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4.1 JSON Release

HR Open Standards Consortium announces the approved release of the 4.1 data exchange specifications. This release includes JSON specifications for: Assessments, Benefits, Compensation, Interviewing, Recruiting, Screening, Timecard, and Wellness schemas.

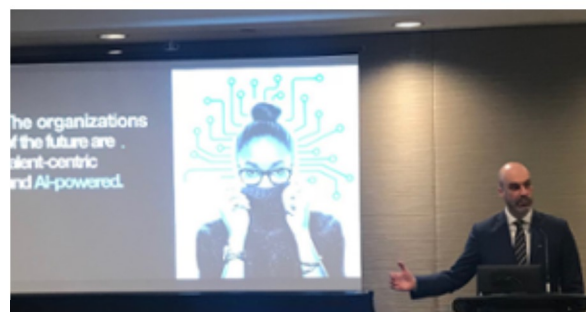
[Download the Standard](#)

*"This is an exciting time for HR Open Standards!
For the last 18 months, dozens of volunteers from across the world, representing experts in many different domains of the HR industry, have been working with dedication to build an industry leading standard. 4.1 solves both the need of data transfer across systems, and ease of use by the people who work with it."*

- Jason Sole from Direct Employers

Q1 2018 Summary

2018 Annual Meeting in Toronto focused on Artificial Intelligence and its role in growing HR Technology. Somen Mondal, Ideal, lead a discussion about how AI will allow recruiters to focus on relationship building by removing the mundane. Benoit Hardy-



Vallee, IBM, (pictured) kicked-off day two speaking about AI and the human experience. Thank you to the speakers, sponsors, and attendees! To learn more about the presentations visit our [website](#).



New Members HR Open Standards welcomed [Harbinger Group](#), [Discovery Benefits](#), and [Payper Netherlands](#) to our growing list of members. They join an outstanding group of companies and individuals that come together to build our standards.

Workgroups currently include Assessments, Benefits Enrollment, Interviewing, Payroll, Recruiting, Salary Survey, and Screening. In addition to our many workgroups we also have technical and marketing Committees that meet on a regular basis. If you're interested in joining any of these groups please contact us at info@hropenstandards.org.



Trends from 2018 Annual Meeting

1. AI will help with HR professionals with the busy-work but can not replace human interaction.
2. Improved AI technologies will allow recruiters to focus on relationship building by removing the mundane so you can find the right candidate.
3. Increased AI technology can help improve the talent marketplace.
4. Integrating AI into your workflow will allow people to apply for the right jobs at the right time.
5. Download the 4.1 JSON Standards!



September 11-14 | Venetian, Las Vegas

The [HR Tech Conference](#) is your best way to discover the newest technology and hear the hottest trends in the industry. This year's agenda includes 59 sessions spanning 11 educational tracks, world-class keynoters Mike Rowe and Randi Zuckerberg, mega sessions, the 3rd annual Women in HR Technology[®] Summit, and more!





Q: I would like to create an xml file of multiple job postings. Is there a schema that I could use for this? I see the PositionOpening.xsd, but this is specific to one posting?

PositionOpening is the correct schema to use for job postings. There are a few options you can use. You can specify multiple PositionProfiles to specify multiple job postings (if it is the same position). You could also specify information in PostingInstructions (if you are using the same position and going to multiple job board destinations). In 3.X, you can also use the BOD ProcessPositionOpening to allow multiple Position Openings. Finally, you could define a wrapper that allows one to many PositionOpening if you need to send multiple position openings in a single message.

Q: We are in the initial process of implementing a new HR solution. I have downloaded the standards (JSON and XML) and see that there are many objects and types but I am struggling to find any related data definition language (DDL) to create a standard database schema. Is there a DDL where I can generate a database to see how the whole model fits together?

HR Open's mission is to deliver standards to facilitate the HR data exchange between systems. As such, HR Open does not provide a DDL as part of the deliverables. However, the main HR Open schemas would provide the vocabularies and definitions that could be used to help you create a database.



GDPR Compliance

The General Data Protection Regulation goes into effect on May 25th, are you ready? Learn more about the regulations [here](#).



4.1 JSON Standards

Don't forget to use our [Implementation Forum](#) for any questions or comments regarding the 4.1 JSON Standards release.

Our mailing address: HR Open Standards Consortium, Inc.

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