

Oracle® Human Capital Management Cloud Security Reference

Release 12

Part Number E73300-01

This guide also applies to on-premise implementations.

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Oracle Human Capital Management Cloud Security Reference

Release 12

Part Number E73300-01

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Contents

<u>Preface.....</u>	<u>8</u>
<u>Introduction.....</u>	<u>9</u>
<u>What's New.....</u>	<u>11</u>
<u>New Duties.....</u>	<u>11</u>
<u>New Aggregate Privileges.....</u>	<u>11</u>
<u>New Privileges.....</u>	<u>11</u>
<u>Abstract Role: Basic Recruiter.....</u>	<u>13</u>
<u>Privileges.....</u>	<u>13</u>
<u>Job Role: Benefits Administrator.....</u>	<u>14</u>
<u>Duties.....</u>	<u>14</u>
<u>Role Hierarchy.....</u>	<u>14</u>
<u>Aggregate Privileges.....</u>	<u>15</u>
<u>Privileges.....</u>	<u>15</u>
<u>Data Security Policies.....</u>	<u>23</u>
<u>Job Role: Benefits Manager.....</u>	<u>47</u>
<u>Duties.....</u>	<u>47</u>
<u>Role Hierarchy.....</u>	<u>47</u>
<u>Aggregate Privileges.....</u>	<u>48</u>
<u>Privileges.....</u>	<u>48</u>
<u>Data Security Policies.....</u>	<u>53</u>
<u>Job Role: Benefits Specialist.....</u>	<u>64</u>
<u>Duties.....</u>	<u>64</u>
<u>Role Hierarchy.....</u>	<u>64</u>
<u>Aggregate Privileges.....</u>	<u>64</u>
<u>Privileges.....</u>	<u>65</u>
<u>Data Security Policies.....</u>	<u>67</u>
<u>Job Role: Cash Manager.....</u>	<u>74</u>
<u>Duties.....</u>	<u>74</u>
<u>Role Hierarchy.....</u>	<u>75</u>
<u>Privileges.....</u>	<u>75</u>
<u>Data Security Policies.....</u>	<u>89</u>
<u>Privacy.....</u>	<u>92</u>
<u>Job Role: Compensation Administrator.....</u>	<u>94</u>
<u>Duties.....</u>	<u>94</u>
<u>Role Hierarchy.....</u>	<u>94</u>
<u>Aggregate Privileges.....</u>	<u>94</u>
<u>Privileges.....</u>	<u>95</u>
<u>Data Security Policies.....</u>	<u>98</u>
<u>Job Role: Compensation Analyst.....</u>	<u>118</u>
<u>Duties.....</u>	<u>118</u>
<u>Role Hierarchy.....</u>	<u>118</u>

Aggregate Privileges.....	118
Privileges.....	119
Data Security Policies.....	119
Job Role: Compensation Manager.....	122
Duties.....	122
Role Hierarchy.....	122
Aggregate Privileges.....	123
Privileges.....	124
Data Security Policies.....	125
Job Role: Compensation Specialist.....	132
Role Hierarchy.....	132
Aggregate Privileges.....	132
Privileges.....	132
Data Security Policies.....	132
Abstract Role: Contingent Worker.....	134
Duties.....	134
Role Hierarchy.....	135
Aggregate Privileges.....	136
Privileges.....	138
Data Security Policies.....	141
Abstract Role: Employee.....	152
Duties.....	152
Role Hierarchy.....	153
Aggregate Privileges.....	154
Privileges.....	156
Data Security Policies.....	160
Job Role: Employee Help Desk Analyst.....	175
Abstract Role: Executive Manager.....	176
Privileges.....	176
Job Role: Human Capital Management Application Administrator	
177	
Duties.....	177
Role Hierarchy.....	178
Aggregate Privileges.....	179
Privileges.....	180
Data Security Policies.....	195
Job Role: Human Capital Management Integration Specialist...	231
Duties.....	231
Role Hierarchy.....	231
Aggregate Privileges.....	231
Privileges.....	231
Data Security Policies.....	232
Job Role: Human Resource Analyst.....	235
Duties.....	235
Role Hierarchy.....	235



Aggregate Privileges.....	236
Privileges.....	237
Data Security Policies.....	238
Job Role: Human Resource Manager.....	250
Duties.....	250
Role Hierarchy.....	251
Aggregate Privileges.....	253
Privileges.....	255
Data Security Policies.....	263
Job Role: Human Resource Specialist.....	297
Duties.....	297
Role Hierarchy.....	298
Aggregate Privileges.....	300
Privileges.....	302
Data Security Policies.....	310
Job Role: Human Resources VP.....	345
Duties.....	345
Role Hierarchy.....	345
Abstract Role: Line Manager.....	347
Duties.....	347
Role Hierarchy.....	348
Aggregate Privileges.....	350
Privileges.....	351
Data Security Policies.....	354
Job Role: Payroll Administrator.....	370
Duties.....	370
Role Hierarchy.....	370
Aggregate Privileges.....	371
Privileges.....	372
Data Security Policies.....	378
Job Role: Payroll Manager.....	411
Duties.....	411
Role Hierarchy.....	412
Aggregate Privileges.....	414
Privileges.....	415
Data Security Policies.....	430
Privacy.....	486
Abstract Role: Power Recruiter.....	487
Privileges.....	487
Job Role: Recruiting Administrator.....	488
Duties.....	488
Role Hierarchy.....	488
Privileges.....	488
Job Role: Time and Labor Administrator.....	489
Duties.....	489

<u>Role Hierarchy.....</u>	<u>489</u>
<u>Aggregate Privileges.....</u>	<u>489</u>
<u>Privileges.....</u>	<u>490</u>
<u>Data Security Policies.....</u>	<u>491</u>
<u>Job Role: Time and Labor Manager.....</u>	<u>494</u>
<u>Duties.....</u>	<u>494</u>
<u>Role Hierarchy.....</u>	<u>494</u>
<u>Aggregate Privileges.....</u>	<u>494</u>
<u>Privileges.....</u>	<u>495</u>
<u>Data Security Policies.....</u>	<u>496</u>
<u>Unassigned Duties.....</u>	<u>500</u>


Preface

This preface introduces information sources that can help you use the application.

Oracle Applications Help

Use the Help icon  to access Oracle Applications Help in the application. If you don't see any help icons on your page, click the Show Help icon  in the global area. Not all pages have help icons. You can also access Oracle Applications Help at <https://fusionhelp.oracle.com/>.

Using Applications Help

 **Watch:** This video tutorial shows you how to find help and use help features.

Additional Resources

- **Community:** Use [Oracle Applications Customer Connect](#) to get information from experts at Oracle, the partner community, and other users.
- **Guides and Videos:** Go to the [Oracle Help Center](#) to find guides and videos.
- **Training:** Take courses on Oracle Cloud from [Oracle University](#).

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Comments and Suggestions

Please give us feedback about Oracle Applications Help and guides! You can send e-mail to: oracle_fusion_applications_help_wg_grp@oracle.com.

Introduction

Security Reference Guides describe the Oracle Fusion Applications security reference implementation. This guide includes descriptions of all the predefined data that is included in the security reference implementation for an offering. The reference implementation can be customized to fit divergent enterprise requirements.

Security Reference Implementation

The Oracle Fusion Applications security approach supports a reference implementation that addresses common business security needs and consists of roles and policies.

Oracle Fusion Applications Security Reference Guides present the following information about the predefined security reference implementation.

- The abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges required to perform each duty defined by a duty role
- Data security policies for each job role, or abstract role
- Policies that protect personally identifiable information
- Data security policies on fact and dimension to ensure enforcement across tools and access methods

For an overview and detailed information about the Oracle Fusion Applications security approach, including an explanation of role types, enforcement, and how to implement and administer security for your deployment, see your product security guide.

How to Use this Security Reference Guide

Enterprises address needs specific to their organization by changing or extending the role definitions, role hierarchies, and data security policies of the reference implementation. You may also be subject to specific legal, regulatory, and industry requirements. You are solely responsible for your adherence to these requirements when assigning roles, privileges and granting access for your enterprise.

For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.

Note:

All information presented in this guide can be accessed in the various user interface pages of Oracle Fusion Applications provided for security setup, implementation customizations, and administration. The advantage of reviewing the security reference implementation as it is presented in this guide is that you can more easily compare and plan your customizations.

Tip:

From the entitlement of a role as expressed by privileges, you can deduce the function security enforced by a role. If your enterprise needs certain functions

removed from access by certain roles, change the data security policies or duties carried by the role.

Review the data security policies conferred on job roles by their inherited duty roles.

Review the privacy in effect for a job or abstract role based on its data security policies. Privacy is additionally protected by security components, as described in your product security guide.

Important:

As you make changes to the security reference implementation for an Oracle Fusion Applications deployment, the predefined implementation as delivered remains available. Upgrade and maintenance patches to the security reference implementation preserve your changes to the implementation.

Human Capital Management Offerings

This guide describes the security reference implementation for the following offerings:

- Coexistence for HCM
- Compensation Management
- Workforce Deployment
- Workforce Development

There is a set of common roles that are required to set up and administer an offering. For information about these common roles, see the *Oracle Fusion Applications Common Security Reference Guide*.

What's New

This release of the offering includes new Job and Abstract roles, Duties, Aggregate Privileges and Privileges.

New Duties

Duty Role	Description
Workforce Confidential Viewing	Secures workforce PII and other sensitive viewing data.

New Aggregate Privileges

Aggregate Privilege	Description
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Manage Performance Goal by HR	Manages performance goals of workers by HR.
Manage Performance Goal by Manager	Manages performance goals of subordinates.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Worker Time Entry Setup Profile	Creates and updates an association of a layout set and time entry actions to control access to any time entries.
Manage Worker Time Processing Profile	Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.

New Privileges

Granted Role	Privilege	Description
Benefits Enrollment Maintenance	Manage Benefit Coverage Charges	Allows manual benefit coverage charge generation.
	Record Benefit Coverage Payments	Allows recording of manual payments.
	Run Benefit Billing Processes	Allows management of automatic benefits billing.
Human Capital Management Application Administrator	Flatten HCM Position Hierarchy	Allows flattening of the HCM position hierarchy.
	Manage Leave Agreements	Allows configuration of shared parental leave agreements

Granted Role	Privilege	Description
	Synchronize Line Manager Hierarchy	Allows synchronization of the line manager hierarchy from the HCM position hierarchy.
Human Resource Specialist	Flatten HCM Position Hierarchy	Allows flattening of the HCM position hierarchy.
	Manage Leave Agreements	Allows configuration of shared parental leave agreements
	Roll Back Last Absence Accrual Run	Allows rolling back of the last absence accrual process run.
	Run Absence Report	Allows administrators to run absence report to list absences for workers within an enterprise.
	Run Accrual Plan Enrollment Report	Allows administrators to run accrual plan enrollment reports to list workers enrolled in accrual plans.
	Run Australian Workplace Gender Profile Report	
	Run Person Absence Entry Report	Allows administrators to run absence entry reports to list absences of workers by absence type.
	Synchronize Line Manager Hierarchy	Allows synchronization of the line manager hierarchy from the HCM position hierarchy.
Line Manager	Approve Individual Compensation Award	Review and approve proposed individual compensation awards.
	Approve Salary Updates	Review and approve proposed salary changes.
Payroll Administrator	Run Australian Workplace Gender Profile Report	
Pending Worker Addition and Hire	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
	Edit Pending Worker	Allows users to correct pending-worker records.
Recruiting Administrator	Manage Job Requisition Templates	Allows to manage the job requisition template.
	Manage Recruiting Administration	Allows to manage the setup tasks related to recruiting.
Workforce Structures Management	Manage Assignment Flexfield Mapping	Allows mapping of workforce structures' flexfields to a worker's assignment flexfields.
	Manage HCM Position Hierarchy	Allows management of the HCM position hierarchy.

Abstract Role: Basic Recruiter

Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Basic Recruiter has limited access to the Recruiting Center and to requisitions, depending on the group membership. Depending on specific needs of each organization, you may duplicate this user type, add, or remove permissions. This default user type provides a good starting point for other recruiting support roles such as assistants and collaborators.

Privileges

Privileges granted to duties of the abstract role **Basic Recruiter**.

Granted Role	Granted Role Description	Privilege
Basic Recruiter	Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Basic Recruiter has limited access to the Recruiting Center and to requisitions, depending on the group membership. Depending on specific needs of each organization, you may duplicate this user type, add, or remove permissions. This default user type provides a good starting point for other recruiting support roles such as assistants and collaborators.	Access Oracle Taleo Recruiting Cloud Service

Job Role: Benefits Administrator

Manages administration of benefits business objects and batch processes.

Duties

Duties assigned directly and indirectly to the job role **Benefits Administrator**

Duty Role	Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.
Benefits Elections	Manages benefits elections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.
Benefits Process and Report Administration	Manages benefits processes and reports.
Benefits Self Service Setup	Manages benefits self service setup.
Benefits Setup	Manages benefits setup.
FSCM Load Interface Administration	Manages load interface file for import
HCM Extract Definition	Grants access to the extract definition duty.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.
Person Address View	Grants access to persons to view address data.
Person Configuration	Manages person types, name formats, checklists, and document types.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Benefits Administrator**

Inherited Roles
Benefits Administrator Absence Implementation Benefits Elections Benefits Enrollment Maintenance Benefits Management Implementer Benefits Elections Benefits Setup HCM Extract Definition Payroll Common HCM Implementation Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management FSCM Load Interface Administration Submit a Payroll Flow

Inherited Roles
Submit a Payroll Process or Report Benefits Process and Report Administration Benefits Self Service Setup Benefits Setup Change Person Address Change Person Marital Status HCM Extract Definition Manage Fast Formula Manage Person Documentation Manage Work Relationship Person Configuration Person Management Person Address View Person National Identifier View Submit a Payroll Flow View Positions View Salary Data Only

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Benefits Administrator**

Aggregate Privilege	Description
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Person Documentation	Manages documents.
Manage Value Defined by Criteria	Manages values defined by criteria.
Manage Work Relationship	Updates work relationships.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Positions	Views positions in the user's position security profile.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.

Privileges

Privileges granted to duties of the job role **Benefits Administrator**.

Granted Role	Granted Role Description	Privilege
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans
		Manage Absence Entitlement Band
		Manage Benefit Eligibility

Granted Role	Granted Role Description	Privilege
		Profile
		Manage Benefit Participant Enrollment Certification
		Manage Life Event Reason
		Manage Person Eligibility Derived Factor
		Run Participation Process Absence
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Archive US End-of-Year ACA Information
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Beneficiary Organization Details
		Manage Extracts Work Area
		Manage Person Work Area
		Manage Wellness Program
		Manage Wellness Tracking Service
		Manage Workforce Structures Work Area
		New Person Work Area
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run US 1094-C Transmittal Electronic Report
		Run US 1095-C Employee Report
		View Payroll Flow Based Analytics
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility
		Manage Benefit Participant Enrollment Result
		Manage Open enrollment window
		Manage Person Benefits Balance
		Run Online Life Events

Granted Role	Granted Role Description	Privilege
		Run Online Open Enrollment
		Search Benefit Person
		View Person Life Event
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Close Action Items
		Define Benefit Participant Enrollment Result
		Maintain Individual Eligibility Exceptions
		Maintain Individual Overrides
		Maintain Participant Eligibility
		Make Anytime Selections
		Make Employee Selections
		Manage Action Items
		Manage Anytime Action Items
		Manage Benefit Balance
		Manage Benefit Carriers
		Manage Benefit Contacts
		Manage Benefit Coverage Charges
		Manage Benefit Earnings
		Manage Benefit Electable Choice
		Manage Benefit Eligible Dependent
		Manage Benefit Eligible Person
		Manage Benefit Extract Process
		Manage Benefit Maintenance Batch Reporting
		Manage Benefit Note
		Manage Benefit Option
		Manage Benefit Participant Enrollment Result
		Manage Benefit Participant Enrollment Result Override
		Manage Benefit Person Benefit Group
		Manage Benefit Person Habits
		Manage Benefit Relation
		Manage Eligibility Factors
		Manage Legal Entity Information
		Manage Participant Enrollment Result Override
		Manage Person Benefits Balance
		Manage Person Life Event
		Manage Plan Beneficiary

Granted Role	Granted Role Description	Privilege
		Designation
		Manage Regulatory Bodies
		Manage Reopen Life Events
		Manage Third-Party Administrators
		Prepare Benefit Participant Potential Life Event
		Purge Backed-Out or Voided Life Event Data
		Purge Participation Evaluation Audit Data
		Record Benefit Coverage Payments
		Restart Action Item Closure
		Restart Default Benefits Enrollment
		Restart Enrollment Closure
		Restart Participation Evaluation
		Review Benefit Participant Enrollment Result
		Review Benefit Participant Enrollment Result Statement
		Run Assign Corrective Potential Life Event
		Run Backout Life Event Process
		Run Benefit Billing Processes
		Run Close Enrollments Process
		Run Default Enrollment Process
		Run Life Event Participation
		Run Online Anytime Open
		Run Online Life Events
		Run Online Open Enrollment
		Run Participation Process - Unrestricted Recalculate
		Run Participation Process Absence
		Run Participation Process Life Event
		Run Participation Process Scheduled
		Run Participation Process Selection
		Run Participation Process Temporal
		Run Participation Process Unrestricted
		Search Benefit Person
		Submit Elections
		View Benefit Participant

Granted Role	Granted Role Description	Privilege
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Enrollment Result
		View Person Life Event
		Define Benefit Activity Base Rate
		Define Benefit Authorization
		Define Benefit Coverage Calculation
		Define Benefit Eligibility and Element Groups
		Define Benefit Option
		Define Benefit Participant Eligibility Profile
		Define Benefit Plan
		Define Benefit Program Benefit Rates
		Define Benefit Year Period
		Define Plan Beneficiary Designation
		Define Plan Primary Care Provider
		Export Eligibility Profile
		Extract Work Structure Report Details
		Extract Worker Model Details
		Import Eligibility Profile
		Manage Absence Entitlement Band
		Manage Beneficiary Organization Details
		Manage Benefit Balance
		Manage Benefit Collapse Life Event
		Manage Benefit Coverage Calculation
		Manage Benefit Defined Formulas
		Manage Benefit Designation Detail
		Manage Benefit Eligibility Profile
		Manage Benefit Enrollment Action Type
		Manage Benefit Group
		Manage Benefit Participant Enrollment Result Notes
		Manage Benefit Person Benefit Group
		Manage Benefit Plan Combination Plan Type in Program
		Manage Benefit Plan Events
		Manage Benefit Plan Rates
		Manage Benefit Plan Type

Granted Role	Granted Role Description	Privilege
		Manage Benefit Plan Type Self Service Grouping
		Manage Benefit Plan in Program
		Manage Benefit Program Dependant Rules
		Manage Benefit Program Details
		Manage Benefit Programs Details
		Manage Benefit Regulatory Body
		Manage Benefit Reporting Group
		Manage Benefit Service Area
		Manage Benefit configuration export
		Manage Benefit configuration import
		Manage Benefits Self Service Configuration
		Manage Dependent Certification for Program
		Manage Eligibility Factors
		Manage Enrollment Requirement by Life Event for Plan in Program
		Manage Group Space
		Manage Legal Entity Information
		Manage Life Event Reason
		Manage Person Benefits Balance
		Manage Person Eligibility Derived Factor
		View Payroll Flow Based Analytics
Benefits Process and Report Administration	Manages benefits processes and reports.	View Person Life Event
		Export Eligibility Profile
		Import Eligibility Profile
		Manage Benefit Extract Process
		Manage Benefit Maintenance Batch Reporting
		Manage Benefit configuration export
		Manage Benefit configuration import
		Manage Reopen Life Events
		Prepare Benefit Participant Potential Life Event
		Purge Backed-Out or Voided Life Event Data

Granted Role	Granted Role Description	Privilege
		Purge Participation Evaluation Audit Data
		Restart Action Item Closure
		Restart Default Benefits Enrollment
		Restart Enrollment Closure
		Restart Participation Evaluation
		Run Assign Corrective Potential Life Event
		Run Backout Life Event Process
		Run Close Enrollments Process
		Run Default Enrollment Process
		Run Life Event Participation
		Run Participation Process - Unrestricted Recalculate
		Run Participation Process Absence
		Run Participation Process Life Event
		Run Participation Process Scheduled
		Run Participation Process Selection
		Run Participation Process Temporal
		Run Participation Process Unrestricted
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefit Plan Type Self Service Grouping
		Manage Benefits Self Service Configuration
		Manage Group Space
		Manage Life Event Reason
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate
		Define Benefit Coverage Calculation
		Define Benefit Plan
		Define Benefit Program Benefit Rates
		Manage Benefit Dependent Eligibility Profile
		Manage Benefit Eligibility Profile
		Manage Benefit Eligibility Profile for Benefit Eligibility Object
		Manage Benefit Extract
		Manage Benefit Program
		Manage Benefit Program Details

Granted Role	Granted Role Description	Privilege
		Manage Benefit Programs Details
		Manage Benefit Regulatory Body
		Manage Benefit Reporting Group
		Manage Benefit Variable Rate Profile
		Manage Life Event Reason
		Manage User Defined Criteria
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Object Group
		Manage Payroll Run Type

Granted Role	Granted Role Description	Privilege
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Checklist Template
		Manage HR Name Format
		Manage Person Name Style
		Manage Person Type
		Run Person Keyword Refresh Process
		Run Person Relevance Refresh Process
		Run Public Person Information Refresh Process
		Schedule Calculate Relationship Strength
		Schedule Person Keyword Crawler
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Benefits Administrator**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Benefits Administrator can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
		Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Benefits Administrator can choose assignment grade for all grades in the enterprise	Role: Benefits Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
Benefit Covered Dependent	A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
		Role: Benefits Enrollment Maintenance

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
Benefit Eligible Dependent	A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Administrator can manage benefit eligible person for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
Benefit Note	A Benefits Administrator can manage benefit note for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Note (Data) Resource: Benefit Note
Benefit Option	A Benefits Administrator can manage person life event for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option
Benefit Participant Enrollment Result	A Benefits Administrator can review benefit participant enrollment result for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
		Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Administrator can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Person Benefit Group	A Benefits Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
		Role: Benefits Setup

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
Benefit Plan Beneficiary Designation	A Benefits Administrator can manage plan beneficiary designation for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation
Benefit Relation	A Benefits Administrator can manage benefit relation for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Business Unit	A Benefits Administrator can choose business unit for business units in their organization security profile	Role: Benefits Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Benefits Administrator can choose department for departments in their organization security profile	Role: Benefits Administrator Privilege: Choose Department (Data) Resource: Department
Fast Formula	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Benefits Administrator can	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	view fast formula for legislative data groups in their legislative data group security profile	Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Benefits Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Benefits Administrator can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
	A Benefits Administrator can view fast formula for legislative	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data)

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative data group security profile	Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Benefits Administrator can choose hr job for all jobs in the enterprise	Role: Benefits Administrator Privilege: Choose HR Job (Data) Resource: HR Job
HR Name Format	A Benefits Administrator can manage hr name format for countries in their country security profile	Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format
Legal Employer	A Benefits Administrator can choose legal employer for legal employers in their organization security profile	Role: Benefits Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Benefits Administrator can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Benefits Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Position Attribute	A Benefits Administrator can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute
Location	A Benefits Administrator can choose location for all locations in the enterprise	Role: Benefits Administrator Privilege: Choose Location (Data) Resource: Location
Organization Payment Method	A Benefits Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Benefits Administrator can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Payment Card	A Benefits Administrator can view employee credit card for any employee corporate cards	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card

Business Object	Policy Description	Policy Store Implementation
	in the enterprise	
Payroll Balance Category	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
Payroll Balance Definition	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception

Business Object	Policy Description	Policy Store Implementation
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Benefits Administrator can view payroll balance for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Default
Payroll Balance Group Attribute Definition	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
Payroll Balance Group Usage	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Checklist	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist

Business Object	Policy Description	Policy Store Implementation
	profile and payroll flows in their payroll flow security profile	
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Database Item Group	A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group

Business Object	Policy Description	Policy Store Implementation
Payroll Deduction Allow Override	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
Payroll Deduction Calculation	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Benefits Administrator can	Role: Manage Value Defined by Criteria

Business Object	Policy Description	Policy Store Implementation
	view payroll deduction group for legislative data groups in their legislative data group security profile	Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Context Usage	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Range Item	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Benefits Administrator can manage payroll deduction for	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Deduction Type
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Benefits Administrator can choose payroll definition for payrolls in their payroll security profile	Role: Benefits Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Benefits Administrator can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Benefits Administrator can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
Payroll Element Link	A Benefits Administrator can manage payroll element for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Benefits Administrator can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Event	A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition

Business Object	Policy Description	Policy Store Implementation
	A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
	A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Benefits Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Benefits Administrator Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition

Business Object	Policy Description	Policy Store Implementation
Payroll Flow Definition Parameter	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Benefits Administrator can manage payroll flow patten for	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Flow Definition Task Property
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Frequency Rule	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll Iterative Rule	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Object Group	A Benefits Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Benefits Administrator can	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	view payroll object group for legislative data groups in their legislative data group security profile	Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Benefits Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Benefits Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Period	A Benefits Administrator can manage payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
	A Benefits Administrator can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Processing Rule	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Benefits Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Benefits Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Retropay Component Usage	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage

Business Object	Policy Description	Policy Store Implementation
	profile	
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Element Span Usage	A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
	A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Run Type	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method

Business Object	Policy Description	Policy Store Implementation
Payroll Run Type Usage	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Benefits Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Benefits Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Benefits Administrator can view payroll template for	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Template Solution
Payroll Template Solution Classification Usage	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Benefits Administrator can view payroll template for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Template Solution Rule Dependency	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Person	A Benefits Administrator can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
	A Benefits Administrator can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
	A Benefits Administrator can choose person for persons and assignments in their person and assignment security profile	Role: Benefits Administrator Privilege: Choose Person (Data) Resource: Person
	A Benefits Administrator can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Benefits Administrator can search person live for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Search Person Live (Data) Resource: Person
Person Address	A Benefits Administrator can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Assignment	A Benefits Administrator can view person assignment for persons and assignments in their person and assignment security profile	Role: Benefits Administrator Privilege: View Person Assignment (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Benefit Balance	A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Benefits Balance	A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
Person Contact	A Benefits Administrator can manage person contact for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact
Person Disability	A Benefits Administrator can manage person disability for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Benefits Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Benefits Administrator can manage person driver license number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Life Event	A Benefits Administrator can manage person life event for people and assignments in their	Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event

Business Object	Policy Description	Policy Store Implementation
	person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Passport	A Benefits Administrator can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Program or Plan Level Electable Choice	A Benefits Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice
Person Type	A Benefits Administrator can view person type for any person type	Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type
Personal Payment Method	A Benefits Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Benefits Administrator can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Plan Beneficiary Designation	A Benefits Administrator can manage plan beneficiary designation for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation
Position	A Benefits Administrator can choose position for positions in their position security profile	Role: Benefits Administrator Privilege: Choose Position (Data) Resource: Position
	A Benefits Administrator can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Primary Care Provider	A Benefits Administrator can define plan primary care provider for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider
Public Person	A Benefits Administrator can choose public person for persons and assignments in their person and assignment security profile	Role: Benefits Administrator Privilege: Choose Public Person (Data) Resource: Public Person
	A Benefits Administrator can view public person for persons and assignments in their person and assignment security profile	Role: Benefits Administrator Privilege: Report Public Person (Data) Resource: Public Person
Salary	A Benefits Administrator can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary

Business Object	Policy Description	Policy Store Implementation
	A Benefits Administrator can view salary for people and assignments in their person and assignment security profile	Role: Benefits Administrator Privilege: View Salary Details (Data) Resource: Salary
Tax Reporting Unit	A Benefits Administrator can choose tax reporting unit for tax reporting units in their organization security profile	Role: Benefits Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Trading Community Organization Party	A Benefits Administrator can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
	A Benefits Administrator can view trading community organization party for all organizations in the enterprise	Role: Benefits Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Benefits Administrator can view trading community party for all people in the enterprise	Role: Benefits Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Benefits Administrator can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Work Relationship	A Benefits Administrator can manage work relationship for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship
Worker	A Benefits Administrator can search worker for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker

Job Role: Benefits Manager

Manages implementation and administration of benefits business objects and batch processes.

Duties

Duties assigned directly and indirectly to the job role **Benefits Manager**

Duty Role	Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.
Benefits Elections	Manages benefits elections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.
Benefits Process and Report Administration	Manages benefits processes and reports.
Benefits Self Service Setup	Manages benefits self service setup.
Benefits Setup	Manages benefits setup.
Benefits Transaction Analysis	Analyzes Benefits transactional information
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
HCM Extract Definition	Grants access to the extract definition duty.
Person Address View	Grants access to persons to view address data.
Person Configuration	Manages person types, name formats, checklists, and document types.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users

Role Hierarchy

Roles inherited directly and indirectly by the job role **Benefits Manager**

Inherited Roles
Benefits Manager <ul style="list-style-type: none">Absence ImplementationBenefits ElectionsBenefits Enrollment MaintenanceBenefits Process and Report AdministrationBenefits Self Service SetupBenefits SetupBenefits Transaction Analysis<ul style="list-style-type: none">Business Intelligence AuthoringChange Person AddressChange Person Marital StatusHCM Extract DefinitionManage Fast Formula

Inherited Roles
Manage Work Relationship Person Configuration Person Management Person Address View Person National Identifier View Submit a Payroll Flow Submit a Payroll Process or Report Transactional Business Intelligence Worker Transactional Analysis View Positions View Salary Data Only

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Benefits Manager**

Aggregate Privilege	Description
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Work Relationship	Updates work relationships.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Positions	Views positions in the user's position security profile.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.

Privileges

Privileges granted to duties of the job role **Benefits Manager**.

Granted Role	Granted Role Description	Privilege
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans
		Manage Absence Entitlement Band
		Manage Benefit Eligibility Profile
		Manage Benefit Participant Enrollment Certification
		Manage Life Event Reason
		Manage Person Eligibility Derived Factor
		Run Participation Process Absence
		Maintain Designee Eligibility
Benefits Elections	Manages benefits elections.	Manage Benefit Participant Enrollment Result
		Manage Open enrollment

Granted Role	Granted Role Description	Privilege
		window
		Manage Person Benefits Balance
		Run Online Life Events
		Run Online Open Enrollment
		Search Benefit Person
		View Person Life Event
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Close Action Items
		Define Benefit Participant Enrollment Result
		Maintain Individual Eligibility Exceptions
		Maintain Individual Overrides
		Maintain Participant Eligibility
		Make Anytime Selections
		Make Employee Selections
		Manage Action Items
		Manage Anytime Action Items
		Manage Benefit Balance
		Manage Benefit Carriers
		Manage Benefit Contacts
		Manage Benefit Coverage Charges
		Manage Benefit Earnings
		Manage Benefit Electable Choice
		Manage Benefit Eligible Dependent
		Manage Benefit Eligible Person
		Manage Benefit Extract Process
		Manage Benefit Maintenance Batch Reporting
		Manage Benefit Note
		Manage Benefit Option
		Manage Benefit Participant Enrollment Result
		Manage Benefit Participant Enrollment Result Override
		Manage Benefit Person Benefit Group
		Manage Benefit Person Habits
		Manage Benefit Relation
		Manage Eligibility Factors
		Manage Legal Entity Information
		Manage Participant Enrollment Result Override

Granted Role	Granted Role Description	Privilege
		Manage Person Benefits Balance
		Manage Person Life Event
		Manage Plan Beneficiary Designation
		Manage Regulatory Bodies
		Manage Reopen Life Events
		Manage Third-Party Administrators
		Prepare Benefit Participant Potential Life Event
		Purge Backed-Out or Voided Life Event Data
		Purge Participation Evaluation Audit Data
		Record Benefit Coverage Payments
		Restart Action Item Closure
		Restart Default Benefits Enrollment
		Restart Enrollment Closure
		Restart Participation Evaluation
		Review Benefit Participant Enrollment Result
		Review Benefit Participant Enrollment Result Statement
		Run Assign Corrective Potential Life Event
		Run Backout Life Event Process
		Run Benefit Billing Processes
		Run Close Enrollments Process
		Run Default Enrollment Process
		Run Life Event Participation
		Run Online Anytime Open
		Run Online Life Events
		Run Online Open Enrollment
		Run Participation Process - Unrestricted Recalculate
		Run Participation Process Absence
		Run Participation Process Life Event
		Run Participation Process Scheduled
		Run Participation Process Selection
		Run Participation Process Temporal
		Run Participation Process

Granted Role	Granted Role Description	Privilege
		Unrestricted
		Search Benefit Person
		Submit Elections
		View Benefit Participant Enrollment Result
		View Person Life Event
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Archive US End-of-Year ACA Information
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Manage Application Common Lookup
		Manage Beneficiary Organization Details
		Manage Data Exchange Work Area
		Manage Extracts Work Area
		Manage Person Work Area
		Manage Workforce Structures Work Area
		New Person Work Area
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run US 1094-C Transmittal Electronic Report
		Run US 1095-C Employee Report
		View Payroll Flow Based Analytics
Benefits Process and Report Administration	Manages benefits processes and reports.	Export Eligibility Profile
		Import Eligibility Profile
		Manage Benefit Extract Process
		Manage Benefit Maintenance Batch Reporting
		Manage Benefit configuration export
		Manage Benefit configuration import
		Manage Reopen Life Events
		Prepare Benefit Participant Potential Life Event
		Purge Backed-Out or Voided Life Event Data
		Purge Participation Evaluation Audit Data

Granted Role	Granted Role Description	Privilege
		Restart Action Item Closure
		Restart Default Benefits Enrollment
		Restart Enrollment Closure
		Restart Participation Evaluation
		Run Assign Corrective Potential Life Event
		Run Backout Life Event Process
		Run Close Enrollments Process
		Run Default Enrollment Process
		Run Life Event Participation
		Run Participation Process - Unrestricted Recalculate
		Run Participation Process Absence
		Run Participation Process Life Event
		Run Participation Process Scheduled
		Run Participation Process Selection
		Run Participation Process Temporal
		Run Participation Process Unrestricted
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefit Plan Type Self Service Grouping
		Manage Benefits Self Service Configuration
		Manage Group Space
		Manage Life Event Reason
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate
		Define Benefit Coverage Calculation
		Define Benefit Plan
		Define Benefit Program Benefit Rates
		Manage Benefit Dependent Eligibility Profile
		Manage Benefit Eligibility Profile
		Manage Benefit Eligibility Profile for Benefit Eligibility Object
		Manage Benefit Extract
		Manage Benefit Program
		Manage Benefit Program Details
		Manage Benefit Programs Details

Granted Role	Granted Role Description	Privilege
		Manage Benefit Regulatory Body
		Manage Benefit Reporting Group
		Manage Benefit Variable Rate Profile
		Manage Life Event Reason
		Manage User Defined Criteria
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Checklist Template
		Manage HR Name Format
		Manage Person Name Style
		Manage Person Type
		Run Person Keyword Refresh Process
		Run Person Relevance Refresh Process
		Run Public Person Information Refresh Process
		Schedule Calculate Relationship Strength
		Schedule Person Keyword Crawler
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Benefits Manager**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Benefits Manager can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
		Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Benefits Manager can choose assignment grade for all grades in the enterprise	Role: Benefits Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade

Business Object	Policy Description	Policy Store Implementation
	A Benefits Manager can report assignment grade for all grades in the enterprise	Role: Benefits Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Benefit Covered Dependent	A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Manager can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
Benefit Eligible Dependent	A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Manager can manage benefit eligible person for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
	A Benefits Manager can report benefit eligible person for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Eligible Person (Data) Resource: Benefit Eligible Person
Benefit Group	A Benefits Manager can report benefit group for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Group (Data) Resource: Benefit Group
Benefit Note	A Benefits Manager can manage benefit note for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Note (Data) Resource: Benefit Note
Benefit Option	A Benefits Manager can manage person life event for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option
	A Benefits Manager can report benefit option for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Option (Data) Resource: Benefit Option

Business Object	Policy Description	Policy Store Implementation
Benefit Option in Plan	A Benefits Manager can report benefit option in plan for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Option In Plan (Data) Resource: Benefit Option in Plan
Benefit Participant Enrollment Result	A Benefits Manager can report benefit participant enrollment result for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Manager can review benefit participant enrollment result for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
		Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Person Benefit Group	A Benefits Manager can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
		Role: Benefits Setup Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
Benefit Plan	A Benefits Manager can report benefit plan for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Plan (Data) Resource: Benefit Plan
Benefit Plan Beneficiary Designation	A Benefits Manager can manage plan beneficiary designation for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation
Benefit Plan Type	A Benefits Manager can report benefit plan type for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Plan Type (Data) Resource: Benefit Plan Type
Benefit Plan Type in Program	A Benefits Manager can report benefit plan type in program for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Plan Type in Program Resource: Benefit Plan Type in Program
Benefit Program	A Benefits Manager can report benefit program for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Program (Data) Resource: Benefit Program
Benefit Relation	A Benefits Manager can manage benefit relation for	Role: Benefits Elections Privilege: Manage Benefit Relation (Data)

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their person and assignment security profile	Resource: Benefit Relation
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
	A Benefits Manager can report benefit relation for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Benefit Relation (Data) Resource: Benefit Relation
Business Unit	A Benefits Manager can choose business unit for business units in their organization security profile	Role: Benefits Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Benefits Manager can choose department for departments in their organization security profile	Role: Benefits Manager Privilege: Choose Department (Data) Resource: Department
	A Benefits Manager can report department for departments in their organization security profile	Role: Benefits Transaction Analysis Privilege: Report Department (Data) Resource: Department
Fast Formula	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global

Business Object	Policy Description	Policy Store Implementation
Fast Formula Route	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Benefits Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HR Job	A Benefits Manager can choose hr job for all jobs in the enterprise	Role: Benefits Manager Privilege: Choose HR Job (Data) Resource: HR Job
	A Benefits Manager can report hr job for all jobs in the enterprise	Role: Benefits Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Name Format	A Benefits Manager can manage hr name format for countries in their country security profile	Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format
Legal Employer	A Benefits Manager can choose legal employer for legal employers in their organization security profile	Role: Benefits Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Benefits Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Benefits Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Position Attribute	A Benefits Manager can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute

Business Object	Policy Description	Policy Store Implementation
Life Event Reason	A Benefits Manager can report life event reason for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Life Event Reason (Data) Resource: Life Event Reason
Location	A Benefits Manager can choose location for all locations in the enterprise	Role: Benefits Manager Privilege: Choose Location (Data) Resource: Location
	A Benefits Manager can report location for all locations in the enterprise	Role: Benefits Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Checklist	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Database Item Group	A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Flow Definition	A Benefits Manager can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Benefits Manager Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Benefits Manager can	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
	manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction

Business Object	Policy Description	Policy Store Implementation
	payroll flows in their payroll flow security profile	
Payroll Flow Definition Task Parameter	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Task	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Person	A Benefits Manager can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
	A Benefits Manager can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
	A Benefits Manager can choose	Role: Benefits Manager

Business Object	Policy Description	Policy Store Implementation
	person for persons and assignments in their person and assignment security profile	Privilege: Choose Person (Data) Resource: Person
	A Benefits Manager can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Benefits Manager can report person for persons and assignments in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Benefits Manager can search person live for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Search Person Live (Data) Resource: Person
Person Address	A Benefits Manager can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Assignment	A Benefits Manager can view person assignment for persons and assignments in their person and assignment security profile	Role: Benefits Manager Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Benefit Balance	A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Benefits Balance	A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
Person Contact	A Benefits Manager can	Role: Person Management

Business Object	Policy Description	Policy Store Implementation
	manage person contact for persons and assignments in their person and assignment security profile	Privilege: Manage Person Contact (Data) Resource: Person Contact
Person Disability	A Benefits Manager can manage person disability for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Benefits Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Benefits Manager can manage person driver license number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Life Event	A Benefits Manager can manage person life event for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event
	A Benefits Manager can report person life event for people in their person and assignment security profile	Role: Benefits Transaction Analysis Privilege: Report Person Life Event (Data) Resource: Person Life Event
Person Passport	A Benefits Manager can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Program or Plan Level Electable Choice	A Benefits Manager can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice
Person Type	A Benefits Manager can view person type for any person type	Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type
Plan Beneficiary Designation	A Benefits Manager can manage plan beneficiary designation for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation
Position	A Benefits Manager can choose position for positions in their position security profile	Role: Benefits Manager Privilege: Choose Position (Data) Resource: Position
	A Benefits Manager can report position for positions in their position security profile	Role: Benefits Transaction Analysis Privilege: Report Position (Data) Resource: Position

Business Object	Policy Description	Policy Store Implementation
	A Benefits Manager can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Primary Care Provider	A Benefits Manager can define plan primary care provider for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider
Public Person	A Benefits Manager can view public person for persons and assignments in their person and assignment security profile	Role: Benefits Manager Privilege: Report Public Person (Data) Resource: Public Person
Salary	A Benefits Manager can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary
	A Benefits Manager can view salary for people and assignments in their person and assignment security profile	Role: Benefits Manager Privilege: View Salary Details (Data) Resource: Salary
Trading Community Organization Party	A Benefits Manager can view trading community organization party for all organizations in the enterprise	Role: Benefits Manager Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Benefits Manager can view trading community party for all people in the enterprise	Role: Benefits Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Work Relationship	A Benefits Manager can manage work relationship for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship
Worker	A Benefits Manager can search worker for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker

Job Role: Benefits Specialist

Manages administration of an individual employee's benefits using the service center and professional pages.

Duties

Duties assigned directly and indirectly to the job role **Benefits Specialist**

Duty Role	Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.
Benefits Elections	Manages benefits elections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.
Person Address View	Grants access to persons to view address data.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Benefits Specialist**

Inherited Roles
Benefits Specialist Absence Implementation Benefits Elections Benefits Enrollment Maintenance Change Person Address Change Person Marital Status Manage Fast Formula Manage Work Relationship Person Management Person Address View Person National Identifier View View Salary Data Only

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Benefits Specialist**

Aggregate Privilege	Description
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Work Relationship	Updates work relationships.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.

Privileges

Privileges granted to duties of the job role **Benefits Specialist**.

