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

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

Aggregate Privileges.	
Privileges.	<u>119</u>
Data Security Policies.	<u>119</u>
Job Role: Compensation Manager	122
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	
Privileges	
Data Security Policies.	<u>125</u>
Job Role: Compensation Specialist	132
Role Hierarchy.	
Aggregate Privileges.	
Privileges.	<u>132</u>
Data Security Policies.	<u>132</u>
Abstract Role: Contingent Worker	<u>134</u>
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	<u>136</u>
<u>Privileges</u>	<u>138</u>
<u>Data Security Policies</u>	<u>141</u>
Abstract Role: Employee	<u>152</u>
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	
Privileges.	<u>156</u>
<u>Data Security Policies</u>	<u>160</u>
Job Role: Employee Help Desk Analyst	<u>175</u>
Abstract Role: Executive Manager.	
Privileges	
Job Role: Human Capital Management Application Adminis	
177	<u>Mutor</u>
	477
<u>Duties</u>	
Role Hierarchy	
Privileges	
Data Security Policies.	
Job Role: Human Capital Management Integration Specialis	
<u>Duties</u>	
Role Hierarchy	
Aggregate Privileges. Privileges.	
Data Security Policies.	
Job Role: Human Resource Analyst	
<u>Duties</u> Role Hierarchy	235
NOIC THOUGHT!	∠Ji

Aggregate Privileges.	<u>236</u>
Privileges.	
<u>Data Security Policies</u>	<u>238</u>
Job Role: Human Resource Manager	<u>250</u>
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	
Privileges.	
<u>Data Security Policies</u>	
Job Role: Human Resource Specialist	<u>297</u>
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	<u>300</u>
Privileges.	
<u>Data Security Policies</u>	
Job Role: Human Resources VP	<u>345</u>
Duties	
Role Hierarchy.	
Abstract Role: Line Manager	
Duties	
Role Hierarchy.	
Aggregate Privileges.	
Privileges.	
Data Security Policies.	
Job Role: Payroll Administrator	370
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	
Privileges	
Data Security Policies.	<u>378</u>
Job Role: Payroll Manager	411
<u>Duties</u>	
Role Hierarchy.	
Aggregate Privileges.	
Privileges.	<u>415</u>
Data Security Policies.	
Privacy	<u>486</u>
Abstract Role: Power Recruiter	487
Privileges	
Job Role: Recruiting Administrator	
<u>Duties</u>	
Role Hierarchy.	
Privileges.	
Job Role: Time and Labor Administrator	
<u>Duties</u>	<u>489</u>

Role Hierarchy	<u>489</u>
Aggregate Privileges.	
Privileges.	
Data Security Policies.	
Job Role: Time and Labor Manager	
<u>Duties</u>	
Role Hierarchy	
Aggregate Privileges.	
Privileges	
Data Security Policies.	
Unassigned Duties.	

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 <u>Oracle Applications Customer Connect</u> 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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Please give us feedback about Oracle Applications Help and guides! You can send e-mail to: <u>oracle fusion applications help ww grp@oracle.com</u>.

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

Granted Role	Privilege	Description
	Synchronize Line Manager	Allows synchronization of the line
	Hierarchy	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	Allows rolling back of the last
	Run	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	Allows administrators to run
	Report	accrual plan enrollment reports to
		list workers enrolled in accrual
		plans.
	Run Australian Workplace	
	Gender Profile Report	
	Run Person Absence Entry	Allows administrators to run
	Report	absence entry reports to list
		absences of workers by absence
		type.
	Synchronize Line Manager	Allows synchronization of the line
	Hierarchy	manager hierarchy from the HCM
I 'm Managan	A Tu 1: 11 -1	position hierarchy.
Line Manager	Approve Individual	Review and approve proposed
	Compensation Award	individual compensation awards. Review and approve proposed
	Approve Salary Updates	
Payroll Administrator	Run Australian Workplace	salary changes.
Payron Administrator		
Pending Worker Addition and	Gender Profile Report Correct Oracle Taleo Recruiting	Allows correction of errors found
Hire	Candidate Import Errors	during pending workers import.
Time	Edit Pending Worker	Allows users to correct pending-
	Edit Felidilig Worker	worker records.
Recruiting Administrator	Manage Job Requisition	Allows to manage the job
Recruiting Administrator	Templates	requisition template.
	Manage Recruiting	Allows to manage the setup tasks
	Administration	related to recruiting.
Workforce Structures	Manage Assignment Flexfield	Allows mapping of workforce
Management	Mapping	structures' flexfields to a worker's
Trainagoment		assignment flexfields.
	Manage HCM Position	Allows management of the HCM
	Hierarchy	position hierarchy.
	1110141011	position merureny.

