug fix for ScreeningOrder, ScreeningPackage	3.1	2010-09-21
ScreeningOrder.xsd	Bug fix	3.1	2010-09-21

ScreeningPackageOrder.xsd	Bug fix	3.1	2010-09-21
ScreeningReport.xsd	Bug fix	3.1	2010-09-21
ScreeningCatalogOrder.xsd	New noun, includes all related BOD's	3.1	2010-09-21
ScreeningCatalogReport.xsd	New noun, includes all related BOD's	3.1	2010-09-21
SearchDocument.xsd	New noun, includes all related BOD's	3.1	2010-09-21
EmploymentEligibilityI-9.xsd	New noun, includes all related BOD's	3.1	2010-09-21