Granted Role	Granted Role Description	Privilege
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans
		Manage Absence Entitlement Band
		Manage Benefit Eligibility Profile
		Manage Benefit Participant Enrollment Certification
		Manage Life Event Reason
		Manage Person Eligibility Derived Factor
		Run Participation Process Absence
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility
		Manage Benefit Participant Enrollment Result
		Manage Open enrollment window
		Manage Person Benefits Balance
		Run Online Life Events
		Run Online Open Enrollment
		Search Benefit Person
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Person Life Event
		Close Action Items
		Define Benefit Participant Enrollment Result
		Maintain Individual Eligibility Exceptions
		Maintain Individual Overrides
		Maintain Participant Eligibility
		Make Anytime Selections
		Make Employee Selections
		Manage Action Items
		Manage Anytime Action Items
		Manage Benefit Balance
		Manage Benefit Carriers
		Manage Benefit Contacts
		Manage Benefit Coverage Charges
		Manage Benefit Earnings
		Manage Benefit Electable Choice
		Manage Benefit Eligible Dependent
		Manage Benefit Eligible

Granted Role	Granted Role Description	Privilege
		Person
		Manage Benefit Extract Process
		Manage Benefit Maintenance Batch Reporting
		Manage Benefit Note
		Manage Benefit Option
		Manage Benefit Participant Enrollment Result
		Manage Benefit Participant Enrollment Result Override
		Manage Benefit Person Benefit Group
		Manage Benefit Person Habits
		Manage Benefit Relation
		Manage Eligibility Factors
		Manage Legal Entity Information
		Manage Participant Enrollment Result Override
		Manage Person Benefits Balance
		Manage Person Life Event
		Manage Plan Beneficiary Designation
		Manage Regulatory Bodies
		Manage Reopen Life Events
		Manage Third-Party Administrators
		Prepare Benefit Participant Potential Life Event
		Purge Backed-Out or Voided Life Event Data
		Purge Participation Evaluation Audit Data
		Record Benefit Coverage Payments
		Restart Action Item Closure
		Restart Default Benefits Enrollment
		Restart Enrollment Closure
		Restart Participation Evaluation
		Review Benefit Participant Enrollment Result
		Review Benefit Participant Enrollment Result Statement
		Run Assign Corrective Potential Life Event
		Run Backout Life Event Process
		Run Benefit Billing Processes

Granted Role	Granted Role Description	Privilege
		Run Close Enrollments Process
		Run Default Enrollment Process
		Run Life Event Participation
		Run Online Anytime Open
		Run Online Life Events
		Run Online Open Enrollment
		Run Participation Process - Unrestricted Recalculate
		Run Participation Process Absence
		Run Participation Process Life Event
		Run Participation Process Scheduled
		Run Participation Process Selection
		Run Participation Process Temporal
		Run Participation Process Unrestricted
		Search Benefit Person
		Submit Elections
		View Benefit Participant Enrollment Result
		View Person Life Event
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Manage Beneficiary Organization Details
		Manage Extracts Work Area
		Manage Person Work Area
		Manage Workforce Structures Work Area
		New Person Work Area
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Benefits Specialist**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Benefits Specialist can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
		Role: Person Management Privilege: Choose Application Reference Territory (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Application Reference Territory
Benefit Covered Dependent	A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Specialist can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
Benefit Eligible Dependent	A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Specialist can manage benefit eligible person for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
Benefit Option	A Benefits Specialist can manage person life event for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option
Benefit Participant Enrollment Result	A Benefits Specialist can review benefit participant enrollment result for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
		Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Specialist can view benefit participant enrollment result for people and assignments in their person and assignment security profile	Role: Benefits Specialist Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Specialist can view worker benefits portrait card for people and assignments in their	Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data)

Business Object	Policy Description	Policy Store Implementation
	person and assignment security profile	Resource: Benefit Participant Enrollment Result
Benefit Person Benefit Group	A Benefits Specialist can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
Benefit Plan Beneficiary Designation	A Benefits Specialist can manage benefit plan beneficiary designation for legal employers in their organization security profile	Role: Benefits Specialist Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation
	A Benefits Specialist can manage plan beneficiary designation for legal employers in their organization security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation
Benefit Relation	A Benefits Specialist can manage benefit relation for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
		Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Fast Formula	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global

Business Object	Policy Description	Policy Store Implementation
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
Legal Employer	A Benefits Specialist choose manage legal employer for legal employers in their organization security profile	Role: Benefits Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Benefits Specialist can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Benefits Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
	A Benefits Specialist choose manage legislative data group for legislative data groups in their legislative data group security profile	Role: Benefits Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Payroll Database Item Group	A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Person	A Benefits Specialist can change person address for	Role: Change Person Address Privilege: Change Person Address (Data)

Business Object	Policy Description	Policy Store Implementation
	themselves	Resource: Person
	A Benefits Specialist can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
	A Benefits Specialist can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Benefits Specialist can search person live for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Search Person Live (Data) Resource: Person
Person Address	A Benefits Specialist can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Benefit Balance	A Benefits Specialist can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Benefits Balance	A Benefits Specialist can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
Person Contact	A Benefits Specialist can manage person contact for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact
Person Disability	A Benefits Specialist can manage person disability for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Benefits Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Benefits Specialist can	Role: Person Management

Business Object	Policy Description	Policy Store Implementation
	manage person driver license number for persons and assignments in their person and assignment security profile	Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Life Event	A Benefits Specialist can manage person life event for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event
		Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Passport	A Benefits Specialist can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Program or Plan Level Electable Choice	A Benefits Specialist can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice
Plan Beneficiary Designation	A Benefits Specialist can manage plan beneficiary designation for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation
Primary Care Provider	A Benefits Specialist can define plan primary care provider for people and assignments in their person and assignment security profile	Role: Benefits Enrollment Maintenance Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider
Public Person	A Benefits Specialist can view public person for persons and assignments in their person and assignment security profile	Role: Benefits Specialist Privilege: Report Public Person (Data) Resource: Public Person
Salary	A Benefits Specialist can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary
	A Benefits Specialist can view salary for people and assignments in their person and assignment security profile	Role: Benefits Specialist Privilege: View Salary Details (Data) Resource: Salary
Trading Community Organization Party	A Benefits Specialist can view trading community organization party for all organizations in the enterprise	Role: Benefits Specialist Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Benefits Specialist can view trading community party for all people in the enterprise	Role: Benefits Specialist Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Work Relationship	A Benefits Specialist can manage work relationship for persons and assignments in their person and assignment	Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship

Business Object	Policy Description	Policy Store Implementation
	security profile	
Worker	A Benefits Specialist can search worker for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker

Job Role: Cash Manager

Protects and develops the company's liquid assets maximizing their use and return to the organization.

Duties

Duties assigned directly and indirectly to the job role **Cash Manager**

Duty Role	Description
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.
Cash Management Transaction Analysis	Analyzes Cash Management transactional information
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting
Customer Account Inquiry	View customer account details.
Disbursement Data Management	Manages supplier payments, customer refunds, and employee expense payments.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request.
FSCM Load Interface Administration	Manages load interface file for import
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
Import Bank Statement	Allows import of bank statement.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.
Person Address View	Grants access to persons to view address data.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.
Subledger Accounting Transaction Analysis	Analyzes Subledger Accounting transactional information
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users
Upload data for Bank Statement Import	Allows to upload data file to import bank statements.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Cash Manager**

Inherited Roles
Cash Manager Bank Statement and Reconciliation Subledger Accounting Manager Business Intelligence Consumer Customer Account Inquiry Subledger Accounting Reporting Business Intelligence Consumer Customer Account Inquiry Cash Management Administration Customer Account Inquiry Functional Setups Cash Management Transaction Analysis Business Intelligence Authoring Cash Positioning and Forecasting Management Customer Account Inquiry Disbursement Data Management Disbursement Process Management Disbursement Data Management Person Address View Subledger Accounting Manager Business Intelligence Consumer Customer Account Inquiry Subledger Accounting Reporting Business Intelligence Consumer Customer Account Inquiry FSCM Load Interface Administration Import Bank Statement Payments Disbursement Administration Subledger Accounting Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis Upload data for Bank Statement Import

Privileges

Privileges granted to duties of the job role **Cash Manager**.

Granted Role	Granted Role Description	Privilege
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Import Bank Statement Reconciliation External Transaction
		Maintain Bank Statement
		Manage Bank Statement Autoreconciliation Exception
		Manage Bank Statement and Reconciliation Activities
		Manage Cash Management Infolets
		Manage External Cash

Granted Role	Granted Role Description	Privilege
		Transaction
		Mark Bank Statement Reconciliation Reviewed
		Process Electronic Bank Statement
		Reconcile Bank Statement
		Review Journal
		Submit Autoreconciliation
		Submit Bank Statement Report
		Submit Bank Statement Transaction Creation Program
		Submit Cash to General Ledger Reconciliation Report
		View Bank Statement
		View External Cash Transaction
		View Payables Payment
		View Receivables Receipt
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Additional Identifier
		Add Trading Community Organization Additional Name
		Add Trading Community Organization Address
		Add Trading Community Organization Address Use
		Add Trading Community Organization Classification Code Assignment
		Add Trading Community Organization Contact
		Add Trading Community Organization Contact Preference
		Add Trading Community Organization Contact Responsibility
		Add Trading Community Organization E-Mail
		Add Trading Community Organization Instant Messenger
		Add Trading Community Organization Phone
		Add Trading Community Organization Relationship
		Add Trading Community Organization Web Page
		Correct Trading Community Organization Address

Granted Role	Granted Role Description	Privilege
		Create Location of Final Discharge
		Create Party Fiscal Classification
		Create Third-Party Site Tax Profile
		Create Third-Party Tax Profile
		Define Accounting Calendar
		Define Oracle Fusion General Ledger Transaction Calendar
		Enter Trading Community Organization Information
		Export Trading Community Organization
		Export Trading Community Organization Additional Identifier
		Export Trading Community Organization Additional Name
		Export Trading Community Organization Addresses
		Export Trading Community Organization Classification Code Assignment
		Export Trading Community Organization Contact Points
		Export Trading Community Organization Contact Preferences
		Export Trading Community Organization Relationship
		Import Party Tax Profile
		Maintain Bank Account Transfer
		Manage All Application Profile Values
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Bank
		Manage Bank Account
		Manage Bank Branch
		Manage Bank Statement Automatic Reconciliation Matching Rule Set
		Manage Bank Statement Code
		Manage Bank Statement Reconciliation Matching

Granted Role	Granted Role Description	Privilege
		Rule
		Manage Bank Statement Reconciliation Tolerance
		Manage Bank Statement Transaction Creation Rule
		Manage Cash Positioning and Forecasting Reports
		Manage Cash Positioning and Forecasting Transaction Grouping
		Manage Cash Transaction Type Mapping
		Manage Financial Application Lookups
		Manage Organization Attachments
		Manage Organization Interactions
		Manage Organization Notes
		Manage Parse Rule Set
		Manage Tax Fiscal Classification Import and Export Services
		Manage Tax Third-Party Import and Export Services
		Manage Trading Community Organization Source System Mapping
		Manage Trading Community Organization Usage Assignment
		Move Trading Community Organization Address
		Remove Trading Community Organization Additional Identifier
		Remove Trading Community Organization Additional Name
		Remove Trading Community Organization Address
		Remove Trading Community Organization Address Use
		Remove Trading Community Organization Classification Code Assignment
		Remove Trading Community Organization Contact
		Remove Trading Community Organization Contact Preference

Granted Role	Granted Role Description	Privilege
		Remove Trading Community Organization Contact Responsibility
		Remove Trading Community Organization E-Mail
		Remove Trading Community Organization Instant Messenger
		Remove Trading Community Organization Phone
		Remove Trading Community Organization Relationship
		Remove Trading Community Organization Web Page
		Restore Trading Community Organization Additional Identifier
		Restore Trading Community Organization Additional Name
		Restore Trading Community Organization Address
		Restore Trading Community Organization Address Use
		Restore Trading Community Organization Classification Code Assignment
		Restore Trading Community Organization Contact
		Restore Trading Community Organization Contact Preference
		Restore Trading Community Organization Contact Responsibility
		Restore Trading Community Organization E-Mail
		Restore Trading Community Organization Instant Messenger
		Restore Trading Community Organization Phone
		Restore Trading Community Organization Relationship
		Search Trading Community Organization Relationship
		Select Trading Community Organization Address as Primary for a Purpose
		Select Trading Community Organization Contact Responsibility as Primary

Granted Role	Granted Role Description	Privilege
		Select Trading Community Organization Contact as Primary
		Specify Cash Positioning and Forecasting Options
		Submit Organization Merge Request
		Update Location of Final Discharge
		Update Party Fiscal Classification
		Update Third-Party Site Tax Profile
		Update Third-Party Tax Profile
		Update Trading Community Organization
		Update Trading Community Organization Additional Identifier
		Update Trading Community Organization Additional Name
		Update Trading Community Organization Address Use
		Update Trading Community Organization Classification Code Assignment
		Update Trading Community Organization Contact
		Update Trading Community Organization Contact Preference
		Update Trading Community Organization E-Mail
		Update Trading Community Organization Instant Messenger
		Update Trading Community Organization Phone
		Update Trading Community Organization Relationship
		Update Trading Community Organization Web Page
		View Accounting Calendar
		View Bank
		View Bank Account
		View Bank Account Transfer
		View Bank Branch
		View Bank Statement Automatic Reconciliation Matching Rule Set
		View Bank Statement Code
		View Bank Statement

Granted Role	Granted Role Description	Privilege
		Reconciliation Matching Rule
		View Bank Statement Reconciliation Tolerance
		View Bank Statement Transaction Creation Rule
		View Cash Transaction Type Mapping
		View Oracle Fusion General Ledger Transaction Calendar
		View Parse Rule Set
		View Trading Community Organization Relationship
Cash Manager	Protects and develops the company's liquid assets maximizing their use and return to the organization.	Access Financial Reporting Center
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Additional Identifier
		Add Trading Community Organization Additional Name
		Add Trading Community Organization Address
		Add Trading Community Organization Address Use
		Add Trading Community Organization Classification Code Assignment
		Add Trading Community Organization Contact
		Add Trading Community Organization Contact Preference
		Add Trading Community Organization Contact Responsibility
		Add Trading Community Organization E-Mail
		Add Trading Community Organization Instant Messenger
		Add Trading Community Organization Phone
		Add Trading Community Organization Relationship
		Add Trading Community Organization Web Page
		Correct Trading Community Organization Address
		Create Location of Final Discharge
		Create Party Fiscal Classification

Granted Role	Granted Role Description	Privilege
		Create Third-Party Site Tax Profile
		Create Third-Party Tax Profile
		Enter Trading Community Organization Information
		Export Trading Community Organization
		Export Trading Community Organization Additional Identifier
		Export Trading Community Organization Additional Name
		Export Trading Community Organization Addresses
		Export Trading Community Organization Classification Code Assignment
		Export Trading Community Organization Contact Points
		Export Trading Community Organization Contact Preferences
		Export Trading Community Organization Relationship
		Import Party Tax Profile
		Maintain Ad Hoc Payments
		Maintain Bank Account Transfer
		Manage Cash Management Infolets
		Manage Cash Positioning and Forecasting Reports
		Manage Cash Positioning and Forecasting Transactions
		Manage External Cash Transaction
		Manage Organization Attachments
		Manage Organization Interactions
		Manage Organization Notes
		Manage Tax Fiscal Classification Import and Export Services
		Manage Tax Third-Party Import and Export Services
		Manage Trading Community Organization Source System Mapping
		Manage Trading Community Organization Usage Assignment

Granted Role	Granted Role Description	Privilege
		Move Trading Community Organization Address
		Remove Trading Community Organization Additional Identifier
		Remove Trading Community Organization Additional Name
		Remove Trading Community Organization Address
		Remove Trading Community Organization Address Use
		Remove Trading Community Organization Classification Code Assignment
		Remove Trading Community Organization Contact
		Remove Trading Community Organization Contact Preference
		Remove Trading Community Organization Contact Responsibility
		Remove Trading Community Organization E-Mail
		Remove Trading Community Organization Instant Messenger
		Remove Trading Community Organization Phone
		Remove Trading Community Organization Relationship
		Remove Trading Community Organization Web Page
		Restore Trading Community Organization Additional Identifier
		Restore Trading Community Organization Additional Name
		Restore Trading Community Organization Address
		Restore Trading Community Organization Address Use
		Restore Trading Community Organization Classification Code Assignment
		Restore Trading Community

Granted Role	Granted Role Description	Privilege
		Organization Contact
		Restore Trading Community Organization Contact Preference
		Restore Trading Community Organization Contact Responsibility
		Restore Trading Community Organization E-Mail
		Restore Trading Community Organization Instant Messenger
		Restore Trading Community Organization Phone
		Restore Trading Community Organization Relationship
		Search Trading Community Organization Relationship
		Select Trading Community Organization Address as Primary for a Purpose
		Select Trading Community Organization Contact Responsibility as Primary
		Select Trading Community Organization Contact as Primary
		Submit Cash Positioning and Forecasting Data Deletion
		Submit Cash Positioning and Forecasting Data Extraction
		Submit Cash Positioning and Forecasting Data Transfer
		Submit Organization Merge Request
		Update Location of Final Discharge
		Update Party Fiscal Classification
		Update Third-Party Site Tax Profile
		Update Third-Party Tax Profile
		Update Trading Community Organization
		Update Trading Community Organization Additional Identifier
		Update Trading Community Organization Additional Name
		Update Trading Community

Granted Role	Granted Role Description	Privilege
		Organization Address Use
		Update Trading Community Organization Classification Code Assignment
		Update Trading Community Organization Contact
		Update Trading Community Organization Contact Preference
		Update Trading Community Organization E-Mail
		Update Trading Community Organization Instant Messenger
		Update Trading Community Organization Phone
		Update Trading Community Organization Relationship
		Update Trading Community Organization Web Page
		View Ad Hoc Payments
		View Bank Account Transfer
		View Bank Statement
		View External Cash Transaction
		View Payables Payment
		View Receivables Receipt
		View Trading Community Organization Relationship
Customer Account Inquiry	View customer account details.	Export Customer Account
		Export Customer Account Relationship
		Search Customer Account Relationships
		Search Customer Account Site
		Search Trading Community Organization
		Search Trading Community Organization Additional Identifier
		Search Trading Community Organization Additional Name
		Search Trading Community Organization Address
		Search Trading Community Organization Classification Code Assignment
		Search Trading Community Organization Contact Point
		View Customer Account
		View Customer Account Information

Granted Role	Granted Role Description	Privilege
		View Customer Account Relationship
		View Customer Account Relationships
		View Customer Account Site
		View Customer Account Site Use
		View Location of Final Discharge
		View Party Fiscal Classification
		View Third-Party Site Tax Profile
		View Third-Party Tax Profile
		View Trading Community Organization
		View Trading Community Organization Additional Identifier
		View Trading Community Organization Additional Name
		View Trading Community Organization Address
		View Trading Community Organization Address Use
		View Trading Community Organization Classification Code Assignment
		View Trading Community Organization Contact Point
		View Trading Community Organization Contact Preference
		View Trading Community Organization Source System Mapping
		View Trading Community Organization Usage Assignment
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request.	Assign Payment Process Attributes to Document Payable
		Build Documents Payable into Payments
		Format Payment Document
		Manage Payment File
		Mark Payments Complete
		Print Payment Documents
		Record Payment Document Print Status
		Reprint Payment Documents
		Reset Periodic Sequence

Granted Role	Granted Role Description	Privilege
		Value
		Resolve Document Validation Error
		Resolve Payment File Transmission Failure
		Resolve Payment File Validation Error
		Resolve Payment Validation Error
		Review Proposed Payment
		Submit Corporate Credit Card Remittance File
		Submit Payment File Accompanying Letter
		Submit Payment File Creation Program
		Submit Payment File Register
		Submit Payment Process Request Status Report
		Submit Positive Pay File
		Submit Regulatory Reporting
		Submit Separate Remittance Advice
		Transmit Payment File
		View Disbursement
		View Payment File
		View Rejected and Removed Items In Payment Process Request
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Grant Payment Function Access
		Manage Disbursement Payment Method
		Manage Internal Payer
		Manage Payment Code
		Manage Payment Method Defaulting Rule
		Manage Payment Process Profile
Subledger Accounting	Creates accounting for transactions,	Create Subledger Journal

Granted Role	Granted Role Description	Privilege
Manager	reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.	Entry Batch
		Create Subledger Journal Entry Online
		Create Subledger Journal Entry for Third Party Merge
		Create Subledger Multiperiod and Accrual Reversal Entry
		Manage Subledger Journal Entry Manually
		Override Subledger Journal Entry
		Post Journal
		Post Subledger Journal Entry to General Ledger
		Purge Accounting Event Diagnostic Data
		Review Subledger Journal Entry
		Run Global Journals and Third Party Report
		Run Global Subledger Detail Journal Report
		Run Global Third Party Account Balance Report
		Run Global Third Party Balances Summary Report
		Run Global Third Party Detail and Balances Report
		Run Import Journals By Program Call
		Submit Account Analysis Report
		Submit Accounting Event Diagnostic Report
		Submit Journal Entries Report
		Submit Subledger Period Close Exceptions Report
		Submit Third Party Balances Report
		Transfer Online Journal Entry to General Ledger
		Update Subledger Accounting Balance
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Create Journal Entries Reporting Sequence Number
		Review Subledger Journal Entry
		Submit Account Analysis Report
		Submit Journal Entries Report
		Submit Subledger Period Close Exceptions Report

Granted Role	Granted Role Description	Privilege
		Submit Third Party Balances Report

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Cash Manager

Business Object	Policy Description	Policy Store Implementation
Disbursement	A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement
	A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement
	A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement
	A Cash Manager can manage payments by business unit for the business units for which they are authorized	Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit
	A Cash Manager can manage payments by business unit for the business units that interact with the bank accounts for which they are authorized	Role: Cash Positioning and Forecasting Management Privilege: Manage Payments by Business Unit (Data) Resource: Disbursement
Document Payable	A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable
	A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable
	A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable
	A Cash Manager can manage payments by business unit for the business units for which they are authorized	Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
	A Cash Manager can manage payments by business unit for the business units that interact with the bank accounts for which they are authorized	Role: Cash Positioning and Forecasting Management Privilege: Manage Payments by Business Unit (Data) Resource: Document Payable
Ledger	A Cash Manager can manage ledger for subledger for the posting ledgers for transactions that they are authorized.	Role: Subledger Accounting Manager Privilege: Manage Ledger for Subledger (Data) Resource: Ledger
		Role: Subledger Accounting Reporting Privilege: Manage Ledger for Subledger (Data) Resource: Ledger
Party Tax Profile	A Cash Manager can manage business unit party tax profile for the business units for which they are authorized	Role: Customer Account Inquiry Privilege: Manage Business Unit Party Tax Profile (Data) Resource: Business Unit
Payables Payment	A Cash Manager can manage payables invoice for the business units that interact with the bank accounts for which they are authorized	Role: Bank Statement and Reconciliation Privilege: Manage Payables Invoice (Data) Resource: Payables Payment
		Role: Cash Positioning and Forecasting Management Privilege: Manage Payables Invoice (Data) Resource: Payables Payment
Payment Instruction	A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction
	A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction
	A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise	Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction
	A Cash Manager can manage payments by business unit for the business units for which they are authorized	Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit
	A Cash Manager can manage payments by business unit for the business units that interact with the bank accounts for which they are authorized	Role: Cash Positioning and Forecasting Management Privilege: Manage Payments by Business Unit (Data) Resource: Payment Instruction
Person Address	A Cash Manager can report person address for all people in the enterprise	Role: Disbursement Process Management Privilege: Report Person Address (Data) Resource: Person Address
Receivables Miscellaneous Receipt	A Cash Manager can view receivables activities for the business units that interact with	Role: Bank Statement and Reconciliation Privilege: View Receivables Activities (Data) Resource: Receivables Miscellaneous Receipt

Business Object	Policy Description	Policy Store Implementation
	the bank accounts for which they are authorized	Role: Cash Positioning and Forecasting Management Privilege: View Receivables Activities (Data) Resource: Receivables Miscellaneous Receipt
Receivables Standard Receipt	A Cash Manager can view receivables activities for the business units that interact with the bank accounts for which they are authorized	Role: Bank Statement and Reconciliation Privilege: View Receivables Activities (Data) Resource: Receivables Standard Receipt
		Role: Cash Positioning and Forecasting Management Privilege: View Receivables Activities (Data) Resource: Receivables Standard Receipt
Subledger Accounting Balance	A Cash Manager can manage subledger accounting balance for the subsidiaries or management segment values whose account balance they manage	Role: Subledger Accounting Manager Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance
		Role: Subledger Accounting Reporting Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance
Subledger Application	A Cash Manager can manage subledger application for the owning oracle fusion accounting generating subledger application.	Role: Subledger Accounting Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application
		Role: Subledger Accounting Reporting Privilege: Manage Subledger Application (Data) Resource: Subledger Application
Subledger Journal Entry	A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized	Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry
		Role: Subledger Accounting Reporting Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry
Subledger Source Transaction	A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized	Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction
		Role: Subledger Accounting Reporting Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction
Tax Exemption	A Cash Manager can manage tax exemption for the tax setup applicable to the business units for which they are responsible	Role: Customer Account Inquiry Privilege: Manage Tax Exemption (Data) Resource: Business Unit
Trading Community Customer Account	A Cash Manager can view customer account for all customer accounts in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account (Data) Resource: Trading Community Customer Account
Trading Community Customer Account Relationship	A Cash Manager can view customer account relationship for all customer account relationships in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Relationship (Data) Resource: Trading Community Customer

Business Object	Policy Description	Policy Store Implementation
		Account Relationship
Trading Community Customer Account Site	A Cash Manager can view customer account site for all customer account sites in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Site (Data) Resource: Trading Community Customer Account Site
Trading Community Customer Account Site Use	A Cash Manager can view customer account site use for all customer account site uses in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Site Use (Data) Resource: Trading Community Customer Account Site Use
Trading Community Organization Party	A Cash Manager can view trading community organization for all organizations in the enterprise	Role: Customer Account Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Disbursement Process Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payments Disbursement Administration Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Cash Manager can view trading community person for all people in the enterprise	Role: Customer Account Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Disbursement Process Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payments Disbursement Administration Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Relationship	A Cash Manager can view trading community relationship for all trading community relationships in the enterprise	Role: Cash Management Administration Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Cash Positioning and Forecasting Management Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Customer Account Inquiry Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship

Privacy

Data security policies for Privacy for the job role **Cash Manager**

Business Object	Policy Description	Policy Store Implementation
External Bank Account	A Cash Manager can view personally identifiable information in payments for any bank account in the enterprise	Role: Disbursement Process Management Privilege: View Personally Identifiable Information in Payments (Data) Resource: External Bank Account
Party Tax Profile	A Cash Manager can manage party tax profile for any party tax profile defined in the enterprise	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile (Data) Resource: Party Tax Profile
	A Cash Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise.	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Party Tax Profile
Tax Registration	A Cash Manager can manage tax registration for any tax registration defined in the enterprise	Role: Customer Account Inquiry Privilege: Manage Tax Registration (Data) Resource: Tax Registration
Withholding Party Tax Profile	A Cash Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise.	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Withholding Party Tax Profile

Job Role: Compensation Administrator

Manages implementation and administration of compensation business objects and batch processes.

Duties

Duties assigned directly and indirectly to the job role **Compensation Administrator**

Duty Role	Description
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.
FSCM Load Interface Administration	Manages load interface file for import
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
HCM Extract Definition	Grants access to the extract definition duty.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Compensation Administrator**

Inherited Roles
Compensation Administrator Compensation Eligibility Management Functional Setups HCM Extract Definition Manage External Compensation Information Manage Fast Formula Payroll Common HCM Implementation Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management FSCM Load Interface Administration Promote Worker Submit a Payroll Flow Submit a Payroll Process or Report

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Compensation Administrator**

Aggregate Privilege	Description
Manage External Compensation Information	Load and manage data whose source is external to the application which can then be used in a workforce compensation cycle or in a total compensation statement.

Aggregate Privilege	Description
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Value Defined by Criteria	Manages values defined by criteria.
Promote Worker	Promotes persons.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.

Privileges

Privileges granted to duties of the job role **Compensation Administrator**.

Granted Role	Granted Role Description	Privilege
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Administer Compensation
		Approve Transactions
		Calculate HCM Rates
		Configure Group Compensation Batch Processes Parameters
		Define Compensation Plan Definition
		Define Salary Basis
		Define Total Compensation Statement Setup
		Define Total Compensation Statement Setup Compensation Categories
		Define Total Compensation Statement Setup Compensation Items
		Define Variable Compensation Plan for Individual Compensation
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Generate Total Compensation Statement
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application

Granted Role	Granted Role Description	Privilege
		Message
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Assignment Grade
		Manage Assignment Grade Ladder
		Manage Assignment Grade Rate
		Manage Calendar Event
		Manage Compensation History
		Manage Compensation Plan Definition
		Manage Compensation Plan Global Options
		Manage Compensation Plan Global Options for Group Compensation
		Manage Employment Action Reason
		Manage Extracts Work Area
		Manage Geography Tree
		Manage Progression Grade Ladder
		Manage Talent Profile Rating Model
		Manage Work Schedule
		Manage Work Shift
		Manage Work Workday Pattern
		Map Third Party Compensation Plans
		Monitor Total Compensation Statement Processes
		Purge Total Compensation Statement
		Review Calendar Event Coverage
		Run Grade Step Progression
		Run Grade Step Salary Synchronization Process
		Run Group Compensation Batch Processes
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		View Payroll Flow Based Analytics
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Define Benefit Authorization
		Manage Benefit Eligibility

Granted Role	Granted Role Description	Privilege
		Profile
		Manage Employee Legal Disclaimer
		Manage Person Benefits Balance
		Manage Person Eligibility Derived Factor
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group

Granted Role	Granted Role Description	Privilege
		Manage Payroll Object Group
		Manage Payroll Run Type
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Compensation Administrator**

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Compensation Administrator can choose assignment grade for all grades in the enterprise	Role: Compensation Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Compensation Administrator can manage assignment grade for all grades in the enterprise	Role: Compensation Administrator Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
	A Compensation Administrator can manage assignment grade for all reference data sets in the enterprise	Role: Compensation Administrator Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Compensation Administrator can manage assignment grade ladder for all grades in the enterprise	Role: Compensation Administrator Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Administrator can manage assignment grade rate for all grades in the enterprise	Role: Compensation Administrator Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Business Unit	A Compensation Administrator can choose business unit for business units in their organization security profile	Role: Compensation Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Compensation Administrator can choose department for departments in their organization security profile	Role: Compensation Administrator Privilege: Choose Department (Data) Resource: Department
External Compensation Data	A Compensation Administrator can manage external compensation information for people and assignments in their person and assignment security profile	Role: Manage External Compensation Information Privilege: Manage External Compensation Information (Data) Resource: External Compensation Data

Business Object	Policy Description	Policy Store Implementation
Fast Formula	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Compensation Administrator	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	can view fast formula for legislative data groups in their legislative data group security profile	Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Compensation Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Compensation Administrator can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined	A Compensation Administrator	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
Table User Row	can manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Compensation Administrator can choose hr job for all jobs in the enterprise	Role: Compensation Administrator Privilege: Choose HR Job (Data) Resource: HR Job
Legal Employer	A Compensation Administrator can choose legal employer for legal employers in their organization security profile	Role: Compensation Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Compensation Administrator can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Compensation Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Compensation Administrator can choose location for all locations in the enterprise	Role: Compensation Administrator Privilege: Choose Location (Data) Resource: Location
Organization Payment Method	A Compensation Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Compensation Administrator can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Payment Card	A Compensation Administrator can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Balance Category	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Balance Definition	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Compensation Administrator can manage payroll balance	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition

Business Object	Policy Description	Policy Store Implementation
	definition for legislative data groups in their legislative data group security profile	(Data) Resource: Payroll Balance Feed
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
	A Compensation Administrator can view payroll balance for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Balance Group Usage	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Checklist	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Compensation Administrator can view payroll flow for legislative data groups in their	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Database Item Group	A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Deduction Calculation	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit

Business Object	Policy Description	Policy Store Implementation
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Context Usage	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Range Item	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Compensation Administrator can choose payroll definition for payrolls in their payroll security profile	Role: Compensation Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
	A Compensation Administrator	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Compensation Administrator can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Compensation Administrator can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
Payroll Element Link	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Compensation Administrator can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
	A Compensation Administrator can view payroll element for	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Event	A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
	A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Compensation Administrator can manage payroll event group for legislative data groups in	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier

Business Object	Policy Description	Policy Store Implementation
	their legislative data group security profile	
	A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Compensation Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Compensation Administrator Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition	A Compensation Administrator	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Resource: Payroll Flow Definition Parameter
Payroll Flow Definition	A Compensation Administrator	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
Task	can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Frequency Rule	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll Iterative Rule	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Object Group	A Compensation Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Compensation Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Compensation Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Compensation Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Period	A Compensation Administrator can manage payroll definition for payrolls in their payroll	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period

Business Object	Policy Description	Policy Store Implementation
	security profile	
	A Compensation Administrator can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Processing Rule	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Compensation Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Compensation Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Retropay Component Usage	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Element Span Usage	A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
	A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Run Type	A Compensation Administrator	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	can manage payroll definition for legislative data groups in their legislative data group security profile	Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Compensation Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Compensation Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Compensation Administrator can manage payroll flow patten	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
	for legislative data groups in their legislative data group security profile	Resource: Payroll Task
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
Payroll Template Solution Classification Usage	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Compensation Administrator can view payroll template for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Instance
Payroll Template Solution Design Pattern	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule Dependency	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Time Definition	A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Person	A Compensation Administrator can choose person for persons and assignments in their person and assignment security profile	Role: Compensation Administrator Privilege: Choose Person (Data) Resource: Person
Person Benefit Balance	A Compensation Administrator can manage person benefit balance for people and assignments in their person and assignment security profile	Role: Compensation Administrator Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
	A Compensation Administrator can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Compensation Eligibility Management Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
Personal Payment Method	A Compensation Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Compensation Administrator can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Position	A Compensation Administrator can choose position for positions in their position security profile	Role: Compensation Administrator Privilege: Choose Position (Data) Resource: Position
Tax Reporting Unit	A Compensation Administrator can choose tax reporting unit for tax reporting units in their organization security profile	Role: Compensation Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Trading Community Organization Party	A Compensation Administrator can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Compensation Administrator can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party

Job Role: Compensation Analyst

Analyzes compensation for a group of workers.

Duties

Duties assigned directly and indirectly to the job role **Compensation Analyst**

Duty Role	Description
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Compensation Transaction Analysis	Analyzes Compensation transactional information
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users

Role Hierarchy

Roles inherited directly and indirectly by the job role **Compensation Analyst**

Inherited Roles
Compensation Analyst Administer Stock Business Intelligence Applications Worker Business Intelligence Applications Analysis Compensation Transaction Analysis Business Intelligence Authoring Download Salaries in Mass Manage Workforce Compensation Global Models Transactional Business Intelligence Worker Transactional Analysis View Workforce Compensation Administration Reports

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Compensation Analyst**

Aggregate Privilege	Description
Administer Stock	Manage stock grants by viewing, updating, importing and exporting stock history.
Download Salaries in Mass	Privilege to download salaries to a spreadsheet, make adjustments to one or more salaries, and then upload changes back into the application.
Manage Workforce Compensation Global Models	Privilege to view and manage global models for workforce compensation plans.
View Workforce Compensation Administration Reports	Privilege to view administration reports for workforce compensation plans.

Privileges

Privileges granted to duties of the job role **Compensation Analyst**.

Granted Role	Granted Role Description	Privilege
Compensation Analyst	Analyzes compensation for a group of workers.	Administer Compensation
		Approve Transactions
		Import Market Survey
		Load Batch Data
		Manage Market Survey Compensation Type
		Manage Market Survey Supplier

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Compensation Analyst**

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Compensation Analyst can report assignment grade for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Compensation Analyst can report assignment grade ladder for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Analyst can report assignment grade rate for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Compensation Allocation	A Compensation Analyst can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile	Role: Manage Workforce Compensation Global Models Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
		Role: View Workforce Compensation Administration Reports Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
	A Compensation Analyst can report compensation allocation for people and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation
Compensation Stock Grant	A Compensation Analyst can manage compensation stock grant for people in their person and assignment security profile	Role: Administer Stock Privilege: Manage Compensation Stock Grant (Data) Resource: Compensation Stock Grant
	A Compensation Analyst can report compensation stock grant for people and assignments in	Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data)

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	Resource: Compensation Stock Grant
Department	A Compensation Analyst can report department for departments in their organization security profile	Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department
HR Job	A Compensation Analyst can report hr job for all jobs in the enterprise	Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Compensation Analyst can choose legal employer for legal employers in their organization security profile	Role: Compensation Analyst Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Location	A Compensation Analyst can report location for all locations in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Element Type	A Compensation Analyst can report payroll element for legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type
Person	A Compensation Analyst can report person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person Address	A Compensation Analyst can report person address for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Address (Data) Resource: Person Address
Person Assignment	A Compensation Analyst can report person assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Communication Method	A Compensation Analyst can report person communication method for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Compensation Analyst can report person contact for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Contact (Data) Resource: Person Contact
Person Driver License	A Compensation Analyst can report driver license for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Driver License (Data) Resource: Person Driver License
Person Email	A Compensation Analyst can report person email for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Email (Data) Resource: Person Email
Person National Identifier	A Compensation Analyst can report person national identifier for persons and assignments in	Role: Compensation Transaction Analysis Privilege: Report Person National Identifier (Data)

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	Resource: Person National Identifier
Person Passport	A Compensation Analyst can report person passport for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Passport (Data) Resource: Person Passport
Person Phone	A Compensation Analyst can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Phone (Data) Resource: Person Phone
Person Visa	A Compensation Analyst can report person visa for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Visa (Data) Resource: Person Visa
Position	A Compensation Analyst can report position for positions in their position security profile	Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Compensation Analyst can report public person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
	A Compensation Analyst can view public person for persons and assignments in their person and assignment security profile	Role: Compensation Analyst Privilege: Report Public Person (Data) Resource: Public Person
Salary	A Compensation Analyst can export salary for people and assignments in their person and assignment security profile	Role: Download Salaries in Mass Privilege: Export Salary (Data) Resource: Salary
	A Compensation Analyst can report salary for people and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary

Job Role: Compensation Manager

Manages compensation business processes and worker compensation details.

Duties

Duties assigned directly and indirectly to the job role **Compensation Manager**

Duty Role	Description
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Compensation Transaction Analysis	Analyzes Compensation transactional information
Payroll Batch Load Management	Manages the creation and upload of batches of data.
Person Address View	Grants access to persons to view address data.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users
Workforce Compensation Act as Proxy	Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. This duty role must not be customized. Doing so will cause undesired results.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Compensation Manager**

Inherited Roles
Compensation Manager Administer Stock Administer Workers for Workforce Compensation Approve Proposed Progressions and Salary Updates Business Intelligence Applications Worker Business Intelligence Applications Analysis Compensation Transaction Analysis Business Intelligence Authoring Download Salaries in Mass Manage External Compensation Information Manage Individual Compensation Manage Salaries Manage Workforce Compensation Global Models Payroll Batch Load Management Person Management Person Address View Person National Identifier View Review Salary Synchronization Results Submit a Payroll Process or Report

Inherited Roles
<ul style="list-style-type: none"> Transactional Business Intelligence Worker Transactional Analysis View Compensation History View Portrait Contact Card View Total Compensation Statements View Workforce Compensation Administration Reports Workforce Compensation Act as Proxy

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Compensation Manager**

Aggregate Privilege	Description
Administer Stock	Manage stock grants by viewing, updating, importing and exporting stock history.
Administer Workers for Workforce Compensation	Privilege that enables compensation managers to view, enter and override worker level details for workforce compensation plan cycles.
Approve Proposed Progressions and Salary Updates	Review and approve grade, step and salary progressions proposed by the grade step progression batch process.
Download Salaries in Mass	Privilege to download salaries to a spreadsheet, make adjustments to one or more salaries, and then upload changes back into the application.
Manage External Compensation Information	Load and manage data whose source is external to the application which can then be used in a workforce compensation cycle or in a total compensation statement.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Workforce Compensation Global Models	Privilege to view and manage global models for workforce compensation plans.
Review Salary Synchronization Results	Review workers eligible to progress on a grade ladder that requires manual approval before grade, step and salary changes are updated.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
View Workforce Compensation Administration Reports	Privilege to view administration reports for workforce compensation plans.

Privileges

Privileges granted to duties of the job role **Compensation Manager**.