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	Access Oracle Taleo
	Recruiting Cloud Service, identifies	Recruiting Cloud Service
	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.	

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	Manages benefits processes and reports.
Administration	
Benefits Self Service Setup	Manages benefits self service setup.
Benefits Setup	Manages benefits setup.
FSCM Load Interface	Manages load interface file for import
Administration	
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	Manages all payroll setup definitions required by other HCM
Implementation	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	Define Absence Plans
	using the Oracle Fusion Functional Setup	Manage Absence
	Manager.	Entitlement Band
		Manage Benefit Eligibility

15

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	Archive US End-of-Year
Delicitis Administrator	business objects and batch processes.	ACA Information
	business objects and batch processes.	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	Manages administration of employee	Close Action Items
Maintenance	population using the professional pages	Define Benefit Participant
	and batch processes.	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 Managa Panafit Futuat
		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 Process
		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
		Enrollment Result
		View Person Life Event
Benefits Management	Manages benefits implementation setup	Define Benefit Activity
Implementer	using the Oracle Fusion Functional Setup	Base Rate
	Manager.	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 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
		1. Indiago Deliciti I iuli I ype

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 Analytics
		View Person Life Event
Benefits Process and Report	Manages benefits processes and reports.	Export Eligibility Profile
Administration	wianages benefits processes and reports.	
Aummsuanon		Import Eligibility Profile
		Manage Benefit Extract
		Process
		Manage Benefit
		Maintenance Batch
		Reporting
		Manage Benefit
		L continuention armost
		configuration export
		Manage Benefit
		Manage Benefit configuration import
		Manage Benefit configuration import Manage Reopen Life Events
		Manage Benefit configuration import
		Manage Benefit configuration import Manage Reopen Life Events Prepare Benefit Participant Potential Life Event
		Manage Benefit configuration import Manage Reopen Life Events Prepare Benefit Participant

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
		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	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
HCM Extract Definition	Grants access to the extract definition	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Payee Bank Account	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	Accounts
		Manage External Payee
		Payment Details
		Manage Third Party Bank
		Account
		View Third Party Bank
D II C HOM	3.6 11 11 1 1 C' '.'	Account
Payroll Common HCM	Manages all payroll setup definitions	Manage HCM User-Defined
Implementation	required by other HCM products.	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 Fayron Kun 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,	Manage HR Checklist
	checklists, and document types.	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
Parson Monogament	Managas parson related data such as	
Person Management	Manages person related data such as name, address, communications,	Manage Person Search Person
	documentation, and others. This role is	Search Person
	associated with the HR specialist.	
	associated with the THE specialist.	