Granted Role	Granted Role Description	Privilege
Compensation Manager	Manages compensation business processes and worker compensation details.	Adjust Compensation Budget by Compensation Manager
		Administer Compensation
		Approve Transactions
		Manage Calendar Event
		Manage Compensation Budget by Compensation Manager
		Manage Geography Tree
		Manage Person Work Area
		Manage Work Schedule
		Manage Work Shift
		Manage Work Workday Pattern
		Model Compensation Distribution Model for Budgets by Compensation Manager
		Review Calendar Event Coverage
		View Payroll Flow Based Analytics
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload
		Purge HCM Batch
		Transfer Payroll Batch
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person
Workforce Compensation Act as Proxy	Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. This duty role must not be customized. Doing so will cause undesired results.	Allocate Compensation Person Rate by Compensation Manager
		Approve and Submit Compensation Allocation by Compensation Manager
		Assign Compensation Performance Rating by Compensation Manager
		Award Compensation Promotion by Compensation Manager
		Create Compensation Distribution Model for Allocation by Compensation Manager
		Export Compensation Allocation Details to Spreadsheet by Compensation Manager

Granted Role	Granted Role Description	Privilege
		Generate Compensation Allocation Statements by Compensation Manager
		Manage Workforce Compensation Work Area by Proxy
		Print Performance Document
		Run Group Compensation Manager Reports by Compensation Manager
		View Worker Performance Management Document

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Compensation Manager**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Compensation Manager can choose application reference territory for countries in their country security profile	Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Compensation Manager can choose assignment grade for all grades in the enterprise	Role: Compensation Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Compensation Manager can report assignment grade for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Compensation Manager can report assignment grade ladder for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Manager can report assignment grade rate for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Compensation Allocation	A Compensation Manager can allocate compensation allocation for people and assignments in their person and assignment security profile	Role: Compensation Manager Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
	A Compensation Manager can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile	Role: Administer Workers for Workforce Compensation Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
		Role: Manage Workforce Compensation Global Models Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation

Business Object	Policy Description	Policy Store Implementation
		Role: View Workforce Compensation Administration Reports Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
		Role: Workforce Compensation Act as Proxy Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation
	A Compensation Manager can approve compensation allocation for people and assignments in their person and assignment security profile	Role: Compensation Manager Privilege: Approve and Submit Compensation Allocation by Compensation Manager (Data) Resource: Compensation Allocation
	A Compensation Manager can report compensation allocation for people and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation
Compensation History	A Compensation Manager can view compensation history for people and assignments in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History
Compensation Note	A Compensation Manager can manage compensation note for public compensation notes for people in their person and assignment security profile and for private compensation notes that they own	Role: Workforce Compensation Act as Proxy Privilege: Manage Compensation Note (Data) Resource: Compensation Note
Compensation Stock Grant	A Compensation Manager can manage compensation stock grant for people in their person and assignment security profile	Role: Administer Stock Privilege: Manage Compensation Stock Grant (Data) Resource: Compensation Stock Grant
	A Compensation Manager can report compensation stock grant for people and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant
Department	A Compensation Manager can choose department for departments in their organization security profile	Role: Compensation Manager Privilege: Choose Department (Data) Resource: Department
	A Compensation Manager can report department for departments in their organization security profile	Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department
External Compensation Data	A Compensation Manager can manage external compensation information for people and assignments in their person and assignment security profile	Role: Manage External Compensation Information Privilege: Manage External Compensation Information (Data) Resource: External Compensation Data
HR Job	A Compensation Manager can choose hr job for all jobs in the enterprise	Role: Compensation Manager Privilege: Choose HR Job (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: HR Job
	A Compensation Manager can report hr job for all jobs in the enterprise	Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Compensation Manager can choose legal employer for legal employers in their organization security profile	Role: Compensation Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Compensation Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Compensation Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Compensation Manager can choose location for all locations in the enterprise	Role: Compensation Manager Privilege: Choose Location (Data) Resource: Location
	A Compensation Manager can report location for all locations in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Batch Header	A Compensation Manager can manage payroll batch loader for legislative data groups in their legislative data group security profile	Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header
	A Compensation Manager can view payroll batch loader for legislative data groups in their legislative data group security profile	Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header
Payroll Checklist	A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Element Type	A Compensation Manager can report payroll element for legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type
Payroll Flow Definition	A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Compensation Manager can view payroll flow for legislative data groups in their	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	Resource: Payroll Flow Definition Parameter
Person	A Compensation Manager can choose person for persons and assignments in their person and assignment security profile	Role: Compensation Manager Privilege: Choose Person (Data) Resource: Person
	A Compensation Manager can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Compensation Manager can report person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Compensation Manager can search person for persons and assignments in their person and assignment security profile	Role: Compensation Manager Privilege: Search Person Live (Data) Resource: Person
	A Compensation Manager can search person live for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Search Person Live (Data) Resource: Person
Person Address	A Compensation Manager can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
	A Compensation Manager can report person address for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Address (Data) Resource: Person Address
Person Assignment	A Compensation Manager can report assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment
	A Compensation Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Communication Method	A Compensation Manager can report person communication method for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Compensation Manager can manage person contact for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact
	A Compensation Manager can report person contact for persons and assignments in	Role: Compensation Transaction Analysis Privilege: Report Person Contact (Data) Resource: Person Contact

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	
Person Disability	A Compensation Manager can manage person disability for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Compensation Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Compensation Manager can manage person driver license number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
	A Compensation Manager can report driver license for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Driver License (Data) Resource: Person Driver License
Person Email	A Compensation Manager can report person email for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Email (Data) Resource: Person Email
Person National Identifier	A Compensation Manager can report person national identifier for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person National Identifier (Data) Resource: Person National Identifier
Person Passport	A Compensation Manager can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
	A Compensation Manager can report person passport for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Passport (Data) Resource: Person Passport
Person Phone	A Compensation Manager can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Phone (Data) Resource: Person Phone
Person Visa	A Compensation Manager can report person visa for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Visa (Data) Resource: Person Visa
Position	A Compensation Manager can choose position for positions in their position security profile	Role: Compensation Manager Privilege: Choose Position (Data) Resource: Position
	A Compensation Manager can	Role: Compensation Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	report position for positions in their position security profile	Privilege: Report Position (Data) Resource: Position
Public Person	A Compensation Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Compensation Manager Privilege: Choose Public Person (Data) Resource: Public Person
	A Compensation Manager can report public person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Salary	A Compensation Manager can approve proposed progressions and salary updates for people and assignments in their person and assignment security profile	Role: Approve Proposed Progressions and Salary Updates Privilege: Approve Proposed Progressions and Salary Updates (Data) Resource: Salary
	A Compensation Manager can enter salary details for people and assignments in their person and assignment security profile	Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary
	A Compensation Manager can report salary for people and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary
	A Compensation Manager can review salary synchronization results for people and assignments in their person and assignment security profile	Role: Review Salary Synchronization Results Privilege: Review Salary Synchronization Results (Data) Resource: Salary
	A Compensation Manager can view salary details for people and assignments in their person and assignment security profile	Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary
Total Compensation Statement	A Compensation Manager can view total compensation statement already generated for people and assignments in their person and assignment security profile	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Trading Community Organization Party	A Compensation Manager can view trading community organization for all organizations in the enterprise	Role: Workforce Compensation Act as Proxy Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Compensation Manager can view trading community person for all organizations in the enterprise	Role: Workforce Compensation Act as Proxy Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Variable Compensation Allocation	A Compensation Manager can enter variable compensation allocation for people and assignments in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation
Worker	A Compensation Manager can review worker for persons and	Role: Compensation Manager Privilege: Review Worker Availability (Data)

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	Resource: Worker
	A Compensation Manager can review worker for subordinates in their person and assignment security profile	Role: Compensation Manager Privilege: Review Worker Availability (Data) Resource: Worker
	A Compensation Manager can review worker for themselves	Role: Compensation Manager Privilege: Review Worker Availability (Data) Resource: Worker

Job Role: Compensation Specialist

Assists in the development, implementation and administration of compensation programs, policies and procedures.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Compensation Specialist**

Inherited Roles
Compensation Specialist Manage Individual Compensation Manage Salaries View Compensation History

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Compensation Specialist**

Aggregate Privilege	Description
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
View Compensation History	Provides access to view compensation history for workers within the users security profile.

Privileges

Privileges granted to duties of the job role **Compensation Specialist**.

Granted Role	Granted Role Description	Privilege
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Approve Transactions

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Compensation Specialist**

Business Object	Policy Description	Policy Store Implementation
Compensation History	A Compensation Specialist can view compensation history for people and assignments in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History

Business Object	Policy Description	Policy Store Implementation
Salary	A Compensation Specialist can enter salary details for people and assignments in their person and assignment security profile	Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary
	A Compensation Specialist can view salary details for people and assignments in their person and assignment security profile	Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary
Variable Compensation Allocation	A Compensation Specialist can enter variable compensation allocation for people and assignments in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation

Abstract Role: Contingent Worker

Identifies the person as a contingent worker.

Duties

Duties assigned directly and indirectly to the abstract role **Contingent Worker**

Duty Role	Description
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Employee Enrollment	Manages employee enrollments.
Expense Entry	Creates and updates expense items and expense reports.
FSCM Load Interface Administration	Manages load interface file for import
Item Inquiry	Queries and views items in the enterprise.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Performance Management Worker	Adds content to rate to performance document and evaluates self.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Procurement Analysis Currency Preference	This role is used to get the supported currencies in Procurement and Spend Analysis module.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.
Requester Analysis	Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to
Requisition Business Unit Data Security	This role is used for Requisition Business Unit data security in the data warehouse
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition

Duty Role	Description
	lines.
Requisition Viewing	View requisition and associated documents.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Time and Labor Worker	Reports time as a worker.
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.
View Secured Custom Help	Views custom help containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Contingent Worker**

Inherited Roles
Contingent Worker Access Person Gallery Access Portrait Payslip Access Portrait Personal Payment Method Attachments User CRM Stage Write Business Intelligence Consumer Change Person Address Change Person Marital Status Compare HCM Information Edit Person Career Planning Edit Person Skills and Qualifications Employee Enrollment Expense Entry Business Intelligence Consumer Payee Bank Account Management FSCM Load Interface Administration Maintain Absence Records Manage My Account Manage Performance Goal by Worker Manage Person Citizenship Manage Person Disability by Worker Manage Person Documentation by Worker Manage Person Driver License Manage Person Ethnicity Manage Person Image Manage Person Name Manage Person Passport Manage Person Religion Manage Person Visa or Permit Manage Personal Compensation Manage Worker Information Sharing Performance Management Worker View Performance Summary Person Communication Methods Management Person Communication Methods View Person National Identifier View Portrait Benefits

Inherited Roles
<ul style="list-style-type: none"> Portrait Current and Completed Tasks Print Worker Portrait Procurement Requester <ul style="list-style-type: none"> Business Intelligence Applications Worker Business Intelligence Applications Analysis Payables Invoice Inquiry Receiving Management Requester <ul style="list-style-type: none"> Item Inquiry Requester Analysis <ul style="list-style-type: none"> Business Intelligence Authoring Procurement Analysis Currency Preference Requisition Business Unit Data Security Requisition Self Service User Requisition Viewing <ul style="list-style-type: none"> Payables Invoice Inquiry Transaction Entry with Budgetary Control <ul style="list-style-type: none"> Business Intelligence Consumer Social Connection Worker Submit Resignation Time and Labor Worker <ul style="list-style-type: none"> Worker Time Card Entry Use User Details Service View Accrual Type Absence Plan Balance View Compensation Details for Worker View Employment Information Summary View Person Career Planning View Person Skills and Qualifications View Portrait Availability Card View Portrait Contact Card View Portrait Personal Information Card View Portrait User Account Details Card View Secured Custom Help View Total Compensation Statements Workforce Profile Worker

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Contingent Worker**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Edit Person Career Planning	Allows editing the Person Career Planning.

Aggregate Privilege	Description
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manages Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation Details for Worker	Views compensation data for a worker.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for

Aggregate Privilege	Description
	individuals within their security profile.

Privileges

Privileges granted to duties of the abstract role **Contingent Worker**.

Granted Role	Granted Role Description	Privilege
Contingent Worker	Identifies the person as a contingent worker.	Absence Entry Using Calendar
		Access Competition Page
		Access FUSE Directory Page
		Access FUSE Performance and Career Planning Page
		Access FUSE Personal Information Page
		Access FUSE Time Page
		Approve Transactions
		Create Product Idea
		Enter Project Unprocessed Expenditure Batch
		Launch Oracle Social Network
		Manage Development Goal
		Manage Favorite Colleagues
		Manage Goal Management Notifications
		Manage Mentorship
		Manage My Portrait Work Area
		Manage Performance Goal
		Manage Product Idea
		Manage Reputation Overview
		Manage Reputation Scores
		Manage Social Roles
		Report Time by Web Clock
		Review Product Ideas
Employee Enrollment	Manages employee enrollments.	View Notification Details
		View Performance Goal
		View Team Schedule
		View Time by Calendar
		Define Benefit Participant Enrollment Result
Expense Entry	Creates and updates expense items and expense reports.	Elect Benefits
		Maintain Plan Beneficiary Designation
		Maintain Primary Care Provider
		Review Benefit Participant Enrollment Result
		Manage Bank Account for Expense Reimbursement
		Manage Expense Report

Granted Role	Granted Role Description	Privilege
		Review Expense Reimbursement
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker
		Print Performance Document
		Provide Performance Evaluation Feedback
		Select Feedback Participants
		Track Participant Feedback Status
		View Performance Information on Worker Dashboard
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester
		Change Purchase Order as Procurement Requester
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt
		Create Self-Service Receiving Receipt
		Manage Inventory Transfer Order
		Manage Self-Service Receiving Receipt Return
		Monitor Self-Service Receiving Receipt Work Area
		Review Inbound Shipment Details

Granted Role	Granted Role Description	Privilege
		Review Receiving Receipt Summary
		Review Self-Service Receiving Receipt
		View Purchase Order
		View Receiving Receipt Notification
		View Requisition
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.	Create Requisition with Changes to Deliver-to Location
		Create Requisition with Noncatalog Requests
		Create Requisition with One Time Location
		Get Internal Transfer Requesting Organization Price
		Manage Inventory Transfer Order
		Manage Requisition
		View Requisition
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details
		Review Receiving Transaction History
		View Purchase Order as Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group
		Create Social Group
		Invite Social Connection
		Invite Someone to Social Group
		Link Social Group
		Manage Kudos
		Manage Message Board
		Manage Social Bookmarks
		Manage Social Connections
		Manage Social Group
		Manage Social Self-descriptive Information
		Unlink Social Group
		View Activity Stream
		View Related Social Groups
Time and Labor Worker	Reports time as a worker.	Access FUSE Time Page
		Access Time Work Area
		Report Time by Calendar
		View Team Schedule
		View Time by Calendar
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as	Check Funds
		Reserve Funds
		Review Budget Impact

Granted Role	Granted Role Description	Privilege
	accounts payable manager.	Review Budget Period Statuses
		Review Budgetary Control Balances
		Review Budgetary Control Transactions
		Transfer Budget Balances to Budget Cubes Continuously
		View Funds Available Balances
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card
		Manage Time Cards by Worker
		Search Time Cards
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Contingent Worker**

Business Object	Policy Description	Policy Store Implementation
Application Attachment	A Contingent Worker can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Delete Application Attachment Resource: Application Attachment
	A Contingent Worker can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment
	A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment
	A Contingent Worker can update application attachment	Role: Procurement Requester Privilege: Update Application Attachment

Business Object	Policy Description	Policy Store Implementation
	for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Resource: Application Attachment
Application Reference Territory	A Contingent Worker can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Beneficiary Organization	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization
Benefit Covered Dependent	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent
Benefit Participant Enrollment Action	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	A Contingent Worker can review benefit participant enrollment result for themselves	Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Rate	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate
Benefit Relation	A Contingent Worker can manage benefit relation for themselves	Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Cash Advance Approval Note	A Contingent Worker can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note
Corporate Card Transaction Dispute Note	A Contingent Worker can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note
Expense	A Contingent Worker can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense
Expense Report	A Contingent Worker can manage expense report for themselves	Role: Expense Entry Privilege: Manage Expense Report (Data) Resource: Expense Report
Expense Report Approval Note	A Contingent Worker can manage expense report	Role: Expense Entry Privilege: Manage Expense Report Approval

Business Object	Policy Description	Policy Store Implementation
	approval note for themselves	Note (Data) Resource: Expense Report Approval Note
HR Job	A Contingent Worker can choose hr job for all jobs in the enterprise	Role: Contingent Worker Privilege: Choose HR Job (Data) Resource: HR Job
Help Topic	A Contingent Worker can view secured custom help content for all secured help content they are authorized	Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic
Idea	A Contingent Worker can manage idea where they are a member of the idea team	Role: Contingent Worker Privilege: Manage Product Idea (Data) Resource: Idea
	A Contingent Worker can review idea where they are a member of the idea team	Role: Contingent Worker Privilege: Review Product Idea (Data) Resource: Idea
Payment Card	A Contingent Worker can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Performance Document	A Contingent Worker can view performance summary for themselves	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Goal	A Contingent Worker can manage performance goal by worker for themselves	Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal
Person	A Contingent Worker can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
	A Contingent Worker can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
	A Contingent Worker can compare person for themselves	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
	A Contingent Worker can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person
	A Contingent Worker can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person
	A Contingent Worker can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person
	A Contingent Worker can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person
	A Contingent Worker can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person
	A Contingent Worker can manage person visa or permit	Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit

Business Object	Policy Description	Policy Store Implementation
	for themselves	(Data) Resource: Person
	A Contingent Worker can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person
	A Contingent Worker can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
	A Contingent Worker can report person for themselves	Role: Contingent Worker Privilege: Report Person (Data) Resource: Person
	A Contingent Worker can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
	A Contingent Worker can view worker availability portrait card for themselves	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person
	A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person
	A Contingent Worker can view worker current and completed tasks portrait card for themselves	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person
	A Contingent Worker can view worker personal and employment portrait card for themselves	Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) Resource: Person
Person Absence Entry	A Contingent Worker can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
	A Contingent Worker can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Address	A Contingent Worker can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Assignment	A Contingent Worker can choose person assignment for persons and assignments in their person and assignment security profile	Role: Contingent Worker Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Communication Method	A Contingent Worker can manage person communication method for themselves	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method

Business Object	Policy Description	Policy Store Implementation
	A Contingent Worker can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method
Person Contact Relationship	A Contingent Worker can manage person contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
	A Contingent Worker can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship
Person Disability	A Contingent Worker can manage person disability for themselves	Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Email	A Contingent Worker can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
	A Contingent Worker can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email
Person Image	A Contingent Worker can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
	A Contingent Worker can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person Life Event	A Contingent Worker can manage person life event for themselves	Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Name	A Contingent Worker can change person name for themselves	Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name
Person National Identifier	A Contingent Worker can view person national identifier for themselves	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person Phone	A Contingent Worker can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone
	A Contingent Worker can view person phone for work phone numbers and private phone	Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone

Business Object	Policy Description	Policy Store Implementation
	numbers granted to the user for persons in their person and assignment security profile	
Person Plan Accrual	A Contingent Worker can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Contingent Worker can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Plan Beneficiary Designation	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation
Portrait Private Note	A Contingent Worker can manage portrait private note for themselves	Role: Contingent Worker Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note
Position	A Contingent Worker can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
		Role: Contingent Worker Privilege: Choose Position (Data) Resource: Position
Primary Care Provider	A Contingent Worker can define plan primary care provider for themselves	Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider
Public Person	A Contingent Worker can choose public person for all workers in the enterprise	Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person
	A Contingent Worker can choose public person for persons and assignments in their person and assignment security profile	Role: Contingent Worker Privilege: Choose Public Person (Data) Resource: Public Person
	A Contingent Worker can search person deferred for persons and assignments in their person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person
	A Contingent Worker can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person
	A Contingent Worker can view worker contact portrait card for themselves	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person
Requisition	A Contingent Worker can manage requisition for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit
		Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
	A Contingent Worker can manage requisition for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit
Salary	A Contingent Worker can view worker compensation portrait card for themselves	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Talent Profile	A Contingent Worker can edit person career planning for themselves	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	A Contingent Worker can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
	A Contingent Worker can match talent profile person for themselves	Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data) Resource: Talent Profile
	A Contingent Worker can view person career planning for people and assignments in their public person and assignment security profile	Role: View Person Career Planning Privilege: View Person Career Planning (Data) Resource: Talent Profile
	A Contingent Worker can view person skills and qualifications for people and assignments in their public person and assignment security profile	Role: View Person Skills and Qualifications Privilege: View Person Skills and Qualifications (Data) Resource: Talent Profile
	A Contingent Worker can view talent profile model for jobs in their job security profile	Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	A Contingent Worker can view talent profile person for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile
Talent Profile Item	A Contingent Worker can view talent profile item worker for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item
Time Record Group Summary	A Contingent Worker can manage time cards for themselves	Role: Worker Time Card Entry Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary
Total Compensation Statement	A Contingent Worker can view total compensation statement already generated for themselves	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Trading Community Org Address Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address

Business Object	Policy Description	Policy Store Implementation
		Email Contact Preference
Trading Community Org Address Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference
Trading Community Organization Party	A Contingent Worker can view trading community organization for all organizations in the enterprise	Role: Expense Entry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payables Invoice Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Procurement Requester Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization

Business Object	Policy Description	Policy Store Implementation
	preferences not of type legal.	Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference
Trading Community Party	A Contingent Worker can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	Role: Procurement Requester Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
	A Contingent Worker can view trading community person for all people in the enterprise	Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Contingent Worker can view trading community person for all resources in the enterprise	Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Person Address Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference
Trading Community Person Address Phone	A Contingent Worker can manage trading community	Role: Expense Entry Privilege: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	legal contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
Trading Community Relationship	A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
User Role	A Contingent Worker can self request roles for themselves	Role: Manage My Account Privilege: Self Request Roles (Data) Resource: User Role
	A Contingent Worker can view own account details for themselves	Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role
Variable Compensation Allocation	A Contingent Worker can manage variable compensation allocation by worker for themselves	Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation
Work Relationship	A Contingent Worker can submit resignation for themselves	Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship
	A Contingent Worker can view employment information	Role: View Employment Information Summary

Business Object	Policy Description	Policy Store Implementation
	summary for themselves	Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Worker	A Contingent Worker can choose worker for people and assignments in their person and assignment security profile	Role: Contingent Worker Privilege: Choose Worker (Data) Resource: Worker
	A Contingent Worker can compare worker employment information for themselves	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker
	A Contingent Worker can review worker availability for themselves	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker

Abstract Role: Employee

Identifies the person as an employee.

Duties

Duties assigned directly and indirectly to the abstract role **Employee**

Duty Role	Description
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.
Employee Enrollment	Manages employee enrollments.
Expense Entry	Creates and updates expense items and expense reports.
FSCM Load Interface Administration	Manages load interface file for import
Item Inquiry	Queries and views items in the enterprise.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Performance Management Worker	Adds content to rate to performance document and evaluates self.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Procurement Analysis Currency Preference	This role is used to get the supported currencies in Procurement and Spend Analysis module.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.
Requester Analysis	Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to
Requisition Business Unit Data Security	This role is used for Requisition Business Unit data security in the data warehouse
Requisition Self Service User	Manages requisitions including creating, searching, and viewing

Duty Role	Description
	requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.
Requisition Viewing	View requisition and associated documents.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Time and Labor Worker	Reports time as a worker.
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.
View Secured Custom Help	Views custom help containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Employee**

Inherited Roles
Employee <ul style="list-style-type: none"> Access Person Gallery Access Portrait Payslip Access Portrait Personal Payment Method Attachments User <ul style="list-style-type: none"> CRM Stage Write Business Intelligence Consumer Canadian Employee Change Person Address Change Person Marital Status Compare HCM Information Edit Person Career Planning Edit Person Skills and Qualifications Employee Enrollment Expense Entry <ul style="list-style-type: none"> Business Intelligence Consumer Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Indian Employee Portrait Gallery Maintain Absence Records Manage My Account Manage Performance Goal by Worker Manage Person Citizenship Manage Person Disability by Worker Manage Person Documentation by Worker Manage Person Driver License Manage Person Ethnicity Manage Person Image Manage Person Name Manage Person Passport Manage Person Religion Manage Person Visa or Permit Manage Personal Compensation Manage Personal Payment Method

Inherited Roles
<ul style="list-style-type: none"> Manage Worker Information Sharing Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Performance Management Worker <ul style="list-style-type: none"> View Performance Summary Person Communication Methods Management Person Communication Methods View Person National Identifier View Portrait Benefits Portrait Current and Completed Tasks Print Worker Portrait Procurement Requester <ul style="list-style-type: none"> Business Intelligence Applications Worker <ul style="list-style-type: none"> Business Intelligence Applications Analysis Payables Invoice Inquiry Receiving Management Requester <ul style="list-style-type: none"> Item Inquiry Requester Analysis <ul style="list-style-type: none"> Business Intelligence Authoring Procurement Analysis Currency Preference Requisition Business Unit Data Security Requisition Self Service User Requisition Viewing <ul style="list-style-type: none"> Payables Invoice Inquiry Transaction Entry with Budgetary Control <ul style="list-style-type: none"> Business Intelligence Consumer Social Connection Worker Submit Resignation Time and Labor Worker <ul style="list-style-type: none"> Worker Time Card Entry US Employee Portrait Gallery Use User Details Service View Accrual Type Absence Plan Balance View Chinese Accounts View Compensation Details for Worker View Employment Information Summary View Payslip View Person Career Planning View Person Skills and Qualifications View Portrait Availability Card View Portrait Contact Card View Portrait Personal Information Card View Portrait User Account Details Card View Secured Custom Help View Total Compensation Statements Workforce Profile Worker

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Employee**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the

Aggregate Privilege	Description
	portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Indian Employee Portrait Gallery	Allows an employee within an Indian legal employer to submit their tax investment declaration.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manages Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Chinese Accounts	Allows an employee within a Chinese legal employer to view their PHF and social insurance account numbers.
View Compensation Details for Worker	Views compensation data for a worker.
View Employment Information Summary	Grants access to view a worker's employment

Aggregate Privilege	Description
	information summary.
View Payslip	Views payslips.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.

Privileges

Privileges granted to duties of the abstract role **Employee**.

Granted Role	Granted Role Description	Privilege
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.	Manage Canadian Personal Tax Credits
		View Canadian End of Year Tax Form
Employee	Identifies the person as an employee.	Absence Entry Using Calendar
		Access Competition Page
		Access FUSE Directory Page
		Access FUSE Performance and Career Planning Page
		Access FUSE Personal Information Page
		Access FUSE Time Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Approve Transactions
		Create Product Idea
		Enter Project Unprocessed Expenditure Batch
		Launch Oracle Social Network
		Manage Development Goal
		Manage Favorite Colleagues
		Manage Goal Management Notifications
		Manage Mentorship
		Manage My Contact

Granted Role	Granted Role Description	Privilege
		Information Mobile
		Manage My Documents Mobile
		Manage My Personal Information Mobile
		Manage My Portrait Work Area
		Manage My Wellness
		Manage Performance Goal
		Manage Product Idea
		Manage Reputation Overview
		Manage Reputation Scores
		Manage Social Roles
		Record and View Issue
		Report Time by Web Clock
		Review Product Ideas
		View Notification Details
		View Performance Goal
		View Team Schedule
		View Time by Calendar
Employee Enrollment	Manages employee enrollments.	Define Benefit Participant Enrollment Result
		Elect Benefits
		Maintain Plan Beneficiary Designation
		Maintain Primary Care Provider
		Review Benefit Participant Enrollment Result
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement
		Manage Expense Report
		Review Expense Reimbursement
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Item Relationship
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	View Payables Invoice
		Import Supplier Bank Accounts
		Manage External Payee Payment Details

Granted Role	Granted Role Description	Privilege
		Manage Third Party Bank Account
		View Third Party Bank Account
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker
		Print Performance Document
		Provide Performance Evaluation Feedback
		Select Feedback Participants
		Track Participant Feedback Status
		View Performance Information on Worker Dashboard
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester
		Change Purchase Order as Procurement Requester
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt
		Create Self-Service Receiving Receipt
		Manage Inventory Transfer Order
		Manage Self-Service Receiving Receipt Return
		Monitor Self-Service Receiving Receipt Work Area
		Review Inbound Shipment Details
		Review Receiving Receipt Summary
		Review Self-Service Receiving Receipt
		View Purchase Order
		View Receiving Receipt Notification
		View Requisition
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.	Create Requisition with Changes to Deliver-to Location
		Create Requisition with Noncatalog Requests
		Create Requisition with One Time Location
		Get Internal Transfer Requesting Organization Price
		Manage Inventory Transfer Order
		Manage Requisition
		View Requisition

Granted Role	Granted Role Description	Privilege
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details
		Review Receiving Transaction History
		View Purchase Order as Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group
		Create Social Group
		Invite Social Connection
		Invite Someone to Social Group
		Link Social Group
		Manage Kudos
		Manage Message Board
		Manage Social Bookmarks
		Manage Social Connections
		Manage Social Group
		Manage Social Self-descriptive Information
		Unlink Social Group
		View Activity Stream
		View Related Social Groups
Time and Labor Worker	Reports time as a worker.	Access FUSE Time Page
		Access Time Work Area
		Report Time by Calendar
		View Team Schedule
		View Time by Calendar
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.	Check Funds
		Reserve Funds
		Review Budget Impact
		Review Budget Period Statuses
		Review Budgetary Control Balances
		Review Budgetary Control Transactions
		Transfer Budget Balances to Budget Cubes Continuously
		View Funds Available Balances
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	Update US W-4
		View US End of Year Tax Form
		View US End-of-Year 1095-C Form
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card
		Manage Time Cards by Worker
		Search Time Cards
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent

Granted Role	Granted Role Description	Privilege
		Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Employee**

Business Object	Policy Description	Policy Store Implementation
Application Attachment	An Employee can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Delete Application Attachment Resource: Application Attachment
	An Employee can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment
	An Employee can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment
	An Employee can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Update Application Attachment Resource: Application Attachment
Application Reference Territory	An Employee can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Beneficiary Organization	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization
Benefit Covered Dependent	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent
Benefit Participant Enrollment Action	An Employee can view worker benefits portrait card for	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card

Business Object	Policy Description	Policy Store Implementation
	themselves	(Data) Resource: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	An Employee can review benefit participant enrollment result for themselves	Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Rate	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate
Benefit Relation	An Employee can manage benefit relation for themselves	Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Cash Advance Approval Note	An Employee can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note
Corporate Card Transaction Dispute Note	An Employee can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note
Expense	An Employee can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense
Expense Report	An Employee can manage expense report for themselves	Role: Expense Entry Privilege: Manage Expense Report (Data) Resource: Expense Report
Expense Report Approval Note	An Employee can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note
HR Job	A Employee can choose hr job for all jobs in the enterprise	Role: Employee Privilege: Choose HR Job (Data) Resource: HR Job
Help Topic	An Employee can view secured custom help content for all secured help content they are authorized	Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic
Idea	A Employee can manage idea where they are a member of the idea team	Role: Employee Privilege: Manage Product Idea (Data) Resource: Idea
	A Employee can review idea where they are a member of the idea team	Role: Employee Privilege: Review Product Idea (Data) Resource: Idea
Item	A Employee can maintain item for the items they have access to in item and inventory	Role: Employee Privilege: Maintain Item Asset Maintenance Group (Data)

Business Object	Policy Description	Policy Store Implementation
	organizations	Resource: Item
		Role: Employee Privilege: Maintain Item Attribute (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Basic (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Costing Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item General Planning Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Inventory Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Invoicing Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Lead Times Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item MRP and MPS Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Order Management Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Pack (Data) Resource: Item
		Role: Employee Privilege: Maintain Item People (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Physical Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Primary Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Process Manufacturing Group (Data) Resource: Item
		Role: Employee

Business Object	Policy Description	Policy Store Implementation
		Privilege: Maintain Item Purchasing Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Receiving Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Revision (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Service Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Structure (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Structure Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Web Option Group (Data) Resource: Item
		Role: Employee Privilege: Maintain Item Work in Process Group (Data) Resource: Item
	A Employee can view item for the items they have access to in item and inventory organizations	Role: Employee Privilege: View Item Attribute (Data) Resource: Item
		Role: Employee Privilege: View Item Basic (Data) Resource: Item
		Role: Employee Privilege: View Item Pack (Data) Resource: Item
		Role: Employee Privilege: View Item Structure (Data) Resource: Item
Item Catalog	A Employee can administrator item catalog for the catalogs they have access to	Role: Employee Privilege: Administrate Catalog (Data) Resource: Item Catalog
	A Employee can maintain item catalog for the catalogs they have access to	Role: Employee Privilege: Maintain Catalog (Data) Resource: Item Catalog
	A Employee can view item catalog for the catalogs they have access to	Role: Employee Privilege: View Catalog (Data) Resource: Item Catalog
Item Category	A Employee can maintain item category for the categories they have access to	Role: Employee Privilege: Maintain Category (Data) Resource: Item Category
	A Employee can view item category for the categories they	Role: Employee Privilege: View Category (Data)

Business Object	Policy Description	Policy Store Implementation
	have access to	Resource: Item Category
Payment Card	An Employee can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Archive Information	An Employee can view worker payslip portrait card for themselves	Role: Access Portrait Payslip Privilege: View Worker Payslip Portrait Card (Data) Resource: Payroll Archive Information
Payroll Personal Deduction	An Employee can manage canadian personal tax credits for themselves if they are employed by a ca legal employer	Role: Canadian Employee Privilege: Manage Canadian Personal Tax Credits (Data) Resource: Payroll Personal Deduction
	An Employee can update US W-4 for themselves if they are employed by a US legal employer	Role: US Employee Portrait Gallery Privilege: Update US W-4 (Data) Resource: Payroll Personal Deduction
	An Employee can view canadian end of year tax form for themselves if they are employed by a ca legal employer	Role: Canadian Employee Privilege: View Canadian End of Year Tax Form (Data) Resource: Payroll Personal Deduction
	An Employee can view chinese accounts for themselves if they are employed by a chinese legal employer	Role: View Chinese Accounts Privilege: View Chinese Accounts (Data) Resource: Payroll Personal Deduction
	An Employee can view indian tax investment declaration for themselves if they are employed by an indian legal employer	Role: Indian Employee Portrait Gallery Privilege: View Indian Tax Investment Declaration Resource: Payroll Personal Deduction
	An Employee can view us end of year tax form for themselves if they are employed by a us legal employer	Role: US Employee Portrait Gallery Privilege: View US End of Year Tax Form (Data) Resource: Payroll Personal Deduction
Payroll Relationship	An Employee can manage payroll person process results for themselves	Role: View Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
	An Employee can manage payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	An Employee can view payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
	An Employee can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security	Role: View Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
	profile	
Performance Document	An Employee can view performance summary for themselves	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Goal	An Employee can manage performance goal by worker for themselves	Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal
Person	A Employee can report person for themselves	Role: Employee Privilege: Report Person (Data) Resource: Person
	An Employee can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
	An Employee can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
	An Employee can compare person for themselves	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
	An Employee can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person
	An Employee can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person
	An Employee can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person
	An Employee can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person
	An Employee can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person
	An Employee can manage person visa or permit for themselves	Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person
	An Employee can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person
	An Employee can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
	An Employee can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
	An Employee can view us end-of-year 1095-c form for themselves if they are	Role: US Employee Portrait Gallery Privilege: View US End-of-Year 1095-C Form (Data)

Business Object	Policy Description	Policy Store Implementation
	employed by a us legal employer	Resource: Person
	An Employee can view worker availability portrait card for themselves	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person
	An Employee can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person
	An Employee can view worker current and completed tasks portrait card for themselves	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person
	An Employee can view worker personal and employment portrait card for themselves	Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) Resource: Person
Person Absence Entry	An Employee can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
	An Employee can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Address	An Employee can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Assignment	A Employee can choose person assignment for persons and assignments in their person and assignment security profile	Role: Employee Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Communication Method	An Employee can manage person communication method for themselves	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method
	An Employee can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method
Person Contact Relationship	An Employee can manage person contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
	An Employee can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
Person Disability	An Employee can manage person disability for themselves	Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	An Employee can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Email	An Employee can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
	An Employee can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email
Person Image	An Employee can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
	An Employee can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person Life Event	An Employee can manage person life event for themselves	Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Name	An Employee can change person name for themselves	Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name
Person National Identifier	An Employee can view person national identifier for themselves	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person Phone	An Employee can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone
	An Employee can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone
Person Plan Accrual	An Employee can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
	An Employee can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Personal Payment Method	An Employee can manage payroll relationship for legislative data groups in their	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
	An Employee can manage personal payment method for themselves	Role: Manage Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method
	An Employee can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
	An Employee can view worker payment method portrait card for themselves	Role: Access Portrait Personal Payment Method Privilege: View Worker Payment Method Portrait Card (Data) Resource: Personal Payment Method
Plan Beneficiary Designation	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation
Portrait Private Note	A Employee can manage portrait private note for themselves	Role: Employee Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note
Position	A Employee can choose position for positions in their position security profile	Role: Employee Privilege: Choose Position (Data) Resource: Position
	An Employee can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
Primary Care Provider	An Employee can define plan primary care provider for themselves	Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider
Public Person	A Employee can choose public person for persons and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Public Person (Data) Resource: Public Person
	An Employee can choose public person for all workers in the enterprise	Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person
	An Employee can search person deferred for persons and assignments in their person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person
	An Employee can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person
	An Employee can view worker contact portrait card for themselves	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person
Requisition	An Employee can manage requisition for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit
		Role: Requisition Self Service User

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Requisition (Data) Resource: Business Unit
	An Employee can manage requisition for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit
Salary	An Employee can view worker compensation portrait card for themselves	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Talent Profile	An Employee can edit person career planning for themselves	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	An Employee can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
	An Employee can match talent profile person for themselves	Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data) Resource: Talent Profile
	An Employee can view person career planning for people and assignments in their public person and assignment security profile	Role: View Person Career Planning Privilege: View Person Career Planning (Data) Resource: Talent Profile
	An Employee can view person skills and qualifications for people and assignments in their public person and assignment security profile	Role: View Person Skills and Qualifications Privilege: View Person Skills and Qualifications (Data) Resource: Talent Profile
	An Employee can view talent profile model for jobs in their job security profile	Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	An Employee can view talent profile person for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile
Talent Profile Item	An Employee can view talent profile item worker for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item
Time Record Group Summary	An Employee can manage time cards for themselves	Role: Worker Time Card Entry Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary
Total Compensation Statement	An Employee can view total compensation statement already generated for themselves	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Trading Community Org Address Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
		Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference
Trading Community Org Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference
Trading Community Organization Party	An Employee can view trading community organization for all organizations in the enterprise	Role: Expense Entry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payables Invoice Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Procurement Requester Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Phone	An Employee can manage trading community legal	Role: Expense Entry Privilege: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference
Trading Community Party	An Employee can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	Role: Procurement Requester Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	An Employee can view trading community person for all people in the enterprise	Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	An Employee can view trading community person for all resources in the enterprise	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference

Business Object	Policy Description	Policy Store Implementation
Trading Community Person Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
Trading Community Relationship	An Employee can view trading community relationship for all trading community relationships in the enterprise	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
	An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Partner Item	A Employee can administrate trading partner item for the competitor trading partner item types they have access to	Role: Employee Privilege: Administrate Competitor Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can administrate trading partner item for the customer trading partner item types they have access to	Role: Employee Privilege: Administrate Customer Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can administrate trading partner item for the manufacturer trading partner item types they have access to	Role: Employee Privilege: Administrate Manufacturer Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can administrate	Role: Employee

Business Object	Policy Description	Policy Store Implementation
	trading partner item for the supplier trading partner item types they have access to	Privilege: Administrate Supplier Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the competitor items they have access to	Role: Employee Privilege: Maintain Competitor Item (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the competitor trading partner item types they have access to	Role: Employee Privilege: Maintain Competitor Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the customer items they have access to	Role: Employee Privilege: Maintain Customer Items (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the customer trading partner item types they have access to	Role: Employee Privilege: Maintain Customer Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the manufacturer items they have access to	Role: Employee Privilege: Maintain Manufacturer Item (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the manufacturer trading partner item types they have access to	Role: Employee Privilege: Maintain Manufacturer Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the supplier items they have access to	Role: Employee Privilege: Maintain Supplier Item (Data) Resource: Trading Partner Item
	A Employee can maintain trading partner item for the supplier trading partner item types they have access to	Role: Employee Privilege: Maintain Supplier Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the competitor items they have access to	Role: Employee Privilege: View Competitor Item (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the competitor trading partner item types they have access to	Role: Employee Privilege: View Competitor Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the customer items they have access to	Role: Employee Privilege: View Customer Item (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the customer trading partner item types they have access to	Role: Employee Privilege: View Customer Trading Partner Items (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the manufacturer items they have access to	Role: Employee Privilege: View Manufacturer Item (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the	Role: Employee Privilege: View Manufacturer Trading Partner

Business Object	Policy Description	Policy Store Implementation
	manufacturer trading partner item types they have access to	Items (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the supplier items they have access to	Role: Employee Privilege: View Supplier Item (Data) Resource: Trading Partner Item
	A Employee can view trading partner item for the supplier trading partner item types they have access to	Role: Employee Privilege: View Supplier Trading Partner Items (Data) Resource: Trading Partner Item
User Role	An Employee can self request roles for themselves	Role: Manage My Account Privilege: Self Request Roles (Data) Resource: User Role
	An Employee can view own account details for themselves	Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role
Variable Compensation Allocation	An Employee can manage variable compensation allocation by worker for themselves	Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation
Work Relationship	An Employee can submit resignation for themselves	Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship
	An Employee can view employment information summary for themselves	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Worker	A Employee can choose worker for people and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Worker (Data) Resource: Worker
	An Employee can compare worker employment information for themselves	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker
	An Employee can review worker availability for themselves	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker

Job Role: Employee Help Desk Analyst

An Employee Help Desk Analyst is the first line of user assistance within an IT Department. End users who are having difficulty with any applications they use will register trouble tickets with a help desk. Trouble tickets are routed to analysts who will contact the end user and attempt to troubleshoot and guide the user to successful resolution of their issue.

Abstract Role: Executive Manager

Leads one or more groups or departments, working directly with the higher levels of management.

Privileges

Privileges granted to duties of the abstract role **Executive Manager**.

Granted Role	Granted Role Description	Privilege
Executive Manager	Leads one or more groups or departments, working directly with the higher levels of management.	Assign Performance Goal to Groups of Workers
		Assign Workers Goals Mass Process
		Manage Performance Goal
		Manage Performance Goal for Organization

Job Role: Human Capital Management Application Administrator

Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings.

Duties

Duties assigned directly and indirectly to the job role **Human Capital Management Application Administrator**

Duty Role	Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Benefits Elections	Manages benefits elections.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.
Benefits Setup	Manages benefits setup.
Business Process Engineering Human Taskflow Administration	This role grants a user the privilege to perform administrative actions in the workflow functionality via the worklist UI. A user in this role will be able to view all tasks in the system, recover errored (incorrectly assigned) tasks, create approval groups and edit task configuration / rules DT@RT UI (both AMX functionality) This is a business administrator type role. This role is granted to SOAAdmin.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.
Download data from Human Capital Management file based Export	Allows to download data file exported from human capital management.
FSCM Load Interface Administration	Manages load interface file for import
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
Geography Administration	Grants privileges to set up geographies
HCM Extract Definition	Grants access to the extract definition duty.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Manage User Account	Manages user roles.
Manage Users	Creates and updates users and assigns roles to users.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.
Payroll Implementation	Manages complete payroll setup and maintenance.
Payroll Implementation View	Views complete payroll setup.
Performance Management Administration	Manages administration of performance documents.

Duty Role	Description
Performance Management Implementation	Manages the setup of the performance management application.
Person Configuration	Manages person types, name formats, checklists, and document types.
Upload data for Human Capital Management file based Import	Allows to upload data file to import human capital management data.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Capital Management Application Administrator**

Inherited Roles
Human Capital Management Application Administrator Absence Implementation Application World Reference Administration Attachments User CRM Stage Write Benefits Management Implementer Benefits Elections Benefits Setup HCM Extract Definition Payroll Common HCM Implementation Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management FSCM Load Interface Administration Submit a Payroll Flow Submit a Payroll Process or Report Business Process Human Taskflow Administration Duty Business Process Engineering Human Taskflow Administration Compare HCM Information Download data from Human Capital Management file based Export Edit User Name Functional Setups Geography Administration HCM Extract Definition Link User Name to Person Manage Person Documentation Manage Schedules and Exceptions Assignment Manage Users Manage User Account Link User Name to Person Manage Worker Checklist Manage Worker Time Entry Setup Profile Manage Worker Time Processing Profile Payroll Implementation Functional Setups

Inherited Roles
<ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Common HCM Implementation <ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Implementation View <ul style="list-style-type: none"> Manage Fast Formula Performance Management Administration <ul style="list-style-type: none"> Compensation Eligibility Management Performance Management Implementation <ul style="list-style-type: none"> Compensation Eligibility Management Person Configuration Submit a Payroll Flow Submit a Payroll Process or Report Upload data for Human Capital Management file based Import Use User Details Service View Portrait User Account Details Card Workforce Profile Administration Workforce Structures Management <ul style="list-style-type: none"> Compare HCM Information Maintain Positions Manage Departments Manage Divisions View Positions

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Human Capital Management Application Administrator**

Aggregate Privilege	Description
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Edit User Name	Updates the user name associated with a person.
Maintain Positions	Updates and deletes positions in the user's position security profile. This role cannot create new positions.
Manage Departments	Manages departments in the user's organization security profile.
Manage Divisions	Manages divisions in the user's organization security profile.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings

Aggregate Privilege	Description
	and deduction elements to a person.
Manage Person Documentation	Manages documents.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Value Defined by Criteria	Manages values defined by criteria.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Time Entry Setup Profile	Creates and updates an association of a layout set and time entry actions to control access to any time entries.
Manage Worker Time Processing Profile	Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
Use User Details Service	Creates or updates users during person synchronizations.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Positions	Views positions in the user's position security profile.

Privileges

Privileges granted to duties of the job role **Human Capital Management Application Administrator**.

Granted Role	Granted Role Description	Privilege
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans
		Manage Absence Entitlement Band
		Manage Benefit Eligibility Profile
		Manage Benefit Participant Enrollment Certification
		Manage Life Event Reason
		Manage Person Eligibility Derived Factor
		Run Participation Process Absence
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Currency
		Manage Application Reference ISO Language
		Manage Application Reference Industry
		Manage Application Reference Language
		Manage Application Reference Natural Language
		Manage Application Reference Territory
		Manage Application Reference Timezone

Granted Role	Granted Role Description	Privilege
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility
		Manage Benefit Participant Enrollment Result
		Manage Open enrollment window
		Manage Person Benefits Balance
		Run Online Life Events
		Run Online Open Enrollment
		Search Benefit Person
		View Person Life Event
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Activity Base Rate
		Define Benefit Authorization
		Define Benefit Coverage Calculation
		Define Benefit Eligibility and Element Groups
		Define Benefit Option
		Define Benefit Participant Eligibility Profile
		Define Benefit Plan
		Define Benefit Program Benefit Rates
		Define Benefit Year Period
		Define Plan Beneficiary Designation
		Define Plan Primary Care Provider
		Export Eligibility Profile
		Extract Work Structure Report Details
		Extract Worker Model Details
		Import Eligibility Profile
		Manage Absence Entitlement Band
		Manage Beneficiary Organization Details
		Manage Benefit Balance
		Manage Benefit Collapse Life Event
		Manage Benefit Coverage Calculation
		Manage Benefit Defined Formulas
		Manage Benefit Designation Detail
		Manage Benefit Eligibility Profile
		Manage Benefit Enrollment Action Type

Granted Role	Granted Role Description	Privilege
		Manage Benefit Group
		Manage Benefit Participant Enrollment Result Notes
		Manage Benefit Person Benefit Group
		Manage Benefit Plan Combination Plan Type in Program
		Manage Benefit Plan Events
		Manage Benefit Plan Rates
		Manage Benefit Plan Type
		Manage Benefit Plan Type Self Service Grouping
		Manage Benefit Plan in Program
		Manage Benefit Program Dependant Rules
		Manage Benefit Program Details
		Manage Benefit Programs Details
		Manage Benefit Regulatory Body
		Manage Benefit Reporting Group
		Manage Benefit Service Area
		Manage Benefit configuration export
		Manage Benefit configuration import
		Manage Benefits Self Service Configuration
		Manage Dependent Certification for Program
		Manage Eligibility Factors
		Manage Enrollment Requirement by Life Event for Plan in Program
		Manage Group Space
		Manage Legal Entity Information
		Manage Life Event Reason
		Manage Person Benefits Balance
		Manage Person Eligibility Derived Factor
		View Payroll Flow Based Analytics
		View Person Life Event
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate
		Define Benefit Coverage Calculation
		Define Benefit Plan

Granted Role	Granted Role Description	Privilege
		Define Benefit Program
		Benefit Rates
		Manage Benefit Dependent Eligibility Profile
		Manage Benefit Eligibility Profile
		Manage Benefit Eligibility Profile for Benefit Eligibility Object
		Manage Benefit Extract
		Manage Benefit Program
		Manage Benefit Program Details
		Manage Benefit Programs Details
		Manage Benefit Regulatory Body
		Manage Benefit Reporting Group
		Manage Benefit Variable Rate Profile
		Manage Life Event Reason
		Manage User Defined Criteria
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Define Benefit Authorization
		Manage Benefit Eligibility Profile
		Manage Employee Legal Disclaimer
		Manage Person Benefits Balance
		Manage Person Eligibility Derived Factor
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Geography Administration	Grants privileges to set up geographies	Export Import Territory Geography
		Manage Trading Community Geography
		Manage Trading Community Geography Lookups
		Run CRM Export Process

Granted Role	Granted Role Description	Privilege
		Run File Import Scheduler
		Set Up CRM Objects for Export
		Set Up File Import Activity
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Human Capital Management Application Administrator	Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings.	Absence Administration Work Area
		Access Alerts Composer
		Apply HCM Role Provisioning Rules
		Approve Transactions
		Configure Group Compensation Batch Processes Parameters
		Configure Interface
		Configure Seniority Dates
		Configure Talent Review
		Copy Personal Data to LDAP for All Users
		Create Time Card
		Customize Approval Notification
		Customize HCM UI
		Customize Help Topics
		Define Compensation Plan Definition
		Define Extra Information Type
		Define Salary Basis
		Define Total Compensation Statement Setup
		Define Total Compensation Statement Setup Compensation Categories
		Define Total Compensation Statement Setup Compensation Items
		Define Variable Compensation Plan for Individual Compensation
		Delete Competition
		Delete HCM Stage Data and Files for Coexistence
		Edit Public Settings
		Enter Project Unprocessed Expenditure Batch
		Enter Trading Community Location
		Establish Enterprise

Granted Role	Granted Role Description	Privilege
		Configuration Enterprise Structures
		Establish Enterprise Configuration Job and Position Structures
		Evaluate HCM Group Membership
		Export Time Device Configuration
		Extract HCM Data for Coexistence
		Extract Work Structure Model Details
		Extract Worker Report Details
		Flatten HCM Position Hierarchy
		Generate Performance Goal Plan
		Generate Time Attributes in Data Dictionary
		Generate Time Card Fields
		Generate Time Cards from Time Collection Devices
		Generate Total Compensation Statement
		Import Workers
		Initialize Position Synchronization
		Initiate HCM Spreadsheet Load
		Install US Payroll Tax Calculation
		Load Batch Data
		Load Canadian Geographies
		Load Canadian Payroll Tax Information
		Load Chinese Geographies
		Load Enterprise Configuration
		Load HCM Data for Coexistence
		Load Mexican Geographies
		Load US Geographies
		Load US Payroll Tax Information
		Maintain Reports and Analytics Region
		Manage Absence Category
		Manage Absence Certification
		Manage Absence Plan
		Manage Absence Reason
		Manage Absence Types
		Manage Application

Granted Role	Granted Role Description	Privilege
		Attachment Category
		Manage Application Attachment Entity
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application Menu Customization
		Manage Application Reference Data Set
		Manage Application Reference Data Set Assignment
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Approval Rules
		Manage Assignment Status Type
		Manage Benefit Eligibility Profile
		Manage Calendar Event
		Manage Compensation History
		Manage Compensation Plan Definition
		Manage Compensation Plan Global Options
		Manage Compensation Plan Global Options for Group Compensation
		Manage Configuration of HCM Data Loader
		Manage Custom Time Attributes
		Manage Data Exchange Work Area
		Manage Development Goal Process
		Manage Employment Action Reason
		Manage Enterprise Configuration
		Manage Extracts Work Area
		Manage Gallery Administration Message
		Manage Geography Tree
		Manage Goal Management Notifications

Granted Role	Granted Role Description	Privilege
		Manage HCM Business Event Definitions
		Manage HCM Business Event Subscription Sets
		Manage HCM Business Event Types
		Manage HCM Extended Lookup Code
		Manage HCM Groups
		Manage HCM LDAP User Account Options
		Manage HCM Predictive Models
		Manage HCM Role Provisioning Rules
		Manage HCM custom objects
		Manage HR Document Type
		Manage Leave Agreements
		Manage Mass Updates Work Area
		Manage Mobile Application Configuration
		Manage Payroll Object Group
		Manage Performance Goal
		Manage Performance Goal Process
		Manage Performance Goal Setup
		Manage Person Eligibility Derived Factor
		Manage Portrait Display
		Manage Progression Grade Ladder
		Manage Questionnaire Templates
		Manage Questionnaires
		Manage Questions
		Manage Repeating Time Periods
		Manage Run Results
		Manage Schedule Assignment Administration
		Manage Scheduler Profiles
		Manage Shift Properties
		Manage Talent Notifications
		Manage Talent Review Content
		Manage Time Card Fields
		Manage Time Categories
		Manage Time Consumer Sets
		Manage Time Device Configuration

Granted Role	Granted Role Description	Privilege
		Manage Time Layout Sets
		Manage Time Repository Rule Sets
		Manage Time Repository Rule Templates
		Manage Time Repository Rules
		Manage Work Schedule
		Manage Work Shift
		Manage Work Workday Pattern
		Manage Workforce Reputation Administration
		Map Third Party Compensation Plans
		Monitor Batch Load Process
		Monitor Total Compensation Statement Processes
		Perform HCM Approval Transaction Actions
		Perform Worker Mass Transfer
		Populate Seniority Dates
		Process Oracle Fusion Data Extensions for Transactional Business Intelligence
		Process Worker Prediction Data Collection
		Process Worker Prediction Data Mining
		Process a Predefined Alert
		Purge Alert Processing and Log Entries
		Purge HCM Event Archive Data
		Purge HCM Transaction Archive
		Purge Total Compensation Statement
		Remove Trading Community Location
		Reset Password
		Restore Trading Community Location
		Review Calendar Event Coverage
		Review Enterprise Configuration
		Review HCM Approval Transactions
		Run Batch Load Job Set
		Run Employment Integrity Checks
		Run File Import Scheduler

Granted Role	Granted Role Description	Privilege
		Run Geocode Loader
		Run Goals Batch Process
		Run Group Compensation Batch Processes
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run Integration Schema Population Process
		Run Mass Updates Apply Process
		Run Mass Updates Data Validation Process
		Run Regenerate HCM Data Security Grants Process
		Run Retrieve Latest LDAP Changes Process
		Run Send Pending LDAP Requests Process
		Run Trading Community Current Record Information Maintenance
		Run Trading Community Geography Loader
		Run Trading Community Geography Name Referencing Maintenance
		Search Trading Community Location
		Set Up File Import Activity
		Set Watchlist Options
		Synchronize Line Manager Hierarchy
		Update Trading Community Location
		Use Assignment Status Type Service
		Use Position lookup Service
		View Administration Link
		View Geography Information
		View HCM Groups
		View Notification Details
		View Payroll Flow Based Analytics
		View Trading Community Location
		Worker Mass Assignment Change
Link User Name to Person	Creates a new user name or links an existing user name for a person.	Create User Name
		Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to

Granted Role	Granted Role Description	Privilege
		LDAP
Manage Users	Creates and updates users and assigns roles to users.	Manage Users
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Object Group
		Manage Payroll Run Type
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Implementation	Manages complete payroll setup and maintenance.	Configure Payroll Legislation
		Manage All Application Profile Values
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield

Granted Role	Granted Role Description	Privilege
		Manage Application Flexfield Value Set
		Manage Application Key Flexfield
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Costing of Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment Source
		Manage Costing of Payroll
		Manage Costing of Position
		Manage Features by Country or Territory
		Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Deduction
		Manage Payroll Deduction Card Definition
		Manage Payroll Deduction Group Rule
		Manage Payroll Deduction Range
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Flow Pattern
		Manage Payroll Process Configuration
		Manage Payroll Relationship Type Mapping
		Manage Payroll RetroPay Definition
		Manage Payroll Run Type
		Manage Payroll Task

Granted Role	Granted Role Description	Privilege
		Manage Payroll Template
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment Source
		Manage Costing of Payroll
		Manage Costing of Position
		Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Deduction
		Manage Payroll Deduction Group Rule
		Manage Payroll Deduction Range
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Flow Pattern
		Manage Payroll Object Group
		Manage Payroll Process Configuration
		Manage Payroll Run Type
		Manage Payroll Task
		Manage Payroll Third Parties

Granted Role	Granted Role Description	Privilege
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Performance Management Administration	Manages administration of performance documents.	Manage Eligibility Batch Process
		Manage Performance Document Type
		Manage Performance Evaluation Rating Target Distribution
		Manage Performance Process Flow Definition
		Manage Performance Roles
		Manage Performance Template
		Manage Performance Template Section
		Manage Performance and Potential Matrix Layout
Performance Management Implementation	Manages the setup of the performance management application.	Manage Eligibility Batch Process
		Manage Performance Document Type
		Manage Performance Evaluation Rating Target Distribution
		Manage Performance Process Flow Definition
		Manage Performance Template
		Manage Performance Template Section
		Manage Performance and Potential Matrix Layout
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Checklist Template
		Manage HR Name Format
		Manage Person Name Style
		Manage Person Type
		Run Person Keyword Refresh Process
		Run Person Relevance Refresh Process
		Run Public Person Information Refresh Process
		Schedule Calculate Relationship Strength
		Schedule Person Keyword Crawler

Granted Role	Granted Role Description	Privilege
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Education Establishment
		Manage Talent Pools
		Manage Talent Profile Content Item
		Manage Talent Profile Content Type
		Manage Talent Profile Instance Qualifier
		Manage Talent Profile Rating Model
		Manage Talent Profile Sources
		Manage Talent Profile Type
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.	Create Position
		Manage Application Tree
		Manage Application Tree Label
		Manage Assignment Flexfield Mapping
		Manage Assignment Grade
		Manage Assignment Grade Ladder
		Manage Assignment Grade Rate
		Manage Collective Agreements
		Manage Department Tree
		Manage Disability Organization
		Manage Enterprise
		Manage Enterprise HCM Information
		Manage HCM Position Hierarchy
		Manage HR Job
		Manage HR Job Family
		Manage Legislative Data Group
		Manage Location
		Manage Organization Tree
		Manage Position Tree
		Manage Reporting Establishment
		Manage Workforce Structures Work Area
		Mass Create Departments
		Mass Create Divisions
		Mass Create Jobs
		Mass Create Legal Entity HCM Information
		Mass Create Locations
		Mass Create Reporting Establishments

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Human Capital Management Application Administrator

Business Object	Policy Description	Policy Store Implementation
Application Attachment Category	A Human Capital Management Application Administrator can delete application attachment for all miscellaneous category attachments data	Role: Geography Administration Privilege: Delete Application Attachment Resource: Application Attachment Category
	A Human Capital Management Application Administrator can manage application attachment category for all hcm applications data	Role: Human Capital Management Application Administrator Privilege: Manage Application Attachment Category (Data) Resource: Application Attachment Category
	A Human Capital Management Application Administrator can read application attachment for all miscellaneous category attachments data	Role: Geography Administration Privilege: Read Application Attachment Resource: Application Attachment Category
	A Human Capital Management Application Administrator can update application attachment for all miscellaneous category attachments data	Role: Geography Administration Privilege: Update Application Attachment Resource: Application Attachment Category
Application Attachment Entity	A Human Capital Management Application Administrator can manage application attachment entity for all hcm applications data	Role: Human Capital Management Application Administrator Privilege: Manage Application Attachment Entity (Data) Resource: Application Attachment Entity
Assignment Grade	A Human Capital Management Application Administrator can choose assignment grade for all grades in the enterprise	Role: Human Capital Management Application Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Human Capital Management Application Administrator can manage assignment grade for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
	A Human Capital Management Application Administrator can manage assignment grade for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Human Capital Management Application Administrator can manage assignment grade ladder for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Human Capital Management Application Administrator can manage assignment grade rate for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Benefit Covered Dependent	A Human Capital Management Application Administrator can	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent

Business Object	Policy Description	Policy Store Implementation
	manage benefit eligible dependent for people and assignments in their person and assignment security profile	(Data) Resource: Benefit Covered Dependent
Benefit Electable Choice	A Human Capital Management Application Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice
Benefit Eligible Dependent	A Human Capital Management Application Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Human Capital Management Application Administrator can manage benefit eligible person for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person
Benefit Participant Enrollment Result	A Human Capital Management Application Administrator can review benefit participant enrollment result for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
Benefit Person Benefit Group	A Human Capital Management Application Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Benefits Setup Privilege: Manage Benefit Person Benefit Group Resource: Benefit Person Benefit Group
Benefit Relation	A Human Capital Management Application Administrator can manage benefit relation for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Business Unit	A Human Capital Management Application Administrator can choose business unit for business units in their organization security profile	Role: Human Capital Management Application Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Country Structure File Import Activity	A Human Capital Management Application Administrator can view country structure file import activity object type for all country structure file import activities of object type country structure	Role: Geography Administration Privilege: View Country Structure File Import Activity Object Type (Data) Resource: Country Structure File Import Activity
Country Structure File Import Mapping	A Human Capital Management Application Administrator can view country structure file import mapping object type for	Role: Geography Administration Privilege: View Country Structure File Import Mapping Object Type (Data) Resource: Country Structure File Import

Business Object	Policy Description	Policy Store Implementation
	all country structure file import mappings of object type country structure	Mapping
Country Structure File Import Object	A Human Capital Management Application Administrator can view country structure file import object type for all country structure file import objects of object type country structure	Role: Geography Administration Privilege: View Country Structure File Import Object Type (Data) Resource: Country Structure File Import Object
Department	A Human Capital Management Application Administrator can choose department for departments in their organization security profile	Role: Human Capital Management Application Administrator Privilege: Choose Department (Data) Resource: Department
	A Human Capital Management Application Administrator can manage department for all reference data sets in the enterprise	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department
	A Human Capital Management Application Administrator can manage department for departments in their organization security profile	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department
Division	A Human Capital Management Application Administrator can manage division for divisions in their organization security profile	Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division
Fast Formula	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Human Capital Management	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Human Capital Management Application Administrator can	Role: Manage Fast Formula Privilege: View Fast Formula (Data)

Business Object	Policy Description	Policy Store Implementation
	view fast formula for legislative data groups in their legislative data group security profile	Resource: Fast Formula User Entity
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
File Export Batch	A Human Capital Management Application Administrator can view file export batch for all export batches	Role: Geography Administration Privilege: View File Export Batch (Data) Resource: File Export Batch
File Export Object	A Human Capital Management Application Administrator can manage export unit test for all export unit test objects	Role: Geography Administration Privilege: Manage Export Unit Test (Data) Resource: File Export Object
Geography File Import Activity	A Human Capital Management Application Administrator can view geography file import activity object type for all geography file import activities of object type geography	Role: Geography Administration Privilege: View Geography File Import Activity Object Type (Data) Resource: Geography File Import Activity
Geography File Import Mapping	A Human Capital Management Application Administrator can view geography file import mapping object type for all geography file import mappings of object type geography	Role: Geography Administration Privilege: View Geography File Import Mapping Object Type (Data) Resource: Geography File Import Mapping
Geography File Import Object	A Human Capital Management Application Administrator can view geography file import object type for all geography file import objects of object type geography	Role: Geography Administration Privilege: View Geography File Import Object Type (Data) Resource: Geography File Import Object
HCM Extract Definition	A Human Capital Management Application Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Human Capital Management Application Administrator can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined	A Human Capital Management	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
Table User Column	Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Human Capital Management Application Administrator can choose hr job for all jobs in the enterprise	Role: Human Capital Management Application Administrator Privilege: Choose HR Job (Data) Resource: HR Job
	A Human Capital Management Application Administrator can manage hr job for all jobs in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job

Business Object	Policy Description	Policy Store Implementation
	A Human Capital Management Application Administrator can manage hr job for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job
HR Name Format	A Human Capital Management Application Administrator can manage hr name format for countries in their country security profile	Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format
Help Topic	A Human Capital Management Application Administrator can view help topic for all secured help content they are authorized	Role: Human Capital Management Application Administrator Privilege: View Secured Custom Help Content Resource: Help Topic
Legal Employer	A Human Capital Management Application Administrator can choose legal employer for legal employers in their organization security profile	Role: Human Capital Management Application Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Human Capital Management Application Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Position Attribute	A Human Capital Management Application Administrator can manage legislative position attribute for countries in their country security profile	Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute
	A Human Capital Management Application Administrator can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute
Location	A Human Capital Management Application Administrator can choose location for all locations in the enterprise	Role: Human Capital Management Application Administrator Privilege: Choose Location (Data) Resource: Location
	A Human Capital Management Application Administrator can manage location for all locations in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
	A Human Capital Management Application Administrator can manage location for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
Organization Payment Method	A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
		Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Human Capital Management Application Administrator can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
		Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Payment Card	A Human Capital Management Application Administrator can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Balance Category	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
Payroll Balance Definition	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data)

Business Object	Policy Description	Policy Store Implementation
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Resource: Payroll Balance Definition
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	group security profile and for payrolls in their payroll security profile	Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Human Capital Management Application Administrator can manage payroll balance	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition

Business Object	Policy Description	Policy Store Implementation
	definition for legislative data groups in their legislative data group security profile	(Data) Resource: Payroll Balance Group Attribute Default
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
Payroll Balance Group Usage	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data)

Business Object	Policy Description	Policy Store Implementation
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Resource: Payroll Balance Group Usage
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Checklist	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Checklist
Payroll Checklist Annotation	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Cost Allocation	A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Allocation
	A Human Capital Management Application Administrator can view payroll costing for	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	
Payroll Cost Classification	A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Classification
	A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification
Payroll Cost Information	A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Information
	A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information
Payroll Database Item Group	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Human Capital Management Application Administrator can	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	manage payroll element for legislative data groups in their legislative data group security profile	Resource: Payroll Deduction Autoindirect
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
Payroll Deduction Calculation	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation

Business Object	Policy Description	Policy Store Implementation
	their legislative data group security profile	Method
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Context Usage	A Human Capital Management Application Administrator can	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
	manage payroll deduction for legislative data groups in their legislative data group security profile	Resource: Payroll Deduction Context Usage
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Range Item	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type

Business Object	Policy Description	Policy Store Implementation
Payroll Definition	A Human Capital Management Application Administrator can choose payroll definition for payrolls in their payroll security profile	Role: Human Capital Management Application Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Human Capital Management Application Administrator can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Human Capital Management Application Administrator can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Entry

Business Object	Policy Description	Policy Store Implementation
Payroll Element Link	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Human Capital Management Application Administrator can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Event	A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
	A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
	A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
		Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Human Capital Management Application Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Human Capital Management Application Administrator Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter Role: Submit a Payroll Flow

Business Object	Policy Description	Policy Store Implementation
	profile	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Human Capital Management Application Administrator can	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
	manage payroll flow patten for legislative data groups in their legislative data group security profile	Resource: Payroll Flow Definition Task Property
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Frequency Rule	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll Iterative Rule	A Human Capital Management Application Administrator can manage payroll element for	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Object Group	A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Period	A Human Capital Management Application Administrator can manage payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
	A Human Capital Management Application Administrator can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Processing Rule	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	profile	Resource: Payroll Processing Rule
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Human Capital Management Application Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Human Capital Management Application Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Retropay Component Usage	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
	A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Element Span Usage	A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
	A Human Capital Management Application Administrator can	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	view payroll element for legislative data groups in their legislative data group security profile	Resource: Payroll Retropay Element Span Usage
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Rule	A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Rule
	A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule
Payroll Run Type	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Human Capital Management	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Human Capital Management Application Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Human Capital Management Application Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Human Capital Management Application Administrator can	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
	manage payroll flow patten for legislative data groups in their legislative data group security profile	Resource: Payroll Task Parameter
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution

Business Object	Policy Description	Policy Store Implementation
Payroll Template Solution Classification Usage	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Template Solution Entity Rule Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection

Business Object	Policy Description	Policy Store Implementation
Payroll Template Solution Row Instance	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule Dependency	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
		Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Performance Document	A Human Capital Management Application Administrator can manage performance document for people and assignments in their person and assignment security profile	Role: Performance Management Administration Privilege: Manage Performance Document (Data) Resource: Performance Document
	A Human Capital Management Application Administrator can monitor performance document missing for people and assignments in their person and assignment security profile	Role: Performance Management Administration Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document
	A Human Capital Management Application Administrator can monitor performance evaluation section step late tasks for people and assignments in their person and assignment security profile	Role: Performance Management Administration Privilege: Monitor Performance Evaluation Section Step Late Tasks (Data) Resource: Performance Document
Performance Evaluation Section Step	A Human Capital Management Application Administrator can monitor performance evaluation section step late tasks for people and assignments in their person and assignment security profile	Role: Performance Management Administration Privilege: Monitor Performance Evaluation Section Step Late Tasks (Data) Resource: Performance Evaluation Section Step
Person	A Human Capital Management Application Administrator can choose person for persons and assignments in their person and assignment security profile	Role: Human Capital Management Application Administrator Privilege: Choose Person (Data) Resource: Person
	A Human Capital Management Application Administrator can search person live for persons and assignments in their person and assignment security profile	Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person
		Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person
Person Assignment	A Human Capital Management	Role: Manage Users

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can search worker for persons and assignments in their person and assignment security profile	Privilege: Search Worker (Data) Resource: Person Assignment
	A Human Capital Management Application Administrator can view person assignment for persons and assignments in their person and assignment security profile	Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Benefit Balance	A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
		Role: Compensation Eligibility Management Privilege: Manage Person Benefits Balance Resource: Person Benefit Balance
Person Benefits Balance	A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
		Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefits Balance
Person Documentation	A Human Capital Management Application Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation
	A Human Capital Management Application Administrator can search person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation
Person Life Event	A Human Capital Management Application Administrator can manage person life event for people and assignments in their person and assignment security profile	Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Type	A Human Capital Management	Role: Manage Users

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can choose person type for person types in their person type security profile	Privilege: Choose Person Type (Data) Resource: Person Type
	A Human Capital Management Application Administrator can view person type for any person type	Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type
Personal Payment Method	A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Human Capital Management Application Administrator can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Position	A Human Capital Management Application Administrator can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
		Role: Human Capital Management Application Administrator Privilege: Choose Position (Data) Resource: Position
	A Human Capital Management Application Administrator can maintain position for positions in their position security profile	Role: Maintain Positions Privilege: Maintain Position (Data) Resource: Position
	A Human Capital Management Application Administrator can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Professional Body	A Human Capital Management Application Administrator can manage professional body information organization for organizations in their organization security profile	Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body
Public Person	A Human Capital Management Application Administrator can choose public person for persons and assignments in their person and assignment security profile	Role: Human Capital Management Application Administrator Privilege: Choose Public Person (Data) Resource: Public Person
	A Human Capital Management Application Administrator can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person
Reporting Establishment	A Human Capital Management Application Administrator can	Role: Workforce Structures Management Privilege: Manage Reporting Establishment

Business Object	Policy Description	Policy Store Implementation
	manage reporting establishment for organizations in their organization security profile	(Data) Resource: Reporting Establishment
Schedule Assignment	A Human Capital Management Application Administrator can manage work schedule assignment for persons and assignments in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
	A Human Capital Management Application Administrator can manage work schedule assignment for subordinates in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
Talent Profile	A Human Capital Management Application Administrator can view talent profile model for jobs in their job security profile	Role: Workforce Profile Administration Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	A Human Capital Management Application Administrator can view talent profile person for people and assignments in their person and assignment security profile	Role: Workforce Profile Administration Privilege: View Talent Profile Person (Data) Resource: Talent Profile
Tax Reporting Unit	A Human Capital Management Application Administrator can choose tax reporting unit for tax reporting units in their organization security profile	Role: Human Capital Management Application Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Territory Geography Export Object	A Human Capital Management Application Administrator can view territory geography export object for all territory geography export objects	Role: Geography Administration Privilege: View Territory Geography Export Object (Data) Resource: Territory Geography Export Object
Territory Geography File Import	A Human Capital Management Application Administrator can view territory geography file import for all territory geography file imports of object type territory_geographies	Role: Geography Administration Privilege: View Territory Geography File Import (Data) Resource: Territory Geography File Import
Territory Geography File Import Mapping	A Human Capital Management Application Administrator can view territory geography file import mapping for all territory geography file import mappings of object type territory_geographies	Role: Geography Administration Privilege: View Territory Geography File Import Mapping (Data) Resource: Territory Geography File Import Mapping
Territory Geography File Import Metadata	A Human Capital Management Application Administrator can view territory geography file import metadata for all territory geography file import metadata of object type territory_geographies	Role: Geography Administration Privilege: View Territory Geography File Import Metadata Resource: Territory Geography File Import Metadata

Business Object	Policy Description	Policy Store Implementation
Trading Community Organization Party	A Human Capital Management Application Administrator can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
	A Human Capital Management Application Administrator can view trading community organization party for all organizations in the enterprise	Role: Human Capital Management Application Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Human Capital Management Application Administrator can view trading community party for all people in the enterprise	Role: Human Capital Management Application Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Human Capital Management Application Administrator can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Relationship	A Human Capital Management Application Administrator can view trading community relationship for all trading community relationships in the enterprise	Role: Human Capital Management Application Administrator Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
User	A Human Capital Management Application Administrator can edit user name for persons in their person security profile.	Role: Edit User Name Privilege: Edit User Name (Data) Resource: User
Worker	A Human Capital Management Application Administrator can choose worker for people and assignments in their person and assignment security profile	Role: Human Capital Management Application Administrator Privilege: Choose Worker (Data) Resource: Worker

Job Role: Human Capital Management Integration Specialist

Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems.

Duties

Duties assigned directly and indirectly to the job role **Human Capital Management Integration Specialist**

Duty Role	Description
Download data from Human Capital Management file based Export	Allows to download data file exported from human capital management.
Upload data for Human Capital Management file based Import	Allows to upload data file to import human capital management data.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Capital Management Integration Specialist**

Inherited Roles
Human Capital Management Integration Specialist Download data from Human Capital Management file based Export Upload data for Human Capital Management file based Import View Salary Data Only

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Human Capital Management Integration Specialist**

Aggregate Privilege	Description
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.

Privileges

Privileges granted to duties of the job role **Human Capital Management Integration Specialist**.

Granted Role	Granted Role Description	Privilege
Human Capital Management Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems.	Access Alerts Composer
		Access Oracle Taleo Recruiting Cloud Service
		Configure Interface
		Delete HCM Data Loader Stage Data
		Delete HCM Stage Data and

Granted Role	Granted Role Description	Privilege
		Files for Coexistence
		Export Recruiting Data
		Extract HCM Data for Coexistence
		Generate HCM Data Loader Templates
		Import Recruiting Data
		Import and Load HCM Data
		Initiate HCM Spreadsheet Load
		Load Batch Data
		Load HCM Data
		Load HCM Data for Coexistence
		Load Payroll Absence Batches
		Load Payroll Benefit Batches
		Load Payroll Time Card Batches
		Manage Configuration of HCM Data Loader
		Manage Data Exchange Work Area
		Manage File Import and Export
		Manage Run Results
		Monitor Batch Load Process
		Process a Predefined Alert
		Purge ATOM Feeds
		Purge Alert Processing and Log Entries
		Review Attribute Values of HCM Business Objects in Stage Tables
		Review HCM Data Loader Business Objects
		Run Batch Load Job Set
		Transfer HCM file from UCM and import into stage
		Use ATOM Feed - Employees Workspace
		Use ATOM Feed - Workforce Structures Workspace
		Use REST Service - Security Certificates
		Use REST Service - Workforce Structures

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Human Capital Management Integration Specialist

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Human Capital Management Integration Specialist can choose assignment grade for grades in their grade security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Human Capital Management Integration Specialist can manage assignment grade for all grades in the enterprise	Role: Human Capital Management Integration Specialist Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
Business Unit	A Human Capital Management Integration Specialist can choose business unit for business units in their organization security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Human Capital Management Integration Specialist can choose department for departments in their organization security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Department (Data) Resource: Department
HR Job	A Human Capital Management Integration Specialist can choose hr job for jobs in their job security profile	Role: Human Capital Management Integration Specialist Privilege: Choose HR Job (Data) Resource: HR Job
	A Human Capital Management Integration Specialist can manage hr job for all jobs in the enterprise	Role: Human Capital Management Integration Specialist Privilege: Manage HR Job (Data) Resource: HR Job
Legal Employer	A Human Capital Management Integration Specialist can choose legal employer for legal employers in their organization security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Location	A Human Capital Management Integration Specialist can choose location for locations in their location security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Location (Data) Resource: Location
	A Human Capital Management Integration Specialist can manage location for all locations in the enterprise	Role: Human Capital Management Integration Specialist Privilege: Manage Location (Data) Resource: Location
Person	A Human Capital Management Integration Specialist can choose person for persons and assignments in their person and assignment security profile	Role: Human Capital Management Integration Specialist Privilege: View Person (Data) Resource: Person
	A Human Capital Management Integration Specialist can manage person for persons and assignments in their person and assignment security profile	Role: Human Capital Management Integration Specialist Privilege: Manage Person (Data) Resource: Person
Person Address	A Human Capital Management Integration Specialist can choose person address for persons and assignments in	Role: Human Capital Management Integration Specialist Privilege: View Person Address (Data) Resource: Person Address

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	
Person Assignment	A Human Capital Management Integration Specialist can choose person assignment for persons and assignments in their person and assignment security profile	Role: Human Capital Management Integration Specialist Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Email	A Human Capital Management Integration Specialist can choose person email for persons and assignments in their person and assignment security profile	Role: Human Capital Management Integration Specialist Privilege: View Person Email (Data) Resource: Person Email
Person Phone	A Human Capital Management Integration Specialist can choose person phone for persons and assignments in their person and assignment security profile	Role: Human Capital Management Integration Specialist Privilege: View Person Phone (Data) Resource: Person Phone
Person Type	A Human Capital Management Integration Specialist can choose person type for any person type	Role: Human Capital Management Integration Specialist Privilege: Choose Person Type (Data) Resource: Person Type
Position	A Human Capital Management Integration Specialist can choose position for positions in their position security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Position (Data) Resource: Position
	A Human Capital Management Integration Specialist can view position for positions in their position security profile	Role: Human Capital Management Integration Specialist Privilege: View Position (Data) Resource: Position
Salary	A Human Capital Management Integration Specialist can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary

Job Role: Human Resource Analyst

Performs duties of a human resources analyst.

Duties

Duties assigned directly and indirectly to the job role **Human Resource Analyst**

Duty Role	Description
Absence Management Transaction Analysis	Analyzes Workforce absences transactional information
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Career Development Transaction Analysis	Analyzes Career Development transactional information
Documents of Record Transaction Analysis	Analyzes Documents of Records transactional information
Goal Management Transaction Analysis	Analyzes Workforce Goals transactional information
HCM Extract Definition	Grants access to the extract definition duty.
Performance Management Transaction Analysis	Analyzes Workforce Performance Management transactional information
Person Disability Transaction Analysis	Analyses person disability transactional information
Person View	Searches and views person related information.
Succession Management Transaction Analysis	Analyses Succession Management Transactional Information.
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users
Vacancy Transaction Analysis	Analyses Vacancy Transactional Information.
Workforce Confidential Reporting	Secures workforce PII and other sensitive reporting data.
Workforce Confidential Viewing	Secures workforce PII and other sensitive viewing data.
Workforce Profile Transaction Analysis	Analyzes Workforce Profile transactional information
Workforce Transaction Analysis	Analyzes Workforce transactional information

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Resource Analyst**

Inherited Roles
Human Resource Analyst <ul style="list-style-type: none">Absence Management Transaction AnalysisBusiness Intelligence AuthoringAccess Person GalleryBusiness Intelligence Applications WorkerBusiness Intelligence Applications AnalysisCareer Development Transaction AnalysisCompare HCM Information

Inherited Roles
Documentation Reporting Documents of Record Transaction Analysis Goal Management Transaction Analysis Business Intelligence Authoring HCM Extract Definition Manage Absence Case Manage Contact Person PII Manage Individual Compensation Performance Management Transaction Analysis Business Intelligence Authoring Person Disability Transaction Analysis Person View Submit a Payroll Flow Submit a Payroll Process or Report Succession Management Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis Vacancy Transaction Analysis View Compensation History View Person Identifiers for External Applications View Portrait Availability Card View Total Compensation Statements View Work Relationship View Work Terms and Assignment View Worker Checklist Workforce Confidential Reporting Workforce Confidential Viewing Workforce Profile Transaction Analysis Business Intelligence Authoring Workforce Transaction Analysis Business Intelligence Authoring

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Human Resource Analyst**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Documentation Reporting	Reports on document information.
Manage Absence Case	Views employee related absence accrual data.
Manage Contact Person PII	Manages a contact person's PII data.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Person Identifiers for External Applications	Views person identifiers for external applications.

Aggregate Privilege	Description
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
View Work Relationship	View worker work relationships.
View Work Terms and Assignment	View worker assignments and work terms.
View Worker Checklist	Views allocated checklists to a worker.

Privileges

Privileges granted to duties of the job role **Human Resource Analyst**.

Granted Role	Granted Role Description	Privilege
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Human Resource Analyst	Performs duties of a human resources analyst.	Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Manage Data Exchange Work Area
		Manage Extracts Work Area
		Manage Person Work Area
		Review Calendar Event Coverage
		Run Canadian Employment Equity Interface
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run US EEO Consolidated Report
		Run US EEO Consolidated Report OBSOLETE
		Run US EEO Establishment Employment Listing Report
		Run US EEO Establishment Employment Listing Report OBSOLETE
		Run US EEO Headquarters Report
		Run US EEO Headquarters Report OBSOLETE
		Run US EEO Individual

Granted Role	Granted Role Description	Privilege
		Establishment Report
		Run US EEO Individual Establishment Report OBSOLETE
		Run US EEO-1 Exception Report
		Run US EEO-1 Job Set
		Run US EEO-1 Job Set OBSOLETE
		Run US EEO-4 Report
		Run US EEO-4 Report OBSOLETE
		Run US EEO-5 Report
		Run US EEO-5 Report OBSOLETE
		Run US New Hire State Report
		Run US VETS-100
		Run US VETS-100 Single Establishment Electronic Report
		Run US VETS-100A
		Run US VETS-100A Single Establishment Electronic Report
		View Assignment Responsibility
		View Notification Details
		View Payroll Flow Based Analytics
		View Responsibility Assignment
Person View	Searches and views person related information.	Search Person
		View Person
		View Person Documentation

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Human Resource Analyst**

Business Object	Policy Description	Policy Store Implementation
Absence Case	A Human Resource Analyst can manage absence case for persons and assignments in their person and assignment security profile	Role: Manage Absence Case Privilege: Manage Absence Case (Data) Resource: Absence Case
Assignment Grade	A Human Resource Analyst can report assignment grade for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Career Development Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
		Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Goal Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Human Resource Analyst can report assignment grade rate for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Business Unit	A Human Resource Analyst can choose business unit for business units in their organization security profile	Role: Human Resource Analyst Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Compensation History	A Human Resource Analyst can view compensation history for people and assignments in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History
Department	A Human Resource Analyst can choose department for departments in their organization security profile	Role: Human Resource Analyst Privilege: Choose Department (Data) Resource: Department
	A Human Resource Analyst can report department for departments in their organization security profile	Role: Absence Management Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Career Development Transaction

Business Object	Policy Description	Policy Store Implementation
		Analysis Privilege: Report Department (Data) Resource: Department
		Role: Goal Management Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Vacancy Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Workforce Transaction Analysis Privilege: Report Department (Data) Resource: Department
Employment Contract	A Human Resource Analyst can view employment contract for persons and assignments in their person and assignment security profile	Role: View Work Terms and Assignment Privilege: View Employment Contract (Data) Resource: Employment Contract
HCM Extract Definition	A Human Resource Analyst can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HR Document Type	A Human Resource Analyst can report document type for document types in their document type security profile	Role: Documents of Record Transaction Analysis Privilege: Report Document Type (Data) Resource: HR Document Type
HR Job	A Human Resource Analyst can report hr job for all jobs in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Career Development Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Goal Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Vacancy Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Workforce Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Human Resource Analyst can choose legal employer for legal employers in their organization security profile	Role: Human Resource Analyst Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Human Resource Analyst can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Human Resource Analyst Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Human Resource Analyst can report location for all	Role: Absence Management Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	locations in the enterprise	Privilege: Report Location (Data) Resource: Location
		Role: Career Development Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Goal Management Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Vacancy Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Workforce Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Checklist	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Flow Definition	A Human Resource Analyst can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Human Resource Analyst Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition

Business Object	Policy Description	Policy Store Implementation
	flows in their payroll flow security profile	
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction

Business Object	Policy Description	Policy Store Implementation
Payroll Flow Definition Task Parameter	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Task	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Performance Document	A Human Resource Analyst can report performance document for people and assignments in their person and assignment security profile	Role: Performance Management Transaction Analysis Privilege: Report Performance Document (Data) Resource: Performance Document
Performance Goal	A Human Resource Analyst	Role: Career Development Transaction

Business Object	Policy Description	Policy Store Implementation
	can report career development for persons and assignments in their person and assignment security profile	Analysis Privilege: Report Career Development (Data) Resource: Performance Goal
	A Human Resource Analyst can report performance goal for people and assignments in their person and assignment security profile	Role: Goal Management Transaction Analysis Privilege: Report Performance Goal (Data) Resource: Performance Goal
Person	A Human Resource Analyst can choose person for persons and assignments in their person and assignment security profile	Role: Human Resource Analyst Privilege: Choose Person (Data) Resource: Person
	A Human Resource Analyst can manage contact person pii for the contact of the person in their person and assignment security profile	Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person
	A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile	Role: Career Development Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Goal Management Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Workforce Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Human Resource Analyst can search person live for persons and assignments in their person and assignment security profile	Role: Person View Privilege: Search Person Live (Data) Resource: Person
	A Human Resource Analyst can view person for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person (Data) Resource: Person
Person Address	A Human Resource Analyst can report person address for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Address (Data) Resource: Person Address
	A Human Resource Analyst can view person address for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Address (Data) Resource: Person Address
Person Assignment	A Human Resource Analyst can report person assignment for persons and assignments in their person and assignment	Role: Human Resource Analyst Privilege: Report Assignment (Data) Resource: Person Assignment
		Role: Workforce Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	security profile	Privilege: Report Person Assignment (Data) Resource: Person Assignment
	A Human Resource Analyst can view person assignment for persons and assignments in their person and assignment security profile	Role: View Work Terms and Assignment Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Checklist	A Human Resource Analyst can report person checklist for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Checklist (Data) Resource: Person Checklist
	A Human Resource Analyst can view person allocated checklist for persons and assignments in their person and assignment security profile	Role: View Worker Checklist Privilege: View Person Allocated Checklist (Data) Resource: Person Checklist
Person Communication Method	A Human Resource Analyst can report person communication method for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Communication Method (Data) Resource: Person Communication Method
	A Human Resource Analyst can view person communication method for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Human Resource Analyst can report person contact for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Contact (Data) Resource: Person Contact
	A Human Resource Analyst can view person contact for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Contact (Data) Resource: Person Contact
		Role: Workforce Confidential Viewing Privilege: View Person Contact (Data) Resource: Person Contact
Person Disability	A Human Resource Analyst can report person disability for persons in their person security profile	Role: Person Disability Transaction Analysis Privilege: Report Person Disability (Data) Resource: Person Disability
	A Human Resource Analyst can view person disability for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability
Person Document of Record	A Human Resource Analyst can report worker documents of record for people and assignments in their person assignment security profile and for documents in their document types security profile	Role: Documents of Record Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Document of Record

Business Object	Policy Description	Policy Store Implementation
Person Documentation	A Human Resource Analyst can process documents of record expiry for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Documentation Reporting Privilege: Process Documents of Record Expiry (Data) Resource: Person Documentation
	A Human Resource Analyst can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Human Resource Analyst can report driver license for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Driver License (Data) Resource: Person Driver License
	A Human Resource Analyst can view person driver license for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Driver License (Data) Resource: Person Driver License
Person Email	A Human Resource Analyst can report person email for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Email (Data) Resource: Person Email
	A Human Resource Analyst can view person email for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Email (Data) Resource: Person Email
Person Identifier for External Applications	A Human Resource Analyst can view person identifiers for external applications for persons and assignments in their person and assignment security profile	Role: View Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications
Person National Identifier	A Human Resource Analyst can report person national identifier for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person National Identifier (Data) Resource: Person National Identifier
	A Human Resource Analyst can view person national identifier for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person Passport	A Human Resource Analyst can report person passport for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Passport (Data) Resource: Person Passport

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Analyst can view person passport for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Passport (Data) Resource: Person Passport
Person Phone	A Human Resource Analyst can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Phone (Data) Resource: Person Phone
	A Human Resource Analyst can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Phone (Data) Resource: Person Phone
Person Type	A Human Resource Analyst can choose person type for person types in their person type security profile	Role: View Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type
Person Visa	A Human Resource Analyst can report person visa for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Reporting Privilege: Report Person Visa (Data) Resource: Person Visa
	A Human Resource Analyst can view person visa for persons and assignments in their person and assignment security profile	Role: Workforce Confidential Viewing Privilege: View Person Visa (Data) Resource: Person Visa
Position	A Human Resource Analyst can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
	A Human Resource Analyst can report position for positions in their position security profile	Role: Absence Management Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Career Development Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Goal Management Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Human Resource Analyst	Role: Human Resource Analyst

Business Object	Policy Description	Policy Store Implementation
	can choose public person for persons and assignments in their person and assignment security profile	Privilege: Choose Public Person (Data) Resource: Public Person
	A Human Resource Analyst can report public person for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Schedule Assignment	A Human Resource Analyst can report work schedule assignment for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Work Schedule Assignment (Data) Resource: Schedule Assignment
Succession Plan Candidate	A Human Resource Analyst can view report succession plan candidacy for all public succession plans	Role: Succession Management Transaction Analysis Privilege: View Report Succession Plan Candidacy (Data) Resource: Succession Plan Candidate
	A Human Resource Analyst can view report succession plan candidacy for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: Succession Management Transaction Analysis Privilege: View Report Succession Plan Candidacy (Data) Resource: Succession Plan Candidate
Succession Plan Detail	A Human Resource Analyst can view report succession plan for all public succession plans	Role: Succession Management Transaction Analysis Privilege: View Report Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Analyst can view report succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: Succession Management Transaction Analysis Privilege: View Report Succession Plan (Data) Resource: Succession Plan Detail
Talent Profile	A Human Resource Analyst can report talent profile for people and assignments in their person and assignment security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile (Data) Resource: Talent Profile
Talent Profile Item	A Human Resource Analyst can report talent profile item for jobs in their job security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item
	A Human Resource Analyst can report talent profile item for people and assignments in their person and assignment security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item
Total Compensation Statement	A Human Resource Analyst can view total compensation statement already generated for people and assignments in their person and assignment security profile	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Vacancy Requisition	A Human Resource Analyst	Role: Vacancy Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	can report vacancy for persons and assignments in their person and assignment security profile	Privilege: Report Vacancy (Data) Resource: Vacancy Requisition
Variable Compensation Allocation	A Human Resource Analyst can enter variable compensation allocation for people and assignments in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation
Work Relationship	A Human Resource Analyst can view work relationship for persons and assignments in their person and assignment security profile	Role: View Work Relationship Privilege: View Work Relationship (Data) Resource: Work Relationship
Worker	A Human Resource Analyst can report worker for persons and assignments in their person and assignment security profile	Role: Absence Management Transaction Analysis Privilege: Report Worker (Data) Resource: Worker
	A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile	Role: View Work Relationship Privilege: Search Worker (Data) Resource: Worker
		Role: View Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker

Job Role: Human Resource Manager

Performs duties of a human resources manager.