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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Benefit Eligible Dependent
		(Data)
D (1) F1 . 11 G1 .	1.5	Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Administrator can	Role: Benefits Elections
	manage benefit electable choice for people and assignments in	Privilege: Manage Benefit Electable Choice
	their person and assignment	(Data) Resource: Benefit Electable Choice
	security profile	Role: Benefits Enrollment Maintenance
	security prome	Privilege: Manage Benefit Electable Choice
		(Data)
		Resource: Benefit Electable Choice
Benefit Eligible	A Benefits Administrator can	Role: Benefits Elections
Dependent	manage benefit eligible	Privilege: Manage Benefit Eligible Dependent
	dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Eligible Dependent
	assignment security profile	Role: Benefits Enrollment Maintenance
		Privilege : Manage Benefit Eligible Dependent
		(Data)
D C. El. 11 D	A.D. Ci. A.L.	Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Administrator can	Role: Benefits Elections
	manage benefit eligible person for people and assignments in	Privilege: Manage Benefit Eligible Person (Data)
	their person and assignment	Resource: Benefit Eligible Person
	security profile	Role: Benefits Enrollment Maintenance
	J P	Privilege: Manage Benefit Eligible Person
		(Data)
		Resource: Benefit Eligible Person
Benefit Note	A Benefits Administrator can	Role: Benefits Enrollment Maintenance
	manage benefit note for people	Privilege: Manage Benefit Note (Data)
	and assignments in their person	Resource: Benefit Note
D (". 0 . i	and assignment security profile	
Benefit Option	A Benefits Administrator can	Role: Benefits Enrollment Maintenance
	manage person life event for legal employers in their	Privilege: Manage Person Life Event (Data)
	organization security profile	Resource: Benefit Option
Benefit Participant	A Benefits Administrator can	Role: Benefits Elections
Enrollment Result	review benefit participant	Privilege: Review Benefit Participant
	enrollment result for people and	Enrollment Result (Data)
	assignments in their person and	Resource: Benefit Participant Enrollment
	assignment security profile	D 1
i	assignment security prome	Result
	ussignment security prome	Role: Benefits Enrollment Maintenance
	assignment security prome	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant
	assignment security prome	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data)
	assignment security prome	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment
		Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
	A Benefits Administrator can	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance
	A Benefits Administrator can view worker benefits portrait	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card
	A Benefits Administrator can view worker benefits portrait card for people and	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data)
	A Benefits Administrator can view worker benefits portrait card for people and assignments in their person and	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment
Benefit Person Benefit	A Benefits Administrator can view worker benefits portrait card for people and	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result
Benefit Person Benefit Group	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: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance
	A Benefits Administrator can view worker benefits portrait card for people and assignments in their person and assignment security profile A Benefits Administrator can	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (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 A Benefits Administrator can manage benefit person benefit	Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Benefit Person Benefit
		Group
		Resource: Benefit Person Benefit Group
Benefit Plan Beneficiary	A Benefits Administrator can	Role: Benefits Enrollment Maintenance
Designation	manage plan beneficiary	Privilege: Manage Plan Beneficiary
	designation for legal employers	Designation (Data)
	in their organization security	Resource: Benefit Plan Beneficiary
	profile	Designation
Benefit Relation	A Benefits Administrator can	Role: Benefits Elections
	manage benefit relation for	Privilege: Manage Benefit Relation (Data)
	people and assignments in their	Resource: Benefit Relation
	person and assignment security profile	Role: Benefits Enrollment Maintenance
	prome	Privilege: Manage Benefit Relation (Data)
D. Carre Hair	A. D Cita. A. Incinintanton and	Resource: Benefit Relation
Business Unit	A Benefits Administrator can	Role: Benefits Administrator
	choose business unit for business units in their	Privilege : Choose Business Unit Organization
	organization security profile	(Data)
Demonture and		Resource: Business Unit
Department	A Benefits Administrator can	Role: Benefits Administrator
	choose department for departments in their	Privilege: Choose Department (Data)
	organization security profile	Resource: Department
Fast Formula	A Benefits Administrator can	Role: Manage Fast Formula
1 ast 1 officia	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	Resource. I ast I official
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula
	data group security profile	
Fast Formula Context	A Benefits Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Context
Fast Formula Function	data group security profile A Benefits Administrator can	Poles Managa Fast Formula
Tast Formula Function	manage fast formula for	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data group security	Resource. Past Pormula Punction
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Function
	data group security profile	
Fast Formula Global	A Benefits Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
, and the second	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Global
	data group security profile	
Fast Formula Route	A Benefits Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	Resource. Tust I official Route
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Route
	data group security profile	
Fast Formula Type	A Benefits Administrator can	Role: Manage Fast Formula
Context Usage	manage fast formula for	Privilege : Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	, i
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Type Context Usage
	data group security profile	
Fast Formula User Entity	A Benefits Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula User Entity
7707.57	data group security profile	
HCM Extract Definition	A Benefits Administrator can	Role: HCM Extract Definition
	manage hcm extract definition	Privilege: Manage HCM Extract Definition
	for extract definitions in a	(Data)
	legislative data group in their	Resource: HCM Extract Definition
	legislative data group security profile	
HCM Rate	A Benefits Administrator can	Deley Manage HCM Deter
HCM Kate	manage hcm rate for legislative	Role: Manage HCM Rates
	data groups in their legislative	Privilege: Manage HCM Rate (Data)
	data group security profile	Resource: HCM Rate
HCM User-Defined	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Table	manage fast formula for	Privilege: Manage Fast Formula (Data)
Tuole	legislative data groups in their	Resource: HCM User-Defined Table
	legislative data group security	Resource. Treivi Osci-Defined Table
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: HCM User-Defined Table
	data group security profile	Trestated Hely Ober Defined Tubic
HCM User-Defined	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Table User Column	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Column
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	Tow fust formula for legislative	1 11 110ge. View Past Politicia (Data)