Duties

Duties assigned directly and indirectly to the job role **Human Resource Manager**

Duty Role	Description
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Contingent Worker Addition	Adds contingent workers.
Employee Hire	Hires employees.
FSCM Load Interface Administration	Manages load interface file for import
Goal Management HR Specialist	Goal Management HR Specialist - inherited by Human Resource Specialist
HCM Extract Definition	Grants access to the extract definition duty.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Manage User Account	Manages user roles.
Manage Users	Creates and updates users and assigns roles to users.
Nonworker Addition	Adds nonworkers.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.
Pending Worker Addition and Hire	Adds and hires pending workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.
Person Address View	Grants access to persons to view address data.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person Configuration	Manages person types, name formats, checklists, and document types.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Succession Plan Management	Manages succession plans.
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Resource Manager**

Inherited Roles
Human Resource Manager
Human Resource Specialist
Access Person Gallery
Accrual Type Absence Plan Balance Adjustment
Business Intelligence Applications Worker
Business Intelligence Applications Analysis
Cancel Work Relationship
Change Worker Location
Change Worker Manager
Change Worker Working Hour
Compare HCM Information
Contingent Worker Addition
Correct Work Relationship Termination
Create Person Assignment
Create Succession Plan for Worker
Create Work Relationship
Create Work Terms
Disburse Accrual Type Absence Plan Balance
Documentation Reporting
Edit Person Career Planning
Edit Person Skills and Qualifications
Edit User Name
Employee Hire
End Person Assignment
End Work Terms
Enroll Worker On Accrual Type Absence Plan
Goal Management HR Specialist
HCM Extract Definition
Link User Name to Person
Maintain Workers Absence Records
Manage Absence Case
Manage Accrual Type Absence Plan Enrollment Events
Manage Contact Person PII
Manage Direct Report
Manage HCM Rates
Manage Individual Compensation
Manage Payroll Element Entry
Manage Payroll Relationship
Manage Performance Goal by HR
Manage Person Disability
Manage Person Documentation
Manage Person Identifiers for External Applications
Manage Person Image
Manage Personal Payment Method
Manage Salaries
Manage Schedules and Exceptions Assignment
Manage Seniority Dates
Manage User Account
Link User Name to Person
Manage Users
Manage User Account
Link User Name to Person

Inherited Roles
<ul style="list-style-type: none"> Manage Vacancy Manage Work Relationship Manage Work Terms and Assignment Manage Worker Checklist Manage Worker Information Sharing Nonworker Addition Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Common HCM Implementation <ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Pending Worker Addition and Hire Pending Worker Quick Hire Performance Management HR Specialist <ul style="list-style-type: none"> View Performance Summary Person Communication Methods Management Person Communication Methods View Person Configuration Person Management <ul style="list-style-type: none"> Person Address View Person National Identifier View Person National Identifier View Portrait Benefits Portrait Current and Completed Tasks Print Worker Portrait Promote Worker Report Human Resources Transaction Dashboard Reverse Work Relationship Termination Submit a Payroll Flow Submit a Payroll Process or Report Succession Plan Management <ul style="list-style-type: none"> Manage Succession Plan Candidate View Succession Plan Terminate Enrollment from Accrual Type Absence Plan Terminate Work Relationship Transfer Accrual Type Absence Plan Balance Transfer Worker Use User Details Service View Accrual Type Absence Plan Balance View Compensation Details for Worker View Compensation History View Employment Information Summary View Person Career Planning View Person Skills and Qualifications View Portrait Availability Card View Portrait Contact Card View Portrait Employment Information Card View Portrait Personal Information Card View Portrait User Account Details Card View Talent Ratings View Total Compensation Statements Workforce Model Plan HR Specialist

Inherited Roles
View Salary Data Only Workforce Profile Specialist Workforce Structures Management Compare HCM Information Maintain Positions Manage Departments Manage Divisions View Positions

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Human Resource Manager**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Accrual Type Absence Plan Balance Adjustment	Allows administrator to enter adjustments for workers in their absence type accrual plans.
Cancel Work Relationship	Cancels work relationships.
Change Worker Location	Changes persons' locations.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Correct Work Relationship Termination	Corrects workers' termination details.
Create Person Assignment	Creates workers' secondary assignments.
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Create Work Terms	Creates secondary work terms.
Disburse Accrual Type Absence Plan Balance	Allows administrator to dispense part of an accrual plan balance for payment.
Documentation Reporting	Reports on document information.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Edit User Name	Updates the user name associated with a person.
End Person Assignment	Ends workers' assignments.
End Work Terms	Ends work terms.
Enroll Worker On Accrual Type Absence Plan	Allows administrator to manually enroll worker into an accrual type absence plan.
Maintain Positions	Updates and deletes positions in the user's position security profile. This role cannot create new positions.
Maintain Workers Absence Records	Allows the administrator to maintain workers absence records.
Manage Absence Case	Views employee related absence accrual data.
Manage Accrual Type Absence Plan Enrollment Events	Allows administrator to process Employment Events for workers to determine eligibility and participation in accrual type absence plans.
Manage Contact Person PII	Manages a contact person's PII data.
Manage Departments	Manages departments in the user's organization security profile.
Manage Direct Report	Manages direct reports.

Aggregate Privilege	Description
Manage Divisions	Manages divisions in the user's organization security profile.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Payroll Relationship	Manages workers' assigned payrolls and other details associated with their payroll relationships.
Manage Performance Goal by HR	Manages performance goals of workers by HR.
Manage Person Disability	Manages disability information.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Person Image	Manages Person Image
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Seniority Dates	Allows management of seniority dates.
Manage Succession Plan Candidate	Manages succession plan candidates.
Manage Vacancy	Allows management of vacancies.
Manage Value Defined by Criteria	Manages values defined by criteria.
Manage Work Relationship	Updates work relationships.
Manage Work Terms and Assignment	Manages work terms and assignment records.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Pending Worker Quick Hire	Quick-hires pending workers.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Report Human Resources Transaction Dashboard	Reports Human Resources Transaction Dashboard
Reverse Work Relationship Termination	Reverses terminations of work relationships.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
Terminate Enrollment from Accrual Type Absence Plan	Allows manual termination from an enrollment in an accrual plan.
Terminate Work Relationship	Terminates work relationships.
Transfer Accrual Type Absence Plan Balance	Allows administrator to transfer accrual balance from one accrual type absence plan to another.
Transfer Worker	Transfers persons.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.

Aggregate Privilege	Description
View Compensation Details for Worker	Views compensation data for a worker.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Positions	Views positions in the user's position security profile.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.

Privileges

Privileges granted to duties of the job role **Human Resource Manager**.

Granted Role	Granted Role Description	Privilege
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker
		Create User
		Renew Placement
Employee Hire	Hires employees.	Create User
		Hire Employee
		Rehire Employee
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Goal Management HR Specialist	Goal Management HR Specialist - inherited by Human Resource Specialist	Assign Workers Goals Mass Process
		Generate Performance Goal Plan

Granted Role	Granted Role Description	Privilege
		Manage All Application Profile Values
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Flexfield Value Set
		Manage Career Development Notifications
		Manage Development Goal
		Manage Development Goal Process
		Manage Development Goal in Goal Library
		Manage Development Goal of All Workers
		Manage Goal Eligibility Profiles
		Manage Goal Management Notifications
		Manage Performance Goal
		Manage Performance Goal in Goal Library
		Manage Performance Goal of All Workers
		Manage Talent Notifications
		Mass Assign Development Goals to Workers Process
		Run Goals Batch Process
		Update Goals Status to Overdue Mass Process
		View Development Goal
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Human Resource Manager	Performs duties of a human resources manager.	Manage Extracts Work Area
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Administration Work Area
		Absence Entry Using Calendar
		Access Oracle Taleo Recruiting Cloud Service
		Add Worker Performance Document Content
		Approve Transactions
		Conduct Talent Review

Granted Role	Granted Role Description	Privilege
		Configure Absence Batch Parameter
		Configure Talent Review
		Copy Personal Data to LDAP for All Users
		Create Performance Document by Manager
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Flatten HCM Position Hierarchy
		Flatten Manager Hierarchy
		Generate Default Connection Lists
		Generate Performance Goal Plan
		Maintain Assignment Responsibility
		Manage Absence Category
		Manage Absence Certification
		Manage Absence Plan
		Manage Absence Reason
		Manage Absence Types
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Assignment Responsibility
		Manage Benefit Eligibility Profile
		Manage Calendar Event
		Manage Data Exchange Work Area
		Manage Extracts Work Area
		Manage Geography Tree
		Manage Goal Management Notifications
		Manage HCM Predictive Models

Granted Role	Granted Role Description	Privilege
		Manage HR Document Type
		Manage Leave Agreements
		Manage Mass Updates Work Area
		Manage Performance Goal
		Manage Person Eligibility Derived Factor
		Manage Person Work Area
		Manage Questionnaire Templates
		Manage Questionnaires
		Manage Questions
		Manage Repeating Time Periods
		Manage Schedule Assignment Administration
		Manage Talent Notifications
		Manage Talent Pool Content
		Manage Talent Review Content
		Manage Work Schedule
		Manage Work Shift
		Manage Work Workday Pattern
		Monitor Absence Process
		New Person Work Area
		Perform Worker Mass Transfer
		Print Performance Document
		Process Absence Certification
		Process Worker Prediction Data Collection
		Process Worker Prediction Data Mining
		Reset Password
		Review Calendar Event Coverage
		Roll Back Last Absence Accrual Run
		Run Absence Report
		Run Accrual Plan Enrollment Report
		Run Australian TFN Declaration E-file and Listing Report
		Run Australian Workplace Gender Profile Report
		Run Dutch First Day Notification Report
		Run Dutch Gatekeeper Law Process
		Run Emirati Disabled Workers Report

Granted Role	Granted Role Description	Privilege
		Run French Access to Training Report
		Run French Disability Employment Report
		Run French Manpower Movement Report
		Run French Personnel Register
		Run French Social Report
		Run French Unique Statement of Employment Report
		Run French Work Certificate
		Run German Annual Leave Certificate Report
		Run German Disability Report
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run Kuwaiti Disabled Workers Report
		Run Mass Updates Apply Process
		Run Mass Updates Data Validation Process
		Run Person Absence Entry Report
		Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process
		Run Regenerate HCM Data Security Grants Process
		Run Retrieve Latest LDAP Changes Process
		Run Saudi Disabled Workers Report
		Run Send Pending LDAP Requests Process
		Run Talent Profile Summary Report
		Run US Employee Verification Service Report
		Run US New Hire State Report
		Run Worker Data Validation Report
		Schedule Absence Certification Evaluation
		Schedule Absence Evaluation Process

Granted Role	Granted Role Description	Privilege
		Schedule Absence Plan Participation Process
		Schedule Accrual Process
		Schedule Talent Review Meeting
		Synchronize Line Manager Hierarchy
		Update Stored Manager Hierarchy
		View Payroll Flow Based Analytics
		Worker Mass Assignment Change
Link User Name to Person	Creates a new user name or links an existing user name for a person.	Create User Name
		Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to LDAP
Manage Users	Creates and updates users and assigns roles to users.	Manage Users
Nonworker Addition	Adds nonworkers.	Create Person Nonworker
		Create User
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Object Group
		Manage Payroll Run Type
		Manage Payroll Third

Granted Role	Granted Role Description	Privilege
		Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire
		Correct Oracle Taleo Recruiting Candidate Import Errors
		Edit Pending Worker
		Hire Pending Worker
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Document
		Acknowledge Performance Review Meeting
		Add Worker Performance Document Content
		Cancel Worker Performance Document
		Change Performance Document Collaboration Status
		Change Performance Document Due Dates
		Complete Worker Performance Document
		Create Performance Document
		Create Performance Document by Manager
		Create Worker Performance Document Mass Process
		Delete Participant Feedback
		Delete Worker Performance Document
		Manage Worker Eligibility
		Monitor Performance Document Missing
		Monitor Performance Evaluation Section Step Late Tasks
		Print Performance Document
		Reopen Performance Document
		Reset Worker Performance Evaluation Status
		Restore Performance Document
		Send Performance

Granted Role	Granted Role Description	Privilege
		Document E-Mail Notifications
		Transfer Performance Document
		View Worker Performance Management Document
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Checklist Template
		Manage HR Name Format
		Manage Person Name Style
		Manage Person Type
		Run Person Keyword Refresh Process
		Run Person Relevance Refresh Process
		Run Public Person Information Refresh Process
		Schedule Calculate Relationship Strength
		Schedule Person Keyword Crawler
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person
Succession Plan Management	Manages succession plans.	Manage Succession Plan
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.	Edit Workforce Model Plan
		Manage Workforce Model Plan as HR Specialist
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile
		Define Talent Profile Item
		Manage Application Common Lookup
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Pools
		Manage Talent Profile Interest List
		Match Talent Profile
		Search Talent Profile
		Update Talent Profile Item
		View Talent Profile
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.	Create Position
		Manage Application Tree
		Manage Application Tree Label
		Manage Assignment Flexfield Mapping
		Manage Assignment Grade

Granted Role	Granted Role Description	Privilege
		Manage Assignment Grade Ladder
		Manage Assignment Grade Rate
		Manage Collective Agreements
		Manage Department Tree
		Manage Disability Organization
		Manage Enterprise
		Manage Enterprise HCM Information
		Manage HCM Position Hierarchy
		Manage HR Job
		Manage HR Job Family
		Manage Legislative Data Group
		Manage Location
		Manage Organization Tree
		Manage Position Tree
		Manage Reporting Establishment
		Manage Workforce Structures Work Area
		Mass Create Departments
		Mass Create Divisions
		Mass Create Jobs
		Mass Create Legal Entity HCM Information
		Mass Create Locations
		Mass Create Reporting Establishments

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Human Resource Manager**

Business Object	Policy Description	Policy Store Implementation
Absence Enrollment Event	A Human Resource Manager can manage absence plan enrollment event for people and assignments in their person and assignment security profile	Role: Manage Accrual Type Absence Plan Enrollment Events Privilege: Manage Absence Plan Enrollment Event (Data) Resource: Absence Enrollment Event
Application Reference Territory	A Human Resource Manager can choose application reference territory for countries in their country security profile	Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Human Resource Manager can choose assignment grade for all grades in the enterprise	Role: Human Resource Specialist Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Human Resource Manager	Role: Workforce Structures Management

Business Object	Policy Description	Policy Store Implementation
	can manage assignment grade for all grades in the enterprise	Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
	A Human Resource Manager can manage assignment grade for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
	A Human Resource Manager can view human resource specialist transaction dashboard for all grades in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Human Resource Manager can manage assignment grade ladder for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Human Resource Manager can manage assignment grade rate for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Beneficiary Organization	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization
Benefit Covered Dependent	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent
Benefit Participant Enrollment Action	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Rate	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate
Business Unit	A Human Resource Manager can choose business unit organization for business units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Compensation History	A Human Resource Manager can view compensation history for people and assignments in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History
Department	A Human Resource Manager	Role: Human Resource Specialist

Business Object	Policy Description	Policy Store Implementation
	can choose department for departments in their organization security profile	Privilege: Choose Department (Data) Resource: Department
	A Human Resource Manager can manage department for all reference data sets in the enterprise	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department
	A Human Resource Manager can manage department for departments in their organization security profile	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department
	A Human Resource Manager can view human resource specialist transaction dashboard for departments in their organization security profile	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Department
Division	A Human Resource Manager can manage division for divisions in their organization security profile	Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division
Employment Contract	A Human Resource Manager can view employment contract for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: View Employment Contract (Data) Resource: Employment Contract
Fast Formula	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Human Resource Manager	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	can manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Human Resource Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Human Resource Manager can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Human Resource Manager	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	can view fast formula for legislative data groups in their legislative data group security profile	Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Human Resource Manager can choose hr job for all jobs in the enterprise	Role: Human Resource Specialist Privilege: Choose HR Job (Data) Resource: HR Job
	A Human Resource Manager can manage hr job for all jobs in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job
	A Human Resource Manager can manage hr job for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job
	A Human Resource Manager can view human resource specialist transaction dashboard for all jobs in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: HR Job
HR Name Format	A Human Resource Manager can manage hr name format for countries in their country security profile	Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format
Legal Employer	A Human Resource Manager can choose legal employer for legal employers in their	Role: Human Resource Specialist Privilege: Choose Legal Employer (Data)

Business Object	Policy Description	Policy Store Implementation
	organization security profile	Resource: Legal Employer
Legislative Data Group	A Human Resource Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Human Resource Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Position Attribute	A Human Resource Manager can manage legislative position attribute for countries in their country security profile	Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute
	A Human Resource Manager can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute
Location	A Human Resource Manager can choose location for all locations in the enterprise	Role: Human Resource Specialist Privilege: Choose Location (Data) Resource: Location
	A Human Resource Manager can manage location for all locations in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
	A Human Resource Manager can manage location for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
	A Human Resource Manager can view human resource specialist transaction dashboard for all locations in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Location
Organization Payment Method	A Human Resource Manager can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Human Resource Manager can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Payment Card	A Human Resource Manager can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Balance Category	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Human Resource Manager can manage payroll balance definition for legislative data	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data)

Business Object	Policy Description	Policy Store Implementation
	groups in their legislative data group security profile	Resource: Payroll Balance Classification
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
Payroll Balance Definition	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
	A Human Resource Manager can view payroll balance for	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Human Resource Manager can manage payroll balance	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition

Business Object	Policy Description	Policy Store Implementation
	definition for legislative data groups in their legislative data group security profile	(Data) Resource: Payroll Balance Group Inclusion
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
Payroll Balance Group Usage	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Checklist	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Human Resource Manager can manage payroll flow patten	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
	for legislative data groups in their legislative data group security profile	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Database Item Group	A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect

Business Object	Policy Description	Policy Store Implementation
	profile	
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
Payroll Deduction Calculation	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type

Business Object	Policy Description	Policy Store Implementation
Payroll Deduction Calculation Unit	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Context Usage	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Range Item	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Human Resource Manager can choose payroll for payrolls in their payroll security profile	Role: Human Resource Specialist Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Human Resource Manager can manage payroll definition for legislative data groups in	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition

Business Object	Policy Description	Policy Store Implementation
	their legislative data group security profile and payrolls in their payroll security profile	
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Human Resource Manager can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Human Resource Manager can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
Payroll Element Link	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Human Resource Manager can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Human Resource Manager can manage payroll element for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Rule
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Event	A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
	A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group

Business Object	Policy Description	Policy Store Implementation
	security profile	
Payroll Event Qualifier	A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
	A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Human Resource Manager can choose payroll flow pattern for payroll flow patterns in their payroll flow pattern security profile	Role: Human Resource Specialist Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter

Business Object	Policy Description	Policy Store Implementation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Frequency Rule	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll Iterative Rule	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Object Group	A Human Resource Manager can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Human Resource Manager can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Human Resource Manager can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Human Resource Manager can view payroll object group for legislative data groups in their legislative data group	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type

Business Object	Policy Description	Policy Store Implementation
	security profile	
Payroll Period	A Human Resource Manager can manage payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
	A Human Resource Manager can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Processing Rule	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Human Resource Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Relationship Group	A Human Resource Manager can manage payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group
	A Human Resource Manager can view payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group
Payroll Retropay Component Usage	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Retropay Element Span Usage	A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
	A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Run Type	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Human Resource Manager can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
Solution Classification Usage	can view payroll template for legislative data groups in their legislative data group security profile	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule	A Human Resource Manager can view payroll template for	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data)

Business Object	Policy Description	Policy Store Implementation
Dependency	legislative data groups in their legislative data group security profile	Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Payroll Usage	A Human Resource Manager can manage payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage
	A Human Resource Manager can view payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage
Pending Worker Import Error	A Human Resource Manager can correct oracle taleo recruiting candidate import errors for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Candidate Import Errors (Data) Resource: Pending Worker Import Error
Performance Document	A Human Resource Manager can create performance document for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Create Performance Document (Data) Resource: Performance Document
	A Human Resource Manager can manage performance document for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Manage Performance Document (Data) Resource: Performance Document
	A Human Resource Manager can monitor performance document missing for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document
	A Human Resource Manager can view performance summary for people and assignments in their person and assignment	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document

Business Object	Policy Description	Policy Store Implementation
	security profile	
Performance Evaluation Section Step	A Human Resource Manager can monitor performance evaluation section step late tasks for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Monitor Performance Evaluation Section Step Late Tasks (Data) Resource: Performance Evaluation Section Step
Performance Goal	A Human Resource Manager can manage development goal for subordinates in their person security profile	Role: Goal Management HR Specialist Privilege: Manage Development Goal (Data) Resource: Performance Goal
	A Human Resource Manager can manage performance goal by hr for persons in their person security profile	Role: Manage Performance Goal by HR Privilege: Manage Performance Goal by HR (Data) Resource: Performance Goal
	A Human Resource Manager can manage performance goal for subordinates in their person and assignment security profile	Role: Goal Management HR Specialist Privilege: Manage Performance Goal (Data) Resource: Performance Goal
Person	A Human Resource Manager can add contingent worker for persons and assignments in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Add Contingent Worker (Data) Resource: Person
	A Human Resource Manager can add pending worker for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Add Pending Worker (Data) Resource: Person
		Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person
	A Human Resource Manager can add person nonworker for persons and assignments in their person and assignment security profile	Role: Nonworker Addition Privilege: Add Person Nonworker (Data) Resource: Person
	A Human Resource Manager can choose person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person
	A Human Resource Manager can compare person for persons and assignments in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
	A Human Resource Manager can edit pending worker for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person
	A Human Resource Manager can hire pending worker for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person
	A Human Resource Manager can manage contact person pii for the contact of the person in	Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data)

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	Resource: Person
	A Human Resource Manager can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Human Resource Manager can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person
	A Human Resource Manager can pending worker quick hire for persons and assignments in their person and assignment security profile.	Role: Pending Worker Quick Hire Privilege: Pending Worker Quick Hire (Data) Resource: Person
	A Human Resource Manager can print worker portrait for persons and assignments in their person and assignment security profile	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
	A Human Resource Manager can rehire employee for persons and assignments in their person and assignment security profile	Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person
	A Human Resource Manager can renew placement for persons and assignments in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person
	A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person
		Role: Person Management Privilege: Search Person Live (Data) Resource: Person
	A Human Resource Manager can share worker information for persons and assignments in their person and assignment security profile	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
	A Human Resource Manager can view human resource specialist transaction dashboard for persons and assignments in their person and assignment security profile	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Person
	A Human Resource Manager can view worker availability portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person
	A Human Resource Manager can view worker current and completed tasks portrait card for persons and assignments in their person and assignment	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
	security profile	
	A Human Resource Manager can view worker employment information portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person
Person Absence Entry	A Human Resource Manager can maintain absence record for people and assignments in their person and assignment security profile	Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry
Person Address	A Human Resource Manager can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
	A Human Resource Manager can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Assignment	A Human Resource Manager can choose assignment grade for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Choose Assignment Grade (Data) Resource: Person Assignment
	A Human Resource Manager can manage person assignment for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Manage Person Assignment (Data) Resource: Person Assignment
	A Human Resource Manager can manage seniority dates for persons and assignments in their person and assignment security profile	Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Assignment
	A Human Resource Manager can promote worker for persons and assignments in their person and assignment security profile	Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment
	A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile	Role: Manage Users Privilege: Search Worker (Data) Resource: Person Assignment
		Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment
		Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment
	A Human Resource Manager can transfer worker for persons and assignments in their person and assignment security profile	Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment
	A Human Resource Manager can view person assignment for	Role: Human Resource Specialist Privilege: View Person Assignment (Data)

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in their person and assignment security profile	Resource: Person Assignment
		Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Checklist	A Human Resource Manager can manage person allocated checklist for persons and assignments in their person and assignment security profile	Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Checklist
Person Communication Method	A Human Resource Manager can manage person communication method for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Human Resource Manager can manage person contact for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact
Person Contact Relationship	A Human Resource Manager can manage person contact details for persons and assignments in their person and assignment security profile	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
	A Human Resource Manager can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship
Person Disability	A Human Resource Manager can manage person disability for persons and assignments in their person and assignment security profile	Role: Manage Person Disability Privilege: Manage Person Disability (Data) Resource: Person Disability
		Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Human Resource Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation
		Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
	A Human Resource Manager can process documents of record expiry for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Documentation Reporting Privilege: Process Documents of Record Expiry (Data) Resource: Person Documentation
	A Human Resource Manager can search person documentation for document types in their document types	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation

Business Object	Policy Description	Policy Store Implementation
	security profile belonging to persons and assignments in their person and assignment security profile	
Person Driver License	A Human Resource Manager can manage person driver license number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Email	A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
Person Identifier for External Applications	A Human Resource Manager can manage person identifiers for external applications for persons and assignments in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications
Person Image	A Human Resource Manager can manage person image for persons and assignments in their person and assignment security profile	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
	A Human Resource Manager can view person image for public images for persons in their person and assignment security profile	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person National Identifier	A Human Resource Manager can manage person national identifier for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier
Person Passport	A Human Resource Manager can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Phone	A Human Resource Manager can manage person phone for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone
Person Plan Accrual	A Human Resource Manager can adjust accrual plan balance for people and assignments in their person and assignment security profile	Role: Accrual Type Absence Plan Balance Adjustment Privilege: Adjust Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Manager can disburse accrual plan balance for people and assignments in their person and assignment security profile	Role: Disburse Accrual Type Absence Plan Balance Privilege: Disburse Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Manager	Role: Transfer Accrual Type Absence Plan

Business Object	Policy Description	Policy Store Implementation
	can transfer accrual plan balance for people and assignments in their person and assignment security profile	Balance Privilege: Transfer Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Manager can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Manager can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Enrollment	A Human Resource Manager can create accrual plan enrollment for people and assignments in their person and assignment security profile	Role: Enroll Worker On Accrual Type Absence Plan Privilege: Create Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment
	A Human Resource Manager can terminate accrual plan enrollment for people and assignments in their person and assignment security profile	Role: Terminate Enrollment from Accrual Type Absence Plan Privilege: Terminate Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment
Person Type	A Human Resource Manager can choose person type for any person type	Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type
	A Human Resource Manager can choose person type for person types in their person type security profile	Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Human Resource Specialist Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Manage Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type
	A Human Resource Manager can view person type for any person type	
Person Visa	A Human Resource Manager can manage person visa number or work permit for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa

Business Object	Policy Description	Policy Store Implementation
Personal Payment Method	A Human Resource Manager can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method
	A Human Resource Manager can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Plan Beneficiary Designation	A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation
Position	A Human Resource Manager can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
		Role: Human Resource Specialist Privilege: Choose Position (Data) Resource: Position
	A Human Resource Manager can maintain position for positions in their position security profile	Role: Maintain Positions Privilege: Maintain Position (Data) Resource: Position
	A Human Resource Manager can view human resource specialist transaction dashboard for positions in their position security profile	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Position
	A Human Resource Manager can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Professional Body	A Human Resource Manager can manage professional body information organization for organizations in their organization security profile	Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body
Public Person	A Human Resource Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Person
		Role: Workforce Model Plan HR Specialist Privilege: Choose Public Person (Data) Resource: Public Person
	A Human Resource Manager can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Manager can view worker contact portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person
Reporting Establishment	A Human Resource Manager can manage reporting establishment for organizations in their organization security profile	Role: Workforce Structures Management Privilege: Manage Reporting Establishment (Data) Resource: Reporting Establishment
Salary	A Human Resource Manager can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary
	A Human Resource Manager can view worker compensation portrait card for people in their person and assignment security profile	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Schedule Assignment	A Human Resource Manager can manage work schedule assignment for persons and assignments in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
	A Human Resource Manager can manage work schedule assignment for subordinates in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
Succession Plan Candidate	A Human Resource Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager	Role: Manage Succession Plan Candidate Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Human Resource Manager can view succession plan candidate for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Human Resource Manager can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
Succession Plan Detail	A Human Resource Manager can manage succession plan for succession plans for which they are an administrator	Role: Succession Plan Management Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Manager can view succession plan for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Manager can view succession plan for private succession plans for	Role: View Succession Plan Privilege: View Succession Plan (Data)

Business Object	Policy Description	Policy Store Implementation
	which they are an administrator or a viewer or a candidate manager	Resource: Succession Plan Detail
Talent Profile	A Human Resource Manager can edit person career planning for people and assignments in their person and assignment security profile	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	A Human Resource Manager can edit person skills and qualifications for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
	A Human Resource Manager can match talent profile person for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: Match Talent Profile Person (Data) Resource: Talent Profile
	A Human Resource Manager can view talent profile model for jobs in their job security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	A Human Resource Manager can view talent profile person for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Person (Data) Resource: Talent Profile
	A Human Resource Manager can view talent ratings for persons and assignments in their person and assignment security profile	Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile
Talent Profile Interest	A Human Resource Manager can view talent profile interest list for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Interest List (Data) Resource: Talent Profile Interest
Talent Profile Item	A Human Resource Manager can view talent profile item hr specialist for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Item HR Specialist (Data) Resource: Talent Profile Item
Tax Reporting Unit	A Human Resource Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Total Compensation Statement	A Human Resource Manager can view total compensation statement already generated for people and assignments in their person and assignment security profile	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Trading Community Organization Party	A Human Resource Manager can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization

Business Object	Policy Description	Policy Store Implementation
		Party
Trading Community Party	A Human Resource Manager can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
User	A Human Resource Manager can create user name for persons in their person security profile.	Role: Link User Name to Person Privilege: Create User Name (Data) Resource: User
	A Human Resource Manager can edit user name for persons in their person security profile.	Role: Edit User Name Privilege: Edit User Name (Data) Resource: User
	A Human Resource Manager can link user account for persons in their person security profile.	Role: Link User Name to Person Privilege: Link User Account (Data) Resource: User
Vacancy Requisition	A Human Resource Manager can manage vacancy for persons and assignments in their person and assignment security profile	Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition
	A Human Resource Manager can view vacancy for persons and assignments in their person and assignment security profile	Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition
Variable Compensation Allocation	A Human Resource Manager can enter variable compensation allocation for people and assignments in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation
Work Relationship	A Human Resource Manager can cancel work relationship for persons and assignments in their person and assignment security profile	Role: Cancel Work Relationship Privilege: Cancel Work Relationship (Data) Resource: Work Relationship
	A Human Resource Manager can change work relationship hire date for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Change Work Relationship Hire Date (Data) Resource: Work Relationship
	A Human Resource Manager can correct work relationship termination for persons and assignments in their person and assignment security profile	Role: Correct Work Relationship Termination Privilege: Correct Work Relationship Termination (Data) Resource: Work Relationship
	A Human Resource Manager can create work relationship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship
	A Human Resource Manager can manage work relationship for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Manager can reverse work relationship termination for persons and assignments in their person and assignment security profile	Role: Reverse Work Relationship Termination Privilege: Reverse Work Relationship Termination (Data) Resource: Work Relationship
	A Human Resource Manager can terminate work relationship for persons and assignments in their person and assignment security profile	Role: Terminate Work Relationship Privilege: Terminate Work Relationship (Data) Resource: Work Relationship
	A Human Resource Manager can view employment information summary for themselves	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Work Terms	A Human Resource Manager can create work terms for persons and assignments in their person and assignment security profile	Role: Create Work Terms Privilege: Create Work Terms (Data) Resource: Work Terms
	A Human Resource Manager can end work terms for persons and assignments in their person and assignment security profile	Role: End Work Terms Privilege: End Work Terms (Data) Resource: Work Terms
	A Human Resource Manager can manage work term for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Manage Work Term (Data) Resource: Work Terms
Worker	A Human Resource Manager can change worker location for persons and assignments in their person and assignment security profile	Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker
	A Human Resource Manager can change worker manager for persons and assignments in their person and assignment security profile	Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker
	A Human Resource Manager can change worker working hour for persons and assignments in their person and assignment security profile	Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker
	A Human Resource Manager can choose worker for people and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Worker (Data) Resource: Worker
	A Human Resource Manager can compare worker employment information for persons and assignments in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker
	A Human Resource Manager can create person assignment	Role: Create Person Assignment Privilege: Create Person Assignment (Data)

Business Object	Policy Description	Policy Store Implementation
	for persons and assignments in their person and assignment security profile	Resource: Worker
	A Human Resource Manager can end person assignment for persons and assignments in their person and assignment security profile	Role: End Person Assignment Privilege: End Person Assignment (Data) Resource: Worker
	A Human Resource Manager can review worker availability for persons and assignments in their person and assignment security profile	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker
	A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile	Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker
		Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker
		Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker
		Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker
		Role: Manage Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker
Worker Supervisor	A Human Resource Manager can manage direct reports for persons and assignments in their person and assignment security profile	Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor
Workforce Model Plan	A Human Resource Manager can manage workforce model plan for plans that they approve	Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan
	A Human Resource Manager can manage workforce model plan for plans that they own	Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan

Job Role: Human Resource Specialist

Performs duties of a human resources specialist.

Duties

Duties assigned directly and indirectly to the job role **Human Resource Specialist**

Duty Role	Description
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Contingent Worker Addition	Adds contingent workers.
Employee Hire	Hires employees.
FSCM Load Interface Administration	Manages load interface file for import
Goal Management HR Specialist	Goal Management HR Specialist - inherited by Human Resource Specialist
HCM Extract Definition	Grants access to the extract definition duty.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Manage User Account	Manages user roles.
Manage Users	Creates and updates users and assigns roles to users.
Nonworker Addition	Adds nonworkers.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.
Pending Worker Addition and Hire	Adds and hires pending workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.
Person Address View	Grants access to persons to view address data.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person Configuration	Manages person types, name formats, checklists, and document types.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Succession Plan Management	Manages succession plans.
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Resource Specialist**

Inherited Roles
Human Resource Specialist
Access Person Gallery
Accrual Type Absence Plan Balance Adjustment
Business Intelligence Applications Worker
Business Intelligence Applications Analysis
Cancel Work Relationship
Change Worker Location
Change Worker Manager
Change Worker Working Hour
Compare HCM Information
Contingent Worker Addition
Correct Work Relationship Termination
Create Person Assignment
Create Succession Plan for Worker
Create Work Relationship
Create Work Terms
Disburse Accrual Type Absence Plan Balance
Documentation Reporting
Edit Person Career Planning
Edit Person Skills and Qualifications
Edit User Name
Employee Hire
End Person Assignment
End Work Terms
Enroll Worker On Accrual Type Absence Plan
Goal Management HR Specialist
HCM Extract Definition
Link User Name to Person
Maintain Workers Absence Records
Manage Absence Case
Manage Accrual Type Absence Plan Enrollment Events
Manage Contact Person PII
Manage Direct Report
Manage HCM Rates
Manage Individual Compensation
Manage Payroll Element Entry
Manage Payroll Relationship
Manage Performance Goal by HR
Manage Person Disability
Manage Person Documentation
Manage Person Identifiers for External Applications
Manage Person Image
Manage Personal Payment Method
Manage Salaries
Manage Schedules and Exceptions Assignment
Manage Seniority Dates
Manage User Account
Link User Name to Person
Manage Users
Manage User Account
Link User Name to Person
Manage Vacancy

Inherited Roles
<ul style="list-style-type: none"> Manage Work Relationship Manage Work Terms and Assignment Manage Worker Checklist Manage Worker Information Sharing Nonworker Addition Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Common HCM Implementation <ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Pending Worker Addition and Hire Pending Worker Quick Hire Performance Management HR Specialist <ul style="list-style-type: none"> View Performance Summary Person Communication Methods Management Person Communication Methods View Person Configuration Person Management <ul style="list-style-type: none"> Person Address View Person National Identifier View Person National Identifier View Portrait Benefits Portrait Current and Completed Tasks Print Worker Portrait Promote Worker Report Human Resources Transaction Dashboard Reverse Work Relationship Termination Submit a Payroll Flow Submit a Payroll Process or Report Succession Plan Management <ul style="list-style-type: none"> Manage Succession Plan Candidate View Succession Plan Terminate Enrollment from Accrual Type Absence Plan Terminate Work Relationship Transfer Accrual Type Absence Plan Balance Transfer Worker Use User Details Service View Accrual Type Absence Plan Balance View Compensation Details for Worker View Compensation History View Employment Information Summary View Person Career Planning View Person Skills and Qualifications View Portrait Availability Card View Portrait Contact Card View Portrait Employment Information Card View Portrait Personal Information Card View Portrait User Account Details Card View Talent Ratings View Total Compensation Statements Workforce Model Plan HR Specialist <ul style="list-style-type: none"> View Salary Data Only

Inherited Roles
Workforce Profile Specialist Workforce Structures Management Compare HCM Information Maintain Positions Manage Departments Manage Divisions View Positions

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Human Resource Specialist**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Accrual Type Absence Plan Balance Adjustment	Allows administrator to enter adjustments for workers in their absence type accrual plans.
Cancel Work Relationship	Cancels work relationships.
Change Worker Location	Changes persons' locations.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Correct Work Relationship Termination	Corrects workers' termination details.
Create Person Assignment	Creates workers' secondary assignments.
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Create Work Terms	Creates secondary work terms.
Disburse Accrual Type Absence Plan Balance	Allows administrator to dispense part of an accrual plan balance for payment.
Documentation Reporting	Reports on document information.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Edit User Name	Updates the user name associated with a person.
End Person Assignment	Ends workers' assignments.
End Work Terms	Ends work terms.
Enroll Worker On Accrual Type Absence Plan	Allows administrator to manually enroll worker into an accrual type absence plan.
Maintain Positions	Updates and deletes positions in the user's position security profile. This role cannot create new positions.
Maintain Workers Absence Records	Allows the administrator to maintain workers absence records.
Manage Absence Case	Views employee related absence accrual data.
Manage Accrual Type Absence Plan Enrollment Events	Allows administrator to process Employment Events for workers to determine eligibility and participation in accrual type absence plans.
Manage Contact Person PII	Manages a contact person's PII data.
Manage Departments	Manages departments in the user's organization security profile.
Manage Direct Report	Manages direct reports.
Manage Divisions	Manages divisions in the user's organization

Aggregate Privilege	Description
	security profile.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Payroll Relationship	Manages workers' assigned payrolls and other details associated with their payroll relationships.
Manage Performance Goal by HR	Manages performance goals of workers by HR.
Manage Person Disability	Manages disability information.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Person Image	Manages Person Image
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Seniority Dates	Allows management of seniority dates.
Manage Succession Plan Candidate	Manages succession plan candidates.
Manage Vacancy	Allows management of vacancies.
Manage Value Defined by Criteria	Manages values defined by criteria.
Manage Work Relationship	Updates work relationships.
Manage Work Terms and Assignment	Manages work terms and assignment records.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Pending Worker Quick Hire	Quick-hires pending workers.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Report Human Resources Transaction Dashboard	Reports Human Resources Transaction Dashboard
Reverse Work Relationship Termination	Reverses terminations of work relationships.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
Terminate Enrollment from Accrual Type Absence Plan	Allows manual termination from an enrollment in an accrual plan.
Terminate Work Relationship	Terminates work relationships.
Transfer Accrual Type Absence Plan Balance	Allows administrator to transfer accrual balance from one accrual type absence plan to another.
Transfer Worker	Transfers persons.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation Details for Worker	Views compensation data for a worker.

Aggregate Privilege	Description
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Positions	Views positions in the user's position security profile.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.

Privileges

Privileges granted to duties of the job role **Human Resource Specialist**.

Granted Role	Granted Role Description	Privilege
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker
		Create User
		Renew Placement
Employee Hire	Hires employees.	Create User
		Hire Employee
		Rehire Employee
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Goal Management HR Specialist	Goal Management HR Specialist - inherited by Human Resource Specialist	Assign Workers Goals Mass Process
		Generate Performance Goal Plan
		Manage All Application

Granted Role	Granted Role Description	Privilege
		Profile Values
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Flexfield Value Set
		Manage Career Development Notifications
		Manage Development Goal
		Manage Development Goal Process
		Manage Development Goal in Goal Library
		Manage Development Goal of All Workers
		Manage Goal Eligibility Profiles
		Manage Goal Management Notifications
		Manage Performance Goal
		Manage Performance Goal in Goal Library
		Manage Performance Goal of All Workers
		Manage Talent Notifications
		Mass Assign Development Goals to Workers Process
		Run Goals Batch Process
		Update Goals Status to Overdue Mass Process
		View Development Goal
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Administration Work Area
		Absence Entry Using Calendar
		Access Oracle Taleo Recruiting Cloud Service
		Add Worker Performance Document Content
		Approve Transactions
		Conduct Talent Review
		Configure Absence Batch Parameter
		Configure Talent Review
		Copy Personal Data to LDAP for All Users
		Create Performance

Granted Role	Granted Role Description	Privilege
		Document by Manager
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Flatten HCM Position Hierarchy
		Flatten Manager Hierarchy
		Generate Default Connection Lists
		Generate Performance Goal Plan
		Maintain Assignment Responsibility
		Manage Absence Category
		Manage Absence Certification
		Manage Absence Plan
		Manage Absence Reason
		Manage Absence Types
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Assignment Responsibility
		Manage Benefit Eligibility Profile
		Manage Calendar Event
		Manage Data Exchange Work Area
		Manage Extracts Work Area
		Manage Geography Tree
		Manage Goal Management Notifications
		Manage HCM Predictive Models
		Manage HR Document Type
		Manage Leave Agreements
		Manage Mass Updates Work Area
		Manage Performance Goal
		Manage Person Eligibility

Granted Role	Granted Role Description	Privilege
		Derived Factor
		Manage Person Work Area
		Manage Questionnaire Templates
		Manage Questionnaires
		Manage Questions
		Manage Repeating Time Periods
		Manage Schedule Assignment Administration
		Manage Talent Notifications
		Manage Talent Pool Content
		Manage Talent Review Content
		Manage Work Schedule
		Manage Work Shift
		Manage Work Workday Pattern
		Monitor Absence Process
		New Person Work Area
		Perform Worker Mass Transfer
		Print Performance Document
		Process Absence Certification
		Process Worker Prediction Data Collection
		Process Worker Prediction Data Mining
		Reset Password
		Review Calendar Event Coverage
		Roll Back Last Absence Accrual Run
		Run Absence Report
		Run Accrual Plan Enrollment Report
		Run Australian TFN Declaration E-file and Listing Report
		Run Australian Workplace Gender Profile Report
		Run Dutch First Day Notification Report
		Run Dutch Gatekeeper Law Process
		Run Emirati Disabled Workers Report
		Run French Access to Training Report
		Run French Disability Employment Report
		Run French Manpower Movement Report

Granted Role	Granted Role Description	Privilege
		Run French Personnel Register
		Run French Social Report
		Run French Unique Statement of Employment Report
		Run French Work Certificate
		Run German Annual Leave Certificate Report
		Run German Disability Report
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run Kuwaiti Disabled Workers Report
		Run Mass Updates Apply Process
		Run Mass Updates Data Validation Process
		Run Person Absence Entry Report
		Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process
		Run Regenerate HCM Data Security Grants Process
		Run Retrieve Latest LDAP Changes Process
		Run Saudi Disabled Workers Report
		Run Send Pending LDAP Requests Process
		Run Talent Profile Summary Report
		Run US Employee Verification Service Report
		Run US New Hire State Report
		Run Worker Data Validation Report
		Schedule Absence Certification Evaluation
		Schedule Absence Evaluation Process
		Schedule Absence Plan Participation Process
		Schedule Accrual Process
		Schedule Talent Review Meeting
		Synchronize Line Manager

Granted Role	Granted Role Description	Privilege
		Hierarchy
		Update Stored Manager Hierarchy
		View Payroll Flow Based Analytics
		Worker Mass Assignment Change
Link User Name to Person	Creates a new user name or links an existing user name for a person.	Create User Name
		Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to LDAP
Manage Users	Creates and updates users and assigns roles to users.	Manage Users
Nonworker Addition	Adds nonworkers.	Create Person Nonworker
		Create User
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Object Group
		Manage Payroll Run Type
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition

Granted Role	Granted Role Description	Privilege
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire
		Correct Oracle Taleo Recruiting Candidate Import Errors
		Edit Pending Worker
		Hire Pending Worker
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Document
		Acknowledge Performance Review Meeting
		Add Worker Performance Document Content
		Cancel Worker Performance Document
		Change Performance Document Collaboration Status
		Change Performance Document Due Dates
		Complete Worker Performance Document
		Create Performance Document
		Create Performance Document by Manager
		Create Worker Performance Document Mass Process
		Delete Participant Feedback
		Delete Worker Performance Document
		Manage Worker Eligibility
		Monitor Performance Document Missing
		Monitor Performance Evaluation Section Step Late Tasks
		Print Performance Document
		Reopen Performance Document
		Reset Worker Performance Evaluation Status
		Restore Performance Document
		Send Performance Document E-Mail Notifications
		Transfer Performance Document
		View Worker Performance Management Document

Granted Role	Granted Role Description	Privilege
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Checklist Template
		Manage HR Name Format
		Manage Person Name Style
		Manage Person Type
		Run Person Keyword Refresh Process
		Run Person Relevance Refresh Process
		Run Public Person Information Refresh Process
		Schedule Calculate Relationship Strength
		Schedule Person Keyword Crawler
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person
		Search Person
Succession Plan Management	Manages succession plans.	Manage Succession Plan
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.	Edit Workforce Model Plan
		Manage Workforce Model Plan as HR Specialist
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile
		Define Talent Profile Item
		Manage Application Common Lookup
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Pools
		Manage Talent Profile Interest List
		Match Talent Profile
		Search Talent Profile
		Update Talent Profile Item
		View Talent Profile
Workforce Structures Management	Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically.	Create Position
		Manage Application Tree
		Manage Application Tree Label
		Manage Assignment Flexfield Mapping
		Manage Assignment Grade
		Manage Assignment Grade Ladder
		Manage Assignment Grade Rate
		Manage Collective Agreements

Granted Role	Granted Role Description	Privilege
		Manage Department Tree
		Manage Disability Organization
		Manage Enterprise
		Manage Enterprise HCM Information
		Manage HCM Position Hierarchy
		Manage HR Job
		Manage HR Job Family
		Manage Legislative Data Group
		Manage Location
		Manage Organization Tree
		Manage Position Tree
		Manage Reporting Establishment
		Manage Workforce Structures Work Area
		Mass Create Departments
		Mass Create Divisions
		Mass Create Jobs
		Mass Create Legal Entity HCM Information
		Mass Create Locations
		Mass Create Reporting Establishments

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Human Resource Specialist

Business Object	Policy Description	Policy Store Implementation
Absence Enrollment Event	A Human Resource Specialist can manage absence plan enrollment event for people and assignments in their person and assignment security profile	Role: Manage Accrual Type Absence Plan Enrollment Events Privilege: Manage Absence Plan Enrollment Event (Data) Resource: Absence Enrollment Event
Application Reference Territory	A Human Resource Specialist can choose application reference territory for countries in their country security profile	Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Human Resource Specialist can choose assignment grade for all grades in the enterprise	Role: Human Resource Specialist Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Human Resource Specialist can manage assignment grade for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade
	A Human Resource Specialist can manage assignment grade for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist can view human resource specialist transaction dashboard for all grades in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Human Resource Specialist can manage assignment grade ladder for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Human Resource Specialist can manage assignment grade rate for all grades in the enterprise	Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Beneficiary Organization	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization
Benefit Covered Dependent	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent
Benefit Participant Enrollment Action	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Rate	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate
Business Unit	A Human Resource Specialist can choose business unit for business units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Compensation History	A Human Resource Specialist can view compensation history for people and assignments in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History
Department	A Human Resource Specialist can choose department for departments in their organization security profile	Role: Human Resource Specialist Privilege: Choose Department (Data) Resource: Department
	A Human Resource Specialist can manage department for all reference data sets in the enterprise	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist can manage department for departments in their organization security profile	Role: Manage Departments Privilege: Manage Department (Data) Resource: Department
	A Human Resource Specialist can view human resource specialist transaction dashboard for departments in their organization security profile	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Department
Division	A Human Resource Specialist can manage division for divisions in their organization security profile	Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division
Employment Contract	A Human Resource Specialist can view employment contract for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: View Employment Contract (Data) Resource: Employment Contract
Fast Formula	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Human Resource Specialist can view fast formula for legislative data groups in their	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Fast Formula Route	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Human Resource Specialist can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Human Resource Specialist can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Human Resource Specialist can manage fast formula for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Column
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Human Resource Specialist can choose hr job for all jobs in the enterprise	Role: Human Resource Specialist Privilege: Choose HR Job (Data) Resource: HR Job
	A Human Resource Specialist can manage hr job for all jobs in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job
	A Human Resource Specialist can manage hr job for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job
	A Human Resource Specialist can view human resource specialist transaction dashboard for all jobs in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: HR Job
HR Name Format	A Human Resource Specialist can manage hr name format for countries in their country security profile	Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format
Legal Employer	A Human Resource Specialist can choose legal employer for legal employers in their organization security profile	Role: Human Resource Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Human Resource Specialist can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Human Resource Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
Legislative Position Attribute	A Human Resource Specialist can manage legislative position attribute for countries in their country security profile	Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute
	A Human Resource Specialist can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute
Location	A Human Resource Specialist can choose location for all locations in the enterprise	Role: Human Resource Specialist Privilege: Choose Location (Data) Resource: Location
	A Human Resource Specialist can manage location for all locations in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
	A Human Resource Specialist can manage location for all reference data sets in the enterprise	Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location
	A Human Resource Specialist can view human resource specialist transaction dashboard for all locations in the enterprise	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Location
Organization Payment Method	A Human Resource Specialist can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Human Resource Specialist can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Payment Card	A Human Resource Specialist can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Balance Category	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Balance Definition	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Human Resource Specialist can manage payroll balance	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition

Business Object	Policy Description	Policy Store Implementation
	definition for legislative data groups in their legislative data group security profile	(Data) Resource: Payroll Balance Feed
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
	A Human Resource Specialist can view payroll balance for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Balance Group Usage	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Checklist	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Human Resource Specialist can view payroll flow for legislative data groups in their	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Database Item Group	A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Deduction Calculation	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Context Usage	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Range Item	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Human Resource Specialist can choose payroll definition for payrolls in their payroll security profile	Role: Human Resource Specialist Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
	A Human Resource Specialist	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Human Resource Specialist can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Human Resource Specialist can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
Payroll Element Link	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Human Resource Specialist can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
	A Human Resource Specialist can view payroll element for	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Event	A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
	A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Human Resource Specialist can manage payroll event group for legislative data groups in	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier

Business Object	Policy Description	Policy Store Implementation
	their legislative data group security profile	
	A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Human Resource Specialist can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Human Resource Specialist Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition	A Human Resource Specialist	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
Task	can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Task Action	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Frequency Rule	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll Iterative Rule	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Object Group	A Human Resource Specialist can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Human Resource Specialist can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Human Resource Specialist can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Human Resource Specialist can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Period	A Human Resource Specialist can manage payroll definition for payrolls in their payroll	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period

Business Object	Policy Description	Policy Store Implementation
	security profile	
	A Human Resource Specialist can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Processing Rule	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Human Resource Specialist can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Relationship Group	A Human Resource Specialist can manage payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group
	A Human Resource Specialist can view payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group
Payroll Retropay Component Usage	A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Element Span Usage	A Human Resource Specialist can manage payroll element for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Usage
	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Run Type	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage

Business Object	Policy Description	Policy Store Implementation
	profile	
Payroll Statutory Unit	A Human Resource Specialist can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
Payroll Template Solution Classification Usage	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage

Business Object	Policy Description	Policy Store Implementation
Payroll Template Solution Column Information	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule Dependency	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
Solution Table Information	can view payroll template for legislative data groups in their legislative data group security profile	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Payroll Usage	A Human Resource Specialist can manage payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage
	A Human Resource Specialist can view payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage
Pending Worker Import Error	A Human Resource Specialist can correct oracle taleo recruiting candidate import errors for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Candidate Import Errors (Data) Resource: Pending Worker Import Error
Performance Document	A Human Resource Specialist can create performance document for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Create Performance Document (Data) Resource: Performance Document
	A Human Resource Specialist can manage performance document for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Manage Performance Document (Data) Resource: Performance Document
	A Human Resource Specialist can monitor performance document missing for people and assignments in their person and assignment security profile	Role: Performance Management HR Specialist Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document
	A Human Resource Specialist can view performance summary for people and assignments in their person and assignment security profile	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Evaluation Section Step	A Human Resource Specialist can monitor performance evaluation section step late	Role: Performance Management HR Specialist Privilege: Monitor Performance Evaluation Section Step Late Tasks (Data)

Business Object	Policy Description	Policy Store Implementation
	tasks for people and assignments in their person and assignment security profile	Resource: Performance Evaluation Section Step
Performance Goal	A Human Resource Specialist can manage development goal for subordinates in their person security profile	Role: Goal Management HR Specialist Privilege: Manage Development Goal (Data) Resource: Performance Goal
	A Human Resource Specialist can manage performance goal by hr for persons in their person security profile	Role: Manage Performance Goal by HR Privilege: Manage Performance Goal by HR (Data) Resource: Performance Goal
	A Human Resource Specialist can manage performance goal for subordinates in their person and assignment security profile	Role: Goal Management HR Specialist Privilege: Manage Performance Goal (Data) Resource: Performance Goal
Person	A Human Resource Specialist can add contingent worker for persons and assignments in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Add Contingent Worker (Data) Resource: Person
	A Human Resource Specialist can add pending worker for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person
	A Human Resource Specialist can add person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Add Pending Worker (Data) Resource: Person
	A Human Resource Specialist can add person nonworker for persons and assignments in their person and assignment security profile	Role: Nonworker Addition Privilege: Add Person Nonworker (Data) Resource: Person
	A Human Resource Specialist can choose person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person
	A Human Resource Specialist can compare person for persons and assignments in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
	A Human Resource Specialist can edit pending worker for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person
	A Human Resource Specialist can hire pending worker for persons and assignments in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person
	A Human Resource Specialist can manage contact person pii for the contact of the person in their person and assignment	Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
	security profile	
	A Human Resource Specialist can manage person for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person (Data) Resource: Person
	A Human Resource Specialist can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person
	A Human Resource Specialist can pending worker quick hire for persons and assignments in their person and assignment security profile.	Role: Pending Worker Quick Hire Privilege: Pending Worker Quick Hire (Data) Resource: Person
	A Human Resource Specialist can print worker portrait for persons and assignments in their person and assignment security profile	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
	A Human Resource Specialist can rehire employee for persons and assignments in their person and assignment security profile	Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person
	A Human Resource Specialist can renew placement for persons and assignments in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person
	A Human Resource Specialist can search person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person
	A Human Resource Specialist can search person live for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Search Person Live (Data) Resource: Person
	A Human Resource Specialist can share worker information for persons and assignments in their person and assignment security profile	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
	A Human Resource Specialist can view human resource specialist transaction dashboard for persons and assignments in their person and assignment security profile	Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Person
	A Human Resource Specialist can view worker availability portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person
	A Human Resource Specialist can view worker current and completed tasks portrait card	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data)

Business Object	Policy Description	Policy Store Implementation
	for persons and assignments in their person and assignment security profile	Resource: Person
	A Human Resource Specialist can view worker employment information portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person
Person Absence Entry	A Human Resource Specialist can maintain absence record for people and assignments in their person and assignment security profile	Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry
Person Address	A Human Resource Specialist can manage person private address details for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address
	A Human Resource Specialist can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address
	A Human Resource Specialist can view person address for persons and assignments in their person and assignment security profile	Role: Person Address View Privilege: View Person Address (Data) Resource: Person Address
Person Assignment	A Human Resource Specialist can choose assignment grade for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Choose Assignment Grade (Data) Resource: Person Assignment
	A Human Resource Specialist can choose person assignment for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: View Person Assignment (Data) Resource: Person Assignment
	A Human Resource Specialist can manage person assignment for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Manage Person Assignment (Data) Resource: Person Assignment
	A Human Resource Specialist can manage seniority dates for persons and assignments in their person and assignment security profile	Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Assignment
	A Human Resource Specialist can promote worker for persons and assignments in their person and assignment security profile	Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment
	A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile	Role: Manage Users Privilege: Search Worker (Data) Resource: Person Assignment Role: Promote Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: Search Worker (Data) Resource: Person Assignment
		Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment
	A Human Resource Specialist can transfer worker for persons and assignments in their person and assignment security profile	Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment
	A Human Resource Specialist can view person assignment for persons and assignments in their person and assignment security profile	Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Checklist	A Human Resource Specialist can manage person allocated checklist for persons and assignments in their person and assignment security profile	Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Checklist
Person Communication Method	A Human Resource Specialist can manage person communication method for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Human Resource Specialist can manage person contact for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact
Person Contact Relationship	A Human Resource Specialist can manage person contact details for persons and assignments in their person and assignment security profile	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
	A Human Resource Specialist can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship
Person Disability	A Human Resource Specialist can manage person disability for persons and assignments in their person and assignment security profile	Role: Manage Person Disability Privilege: Manage Person Disability (Data) Resource: Person Disability
		Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability
Person Documentation	A Human Resource Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation
		Role: Person Management Privilege: Manage Person Documentation (Data) Resource: Person Documentation
	A Human Resource Specialist can process documents of	Role: Documentation Reporting Privilege: Process Documents of Record

Business Object	Policy Description	Policy Store Implementation
	record expiry for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Expiry (Data) Resource: Person Documentation
	A Human Resource Specialist can search person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation
	A Human Resource Specialist can view documents of record expiry for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Documentation Reporting Privilege: View Documents of Record Expiry (Data) Resource: Person Documentation
Person Driver License	A Human Resource Specialist can manage person driver license number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Email	A Human Resource Specialist can manage person email for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
Person Identifier for External Applications	A Human Resource Specialist can manage person identifiers for external applications for persons and assignments in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications
Person Image	A Human Resource Specialist can manage person image for persons and assignments in their person and assignment security profile	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
	A Human Resource Specialist can view person image for public images for persons in their person and assignment security profile	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person National Identifier	A Human Resource Specialist can manage person national identifier for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier
	A Human Resource Specialist can view person national identifier for persons and assignments in their person and	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	
Person Passport	A Human Resource Specialist can manage person passport number for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Phone	A Human Resource Specialist can manage person phone for persons and assignments in their person and assignment security profile	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone
Person Plan Accrual	A Human Resource Specialist can adjust accrual plan balance for people and assignments in their person and assignment security profile	Role: Accrual Type Absence Plan Balance Adjustment Privilege: Adjust Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Specialist can disburse accrual plan balance for people and assignments in their person and assignment security profile	Role: Disburse Accrual Type Absence Plan Balance Privilege: Disburse Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Specialist can transfer accrual plan balance for people and assignments in their person and assignment security profile	Role: Transfer Accrual Type Absence Plan Balance Privilege: Transfer Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Specialist can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Human Resource Specialist can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Enrollment	A Human Resource Specialist can create accrual plan enrollment for people and assignments in their person and assignment security profile	Role: Enroll Worker On Accrual Type Absence Plan Privilege: Create Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment
	A Human Resource Specialist can terminate accrual plan enrollment for people and assignments in their person and assignment security profile	Role: Terminate Enrollment from Accrual Type Absence Plan Privilege: Terminate Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment
Person Type	A Human Resource Specialist can choose person type for any person type	Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type
	A Human Resource Specialist can choose person type for person types in their person type security profile	Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Human Resource Specialist

Business Object	Policy Description	Policy Store Implementation
		Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Manage Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type
	A Human Resource Specialist can view person type for any person type	Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type
Person Visa	A Human Resource Specialist can manage person visa number or work permit for persons and assignments in their person and assignment security profile	Role: Person Management Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa
Personal Payment Method	A Human Resource Specialist can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method
	A Human Resource Specialist can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Plan Beneficiary Designation	A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation
Position	A Human Resource Specialist can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
		Role: Human Resource Specialist Privilege: Choose Position (Data) Resource: Position
	A Human Resource Specialist can maintain position for positions in their position security profile	Role: Maintain Positions Privilege: Maintain Position (Data) Resource: Position
	A Human Resource Specialist can view human resource	Role: Report Human Resources Transaction Dashboard

Business Object	Policy Description	Policy Store Implementation
	specialist transaction dashboard for positions in their position security profile	Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Position
	A Human Resource Specialist can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Professional Body	A Human Resource Specialist can manage professional body information organization for organizations in their organization security profile	Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body
Public Person	A Human Resource Specialist can choose public person for persons and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Person
		Role: Workforce Model Plan HR Specialist Privilege: Choose Public Person (Data) Resource: Public Person
	A Human Resource Specialist can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person
	A Human Resource Specialist can view worker contact portrait card for persons and assignments in their person and assignment security profile	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person
Reporting Establishment	A Human Resource Specialist can manage reporting establishment for organizations in their organization security profile	Role: Workforce Structures Management Privilege: Manage Reporting Establishment (Data) Resource: Reporting Establishment
Salary	A Human Resource Specialist can enter salary details for people and assignments in their person and assignment security profile	Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary
	A Human Resource Specialist can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary
	A Human Resource Specialist can view worker compensation portrait card for people in their person and assignment security profile	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Schedule Assignment	A Human Resource Specialist can manage work schedule assignment for persons and assignments in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
	A Human Resource Specialist can manage work schedule assignment for subordinates in	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule

Business Object	Policy Description	Policy Store Implementation
	their person and assignment security profile	Assignment (Data) Resource: Schedule Assignment
Succession Plan Candidate	A Human Resource Specialist can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager	Role: Manage Succession Plan Candidate Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Human Resource Specialist can view succession plan candidate for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Human Resource Specialist can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
Succession Plan Detail	A Human Resource Specialist can add worker to succession plan for people in their person and assignment security profile	Role: Manage Succession Plan Candidate Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Specialist can create succession plan for worker for people in their person and assignment security profile	Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Succession Plan Detail
	A Human Resource Specialist can manage succession plan for succession plans for which they are an administrator	Role: Succession Plan Management Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Specialist can view succession plan for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
	A Human Resource Specialist can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
Talent Profile	A Human Resource Specialist can edit person career planning for people and assignments in their person and assignment security profile	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	A Human Resource Specialist can edit person skills and qualifications for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
	A Human Resource Specialist can match talent profile person for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: Match Talent Profile Person (Data) Resource: Talent Profile

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist can view talent profile model for jobs in their job security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	A Human Resource Specialist can view talent profile person for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Person (Data) Resource: Talent Profile
	A Human Resource Specialist can view talent ratings for persons and assignments in their person and assignment security profile	Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile
Talent Profile Interest	A Human Resource Specialist can view talent profile interest list for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Interest List (Data) Resource: Talent Profile Interest
Talent Profile Item	A Human Resource Specialist can view talent profile item hr specialist for people and assignments in their person and assignment security profile	Role: Workforce Profile Specialist Privilege: View Talent Profile Item HR Specialist (Data) Resource: Talent Profile Item
Tax Reporting Unit	A Human Resource Specialist can choose tax reporting unit for tax reporting units in their organization security profile	Role: Human Resource Specialist Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Total Compensation Statement	A Human Resource Specialist can view total compensation statement already generated for people and assignments in their person and assignment security profile	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Trading Community Organization Party	A Human Resource Specialist can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Human Resource Specialist can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
User	A Human Resource Specialist can create user name for persons in their person security profile.	Role: Link User Name to Person Privilege: Create User Name (Data) Resource: User
	A Human Resource Specialist can edit user name for persons in their person security profile.	Role: Edit User Name Privilege: Edit User Name (Data) Resource: User
	A Human Resource Specialist can link user account for persons in their person security profile.	Role: Link User Name to Person Privilege: Link User Account (Data) Resource: User
	A Human Resource Specialist can manage users for persons	Role: Manage Users

Business Object	Policy Description	Policy Store Implementation
	and assignments in their person and assignment security profile	Privilege: Manage Users (Data) Resource: User
User Role	A Human Resource Specialist can assign user roles for persons and assignments in their person and assignment security profile	Role: Manage User Account Privilege: Assign User Roles (Data) Resource: User Role
	A Human Resource Specialist can view person account details for persons and assignments in their person and assignment security profile	Role: View Portrait User Account Details Card Privilege: View Person Account Details (Data) Resource: User Role
Vacancy Requisition	A Human Resource Specialist can manage vacancy for persons and assignments in their person and assignment security profile	Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition
	A Human Resource Specialist can view vacancy for persons and assignments in their person and assignment security profile	Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition
Variable Compensation Allocation	A Human Resource Specialist can enter variable compensation allocation for people and assignments in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation
Work Relationship	A Human Resource Specialist can cancel work relationship for persons and assignments in their person and assignment security profile	Role: Cancel Work Relationship Privilege: Cancel Work Relationship (Data) Resource: Work Relationship
	A Human Resource Specialist can change work relationship hire date for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Change Work Relationship Hire Date (Data) Resource: Work Relationship
	A Human Resource Specialist can correct work relationship termination for persons and assignments in their person and assignment security profile	Role: Correct Work Relationship Termination Privilege: Correct Work Relationship Termination (Data) Resource: Work Relationship
	A Human Resource Specialist can create work relationship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship
	A Human Resource Specialist can manage work relationship for persons and assignments in their person and assignment security profile	Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship
	A Human Resource Specialist can reverse work relationship termination for persons and assignments in their person and	Role: Reverse Work Relationship Termination Privilege: Reverse Work Relationship Termination (Data) Resource: Work Relationship

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	
	A Human Resource Specialist can terminate work relationship for persons and assignments in their person and assignment security profile	Role: Terminate Work Relationship Privilege: Terminate Work Relationship (Data) Resource: Work Relationship
	A Human Resource Specialist can view employment information summary for persons and assignments in their person and assignment security profile	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
	A Human Resource Specialist can view employment information summary for themselves	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Work Terms	A Human Resource Specialist can create work terms for persons and assignments in their person and assignment security profile	Role: Create Work Terms Privilege: Create Work Terms (Data) Resource: Work Terms
	A Human Resource Specialist can end work terms for persons and assignments in their person and assignment security profile	Role: End Work Terms Privilege: End Work Terms (Data) Resource: Work Terms
	A Human Resource Specialist can manage work term for persons and assignments in their person and assignment security profile	Role: Manage Work Terms and Assignment Privilege: Manage Work Term (Data) Resource: Work Terms
Worker	A Human Resource Specialist can change worker location for persons and assignments in their person and assignment security profile	Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker
	A Human Resource Specialist can change worker manager for persons and assignments in their person and assignment security profile	Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker
	A Human Resource Specialist can change worker working hour for persons and assignments in their person and assignment security profile	Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker
	A Human Resource Specialist can choose worker for people and assignments in their person and assignment security profile	Role: Human Resource Specialist Privilege: Choose Worker (Data) Resource: Worker
	A Human Resource Specialist can compare worker employment information for persons and assignments in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist can create person assignment for persons and assignments in their person and assignment security profile	Role: Create Person Assignment Privilege: Create Person Assignment (Data) Resource: Worker
	A Human Resource Specialist can end person assignment for persons and assignments in their person and assignment security profile	Role: End Person Assignment Privilege: End Person Assignment (Data) Resource: Worker
	A Human Resource Specialist can review worker availability for persons and assignments in their person and assignment security profile	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker
	A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile	Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker
		Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker
		Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker
		Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker
		Role: Manage Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker
Worker Supervisor	A Human Resource Specialist can manage direct reports for persons and assignments in their person and assignment security profile	Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor
Workforce Model Plan	A Human Resource Specialist can manage workforce model plan for plans that they approve	Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan
	A Human Resource Specialist can manage workforce model plan for plans that they own	Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan

Job Role: Human Resources VP

Performs duties of a human resources VP. This role is associated with compliance and workforce effectiveness analytics.

Duties

Duties assigned directly and indirectly to the job role **Human Resources VP**

Duty Role	Description
Absence and Leave Accrual Analysis	This duty role is used for analyzing employee historical and future planned absence trends and employee leave accrual balances
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Compensation Analysis	This duty role is used for analyzing employee salary, salary range penetration and the correlation of pay and performance
Employee Data Security	This role is used for Employee dimension data security in the data warehouse
Human Resources Analysis Currency Preference	This role is used get the supported currencies in Human Resources Analysis module.
Legislative Data Group Data Security	This role is used for Legislative Data Group data security in the data warehouse
Payroll Analysis	This duty role is used for analyzing payroll trends including earnings, deductions and taxes; it also allows provides visibility to employee payroll details
Payroll Data Security	This role is used for Payroll data security in the data warehouse
Supervisor Hierarchy Data Security	This role is used for Supervisor Hierarchy data security in the data warehouse
Workforce Deployment Analysis	This duty role is used for analyzing headcount staffing, employee turnover, workforce diversity, internal mobility and employee performance
Workforce Effectiveness Analysis	This duty role is used to view the financial-related workforce benchmark metrics that assess the effectiveness of the organization's workforce

Role Hierarchy

Roles inherited directly and indirectly by the job role **Human Resources VP**

Inherited Roles
Human Resources VP Absence and Leave Accrual Analysis Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Supervisor Hierarchy Data Security Business Intelligence Applications Worker Business Intelligence Applications Analysis Compensation Analysis

Inherited Roles	
	<ul style="list-style-type: none"> Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Supervisor Hierarchy Data Security
Payroll Analysis	<ul style="list-style-type: none"> Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Legislative Data Group Data Security Payroll Data Security
Workforce Deployment Analysis	<ul style="list-style-type: none"> Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Supervisor Hierarchy Data Security
Workforce Effectiveness Analysis	<ul style="list-style-type: none"> Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference

Abstract Role: Line Manager

Identifies the person as a line manager.

Duties

Duties assigned directly and indirectly to the abstract role **Line Manager**

Duty Role	Description
Absence Management Transaction Analysis	Analyzes Workforce absences transactional information
Absence and Leave Accrual Analysis	This duty role is used for analyzing employee historical and future planned absence trends and employee leave accrual balances
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Career Development Transaction Analysis	Analyzes Career Development transactional information
Compensation Analysis	This duty role is used for analyzing employee salary, salary range penetration and the correlation of pay and performance
Compensation Transaction Analysis	Analyzes Compensation transactional information
Contingent Worker Addition	Adds contingent workers.
Documents of Record Transaction Analysis	Analyzes Documents of Records transactional information
Employee Data Security	This role is used for Employee dimension data security in the data warehouse
Employee Expense Business Unit Data Security	This role is used for Employee Expense Business Unit data security in the data warehouse
Employee Hire	Hires employees.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.
Financial Analysis Currency Preference	This role is used to get the supported currencies in Financial Analysis module.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager
Human Resources Analysis Currency Preference	This role is used get the supported currencies in Human Resources Analysis module.
Line Manager Expense Analysis	BI Duty role for Line Managers to review and analyze team expenses. This duty role includes visibility to employee expenses, credit card expenses, and expense violation data. For managers with multiple reporting levels, the ability to drill down along the employee hierarchy is provided
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Manage User Account	Manages user roles.
Nonworker Addition	Adds nonworkers.
Pending Worker Addition and Hire	Adds and hires pending workers.
Performance Management Line Manager	Views performance documents from line manager dashboard.
Procurement Analysis Currency	This role is used to get the supported currencies in Procurement and

Duty Role	Description
Preference	Spend Analysis module.
Supervisor Hierarchy Data Security	This role is used for Supervisor Hierarchy data security in the data warehouse
Time and Labor Transaction Analysis	Analyzes Time and Labor transactional information.
Vacancy Transaction Analysis	Analyses Vacancy Transactional Information.
Workforce Deployment Analysis	This duty role is used for analyzing headcount staffing, employee turnover, workforce diversity, internal mobility and employee performance
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information
Workforce Transaction Analysis	Analyzes Workforce transactional information

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Line Manager**

Inherited Roles
Line Manager Absence Management Transaction Analysis Business Intelligence Authoring Absence and Leave Accrual Analysis Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Supervisor Hierarchy Data Security Access Person Gallery Business Intelligence Applications Worker Business Intelligence Applications Analysis Career Development Transaction Analysis Change Worker Location Change Worker Manager Change Worker Working Hour Compare HCM Information Compensation Analysis Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Supervisor Hierarchy Data Security Compensation Transaction Analysis Business Intelligence Authoring Contingent Worker Addition Create Succession Plan for Worker Create Work Relationship Documents of Record Transaction Analysis Edit Person Career Planning Edit Person Skills and Qualifications Employee Hire Expense Approval Goal Management Line Manager Line Manager Expense Analysis Business Intelligence Authoring

Inherited Roles

Employee Expense Business Unit Data Security
Financial Analysis Currency Preference
Procurement Analysis Currency Preference
Line Manager Workforce Compensation Management
Link User Name to Person
Maintain Absence Records
Manage Direct Report
Manage Individual Compensation
Manage Performance Goal by Manager
Manage Person Documentation
Manage Person Identifiers for External Applications
Manage Salaries
Manage Schedules and Exceptions Assignment
Manage Succession Plan Candidate
Manage User Account
 Link User Name to Person
Manage Vacancy
Manage Worker Checklist
Manage Worker Information Sharing
Manage Workforce Compensation Budgets by Line Manager
Nonworker Addition
Pending Worker Addition and Hire
Performance Management Line Manager
 View Performance Summary
Print Worker Portrait
Promote Worker
Report Manager Transaction Dashboard
Submit a Payroll Flow
Terminate Work Relationship
Time and Labor Transaction Analysis
Transfer Worker
Vacancy Transaction Analysis
View Accrual Type Absence Plan Balance
View Compensation Details for Worker
View Compensation History
View Employment Information Summary
View Person Career Planning
View Person Skills and Qualifications
View Portrait Availability Card
View Portrait Contact Card
View Portrait Employment Information Card
View Portrait User Account Details Card
View Succession Plan
View Talent Ratings
View Workforce Predictions as Line Manager
Workforce Deployment Analysis
 Business Intelligence Authoring
 Employee Data Security
 Human Resources Analysis Currency Preference
 Supervisor Hierarchy Data Security
Workforce Model Plan Line Manager
 View Salary Data Only
Workforce Profile Line Manager
Workforce Scheduling Transaction Analysis
Workforce Transaction Analysis
 Business Intelligence Authoring

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Line Manager**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Change Worker Location	Changes persons' locations.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Direct Report	Manages direct reports.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Performance Goal by Manager	Manages performance goals of subordinates.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Succession Plan Candidate	Manages succession plan candidates.
Manage Vacancy	Allows management of vacancies.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Manage Workforce Compensation Budgets by Line Manager	Manages compensation budgets by distributing and publishing budgets to lower manager.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Report Manager Transaction Dashboard	Reports Manager Transaction Dashboard
Submit a Payroll Flow	Submits new payroll flows.
Terminate Work Relationship	Terminates work relationships.
Transfer Worker	Transfers persons.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation Details for Worker	Views compensation data for a worker.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary

Aggregate Privilege	Description
	information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.
View Workforce Predictions as Line Manager	Allows Line Manager to view worker predictions.

Privileges

Privileges granted to duties of the abstract role **Line Manager**.

Granted Role	Granted Role Description	Privilege
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker
		Create User
		Renew Placement
Employee Hire	Hires employees.	Create User
		Hire Employee
		Rehire Employee
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Expense Report
		Approve Travel Authorization or Cash Advance
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Assign Development Goal to Groups of Workers
		Manage Development Goal
		Manage Development Goal in Goal Library
		Manage Development Goal of Other Workers
		Manage Performance Goal
		Manage Performance Goals of Others
		View Development Goal
Line Manager	Identifies the person as a line manager.	Absence Entry Using Calendar
		Access FUSE Hiring Page
		Access FUSE My Team Page
		Access FUSE Team Talent

Granted Role	Granted Role Description	Privilege
		Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Access Time Work Area
		Analytical view of team's compliance violations
		Analyze Team Compensation
		Approve Individual Compensation Award
		Approve Salary Updates
		Assign Performance Goal to Groups of Workers
		Change Manager Mobile
		Create and Update Competition
		Manage Goal Management Notifications
		Manage Outstanding Corporate Card Transaction
		Manage Performance Goal
		Manage Questionnaires
		Manage Questions
		Manage Salary Mobile
		Manage Social Network Connections
		Manage Talent Review Content
		Manage Team Compensation
		Manage Team Compliance Violations List View
		Manage Team Reputation Scores List View
		Manage Team Reputation Tasks
		Manager Suggest Mentorship Relationships
		Manager's View of Employee's Reputation Scores
		Manager's View of Employee's Social Roles
		New Person Work Area As Line Manager
		Perform Performance Evaluations Mobile
		Promote Worker Mobile
		Run Talent Profile Summary Report
		Search and Review Skills
		Use Assignment Status Type Service
		Use Position lookup Service

Granted Role	Granted Role Description	Privilege
		View Employee Social Connections
		View Team Compliance Outlier Reports
		View Team Reputation Outlier Reports
		View Team Reputation Scores Analytic View
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Allocate Compensation Person Rate by Line Manager
		Approve and Submit Compensation Allocation by Line Manager
		Assign Compensation Performance Rating by Line Manager
		Award Compensation Promotion by Line Manager
		Create Compensation Distribution Model for Allocation by Line Manager
		Export Compensation Allocation Details to Spreadsheet by Line Manager
		Generate Compensation Allocation Statements by Line Manager
		Print Performance Document
		Run Group Compensation Line Manager Reports by Line Manager
		View Worker Performance Management Document
Link User Name to Person	Creates a new user name or links an existing user name for a person.	Create User Name
		Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to LDAP
Nonworker Addition	Adds nonworkers.	Create Person Nonworker
		Create User
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire
		Correct Oracle Taleo Recruiting Candidate Import Errors
		Edit Pending Worker
		Hire Pending Worker
Performance Management Line Manager	Views performance documents from line manager dashboard.	Approve Worker Performance Document
		Cancel Worker Performance Document by Manager
		Change Participant Due

Granted Role	Granted Role Description	Privilege
		Date by Manager
		Complete Worker Performance Document by Manager
		Create Performance Document by Manager
		Delete Worker Performance Document by Manager
		Print Performance Document
		Reopen Performance Document by Manager
		Reset Worker Performance Evaluation Status by Manager
		Restore Performance Document by Manager
		Select Feedback Participants
		Track Participant Feedback Status
		Transfer Performance Document by Manager
		View Performance Information on Manager Dashboard
		View Performance Information on Worker Dashboard for Manager
		View Performance and Potential
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.	Manage Workforce Model Plan as Line Manager
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Line Manager**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Line Manager can choose application reference territory for countries in their country security profile	Role: Line Manager Privilege: Choose Application Reference Territory (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Application Reference Territory
Applied Cash Advance	A Line Manager can view applied cash advance for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Applied Cash Advance
Assignment Grade	A Line Manager can choose assignment grade for all grades in the enterprise A Line Manager can report assignment grade for all grades in the enterprise	Role: Line Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
		Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Career Development Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate

Business Object	Policy Description	Policy Store Implementation
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Business Unit	A Line Manager can choose business unit for business units in their organization security profile	Role: Line Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Cash Advance	A Line Manager can view cash advance for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Cash Advance
Compensation Allocation	A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: Allocate Compensation Person Rate by Line Manager (Data) Resource: Compensation Allocation
	A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: Approve and Submit Compensation Allocation by Line Manager (Data) Resource: Compensation Allocation
	A Line Manager can report compensation allocation for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation
Compensation History	A Line Manager can view compensation history for subordinates in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History
Compensation Note	A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own	Role: Line Manager Workforce Compensation Management Privilege: Manage Compensation Note (Data) Resource: Compensation Note
Compensation Promotion	A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: Award Compensation Promotion by Line Manager (Data) Resource: Compensation Promotion
Compensation Stock Grant	A Line Manager can report compensation stock grant for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant
	A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: View Compensation Stock Grant by Line Manager (Data) Resource: Compensation Stock Grant
Corporate Card	A Line Manager can view	Role: Line Manager

Business Object	Policy Description	Policy Store Implementation
Transaction	corporate card transaction for the employees for whom they are responsible	Privilege: Manage Outstanding Corporate Card Transaction (Data) Resource: Corporate Card Transaction
Department	A Line Manager can choose department for departments in their organization security profile	Role: Line Manager Privilege: Choose Department (Data) Resource: Department
	A Line Manager can report department for departments in their organization security profile	Role: Absence Management Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Career Development Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Vacancy Transaction Analysis Privilege: Report Department (Data) Resource: Department
		Role: Workforce Transaction Analysis Privilege: Report Department (Data) Resource: Department
Expense	A Line Manager can view expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense
Expense Report	A Line Manager can view expense report for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense Report
Expense Report Approval Note	A Line Manager can manage expense report approval note for the employees for whom they are responsible	Role: Expense Approval Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note
HR Document Type	A Line Manager can report document type for document types in their document type security profile	Role: Documents of Record Transaction Analysis Privilege: Report Document Type (Data) Resource: HR Document Type
HR Job	A Line Manager can choose hr job for all jobs in the enterprise	Role: Line Manager Privilege: Choose HR Job (Data) Resource: HR Job
	A Line Manager can report hr job for all jobs in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Career Development Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Compensation Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
		Privilege: Report HR Job (Data) Resource: HR Job
		Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Vacancy Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
		Role: Workforce Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Line Manager can choose legal employer for legal employers in their organization security profile	Role: Line Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Line Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Line Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Line Manager can choose location for all locations in the enterprise	Role: Line Manager Privilege: Choose Location (Data) Resource: Location
	A Line Manager can report location for all locations in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Career Development Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Vacancy Transaction Analysis Privilege: Report Location (Data) Resource: Location
		Role: Workforce Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Checklist	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Definition	A Line Manager can choose payroll definition for payrolls	Role: Line Manager Privilege: Choose Payroll (Data)

Business Object	Policy Description	Policy Store Implementation
	in their payroll security profile	Resource: Payroll Definition
Payroll Flow Definition	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Pending Worker Import Error	A Line Manager can correct oracle taleo recruiting candidate import errors for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Candidate Import Errors (Data) Resource: Pending Worker Import Error
Performance Document	A Line Manager can create performance document for subordinates in their person and assignment security profile	Role: Performance Management Line Manager Privilege: Create Performance Document (Data) Resource: Performance Document
	A Line Manager can manage performance document for subordinates in their person and assignment security profile	Role: Performance Management Line Manager Privilege: Manage Performance Document (Data) Resource: Performance Document
	A Line Manager can view performance summary for subordinates in their person and assignment security profile	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Goal	A Line Manager can manage development goal for subordinates in their person security profile	Role: Goal Management Line Manager Privilege: Manage Development Goal (Data) Resource: Performance Goal
	A Line Manager can manage performance goal by manager for subordinates in their person security profile	Role: Manage Performance Goal by Manager Privilege: Manage Performance Goal by Manager (Data) Resource: Performance Goal
	A Line Manager can manage performance goal for subordinates in their person and assignment security profile	Role: Goal Management Line Manager Privilege: Manage Performance Goal (Data) Resource: Performance Goal
	A Line Manager can report career development for subordinates in their person and assignment security profile	Role: Career Development Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal
Person	A Line Manager can add pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person
	A Line Manager can add person for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Add Pending Worker (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
	A Line Manager can compare person for subordinates in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
	A Line Manager can edit pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person
	A Line Manager can hire pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person
	A Line Manager can print worker portrait for subordinates in their person and assignment security profile	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
	A Line Manager can rehire employee for subordinates in their person and assignment security profile	Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person
	A Line Manager can renew placement for subordinates in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person
	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Career Development Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person
		Role: Workforce Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Line Manager can search person for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Search Person Live (Data) Resource: Person
	A Line Manager can share worker information for subordinates in their person and assignment security profile	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
	A Line Manager can view worker availability portrait card for subordinates in their person and assignment security profile	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person
	A Line Manager can view worker employment	Role: View Portrait Employment Information Card

Business Object	Policy Description	Policy Store Implementation
	information portrait card for subordinates in their person and assignment security profile	Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person
Person Absence Entry	A Line Manager can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
	A Line Manager can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Address	A Line Manager can report person address for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Address (Data) Resource: Person Address
Person Assignment	A Line Manager can choose person assignment for persons and assignments in their person and assignment security profile	Role: Line Manager Privilege: View Person Assignment (Data) Resource: Person Assignment
	A Line Manager can promote worker for subordinates in their person and assignment security profile	Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment
	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
		Role: Workforce Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment
		Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment
	A Line Manager can transfer worker for subordinates in their person and assignment security profile	Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment
Person Checklist	A Line Manager can report person checklist for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Checklist (Data) Resource: Person Checklist
Person Communication Method	A Line Manager can report person communication method for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Communication Method (Data) Resource: Person Communication Method
Person Contact	A Line Manager can report person contact for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Contact (Data) Resource: Person Contact
Person Document of Record	A Line Manager can report worker documents of record for	Role: Documents of Record Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their person assignment security profile and for documents in their document types security profile	Privilege: Report Worker Documents of Record (Data) Resource: Person Document of Record
Person Documentation	A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation
	A Line Manager can search person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation
Person Driver License	A Line Manager can report driver license for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Driver License (Data) Resource: Person Driver License
Person Email	A Line Manager can report person email for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Email (Data) Resource: Person Email
Person Identifier for External Applications	A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications
Person National Identifier	A Line Manager can report person national identifier for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person National Identifier (Data) Resource: Person National Identifier
Person Passport	A Line Manager can report person passport for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Passport (Data) Resource: Person Passport
Person Phone	A Line Manager can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Phone (Data) Resource: Person Phone
Person Plan Accrual	A Line Manager can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
	A Line Manager can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual

Business Object	Policy Description	Policy Store Implementation
Person Type	A Line Manager can choose person type for any person type	Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type
		Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type
Person Visa	A Line Manager can report person visa for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Visa (Data) Resource: Person Visa
Position	A Line Manager can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
		Role: Line Manager Privilege: Choose Position (Data) Resource: Position
	A Line Manager can report position for positions in their position security profile	Role: Absence Management Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Career Development Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position
		Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Line Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Line Manager Privilege: Choose Public Person (Data) Resource: Public Person
		Role: Workforce Model Plan Line Manager Privilege: Choose Public Person (Data) Resource: Public Person
	A Line Manager can report public person for persons and assignments in their person and	Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
	A Line Manager can view worker contact portrait card for subordinates in their person and assignment security profile	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person
Salary	A Line Manager can enter salary details for subordinates in their person and assignment security profile	Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary
	A Line Manager can report salary for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary
	A Line Manager can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary
	A Line Manager can view salary details for subordinates in their person and assignment security profile	Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary
	A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Schedule Assignment	A Line Manager can manage work schedule assignment for persons and assignments in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
	A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
	A Line Manager can report work schedule assignment for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Work Schedule Assignment (Data) Resource: Schedule Assignment
Succession Plan Candidate	A Line Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager	Role: Manage Succession Plan Candidate Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Line Manager can view succession plan candidate for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
	A Line Manager can view succession plan candidate for private succession plans for which they are an administrator	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate

Business Object	Policy Description	Policy Store Implementation
	or a viewer or a candidate manager	
Succession Plan Detail	A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile	Role: Manage Succession Plan Candidate Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail
	A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile	Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Succession Plan Detail
	A Line Manager can view succession plan for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
	A Line Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
Talent Profile	A Line Manager can edit person career planning for subordinates in their person and assignment security profile	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
	A Line Manager can match talent profile person for subordinates in their person and assignment security profile	Role: Workforce Profile Line Manager Privilege: Match Talent Profile Person (Data) Resource: Talent Profile
	A Line Manager can view talent profile model for jobs in their job security profile	Role: Workforce Profile Line Manager Privilege: View Talent Profile Model (Data) Resource: Talent Profile
	A Line Manager can view talent profile person for subordinates in their person and assignment security profile	Role: Workforce Profile Line Manager Privilege: View Talent Profile Person (Data) Resource: Talent Profile
	A Line Manager can view talent ratings for subordinates in their person and assignment security profile	Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile
Talent Profile Item	A Line Manager can view talent profile item manager for subordinates in their person and assignment security profile	Role: Workforce Profile Line Manager Privilege: View Talent Profile Item Manager (Data) Resource: Talent Profile Item
Time Record	A Line Manager can report time and labor for subordinates in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record
Trading Community Org Address Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference
Trading Community Org	A Line Manager can manage	Role: Expense Approval

Business Object	Policy Description	Policy Store Implementation
Address Phone Contact Preference	trading community legal contact preference for all trading community contact preferences not of type legal.	Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference
Trading Community Organization Party	A Line Manager can view trading community organization for all organizations in the enterprise	Role: Expense Approval Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Line Manager Workforce Compensation Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference
Trading Community Party	A Line Manager can view trading community person for all organizations in the enterprise	Role: Line Manager Workforce Compensation Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Line Manager can view trading community person for all people in the enterprise	Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Line Manager can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party
	A Line Manager can view trading community person for all resources in the enterprise	Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Person Address Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference
Trading Community Person Address Phone	A Line Manager can manage trading community legal	Role: Expense Approval Privilege: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
User	A Line Manager can create user name for subordinates in their person security profile.	Role: Link User Name to Person Privilege: Create User Name (Data) Resource: User
	A Line Manager can link user account for subordinates in their person security profile.	Role: Link User Name to Person Privilege: Link User Account (Data) Resource: User
User Role	A Line Manager can assign user roles for subordinates in their person and assignment security profile	Role: Manage User Account Privilege: Assign User Roles (Data) Resource: User Role
	A Line Manager can view person account details for subordinates in their person and assignment security profile	Role: View Portrait User Account Details Card Privilege: View Person Account Details (Data) Resource: User Role
Vacancy Requisition	A Line Manager can manage vacancy for subordinates in their person and assignment security profile	Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition
	A Line Manager can report vacancy for subordinates in their person and assignment security profile	Role: Vacancy Transaction Analysis Privilege: Report Vacancy (Data) Resource: Vacancy Requisition
	A Line Manager can view vacancy for subordinates in their person and assignment security profile	Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition
Variable Compensation Allocation	A Line Manager can enter variable compensation allocation for subordinates in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation
Work Relationship	A Line Manager can terminate work relationship for subordinates in their person and assignment security profile	Role: Terminate Work Relationship Privilege: Terminate Work Relationship (Data) Resource: Work Relationship
	A Line Manager can view employment information summary for subordinates in their person and assignment security profile	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
	A Line Manager can view	Role: View Employment Information

Business Object	Policy Description	Policy Store Implementation
	employment information summary for themselves	Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Worker	A Line Manager can change worker location for subordinates in their person and assignment security profile	Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker
	A Line Manager can change worker manager for subordinates in their person and assignment security profile	Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker
	A Line Manager can change worker working hour for subordinates in their person and assignment security profile	Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker
	A Line Manager can choose worker for people and assignments in their person and assignment security profile	Role: Line Manager Privilege: Choose Worker (Data) Resource: Worker
	A Line Manager can compare worker employment information for subordinates in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker
	A Line Manager can report worker for persons and assignments in their person and assignment security profile	Role: Absence Management Transaction Analysis Privilege: Report Worker (Data) Resource: Worker
	A Line Manager can review worker availability for subordinates in their person and assignment security profile	Role: Report Manager Transaction Dashboard Privilege: Review Worker Availability (Data) Resource: Worker
		Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker
	A Line Manager can search worker for persons and assignments in their person and assignment security profile	Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker
	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker
		Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker
	A Line Manager can view manager transaction dashboard for subordinates in their person and assignment security profile	Role: Report Manager Transaction Dashboard Privilege: View Manager Transaction Dashboard (Data) Resource: Worker
	A Line Manager can view manager transaction dashboard for themselves	Role: Report Manager Transaction Dashboard Privilege: View Manager Transaction Dashboard (Data) Resource: Worker
Worker Prediction	A Line Manager can view worker prediction for	Role: View Workforce Predictions as Line Manager

Business Object	Policy Description	Policy Store Implementation
	subordinates in their person and assignment security profile	Privilege: View Worker Prediction (Data) Resource: Worker Prediction
Worker Supervisor	A Line Manager can manage direct reports for persons and assignments in their person and assignment security profile	Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor
Workforce Model Plan	A Line Manager can create workforce model plan for top managers in their public person security profile	Role: Workforce Model Plan Line Manager Privilege: Create Workforce Model Plan (Data) Resource: Workforce Model Plan
	A Line Manager can manage workforce model plan for plans that they own or for which they are the top manager and have been granted access	Role: Workforce Model Plan Line Manager Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan

Job Role: Payroll Administrator

Assists with running a company's payroll and responds to employees' questions concerning payroll. They run various payroll processes, print out statement of earnings, reconcile charges, reconcile time sheets, verify payroll items, and verify payroll results.

Duties

Duties assigned directly and indirectly to the job role **Payroll Administrator**

Duty Role	Description
FSCM Load Interface Administration	Manages load interface file for import
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Batch Load Management	Manages the creation and upload of batches of data.
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.
Payroll Implementation View	Views complete payroll setup.
Payroll Payment Distribution Administration	Administers payroll payment distribution.
Person Address View	Grants access to persons to view address data.
Person National Identifier View	Grants access to persons to view national identifier.
Person View	Searches and views person related information.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Payroll Administrator**

Inherited Roles
Payroll Administrator Access Payment Distribution Work Area Access Payroll Accounting Distribution Work Area Access Payroll Administration Work Area Access Payroll Calculation Work Area Access Payroll Checklist Work Area Access Payroll Dashboard Access Regulatory and Tax Reporting Work Area Adjust Individual Payroll Balance Manage Costing for a Person Manage Payroll Calculation Cards Manage Payroll Element Entry Manage Payroll Relationship Manage Payroll Third-Party Person Payment Method Manage Personal Payment Method Payee Bank Account Management FSCM Load Interface Administration Payroll Batch Load Management Payroll Calculation, Validation, and Balancing Administration Adjust Individual Payroll Balance Manage Payroll Relationship

Inherited Roles
Payroll Completeness Confirmation Person View Payroll Distribution Calculation Administration Manage Payroll Relationship Payroll Implementation View Manage Fast Formula Payroll Payment Distribution Administration Person Address View Person National Identifier View Submit a Payroll Flow Submit a Payroll Process or Report View Payroll Report Extract View Payslip

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Payroll Administrator**

Aggregate Privilege	Description
Access Payment Distribution Work Area	Accesses the Payment Distribution work area to manage and track the distribution of payments in payment process flows.
Access Payroll Accounting Distribution Work Area	Accesses the Accounting Distribution work area to manage journal entries for ledgers and costing information related to labor costs, transfer costing results to General Ledger, and define costing setup.
Access Payroll Administration Work Area	Accesses the Payroll Administration work area to manage payroll setup and general payroll administration.
Access Payroll Calculation Work Area	Accesses the Payroll Calculation work area to manage all aspects of calculating and verifying payroll for a group of persons or an individual.
Access Payroll Checklist Work Area	Accesses the Payroll Checklist work area to monitor, track, and update the tasks for each instance of the payroll flows.
Access Payroll Dashboard	Accesses the Payroll Dashboard to view a high level overview of all the payroll business processes and take any appropriate actions.
Access Regulatory and Tax Reporting Work Area	Accesses the Regulatory and Tax Reporting work area to submit and view legislative processes and reports for specific countries or territories..
Adjust Individual Payroll Balance	Manages the adjustment of individual balances.
Manage Costing for a Person	Manages the costing of a person.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Payroll Calculation Cards	Manages personal information on calculation cards.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Payroll Relationship	Manages workers' assigned payrolls and other details associated with their payroll relationships.
Manage Payroll Third-Party Person Payment Method	
Manage Personal Payment Method	Manages payment methods used to pay a person and

Aggregate Privilege	Description
	defines how the payments are split if multiple payment methods are specified.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Payroll Report Extract	Secures access to view the payroll report extract data based on the user's legislative data group security profile.
View Payslip	Views payslips.

Privileges

Privileges granted to duties of the job role **Payroll Administrator**.

Granted Role	Granted Role Description	Privilege
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Administrator	Assists with running a company's payroll and responds to employees' questions concerning payroll. They run various payroll processes, print out statement of earnings, reconcile charges, reconcile time sheets, verify payroll items, and verify payroll results.	Activate Subledger Journal Entry Rule Set Assignments
		Import Subledger Balance for Supporting Reference
		Manage Person Work Area
		Manage Subledger Account Rule
		Manage Subledger Accounting Attribute
		Manage Subledger Accounting Existing Scope
		Manage Subledger Accounting Method
		Manage Subledger Accounting Option
		Manage Subledger Application Transaction Object
		Manage Subledger Description Rule
		Manage Subledger Journal Entry Rule Set
		Manage Subledger Journal Line Rule
		Manage Subledger Mapping Set
		Manage Subledger Mapping

Granted Role	Granted Role Description	Privilege
		Set Value
		Manage Subledger Standard Source
		Manage Subledger Supporting Reference
		Reconcile UK HMRC Reporting and P60 Report
		Review Subledger Account Rule
		Review Subledger Accounting Attribute
		Review Subledger Application
		Review Subledger Mapping Set
		Review Subledger Standard Source
		Run Australian TFN Declaration E-file and Listing Report
		Run Australian Workplace Gender Profile Report
		Run Canadian End-of-Year Exception Reports
		Run Canadian End-of-Year Register
		Run Canadian End-of-Year Reports
		Run Canadian Provincial Medical Report
		Run Canadian Record of Employment Interface
		Run Canadian Report on Hirings
		Run Canadian Workers Compensation Assessable Wages Report
		Run Chinese Individual Income Tax Detail Report
		Run Chinese Individual Income Tax Summary Report
		Run Chinese PHF/SI Contribution Amount Monthly Report
		Run Chinese PHF/SI Contribution Base Yearly Report
		Run Chinese PHF/SI Person Monthly Movement Report
		Run Chinese State-Owned Enterprise Payroll Data Interface Report
		Run Emirati Form 1
		Run Emirati Form 1

Granted Role	Granted Role Description	Privilege
		OBSOLETE
		Run Emirati Form 2
		Run Emirati Form 2
		OBSOLETE
		Run Emirati Form 6
		Run Emirati Form 6
		OBSOLETE
		Run Emirati Form 7
		Run Emirati Form 7
		OBSOLETE
		Run Emirati IPE Consolidated Report
		Run Emirati Monthly Contributions - Federal Sector
		Run Emirati Monthly Contributions - Private Sector
		Run Emirati Salary Information File
		Run Hong Kong IR56E Report
		Run Kuwaiti IPE Consolidated Report
		Run Kuwaiti PIFSS Report
		Run Kuwaiti Report 103
		Run Kuwaiti Report 166
		Run Kuwaiti Report 167
		Run Kuwaiti Report 168
		Run Kuwaiti Report 55
		Run Kuwaiti Report 56
		Run Saudi GOSI Form 3
		Run Saudi GOSI Form 4
		Run Saudi GOSI Form 5
		Run Saudi IPE Consolidated Report
		Run Saudi IPE Report
		Run Saudi Payment Output File
		Run UK CMS DEO Payment Schedule
		Run UK DEA Payment Summary
		Run UK EDI WNU Process
		Run UK Earlier Year Update
		Run UK Earlier Year Updates for Tax Year Ending April 2014
		Run UK Earlier Year Updates for Tax Year Ending April 2015
		Run UK Employer Alignment Submission
		Run UK Employer Payment

Granted Role	Granted Role Description	Privilege
		Summary
		Run UK Employer Payment Summary for Tax Year Ending April 2014
		Run UK Employer Payment Summary for Tax Year Ending April 2015
		Run UK Errors and Warnings Report
		Run UK Full Payment Submission
		Run UK Full Payment Submission for Tax Year Ending April 2014
		Run UK Full Payment Submission for Tax Year Ending April 2015
		Run UK NI Category Update
		Run UK NI Category Update Under 21 April 2015
		Run UK NINO Verification Reply
		Run UK NINO Verification Request
		Run UK P45 Process
		Run UK P45(3) EDI Process
		Run UK P46 EDI Process
		Run UK P46 Pension Notification EDI Process
		Run UK RTI Initialization Process
		Run UK RTI Uptake NINO Verification OBSOLETE
		Run UK Student Loan Upload Process
		Run US ADP Monthly Tax Extract
		Run US ADP Periodic Tax Extract
		Run US ADP Quarterly Tax Extract
		Run US Annual FUTA Tax Return - Form 940
		Run US Employee Active Payroll Balance Report
		Run US Employee Tax Address Report
		Run US Employee Verification Service Report
		Run US Employee W-2 Report
		Run US Employee W-2 Report OBSOLETE
		Run US Employer Tax

Granted Role	Granted Role Description	Privilege
		Liability Recalculation
		Run US Federal Tax Withholding Exemption Process
		Run US Federal W-2 Electronic Report
		Run US Indiana County Tax Process
		Run US Invalid Address Report
		Run US Multiple Worksite Report
		Run US Over Limit Report
		Run US Quarter to Date Archive Process
		Run US Quarterly Tax Return Worksheet - Form 941
		Run US State Quarterly Wage Listing Reports
		Run US State W-2 Electronic Report
		Run US State W-2 Electronic Report OBSOLETE
		Run US Tax Remittance Report
		Run US W-2 Register and Totals
		Run US W-2 State Employer Report
		Run US W-2c Archive
		Run US W-2c Employee Report
		View Payroll Flow Based Analytics
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload
		Purge HCM Batch
		Transfer Payroll Batch
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Calculate Payroll QuickPay
		Run Payroll Data Validation Report
		Run Payroll Run Result Report
		Run UK Payroll Validation Report
		Verify Statement of Earnings
		View Employee Level Messages
		View Payroll Balance
		View Payroll Run Results
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.	View Payroll Process Results

Granted Role	Granted Role Description	Privilege
		View Person Payroll Process Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Adjust Cost for a Person
		Calculate QuickPay Prepayments
		Mark for Retry
		Perform Payroll Process Roll Back
		Reverse Payroll Calculations
		Run Payroll Costing Report
		View Payroll Costed Payments
		View Payroll Costed Results
		View Payroll Payment Results
		View Subledger Journal Entry
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment Source
		Manage Costing of Payroll
		Manage Costing of Position
		Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Deduction
		Manage Payroll Deduction Group Rule
		Manage Payroll Deduction Range
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Flow Pattern
		Manage Payroll Object Group
		Manage Payroll Process

Granted Role	Granted Role Description	Privilege
		Configuration
		Manage Payroll Run Type
		Manage Payroll Task
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Cancel Payroll Payment
		Generate Payslips
		Make External Payroll Payment
		Make US IAT EFT Payments
		Reissue Payroll Payment
		Run US Deposit Advice
		Run US Direct Deposit Electronic Report
		Run US Third-Party Involuntary Deductions Initialization Extract
		Run US Third-Party Involuntary Payments Extract
		View Payroll Archive Results
		Void Payroll Payment
Person View	Searches and views person related information.	Search Person
		View Person
		View Person Documentation

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Payroll Administrator**

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Payroll Administrator can choose assignment grade for all grades in the enterprise	Role: Payroll Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
Department	A Payroll Administrator can choose department for departments in their organization security profile	Role: Payroll Administrator Privilege: Choose Department (Data) Resource: Department
Fast Formula	A Payroll Administrator can manage fast formula for legislative data groups in their	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Payroll Administrator can manage fast formula for legislative data groups in their	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM User-Defined Table	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Payroll Administrator can choose hr job for all jobs in the enterprise	Role: Payroll Administrator Privilege: Choose HR Job (Data) Resource: HR Job
Legislative Data Group	A Payroll Administrator can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Payroll Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Payroll Administrator can choose location for all locations in the enterprise	Role: Payroll Administrator Privilege: Choose Location (Data) Resource: Location
Organization Payment Method	A Payroll Administrator can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Payroll Administrator can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage

Business Object	Policy Description	Policy Store Implementation
Payment Card	A Payroll Administrator can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card
Payroll Action Context	A Payroll Administrator can manage payroll process results for legal employers in their organization security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context
	A Payroll Administrator can view payroll process results for legal employers in their organization security profile	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context
Payroll Balance Category	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
Payroll Balance Definition	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
Payroll Balance Dimension	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension Usage	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Exception	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Payroll Administrator can view payroll balance for legislative data groups in their	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Balance Group Attribute	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
Payroll Balance Group Usage	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Result	A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result
	A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result
Payroll Balance Type	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Batch Header	A Payroll Administrator can manage payroll batch loader for legislative data groups in their legislative data group security profile	Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header
	A Payroll Administrator can view payroll batch loader for	Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	Resource: Payroll Batch Header
Payroll Checklist	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Cost Allocation	A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation
Payroll Cost Classification	A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification
Payroll Cost Information	A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information
Payroll Cost Result	A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Cost Result
	A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Cost Result
Payroll Database Item Group	A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Payroll Administrator can view payroll element for legislative data groups in their	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Deduction Calculation	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Card	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card
Payroll Deduction Card Component Definition	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Component Definition
Payroll Deduction Card Level	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Level

Business Object	Policy Description	Policy Store Implementation
	profile	
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Level
Payroll Deduction Component Flex	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Component Flex
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Component Flex
Payroll Deduction Context Usage	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Flex Segment	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Segment
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Segment
Payroll Deduction Flex Usage	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Usage
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Usage
Payroll Deduction Override Usage	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Override Usage
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Override Usage
Payroll Deduction Range Item	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item

Business Object	Policy Description	Policy Store Implementation
Payroll Deduction Report Use	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Payroll Administrator can choose payroll definition for payrolls in their payroll security profile	Role: Payroll Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Payroll Administrator can view payroll element for people and assignments in their person and assignment security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
Payroll Element Link	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Payroll Administrator can view payroll element for legal employers in their organization security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
Payroll Element Type	A Payroll Administrator can view payroll element for legislative data groups in their	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
Payroll Event	A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Payroll Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Payroll Administrator Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payment Distribution Work
	A Payroll Administrator can	Role: Access Payment Distribution Work

Business Object	Policy Description	Policy Store Implementation
	view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
Payroll Flow Definition Parameter	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payment Distribution Work Area
	A Payroll Administrator can view payroll flow for	Role: Access Payment Distribution Work Area

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
	A Payroll Administrator can view payroll flow for legislative data groups in their	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	Resource: Payroll Flow Definition Task
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task

Business Object	Policy Description	Policy Store Implementation
	their payroll flow security profile	Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task

Business Object	Policy Description	Policy Store Implementation
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Parameter
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property

Business Object	Policy Description	Policy Store Implementation
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Property
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Instance	A Payroll Administrator can manage payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Flow Instance
	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Administration Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
	A Payroll Administrator can view payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Flow Instance
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
Payroll Flow Instance Interaction	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Calculation Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
Payroll Flow Task Action	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
	A Payroll Administrator can	Role: Access Payment Distribution Work

Business Object	Policy Description	Policy Store Implementation
	view payroll flow for legislative data groups in their legislative data group security profile	Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Flow Task Instance	A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
	A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance

Business Object	Policy Description	Policy Store Implementation
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
Payroll Frequency Rule	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll High Volume Report Block	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Block
Payroll High Volume Report Category	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category
Payroll High Volume Report Category Component	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category Component
Payroll High Volume Report Format Mapping	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping
Payroll High Volume Report Group	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Group
Payroll High Volume Report Record	A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Record

Business Object	Policy Description	Policy Store Implementation
Payroll Iterative Rule	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Latest Balance	A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance
	A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance
Payroll Object Group	A Payroll Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Payroll Administrator can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Payment Cost Result	A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Cost Result
	A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Cost Result
Payroll Payment Result	A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Result
	A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Result
Payroll Period	A Payroll Administrator can view payroll definition for payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Personal Deduction Component Relationship	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Component Relationship

Business Object	Policy Description	Policy Store Implementation
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Component Relationship
Payroll Personal Deduction Definition	A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Definition
	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Definition
Payroll Process Action	A Payroll Administrator can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Administrator can manage payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Administrator can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Administrator can view payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Payment Distribution Administration Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
Payroll Process Action Message Line	A Payroll Administrator can manage payroll process results for payrolls in their payroll security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line
	A Payroll Administrator can view payroll process results for people and assignments in person and assignment security profile	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line
Payroll Process Action Population Range	A Payroll Administrator can manage payroll process results for people and assignments in person and assignment security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range
	A Payroll Administrator can	Role: Payroll Completeness Confirmation

Business Object	Policy Description	Policy Store Implementation
	view payroll process results for payrolls in their payroll security profile	Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Population Range
Payroll Processing Rule	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Payroll Administrator can manage payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Relationship
		Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
	A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: View Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
	A Payroll Administrator can manage payroll personal calculation card for people and assignments in their person and assignment security profile.	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Personal Calculation Card (Data) Resource: Payroll Relationship
	A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Adjust Individual Payroll Balance Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Costing for a Person Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Personal Payment Method

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Payroll Administrator can manage payroll third-party person payment method for people and assignments in their person and assignment security profile	Role: Manage Payroll Third-Party Person Payment Method Privilege: Manage Payroll Third-Party Person Payment Method (Data) Resource: Payroll Relationship
	A Payroll Administrator can view payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Relationship
	A Payroll Administrator can view payroll personal calculation card for people and assignments in their person and assignment security profile.	Role: Manage Payroll Calculation Cards Privilege: View Payroll Personal Calculation Card (Data) Resource: Payroll Relationship
	A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Adjust Individual Payroll Balance Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Costing for a Person Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Administration Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
	A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization	Role: Payroll Completeness Confirmation Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
	security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
		Role: View Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
Payroll Relationship Group	A Payroll Administrator can manage payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group
	A Payroll Administrator can view payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group
Payroll Retropay Component Usage	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Element Span Usage	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Rule	A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule
Payroll Run Balance Validation	A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation
	A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation
Payroll Run Type	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type

Business Object	Policy Description	Policy Store Implementation
	profile	Usage
Payroll Run Type Organization Method	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Payroll Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Payroll Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task

Business Object	Policy Description	Policy Store Implementation
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
	A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Resource: Payroll Task Parameter

Business Object	Policy Description	Policy Store Implementation
Payroll Taxability Rule	A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
Payroll Template Solution Classification Usage	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
Solution Pattern Rule Usage	view payroll template for legislative data groups in their legislative data group security profile	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule Dependency	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
Payroll Template Solution Table Relation	A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Payroll Usage	A Payroll Administrator can manage payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage
	A Payroll Administrator can view payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage
Person	A Payroll Administrator can search person live for persons and assignments in their person and assignment security profile	Role: Person View Privilege: Search Person Live (Data) Resource: Person
	A Payroll Administrator can view person for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person (Data) Resource: Person
Person Contact	A Payroll Administrator can	Role: Person View

Business Object	Policy Description	Policy Store Implementation
	view person contact for persons and assignments in their person and assignment security profile	Privilege: View Person Contact (Data) Resource: Person Contact
Person Disability	A Payroll Administrator can view person disability for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability
Person Documentation	A Payroll Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Documentation (Data) Resource: Person Documentation
Person National Identifier	A Payroll Administrator can view person national identifier for persons and assignments in their person and assignment security profile	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Personal Payment Method	A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method
	A Payroll Administrator can manage personal payment method for people and assignments in their person and assignment security profile	Role: Manage Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method
	A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Position	A Payroll Administrator can choose position for positions in their position security profile	Role: Payroll Administrator Privilege: Choose Position (Data) Resource: Position
Tax Reporting Unit	A Payroll Administrator can choose tax reporting unit for tax reporting units in their organization security profile	Role: Payroll Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Trading Community Organization Party	A Payroll Administrator can view trading community organization for all organizations in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
	A Payroll Administrator can view trading community organization party for all organizations in the enterprise	Role: Payroll Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Payroll Administrator can view trading community party	Role: Payroll Administrator Privilege: View Trading Community Person

Business Object	Policy Description	Policy Store Implementation
	for all people in the enterprise	(Data) Resource: Trading Community Party
	A Payroll Administrator can view trading community person for all people in the enterprise	Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Relationship	A Payroll Administrator can view trading community relationship for all trading community relationships in the enterprise	Role: Payroll Administrator Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship

Job Role: Payroll Manager

Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results.

Duties

Duties assigned directly and indirectly to the job role **Payroll Manager**

Duty Role	Description
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
Customer Account Inquiry	View customer account details.
Employee Data Security	This role is used for Employee dimension data security in the data warehouse
FSCM Load Interface Administration	Manages load interface file for import
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
HCM Extract Definition	Grants access to the extract definition duty.
Human Resources Analysis Currency Preference	This role is used get the supported currencies in Human Resources Analysis module.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.
Legislative Data Group Data Security	This role is used for Legislative Data Group data security in the data warehouse
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Payroll Analysis	This duty role is used for analyzing payroll trends including earnings, deductions and taxes; it also allows provides visibility to employee payroll details
Payroll Batch Load Management	Manages the creation and upload of batches of data.
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.
Payroll Data Security	This role is used for Payroll data security in the data warehouse
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.
Payroll Implementation	Manages complete payroll setup and maintenance.

Duty Role	Description
Payroll Implementation View	Views complete payroll setup.
Payroll Interface	Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers.
Payroll Payment Distribution Administration	Administers payroll payment distribution.
Payroll Payment Distribution Management	Manages payroll payment distribution.
Payroll Transaction Analysis	Analyzes Payroll transactional information
Person Address View	Grants access to persons to view address data.
Person National Identifier View	Grants access to persons to view national identifier.
Person View	Searches and views person related information.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users

Role Hierarchy

Roles inherited directly and indirectly by the job role **Payroll Manager**

Inherited Roles
Payroll Manager <ul style="list-style-type: none"> Access Payment Distribution Work Area Access Payroll Accounting Distribution Work Area Access Payroll Administration Work Area Access Payroll Calculation Work Area Access Payroll Checklist Work Area Access Payroll Dashboard Access Regulatory and Tax Reporting Work Area Adjust Individual Payroll Balance Business Intelligence Applications Worker <ul style="list-style-type: none"> Business Intelligence Applications Analysis Choose Payroll Report and Process Parameter HCM Extract Definition Legal Entities Administration <ul style="list-style-type: none"> Functional Setups Manage Costing for a Person Manage Payroll Calculation Cards Manage Payroll Element Entry Manage Payroll Relationship Manage Payroll Report Extract Manage Payroll Third-Party Person Payment Method Manage Personal Payment Method Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Administrator <ul style="list-style-type: none"> Access Payment Distribution Work Area Access Payroll Accounting Distribution Work Area Access Payroll Administration Work Area Access Payroll Calculation Work Area Access Payroll Checklist Work Area Access Payroll Dashboard Access Regulatory and Tax Reporting Work Area

Inherited Roles	
	<ul style="list-style-type: none"> Adjust Individual Payroll Balance Manage Costing for a Person Manage Payroll Calculation Cards Manage Payroll Element Entry Manage Payroll Relationship Manage Payroll Third-Party Person Payment Method Manage Personal Payment Method Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Batch Load Management Payroll Calculation, Validation, and Balancing Administration <ul style="list-style-type: none"> Adjust Individual Payroll Balance Manage Payroll Relationship Payroll Completeness Confirmation <ul style="list-style-type: none"> Person View Payroll Distribution Calculation Administration <ul style="list-style-type: none"> Manage Payroll Relationship Payroll Implementation View <ul style="list-style-type: none"> Manage Fast Formula Payroll Payment Distribution Administration <ul style="list-style-type: none"> Person Address View Person National Identifier View Submit a Payroll Flow Submit a Payroll Process or Report View Payroll Report Extract View Payslip
Payroll Analysis	<ul style="list-style-type: none"> Business Intelligence Authoring Employee Data Security Human Resources Analysis Currency Preference Legislative Data Group Data Security Payroll Data Security
Payroll Batch Load Management	
Payroll Calculation, Validation, and Balancing Administration	<ul style="list-style-type: none"> Adjust Individual Payroll Balance Manage Payroll Relationship
Payroll Calculation, Validation, and Balancing Management	
Payroll Completeness Confirmation	<ul style="list-style-type: none"> Person View
Payroll Distribution Calculation Administration	<ul style="list-style-type: none"> Manage Payroll Relationship
Payroll Distribution Calculation Management	<ul style="list-style-type: none"> Person View
Payroll Implementation	<ul style="list-style-type: none"> Functional Setups Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management <ul style="list-style-type: none"> FSCM Load Interface Administration Payroll Common HCM Implementation <ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria

Inherited Roles
<ul style="list-style-type: none"> Payee Bank Account Management FSCM Load Interface Administration Payroll Interface <ul style="list-style-type: none"> Access Payment Distribution Work Area Access Payroll Administration Work Area Access Payroll Calculation Work Area Access Payroll Checklist Work Area Choose Payroll Report and Process Parameter Manage Payroll Calculation Cards Manage Payroll Element Entry Manage Payroll Interface Inbound Records Manage Payroll Relationship Manage Payroll Third-Party Person Payment Method Manage Personal Payment Method Payee Bank Account Management FSCM Load Interface Administration Payroll Batch Load Management Payroll Common HCM Implementation <ul style="list-style-type: none"> Manage Fast Formula Manage HCM Rates Manage Payroll Element Entry Manage Value Defined by Criteria Payee Bank Account Management FSCM Load Interface Administration Submit a Payroll Flow Submit a Payroll Process or Report Payroll Payment Distribution Administration Payroll Payment Distribution Management <ul style="list-style-type: none"> Person View View Payslip Payroll Transaction Analysis <ul style="list-style-type: none"> Business Intelligence Authoring Person Address View Person National Identifier View Subledger Accounting Manager <ul style="list-style-type: none"> Business Intelligence Consumer Customer Account Inquiry Submit a Payroll Flow Submit a Payroll Process or Report Transactional Business Intelligence Worker <ul style="list-style-type: none"> Transactional Analysis View Payslip

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Payroll Manager**

Aggregate Privilege	Description
Access Payment Distribution Work Area	Accesses the Payment Distribution work area to manage and track the distribution of payments in payment process flows.
Access Payroll Accounting Distribution Work Area	Accesses the Accounting Distribution work area to manage journal entries for ledgers and costing information related to labor costs, transfer costing results to General Ledger, and define costing setup.

Aggregate Privilege	Description
Access Payroll Administration Work Area	Accesses the Payroll Administration work area to manage payroll setup and general payroll administration.
Access Payroll Calculation Work Area	Accesses the Payroll Calculation work area to manage all aspects of calculating and verifying payroll for a group of persons or an individual.
Access Payroll Checklist Work Area	Accesses the Payroll Checklist work area to monitor, track, and update the tasks for each instance of the payroll flows.
Access Payroll Dashboard	Accesses the Payroll Dashboard to view a high level overview of all the payroll business processes and take any appropriate actions.
Access Regulatory and Tax Reporting Work Area	Accesses the Regulatory and Tax Reporting work area to submit and view legislative processes and reports for specific countries or territories..
Adjust Individual Payroll Balance	Manages the adjustment of individual balances.
Choose Payroll Report and Process Parameter	Secures access to the parameter values when submitting a payroll process or report.
Manage Costing for a Person	Manages the costing of a person.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage HCM Rates	Manages derived rates and values defined by criteria.
Manage Payroll Calculation Cards	Manages personal information on calculation cards.
Manage Payroll Element Entry	Manages the allocation and data entry of earnings and deduction elements to a person.
Manage Payroll Interface Inbound Records	Manage the payroll interface inbound records from third-party payroll providers.
Manage Payroll Relationship	Manages workers' assigned payrolls and other details associated with their payroll relationships.
Manage Payroll Report Extract	Secures access to manage the payroll report extract data based on the user's legislative data group security profile.
Manage Payroll Third-Party Person Payment Method	
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Value Defined by Criteria	Manages values defined by criteria.
Submit a Payroll Flow	Submits new payroll flows.
Submit a Payroll Process or Report	Submits payroll processes and reports.
View Payroll Report Extract	Secures access to view the payroll report extract data based on the user's legislative data group security profile.
View Payslip	Views payslips.

Privileges

Privileges granted to duties of the job role **Payroll Manager**.

Granted Role	Granted Role Description	Privilege
Customer Account Inquiry	View customer account details.	Export Customer Account
		Export Customer Account Relationship
		Search Customer Account

Granted Role	Granted Role Description	Privilege
		Relationships
		Search Customer Account Site
		Search Trading Community Organization
		Search Trading Community Organization Additional Identifier
		Search Trading Community Organization Additional Name
		Search Trading Community Organization Address
		Search Trading Community Organization Classification Code Assignment
		Search Trading Community Organization Contact Point
		View Customer Account
		View Customer Account Information
		View Customer Account Relationship
		View Customer Account Relationships
		View Customer Account Site
		View Customer Account Site Use
		View Location of Final Discharge
		View Party Fiscal Classification
		View Third-Party Site Tax Profile
		View Third-Party Tax Profile
		View Trading Community Organization
		View Trading Community Organization Additional Identifier
		View Trading Community Organization Additional Name
		View Trading Community Organization Address
		View Trading Community Organization Address Use
		View Trading Community Organization Classification Code Assignment
		View Trading Community Organization Contact Point
		View Trading Community

Granted Role	Granted Role Description	Privilege
		Organization Contact Preference
		View Trading Community Organization Source System Mapping
		View Trading Community Organization Usage Assignment
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition
		Manage HCM Extract Definition Report
		Manage Payroll Flow Pattern
		Manage Payroll Task
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Address
		Manage Legal Authority
		Manage Legal Entity
		Manage Legal Entity Contact Information
		Manage Legal Entity Deduction Records
		Manage Legal Entity Financial Information
		Manage Legal Entity HCM Information
		Manage Legal Entity Intercompany Exception
		Manage Legal Entity Primary Ledger
		Manage Legal Entity Registration
		Manage Legal Entity for Associated Business Entity
		Manage Legal Jurisdiction
		Manage Legal Reporting Unit
		Manage Legal Reporting Unit Contact Information
		Manage Legal Reporting Unit Deduction Records
		Manage Legal Reporting

Granted Role	Granted Role Description	Privilege
		Unit Financial Information
		Manage Legal Reporting Unit Registration
		Manage Legal Reporting Unit Workforce Information
		Manage Legal Reporting Unit for Associated Balancing Segment
		Mass Create Legal Entity HCM Information
		Search Legal Entity
		Search Legal Reporting Unit
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Payroll Administrator	Assists with running a company's payroll and responds to employees' questions concerning payroll. They run various payroll processes, print out statement of earnings, reconcile charges, reconcile time sheets, verify payroll items, and verify payroll results.	Activate Subledger Journal Entry Rule Set Assignments
		Import Subledger Balance for Supporting Reference
		Manage Person Work Area
		Manage Subledger Account Rule
		Manage Subledger Accounting Attribute
		Manage Subledger Accounting Existing Scope
		Manage Subledger Accounting Method
		Manage Subledger Accounting Option
		Manage Subledger Application Transaction Object
		Manage Subledger Description Rule
		Manage Subledger Journal Entry Rule Set
		Manage Subledger Journal Line Rule
		Manage Subledger Mapping Set
		Manage Subledger Mapping Set Value
		Manage Subledger Standard Source
		Manage Subledger Supporting Reference
		Reconcile UK HMRC Reporting and P60 Report
		Review Subledger Account

Granted Role	Granted Role Description	Privilege
		Rule
		Review Subledger Accounting Attribute
		Review Subledger Application
		Review Subledger Mapping Set
		Review Subledger Standard Source
		Run Australian TFN Declaration E-file and Listing Report
		Run Australian Workplace Gender Profile Report
		Run Canadian End-of-Year Exception Reports
		Run Canadian End-of-Year Register
		Run Canadian End-of-Year Reports
		Run Canadian Provincial Medical Report
		Run Canadian Record of Employment Interface
		Run Canadian Report on Hirings
		Run Canadian Workers Compensation Assessable Wages Report
		Run Chinese Individual Income Tax Detail Report
		Run Chinese Individual Income Tax Summary Report
		Run Chinese PHF/SI Contribution Amount Monthly Report
		Run Chinese PHF/SI Contribution Base Yearly Report
		Run Chinese PHF/SI Person Monthly Movement Report
		Run Chinese State-Owned Enterprise Payroll Data Interface Report
		Run Emirati Form 1
		Run Emirati Form 1 OBSOLETE
		Run Emirati Form 2
		Run Emirati Form 2 OBSOLETE
		Run Emirati Form 6
		Run Emirati Form 6 OBSOLETE
		Run Emirati Form 7

Granted Role	Granted Role Description	Privilege
		Run Emirati Form 7 OBSOLETE
		Run Emirati IPE Consolidated Report
		Run Emirati Monthly Contributions - Federal Sector
		Run Emirati Monthly Contributions - Private Sector
		Run Emirati Salary Information File
		Run Hong Kong IR56E Report
		Run Kuwaiti IPE Consolidated Report
		Run Kuwaiti PIFSS Report
		Run Kuwaiti Report 103
		Run Kuwaiti Report 166
		Run Kuwaiti Report 167
		Run Kuwaiti Report 168
		Run Kuwaiti Report 55
		Run Kuwaiti Report 56
		Run Saudi GOSI Form 3
		Run Saudi GOSI Form 4
		Run Saudi GOSI Form 5
		Run Saudi IPE Consolidated Report
		Run Saudi IPE Report
		Run Saudi Payment Output File
		Run UK CMS DEO Payment Schedule
		Run UK DEA Payment Summary
		Run UK EDI WNU Process
		Run UK Earlier Year Update
		Run UK Earlier Year Updates for Tax Year Ending April 2014
		Run UK Earlier Year Updates for Tax Year Ending April 2015
		Run UK Employer Alignment Submission
		Run UK Employer Payment Summary
		Run UK Employer Payment Summary for Tax Year Ending April 2014
		Run UK Employer Payment Summary for Tax Year Ending April 2015
		Run UK Errors and

Granted Role	Granted Role Description	Privilege
		Warnings Report
		Run UK Full Payment Submission
		Run UK Full Payment Submission for Tax Year Ending April 2014
		Run UK Full Payment Submission for Tax Year Ending April 2015
		Run UK NI Category Update
		Run UK NI Category Update Under 21 April 2015
		Run UK NINO Verification Reply
		Run UK NINO Verification Request
		Run UK P45 Process
		Run UK P45(3) EDI Process
		Run UK P46 EDI Process
		Run UK P46 Pension Notification EDI Process
		Run UK RTI Initialization Process
		Run UK RTI Uptake NINO Verification OBSOLETE
		Run UK Student Loan Upload Process
		Run US ADP Monthly Tax Extract
		Run US ADP Periodic Tax Extract
		Run US ADP Quarterly Tax Extract
		Run US Annual FUTA Tax Return - Form 940
		Run US Employee Active Payroll Balance Report
		Run US Employee Tax Address Report
		Run US Employee Verification Service Report
		Run US Employee W-2 Report
		Run US Employee W-2 Report OBSOLETE
		Run US Employer Tax Liability Recalculation
		Run US Federal Tax Withholding Exemption Process
		Run US Federal W-2 Electronic Report
		Run US Indiana County Tax Process

Granted Role	Granted Role Description	Privilege
		Run US Invalid Address Report
		Run US Multiple Worksite Report
		Run US Over Limit Report
		Run US Quarter to Date Archive Process
		Run US Quarterly Tax Return Worksheet - Form 941
		Run US State Quarterly Wage Listing Reports
		Run US State W-2 Electronic Report
		Run US State W-2 Electronic Report OBSOLETE
		Run US Tax Remittance Report
		Run US W-2 Register and Totals
		Run US W-2 State Employer Report
		Run US W-2c Archive
		Run US W-2c Employee Report
		View Payroll Flow Based Analytics
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload
		Purge HCM Batch
		Transfer Payroll Batch
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Calculate Payroll QuickPay
		Run Payroll Data Validation Report
		Run Payroll Run Result Report
		Run UK Payroll Validation Report
		Verify Statement of Earnings
		View Employee Level Messages
		View Payroll Balance
		View Payroll Run Results
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Calculate Payroll
		Load Initial Payroll Balances
		Manage Payroll Object Group
		Recalculate Payroll for Retroactive Changes
		Run Batch Balance Adjustments
		Run Element Register

Granted Role	Granted Role Description	Privilege
		Report
		Run Gross-to-Net Report
		Run Payroll Activity Report
		Run Payroll Balance Exception Report
		Run Payroll Deduction Report
		View Payroll Messages
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Object Group
		Manage Payroll Run Type
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.	View Payroll Process Results
		View Person Payroll Process Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Adjust Cost for a Person
		Calculate QuickPay Prepayments
		Mark for Retry
		Perform Payroll Process Roll Back
		Reverse Payroll Calculations
		Run Payroll Costing Report
		View Payroll Costed

Granted Role	Granted Role Description	Privilege
		Payments
		View Payroll Costed Results
		View Payroll Payment Results
		View Subledger Journal Entry
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Calculate Costing of Payroll Payments
		Calculate Payroll Prepayments
		Calculate Retroactive Costing
		Costing of Payroll Balance Adjustment
		Manage Payroll Event Notification
		Retry Payroll Process
		Run Payroll Register Report
Payroll Implementation	Manages complete payroll setup and maintenance.	Configure Payroll Legislation
		Manage All Application Profile Values
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application Key Flexfield
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Costing of Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment Source
		Manage Costing of Payroll
		Manage Costing of Position
		Manage Features by Country or Territory
		Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance Exception
		Manage Payroll Balance

Granted Role	Granted Role Description	Privilege
		Group
		Manage Payroll Balance
		Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Deduction
		Manage Payroll Deduction Card Definition
		Manage Payroll Deduction Group Rule
		Manage Payroll Deduction Range
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Flow Pattern
		Manage Payroll Process Configuration
		Manage Payroll Relationship Type Mapping
		Manage Payroll RetroPay Definition
		Manage Payroll Run Type
		Manage Payroll Task
		Manage Payroll Template
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment Source
		Manage Costing of Payroll
		Manage Costing of Position
		Manage HCM User-Defined Table
		Manage Organization Payment Method
		Manage Payroll Balance Definition
		Manage Payroll Balance

Granted Role	Granted Role Description	Privilege
		Exception
		Manage Payroll Balance Group
		Manage Payroll Balance Group Usage
		Manage Payroll Consolidation Group
		Manage Payroll Deduction
		Manage Payroll Deduction Group Rule
		Manage Payroll Deduction Range
		Manage Payroll Definition
		Manage Payroll Element
		Manage Payroll Element Classification
		Manage Payroll Event Group
		Manage Payroll Flow Pattern
		Manage Payroll Object Group
		Manage Payroll Process Configuration
		Manage Payroll Run Type
		Manage Payroll Task
		Manage Payroll Third Parties
		Manage Payroll Third-Party Organization Payment Method
		Manage Payroll Time Definition
		View Bank
		View Bank Account
		View Bank Branch
		View Payroll Payment Type
Payroll Interface	Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers.	Archive Periodic Payroll Results
		Calculate Gross Earnings
		Load Payroll Absence Batches
		Load Payroll Benefit Batches
		Load Payroll Time Card Batches
		Manage Application Common Lookup
		Manage Application Extensible Flexfield
		Run Element Register Report
		Run Global Payroll Interface Report
		Run Payroll Data Validation

Granted Role	Granted Role Description	Privilege
		Report
		Run Payroll Interface Report for ADP PayForce
		Run Payroll Interface for NGA
		Run Payroll Run Result Report
		View Employee Level Messages
		View Payroll Archive Results
		View Payroll Messages
		View Payroll Process Results
		View Payroll Run Results
		View Person Payroll Process Results
Payroll Manager	Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results.	Adjust Payroll Run Balance Dates
		Archive End-of-Year Payroll Results
		Calculate HCM Rates
		Confirm Completion of Payroll Preprocessing
		Confirm Conversion Rates
		Estimate Costs for Partial Period Accrual
		Extract Work Structure Model Details
		Extract Work Structure Report Details
		Extract Worker Model Details
		Extract Worker Report Details
		Generate Payroll Run Balances
		Load Payroll Absence Batches
		Load Payroll Benefit Batches
		Load Payroll Time Card Batches
		Manage Data Exchange Work Area
		Manage Extracts Work Area
		Manage HR Document Type
		Manage Person Work Area
		Run HCM Extract
		Run HCM Extract Write Process
		Run HCM Extracts Report
		Run Statutory Deduction Register
		Run UK End of Year

Granted Role	Granted Role Description	Privilege
		Multiple Works Number Report
		Run UK End of Year P14 EDI Process
		Run UK End of Year P60 Report
		Run UK End of Year Process
		Run UK End of Year Reconciliation Report
		Run UK In Year Uplift Process
		Run UK P6 P6B P9 Upload Process
		Run UK Pensions Automatic Enrollment Assessment Process
		Run UK Start of Year Cleardown Process
		Run UK Start of Year Uplift Process
		Run Year End Negative Balances Report
		Schedule Accrual Process
		Transfer Payroll Costs to Subledger Accounting
		Use UK Pay as You Earn Service
		Use UK Payroll Personal Deduction Service
		View Payroll Flow Based Analytics
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Cancel Payroll Payment
		Generate Payslips
		Make External Payroll Payment
		Make US IAT EFT Payments
		Reissue Payroll Payment
		Run US Deposit Advice
		Run US Direct Deposit Electronic Report
		Run US Third-Party Involuntary Deductions Initialization Extract
		Run US Third-Party Involuntary Payments Extract
		View Payroll Archive Results
		Void Payroll Payment
Payroll Payment Distribution Management	Manages payroll payment distribution.	Archive Periodic Employment Results
		Archive Periodic Payroll Results

Granted Role	Granted Role Description	Privilege
		Generate Check Payments
		Make EFT Payroll Payments
		Make Payroll Cash Payment
		Make Payroll Third Party Check Payments
		Run Payroll Payment Register Report
		Run Payroll Third-Party Payments Register
		Transfer Payroll Payments to Cash Management
		View Payroll Payment Transactions
Person View	Searches and views person related information.	Search Person
		View Person
		View Person Documentation
Subledger Accounting Manager	Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.	Create Subledger Journal Entry Batch
		Create Subledger Journal Entry Online
		Create Subledger Journal Entry for Third Party Merge
		Create Subledger Multiperiod and Accrual Reversal Entry
		Manage Subledger Journal Entry Manually
		Override Subledger Journal Entry
		Post Journal
		Post Subledger Journal Entry to General Ledger
		Purge Accounting Event Diagnostic Data
		Review Subledger Journal Entry
		Run Global Journals and Third Party Report
		Run Global Subledger Detail Journal Report
		Run Global Third Party Account Balance Report
		Run Global Third Party Balances Summary Report
		Run Global Third Party Detail and Balances Report
		Run Import Journals By Program Call
		Submit Account Analysis Report
		Submit Accounting Event Diagnostic Report
		Submit Journal Entries Report
		Submit Subledger Period

Granted Role	Granted Role Description	Privilege
		Close Exceptions Report
		Submit Third Party Balances Report
		Transfer Online Journal Entry to General Ledger
		Update Subledger Accounting Balance

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Payroll Manager**

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Payroll Manager can choose assignment grade for all grades in the enterprise	Role: Payroll Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
		Role: Payroll Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Payroll Manager can report assignment grade for grades in their grade security profile	Role: Payroll Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Payroll Manager can report assignment grade ladder for grades in their grade security profile	Role: Payroll Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Rate	A Payroll Manager can report assignment grade rate for grades in their grade security profile	Role: Payroll Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Business Unit	A Payroll Manager can choose business unit for business units in their organization security profile	Role: Payroll Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Payroll Manager can choose department for departments in their organization security profile	Role: Payroll Administrator Privilege: Choose Department (Data) Resource: Department
		Role: Payroll Manager Privilege: Choose Department (Data) Resource: Department
	A Payroll Manager can report department for departments in their organization security profile	Role: Payroll Transaction Analysis Privilege: Report Department (Data) Resource: Department
Fast Formula	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Fast Formula
	A Payroll Manager can manage fast formula for legislative data groups in their legislative data	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula

Business Object	Policy Description	Policy Store Implementation
	group security profile	
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
		Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HCM Extract Definition	A Payroll Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition
HCM Rate	A Payroll Manager can manage hcm rate for legislative data groups in their legislative data group security profile	Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate
HCM User-Defined Table	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table
HCM User-Defined Table User Column	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column
HCM User-Defined Table User Column Instance	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
		Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
HCM User-Defined Table User Row	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
		Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
HR Job	A Payroll Manager can choose hr job for all jobs in the enterprise	Role: Payroll Administrator Privilege: Choose HR Job (Data) Resource: HR Job
		Role: Payroll Manager Privilege: Choose HR Job (Data) Resource: HR Job
	A Payroll Manager can report hr job for jobs in their job security profile	Role: Payroll Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Ledger	A Payroll Manager can manage ledger for subledger for the posting ledgers for transactions that they are authorized.	Role: Subledger Accounting Manager Privilege: Manage Ledger for Subledger (Data) Resource: Ledger
Legal Employer	A Payroll Manager can choose legal employer for legal employers in their organization security profile	Role: Payroll Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer
	A Payroll Manager can report legal employer legal employers in their organization security profile	Role: Payroll Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Payroll Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
		Role: Payroll Manager Privilege: Choose Legislative Data Group (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Legislative Data Group
	A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Payroll Manager can choose location for all locations in the enterprise	Role: Payroll Administrator Privilege: Choose Location (Data) Resource: Location
		Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location
	A Payroll Manager can report location for locations in their location security profile	Role: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location
Organization Payment Method	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Organization Payment Method
	A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
		Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method
	A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Organization Payment Method
Organization Payment Method Usage	A Payroll Manager can manage payroll payment for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
		Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage
Party Tax Profile	A Payroll Manager can manage business unit party tax profile for the business units for which they are authorized	Role: Customer Account Inquiry Privilege: Manage Business Unit Party Tax Profile (Data) Resource: Business Unit
	A Payroll Manager can manage party tax profile for any party tax profile defined in the enterprise	Role: Legal Entities Administration Privilege: Manage Party Tax Profile (Data) Resource: Party Tax Profile
Payment Card	A Payroll Manager can view employee credit card for any	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data)

Business Object	Policy Description	Policy Store Implementation
	employee corporate cards in the enterprise	Resource: Payment Card
Payroll Action Context	A Payroll Manager can manage payroll process results for legal employers in their organization security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context
		Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context
		Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context
	A Payroll Manager can view payroll process results for legal employers in their organization security profile	Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context
		Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context
		Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context
Payroll Archive Information	A Payroll Manager can view payroll archive flexfield for people and assignments in their person and assignment security profile	Role: Payroll Payment Distribution Management Privilege: View Payroll Archive Flexfield (Data) Resource: Payroll Archive Information
Payroll Balance Category	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category
		Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Category
	A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category
		Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Category
Payroll Balance Classification	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data)
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Balance Classification
Payroll Balance Definition	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition
		Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Definition
	A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition
		Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
Payroll Balance Dimension	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
Payroll Balance Dimension Usage	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage
		Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data)
Payroll Balance Exception	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Resource: Payroll Balance Exception
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception
Payroll Balance Exception Report	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed
Payroll Balance Group	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group
Payroll Balance Group Attribute	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute
		Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute
Payroll Balance Group Attribute Default	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default
Payroll Balance Group Attribute Definition	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition
Payroll Balance Group Inclusion	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion
	A Payroll Manager can view payroll balance for legislative	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative data group security profile	Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion
Payroll Balance Group Usage	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage
Payroll Balance Group Usage Item	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage Item
Payroll Balance Result	A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result
		Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result
	A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result
		Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result
Payroll Balance Type	A Payroll Manager can manage payroll balance definition for legislative data groups in their	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Resource: Payroll Balance Type
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type
	A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Type
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type
Payroll Batch Header	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Batch Header
	A Payroll Manager can manage payroll batch loader for legislative data groups in their legislative data group security profile	Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header
	A Payroll Manager can view payroll batch loader for legislative data groups in their legislative data group security profile	Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header
Payroll Checklist	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist
	A Payroll Manager can manage payroll flow patten for legislative data groups in their	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation Role: Access Payroll Checklist Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Consolidation Group	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Consolidation Group
	A Payroll Manager can manage payroll definition for legislative data groups in their legislative	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group

Business Object	Policy Description	Policy Store Implementation
	data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group
Payroll Context Usage	A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
		Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage
	A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
		Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage
Payroll Cost Allocation	A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Allocation
	A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation
Payroll Cost Classification	A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Classification
	A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification
Payroll Cost Information	A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Information
	A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information
Payroll Cost Result	A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Cost Result
	A Payroll Manager can view person payroll process results for payrolls in their payroll	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process

Business Object	Policy Description	Policy Store Implementation
	security profile	Results (Data) Resource: Payroll Cost Result
Payroll Database Item Group	A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
		Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Payroll Deduction Allow Override	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override
Payroll Deduction Autoindirect	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect
Payroll Deduction Calculation	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation
Payroll Deduction Calculation Group	A Payroll Manager can manage payroll deduction for legislative	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative data group security profile	Resource: Payroll Deduction Calculation Group
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group
Payroll Deduction Calculation Method	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method
Payroll Deduction Calculation Part	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part
Payroll Deduction Calculation Type	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Resource: Payroll Deduction Calculation Type
		Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type
Payroll Deduction Calculation Unit	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit
Payroll Deduction Card	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card
Payroll Deduction Card Component Definition	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition
	A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Component Definition
Payroll Deduction Card Level	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Level
	A Payroll Manager can view payroll deduction group for legislative data groups in their	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	Resource: Payroll Deduction Card Level
Payroll Deduction Component Flex	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Component Flex
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Component Flex
Payroll Deduction Context Usage	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage
Payroll Deduction Flex Segment	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Segment
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Segment
Payroll Deduction Flex Usage	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Usage
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Usage
Payroll Deduction Override Usage	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Override Usage
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Override Usage
Payroll Deduction Range Item	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item

Business Object	Policy Description	Policy Store Implementation
	data group security profile	Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item
		Resource: Payroll Deduction Range Item
Payroll Deduction Report Use	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Type
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type
Payroll Definition	A Payroll Manager can choose payroll definition for payrolls in their payroll security profile	Role: Payroll Manager Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Payroll Manager can choose payroll for payrolls in their payroll security profile	Role: Payroll Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition
	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Definition

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition
	A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Classification	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification
	A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Classification
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification
Payroll Element Criteria	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria
Payroll Element Entry	A Payroll Manager can manage payroll element for people and assignments in their person and assignment security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Entry
	A Payroll Manager can view payroll element for people and	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
Payroll Element Link	assignments in their person and assignment security profile	Resource: Payroll Element Entry
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Entry
	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link
Payroll Element Run Result	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link
	A Payroll Manager can view payroll element for legal employers in their organization security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result
Payroll Element Status Processing Rule	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule
Payroll Element Sub Classification Rule	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification Rule

Business Object	Policy Description	Policy Store Implementation
Payroll Element Type	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type
	A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type
Payroll Entry Process Detail	A Payroll Manager can manage payroll person process results for legal employers in their organization security profile	Role: Payroll Payment Distribution Management Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Entry Process Detail
	A Payroll Manager can view person payroll process results for legal employers in their organization security profile	Role: Payroll Payment Distribution Management Privilege: View Person Payroll Process Results (Data) Resource: Payroll Entry Process Detail
Payroll Event	A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event
	A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event
Payroll Event Definition	A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition
	A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition
Payroll Event Group	A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	profile	Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group
	A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
Payroll Event Qualifier	A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier
	A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier
Payroll Event Value Change	A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
		Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change
	A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
		Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change
Payroll Flow Definition	A Payroll Manager can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile	Role: Payroll Manager Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Payroll Manager can choose payroll flow pattern for payroll flow patterns in their payroll flow pattern security profile	Role: Payroll Administrator Privilege: Choose Payroll Flow Pattern (Data) Resource: Payroll Flow Definition
	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Calculation Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition
	A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
Payroll Flow Definition Parameter	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Resource: Payroll Flow Definition
		Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Flow Definition Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
		Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter
Payroll Flow Definition Task	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Accounting Distribution Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Administration Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Calculation Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Checklist Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Regulatory and Tax Reporting Work Area
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition
		Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
		Role: Access Payment Distribution Work Area
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Accounting Distribution Work Area
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Administration Work Area
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Payroll Calculation Work Area
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task

Business Object	Policy Description	Policy Store Implementation
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction

Business Object	Policy Description	Policy Store Implementation
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction
Payroll Flow Definition Task Parameter	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Regulatory and Tax Reporting

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition Task Property	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Accounting Distribution Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Flow Definition Task Property
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property
Payroll Flow Instance	A Payroll Manager can manage payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Flow Instance
	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Payroll Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Instance
	A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	
	A Payroll Manager can view payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Flow Instance
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	Resource: Payroll Flow Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance
		Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
Payroll Flow Instance Interaction	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Calculation Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction
Payroll Flow Task Action	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Flow Task Action
		Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action

Business Object	Policy Description	Policy Store Implementation
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action
Payroll Flow Task Instance	A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance
	A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Payroll Checklist Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance
Payroll Frequency Rule	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule
Payroll Frequency Rule Period	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period
Payroll High Volume Report Block	A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Block
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Block
Payroll High Volume Report Category	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll High Volume Report Category
	A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Category
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category
Payroll High Volume Report Category	A Payroll Manager can manage payroll report for legislative	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data)

Business Object	Policy Description	Policy Store Implementation
Component	data groups in their legislative data group security profile	Resource: Payroll High Volume Report Category Component
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category Component
Payroll High Volume Report Format Mapping	A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping
Payroll High Volume Report Group	A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Group
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Group
Payroll High Volume Report Record	A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile	Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Record
	A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile	Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Record
Payroll Interface Inbound Record	A Payroll Manager can manage payroll interface inbound record for people and assignments in person and assignment security profile	Role: Manage Payroll Interface Inbound Records Privilege: Manage Payroll Interface Inbound Record (Data) Resource: Payroll Interface Inbound Record
Payroll Iterative Rule	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule
		Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule
Payroll Latest Balance	A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance
		Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data)

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile	Resource: Payroll Latest Balance
		Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance
		Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance
Payroll Object Group	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Object Group
	A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group
	A Payroll Manager can report payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Object Group (Data) Resource: Payroll Object Group
	A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Management Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
		Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group
Payroll Object Group Rule Type	A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type

Business Object	Policy Description	Policy Store Implementation
		Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
	A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Management Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
		Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type
Payroll Payment Cost Result	A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Cost Result
	A Payroll Manager can view person payroll process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Cost Result
Payroll Payment Result	A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Result
	A Payroll Manager can view person payroll process results for payrolls in their payroll security profile	Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Result
Payroll Period	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Period
	A Payroll Manager can manage payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
		Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
	A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period
	A Payroll Manager can view payroll definition for payrolls in their payroll security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period
Payroll Personal Deduction Component Relationship	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Component Relationship
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Component Relationship
Payroll Personal Deduction Definition	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Definition
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Definition
Payroll Process Action	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Process Action
	A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
		Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
		Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and

Business Object	Policy Description	Policy Store Implementation
	payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile	Balancing Management Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
		Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
		Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
	A Payroll Manager can view payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile	Role: Payroll Payment Distribution Administration Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action
Payroll Process Action Message Line	A Payroll Manager can manage payroll process results for payrolls in their payroll security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line
		Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line
	A Payroll Manager can view payroll process results for people and assignments in person and assignment security profile	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line
		Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line
Payroll Process Action Population Range	A Payroll Manager can manage payroll process results for people and assignments in person and assignment security profile	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range
		Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range
	A Payroll Manager can view payroll process results for payrolls in their payroll security profile	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Population Range
		Role: Payroll Interface Privilege: View Payroll Process Results

Business Object	Policy Description	Policy Store Implementation
		(Data) Resource: Payroll Process Action Population Range
Payroll Processing Rule	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule
Payroll Relationship	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship
	A Payroll Manager can manage payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Relationship
	A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Completeness Confirmation Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Management Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
		Role: View Payslip Privilege: Manage Payroll Person Process

Business Object	Policy Description	Policy Store Implementation
		Results (Data) Resource: Payroll Relationship
	A Payroll Manager can manage payroll personal calculation card for people and assignments in their person and assignment security profile.	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Personal Calculation Card (Data) Resource: Payroll Relationship
	A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Adjust Individual Payroll Balance Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Costing for a Person Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Element Entry Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Distribution Calculation Management Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship
	A Payroll Manager can manage payroll third-party person payment method for people and assignments in their person and assignment security profile	Role: Manage Payroll Third-Party Person Payment Method Privilege: Manage Payroll Third-Party Person Payment Method (Data) Resource: Payroll Relationship
	A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship
	A Payroll Manager can report person process result for people and assignments in person and assignment security profile	Role: Payroll Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship
	A Payroll Manager can view payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and	Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
	assignment security profile and for payroll statutory units in their organization security profile	
	A Payroll Manager can view payroll personal calculation card for people and assignments in their person and assignment security profile.	Role: Manage Payroll Calculation Cards Privilege: View Payroll Personal Calculation Card (Data) Resource: Payroll Relationship
	A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Adjust Individual Payroll Balance Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Costing for a Person Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Element Entry Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Distribution Calculation Management Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Administration Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
		Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
	A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Payroll Completeness Confirmation Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
		Role: Payroll Payment Distribution Management Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
		Role: View Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship
Payroll Relationship Group	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship Group
	A Payroll Manager can manage payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group
	A Payroll Manager can view payroll relationship for legal employers in their organization security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group
Payroll Retropay Component Usage	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage
Payroll Retropay Definition	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Retropay Definition
Payroll Retropay Element Span Usage	A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
		Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
		Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage
Payroll Rule	A Payroll Manager can manage	Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
	payroll costing for legislative data groups in their legislative data group security profile	Privilege: Manage Payroll Costing (Data) Resource: Payroll Rule
	A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule
Payroll Run Balance Validation	A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation
		Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation
	A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile	Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation
		Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation
Payroll Run Type	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Run Type
	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type
	A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Run Type
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type
Payroll Run Type Classification Rule	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
	A Payroll Manager can view	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	payroll definition for legislative data groups in their legislative data group security profile	Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule
Payroll Run Type Element Type Usage	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage
Payroll Run Type Organization Method	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method
Payroll Run Type Usage	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Payroll Manager can choose payroll process and report parameters for legislative data	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report

Business Object	Policy Description	Policy Store Implementation
	groups in their legislative data group security profile	Parameters (Data) Resource: Payroll Statutory Unit
	A Payroll Manager can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Payroll Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
		Role: Payroll Manager Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Payroll Task	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Payroll Checklist Work Area

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task
Payroll Task Parameter	A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter
	A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
		Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter
	A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Task Parameter
		Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter
Payroll Taxability Rule	A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
		Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule
	A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
		Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule
Payroll Template Rule Group	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
Payroll Template Rule Group Usage	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage
Payroll Template Solution	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Template Solution

Business Object	Policy Description	Policy Store Implementation
	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
Payroll Template Solution Classification Usage	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage
Payroll Template Solution Column Information	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information
Payroll Template Solution Column Instance	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance
Payroll Template Solution Design Pattern	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
		Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern
Payroll Template Solution Entity Rule Usage	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage
Payroll Template Solution Functional Area	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area
Payroll Template Solution Pattern Entity Usage	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage
Payroll Template Solution Pattern Rule Usage	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage
Payroll Template Solution Pattern Selection	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern

Business Object	Policy Description	Policy Store Implementation
		Selection
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection
Payroll Template Solution Row Instance	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance
Payroll Template Solution Rule	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule
Payroll Template Solution Rule Dependency	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency
Payroll Template Solution Table Information	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information

Business Object	Policy Description	Policy Store Implementation
Payroll Template Solution Table Relation	A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
		Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
		Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation
Payroll Time Definition	A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
		Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition
	A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
		Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition
Payroll Time Period Type	A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Time Period Type
Payroll Usage	A Payroll Manager can manage payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage
	A Payroll Manager can view payroll relationship for payroll flows in their payroll flow security profile	Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage
Person	A Payroll Manager can report person for persons and assignments in their person and assignment security profile	Role: Payroll Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Payroll Manager can search person live for persons and assignments in their person and assignment security profile	Role: Person View Privilege: Search Person Live (Data) Resource: Person
	A Payroll Manager can view person for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person (Data) Resource: Person
Person Contact	A Payroll Manager can view person contact for persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Contact (Data) Resource: Person Contact
Person Disability	A Payroll Manager can view person disability for persons and assignments in their person	Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability

Business Object	Policy Description	Policy Store Implementation
	and assignment security profile	
Person Documentation	A Payroll Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Person View Privilege: View Person Documentation (Data) Resource: Person Documentation
Person National Identifier	A Payroll Manager can view person national identifier for persons and assignments in their person and assignment security profile	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Personal Payment Method	A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
		Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method
	A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method
	A Payroll Manager can manage personal payment method for people and assignments in their person and assignment security profile	Role: Manage Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method
	A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Personal Payment Method
	A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
		Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method
Position	A Payroll Manager can choose position for positions in their position security profile	Role: Payroll Administrator Privilege: Choose Position (Data) Resource: Position
		Role: Payroll Manager Privilege: Choose Position (Data) Resource: Position
	A Payroll Manager can report position for positions in their position security profile	Role: Payroll Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Payroll Manager can report public person for persons and assignments in their person and assignment security profile	Role: Payroll Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
Subledger Accounting Balance	A Payroll Manager can manage subledger accounting balance for the subsidiaries or management segment values whose account balance they manage	Role: Subledger Accounting Manager Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance
Subledger Application	A Payroll Manager can manage subledger application for the owning oracle fusion accounting generating subledger application.	Role: Subledger Accounting Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application
Subledger Application Setup	A Payroll Manager can manage subledger application setup for the subledger application data created by oracle fusion global payroll	Role: Payroll Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application Setup
Subledger Application Transaction	A Payroll Manager can manage subledger application transaction for subledger accounting data for payrolls in their payroll security profile	Role: Payroll Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Application Transaction
Subledger Journal Entry	A Payroll Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized	Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry
Subledger Ledger Attribute	A Payroll Manager can manage subledger ledger attribute for ledgers that are derived from payrolls in their payroll security profile	Role: Payroll Manager Privilege: Manage Ledger for Subledger (Data) Resource: Subledger Ledger Attribute
Subledger Source Transaction	A Payroll Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized	Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction
Tax Exemption	A Payroll Manager can manage tax exemption for the tax setup applicable to the business units for which they are responsible	Role: Customer Account Inquiry Privilege: Manage Tax Exemption (Data) Resource: Business Unit
Tax Reporting Unit	A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile A Payroll Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Tax Reporting Unit
		Role: Payroll Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
		Role: Payroll Manager Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry

Business Object	Policy Description	Policy Store Implementation
Customer Account	customer account for all customer accounts in the enterprise	Privilege: View Customer Account (Data) Resource: Trading Community Customer Account
Trading Community Customer Account Relationship	A Payroll Manager can view customer account relationship for all customer account relationships in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Relationship (Data) Resource: Trading Community Customer Account Relationship
Trading Community Customer Account Site	A Payroll Manager can view customer account site for all customer account sites in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Site (Data) Resource: Trading Community Customer Account Site
Trading Community Customer Account Site Use	A Payroll Manager can view customer account site use for all customer account site uses in the enterprise	Role: Customer Account Inquiry Privilege: View Customer Account Site Use (Data) Resource: Trading Community Customer Account Site Use
Trading Community Organization Party	A Payroll Manager can view trading community organization for all organizations in the enterprise	Role: Customer Account Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
		Role: Payroll Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Payroll Manager can view trading community person for all people in the enterprise	Role: Customer Account Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
		Role: Payroll Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Relationship	A Payroll Manager can view trading community relationship for all trading community relationships in the enterprise	Role: Customer Account Inquiry Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
		Role: Payroll Administrator Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship

Privacy

Data security policies for Privacy for the job role **Payroll Manager**

Business Object	Policy Description	Policy Store Implementation
Party Tax Profile	A Payroll Manager can manage party tax profile for any party tax profile defined in the enterprise	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile (Data) Resource: Party Tax Profile
	A Payroll Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise.	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Party Tax Profile
Tax Registration	A Payroll Manager can manage tax registration for any tax registration defined in the enterprise	Role: Customer Account Inquiry Privilege: Manage Tax Registration (Data) Resource: Tax Registration
Withholding Party Tax Profile	A Payroll Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise.	Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Withholding Party Tax Profile

Abstract Role: Power Recruiter

Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Power Recruiter has permissions on most features and functions within the Recruiting Center, but has limited ability to manage libraries and templates. Depending on specific needs of each organization, you may duplicate this user type, add, or remove permissions. This default user type provides a good starting point for other recruiting management roles.

Privileges

Privileges granted to duties of the abstract role **Power Recruiter**.

Granted Role	Granted Role Description	Privilege
Power Recruiter	Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Power Recruiter has permissions on most features and functions within the Recruiting Center, but has limited ability to manage libraries and templates. Depending on specific needs of each organization, you may duplicate this user type, add, or remove permissions. This default user type provides a good starting point for other recruiting management roles.	Access Oracle Taleo Recruiting Cloud Service

Job Role: Recruiting Administrator

Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has permissions on almost all recommended features and functions in the Recruiting and Configuration centers.

Duties

Duties assigned directly and indirectly to the job role **Recruiting Administrator**

Duty Role	Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.

Role Hierarchy

Roles inherited directly and indirectly by the job role **Recruiting Administrator**

Inherited Roles
Recruiting Administrator Functional Setups

Privileges

Privileges granted to duties of the job role **Recruiting Administrator**.

Granted Role	Granted Role Description	Privilege
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Recruiting Administrator	Supports integration with Oracle Taleo Recruiting Cloud Service, identifies workers with responsibilities in Oracle Taleo Recruiting Cloud Service, but without privileges in HCM. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has permissions on almost all recommended features and functions in the Recruiting and Configuration centers.	Access Oracle Taleo Recruiting Cloud Service
		Manage Application Attachment Category
		Manage Geography Tree
		Manage Job Requisition Templates
		Manage Organization Tree
		Manage Questionnaire Templates
		Manage Questionnaires
		Manage Questions
		Manage Recruiting Administration
		Manage Talent Profile Rating Model

Job Role: Time and Labor Administrator

Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.

Duties

Duties assigned directly and indirectly to the job role **Time and Labor Administrator**

Duty Role	Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
Time and Labor Transaction Analysis	Analyzes Time and Labor transactional information.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information

Role Hierarchy

Roles inherited directly and indirectly by the job role **Time and Labor Administrator**

Inherited Roles
Time and Labor Administrator Analyze Time Rule Processing Details Functional Setups User Functional Setups Manage Fast Formula Manage Worker Time Entry Setup Profile Manage Worker Time Processing Profile Time and Labor Transaction Analysis Workforce Scheduling Transaction Analysis

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Time and Labor Administrator**

Aggregate Privilege	Description
Analyze Time Rule Processing Details	Manages setup and maintenance of time rule processing details.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Worker Time Entry Setup Profile	Creates and updates an association of a layout set and time entry actions to control access to any time entries.
Manage Worker Time Processing Profile	Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time.

Privileges

Privileges granted to duties of the job role **Time and Labor Administrator**.

Granted Role	Granted Role Description	Privilege
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.	Access Time Management Work Area
		Create Time Card
		Enter Project Unprocessed Expenditure Batch
		Evaluate HCM Group Membership
		Export Time Device Configuration
		Generate Time Attributes in Data Dictionary
		Generate Time Card Fields
		Generate Time Cards from Time Collection Devices
		Manage Application Common Lookup
		Manage Application Flexfield Value Set
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Custom Time Attributes
		Manage HCM Groups
		Manage Repeating Time Periods
		Manage Scheduler Profiles
		Manage Shift Properties
		Manage Time Card Fields
		Manage Time Categories
		Manage Time Consumer Sets
		Manage Time Device Configuration
		Manage Time Layout Sets
		Manage Time Repository Rule Sets
		Manage Time Repository Rule Templates
		Manage Time Repository Rules
		Resolve Time Cards with Transfer Failures

Granted Role	Granted Role Description	Privilege
		Review Incomplete Time Transfer Processes
		View HCM Groups

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Time and Labor Administrator

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Time And Labor Administrator can choose assignment grade for all grades in the enterprise	Role: Time and Labor Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Time and Labor Administrator can report assignment grade for all grades in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Business Unit	A Time And Labor Administrator can choose business unit for business units in their organization security profile	Role: Time and Labor Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Time And Labor Administrator can choose department for departments in their organization security profile	Role: Time and Labor Administrator Privilege: Choose Department (Data) Resource: Department
	A Time and Labor Administrator can report department for departments in their organization security profile	Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department
Fast Formula	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Time and Labor	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HR Job	A Time And Labor Administrator can choose hr job for all jobs in the enterprise	Role: Time and Labor Administrator Privilege: Choose HR Job (Data) Resource: HR Job
	A Time and Labor Administrator can report hr job for all jobs in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Time And Labor	Role: Time and Labor Administrator

Business Object	Policy Description	Policy Store Implementation
	Administrator can choose legal employer for legal employers in their organization security profile	Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Time And Labor Administrator can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Time and Labor Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Time and Labor Administrator can report location for all locations in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location
Payroll Database Item Group	A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Person	A Time and Labor Administrator can report person for persons and assignments in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Time and Labor Administrator can search person live for persons and assignments in their person and assignment security profile	Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person
		Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person
Position	A Time and Labor Administrator can report position for positions in their position security profile	Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Time And Labor Administrator can choose public person for persons and assignments in their person and assignment security profile	Role: Time and Labor Administrator Privilege: Choose Public Person (Data) Resource: Public Person
Time Record	A Time and Labor Administrator can report time and labor for people in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record
Time Rule Set Processing Run	A Time and Labor Administrator can search and analyze time card for persons and assignments in their person and assignment security profile	Role: Analyze Time Rule Processing Details Privilege: Search and Analyze Time Card (Data) Resource: Time Rule Set Processing Run

Job Role: Time and Labor Manager

Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.

Duties

Duties assigned directly and indirectly to the job role **Time and Labor Manager**

Duty Role	Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
Time Card Management	Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card.
Time and Labor Transaction Analysis	Analyzes Time and Labor transactional information.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information

Role Hierarchy

Roles inherited directly and indirectly by the job role **Time and Labor Manager**

Inherited Roles
Time and Labor Manager Analyze Time Rule Processing Details Generate Time Card Generate Time Entry Generate Time Event Manage Time Entry Manage Time Event Time Card Management Time and Labor Administrator Analyze Time Rule Processing Details Functional Setups User Functional Setups Manage Fast Formula Manage Worker Time Entry Setup Profile Manage Worker Time Processing Profile Time and Labor Transaction Analysis Workforce Scheduling Transaction Analysis Time and Labor Transaction Analysis Workforce Scheduling Transaction Analysis

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the job role **Time and Labor Manager**

Aggregate Privilege	Description
Analyze Time Rule Processing Details	Manages setup and maintenance of time rule processing details.
Generate Time Card	Generates time cards.

Aggregate Privilege	Description
Generate Time Entry	Generates time entries.
Generate Time Event	Generates time events.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Time Entry	Manages time entries.
Manage Time Event	Manages time events.
Manage Worker Time Entry Setup Profile	Creates and updates an association of a layout set and time entry actions to control access to any time entries.
Manage Worker Time Processing Profile	Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time.

Privileges

Privileges granted to duties of the job role **Time and Labor Manager**.

Granted Role	Granted Role Description	Privilege
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Time Card Management	Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card.	Manage Time Cards by Administrator
		Mass Approve Time Cards
		Withdraw Pending Approval Notifications
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.	Access Time Management Work Area
		Create Time Card
		Enter Project Unprocessed Expenditure Batch
		Evaluate HCM Group Membership
		Export Time Device Configuration
		Generate Time Attributes in Data Dictionary
		Generate Time Card Fields
		Generate Time Cards from Time Collection Devices
		Manage Application Common Lookup
		Manage Application Flexfield Value Set
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Custom Time Attributes
		Manage HCM Groups

Granted Role	Granted Role Description	Privilege
		Manage Repeating Time Periods
		Manage Scheduler Profiles
		Manage Shift Properties
		Manage Time Card Fields
		Manage Time Categories
		Manage Time Consumer Sets
		Manage Time Device Configuration
		Manage Time Layout Sets
		Manage Time Repository Rule Sets
		Manage Time Repository Rule Templates
		Manage Time Repository Rules
		Resolve Time Cards with Transfer Failures
		Review Incomplete Time Transfer Processes
		View HCM Groups
Time and Labor Manager	Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.	Access Time Management Work Area
		Enter Project Unprocessed Expenditure Batch
		Manage Planned Schedule
		Manage Time Repository Rule Sets
		Manage Time Repository Rules
		Resolve All Exceptions by Worker
		Resolve Badge Exceptions
		View Published Schedule

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Time and Labor Manager**

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Time And Labor Manager can choose assignment grade for all grades in the enterprise	Role: Time and Labor Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Time and Labor Manager can choose assignment grade for all grades in the enterprise	Role: Time and Labor Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
	A Time and Labor Manager can report assignment grade for all grades in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Business Unit	A Time And Labor Manager can choose business unit for	Role: Time and Labor Manager Privilege: Choose Business Unit Organization

Business Object	Policy Description	Policy Store Implementation
	business units in their organization security profile	(Data) Resource: Business Unit
	A Time and Labor Manager can choose business unit organization for business units in their organization security profile	Role: Time and Labor Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Department	A Time And Labor Manager can choose department for departments in their organization security profile	Role: Time and Labor Manager Privilege: Choose Department (Data) Resource: Department
	A Time and Labor Manager can choose department for departments in their organization security profile	Role: Time and Labor Administrator Privilege: Choose Department (Data) Resource: Department
	A Time and Labor Manager can report department for departments in their organization security profile	Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department
Fast Formula	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula
Fast Formula Context	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context
Fast Formula Function	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function
Fast Formula Global	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Time and Labor Manager can	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	manage fast formula for legislative data groups in their legislative data group security profile	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route
Fast Formula Type Context Usage	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity
HR Job	A Time And Labor Manager can choose hr job for all jobs in the enterprise	Role: Time and Labor Manager Privilege: Choose HR Job (Data) Resource: HR Job
	A Time and Labor Manager can choose hr job for all jobs in the enterprise	Role: Time and Labor Administrator Privilege: Choose HR Job (Data) Resource: HR Job
	A Time and Labor Manager can report hr job for all jobs in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Legal Employer	A Time And Labor Manager can choose legal employer for legal employers in their organization security profile	Role: Time and Labor Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer
	A Time and Labor Manager can choose legal employer for legal employers in their organization security profile	Role: Time and Labor Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Time And Labor Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Time and Labor Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
	A Time and Labor Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Time and Labor Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Location	A Time and Labor Manager can report location for all locations in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Location (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Location
Payroll Database Item Group	A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group
	A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile	Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group
Person	A Time and Labor Manager can report person for persons and assignments in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person
	A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile	Role: Manage Time Entry Privilege: Search Person Live (Data) Resource: Person
		Role: Manage Time Event Privilege: Search Person Live (Data) Resource: Person
		Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person
		Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person
		Role: Time Card Management Privilege: Search Person Live (Data) Resource: Person
Position	A Time and Labor Manager can report position for positions in their position security profile	Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Person	A Time And Labor Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Time and Labor Manager Privilege: Choose Public Person (Data) Resource: Public Person
	A Time and Labor Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Time and Labor Administrator Privilege: Choose Public Person (Data) Resource: Public Person
Time Card	A Time and Labor Manager can generate time cards for persons and assignments in their person and assignment security profile	Role: Generate Time Card Privilege: Generate Time Cards (Data) Resource: Time Card
Time Entry	A Time and Labor Manager can generate time entries for persons and assignments in their person and assignment security profile	Role: Generate Time Entry Privilege: Generate Time Entries (Data) Resource: Time Entry
	A Time and Labor Manager can manage time entries for persons	Role: Manage Time Entry Privilege: Manage Time Entries (Data)

Business Object	Policy Description	Policy Store Implementation
	and assignments in their person and assignment security profile	Resource: Time Entry
	A Time and Labor Manager can search time entries for persons and assignments in their person and assignment security profile	Role: Manage Time Entry Privilege: Search Time Entries (Data) Resource: Time Entry
Time Event	A Time and Labor Manager can generate time events for persons and assignments in their person and assignment security profile	Role: Generate Time Event Privilege: Generate Time Events (Data) Resource: Time Event
	A Time and Labor Manager can manage time events for persons and assignments in their person and assignment security profile	Role: Manage Time Event Privilege: Manage Time Events (Data) Resource: Time Event
	A Time and Labor Manager can search time events for persons and assignments in their person and assignment security profile	Role: Manage Time Event Privilege: Search Time Events (Data) Resource: Time Event
Time Record	A Time and Labor Manager can report time and labor for people in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record
Time Record Group Summary	A Time and Labor Manager can manage time cards for persons and assignments in their person and assignment security profile	Role: Time Card Management Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary
	A Time and Labor Manager can search time cards for persons and assignments in their person and assignment security profile	Role: Time Card Management Privilege: Search Time Cards (Data) Resource: Time Record Group Summary
Time Rule Set Processing Run	A Time and Labor Manager can search and analyze time card for persons and assignments in their person and assignment security profile	Role: Analyze Time Rule Processing Details Privilege: Search and Analyze Time Card (Data) Resource: Time Rule Set Processing Run

Unassigned Duties

Human Capital Management offering duties defined but not assigned to any job or abstract role in the reference implementation.

Duty Role	Role Description
Absence Certification Evaluation Scheduling	Schedules the certification process, which assesses certification statuses and due dates.
Absence Entry Through Calendar	Creates an absence record through the calendar.
All Integration Points - All Data	Allows access to all web services and a full access to all data in Oracle Fusion Applications . This role must never be granted to any other role or individual. It is for integration purposes only.
Dutch Person Hiring	Dutch Person Hiring Duty
Employment Action Reason Search	Searches employment actions and action reasons.
Employment Action Reason Selection	Filters the action reason list of values.
Employment Action Type Search	Searches action types.

Duty Role	Role Description
Employment Action Type Selection	Filters action type list of values.
HCM Integration Administration	Perform administration tasks for HCM related integration activities. Activities include administering HCM Connect integration flows, creating flow components, scheduling flows, and monitoring and administering the integration flows.
Human Resources Workforce Structures Administration	Administers positions, locations, jobs, grades and HR organizations. This role does not have any privileges associated directly but inherits the privileges from other duty roles. This role is associated with the HR application administrator typically.
Payroll Time Card Validation	Allows access to the payroll time card validation service that verifies the time card data entered prior to batch upload.
Workforce Profile Content Type Data Security Policies	Delivers template data security policies for seeded HCM profile content types. Do not assign to users.