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative	Resource: HCM User-Defined Table User
	data group security profile	Column
HCM User-Defined	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Table User Column	manage fast formula for	Privilege: Manage Fast Formula (Data)
Instance	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Column Instance
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: HCM User-Defined Table User
	data group security profile	Column Instance
HCM User-Defined	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Table User Row	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Row
	profile	110 11
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: HCM User-Defined Table User
	data group security profile	Row
HR Job	A Benefits Administrator can	Role: Benefits Administrator
	choose hr job for all jobs in the	Privilege: Choose HR Job (Data)
	enterprise	Resource: HR Job
HR Name Format	A Benefits Administrator can	Role: Person Configuration
	manage hr name format for	Privilege: Manage HR Name Format (Data)
	countries in their country	Resource: HR Name Format
	security profile	resource. The rame roman
Legal Employer	A Benefits Administrator can	Role: Benefits Administrator
	choose legal employer for legal	Privilege : Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
	security profile	r sy
Legislative Data Group	A Benefits Administrator can	Role: Benefits Administrator
	choose legislative data group	Privilege : Choose Legislative Data Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Legislative Data Group
	security profile	
Legislative Position	A Benefits Administrator can	Role: View Positions
Attribute	view legislative position	Privilege : View Legislative Position Attribute
	attribute for countries in their	(Data)
	country security profile	Resource : Legislative Position Attribute
Location	A Benefits Administrator can	Role: Benefits Administrator
	choose location for all locations	Privilege: Choose Location (Data)
	in the enterprise	Resource: Location
Organization Payment	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Method	manage payroll payment for	Privilege: Manage Payroll Payment (Data)
	legislative data groups in their	Resource: Organization Payment Method
	legislative data group security	
	profile	
Organization Payment	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Method Usage	manage payroll payment for	Privilege: Manage Payroll Payment (Data)
_	payrolls in their payroll security	Resource: Organization Payment Method
	profile	Usage
Payment Card	A Benefits Administrator can	Role: Payee Bank Account Management
	view employee credit card for	Privilege : View Employee Credit Card (Data)
	any employee corporate cards	Resource: Payment Card
	J . F . J	210000100. I ujiliolit Culu

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

Business Object	Policy Description	Policy Store Implementation
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Exception
	legislative data group security	
	profile	
Payroll Balance	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Exception Report	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Exception Report
	group security profile and for	
	payrolls in their payroll security	
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege : View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Exception Report
	legislative data group security	
	profile and for payrolls in their	
	payroll security profile	
Payroll Balance Feed	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Feed
	group security profile	Resource. Layron Balance Leed
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Feed
	legislative data group security	Resource. Layron Balance Leed
	profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group
	group security profile	21000 m 2 co. 1 m 2 co.
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group
	legislative data group security	resource. Layron Balance Group
	profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Attribute	manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	Resource. Layron Balance Group Attiroute
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Resource. Layron Balance Group Attiroute
	profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Attribute Default	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	Default
	A Benefits Administrator can	
		Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Default
D 11D 1 G	profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Attribute Definition	manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data group security profile	Resource: Payroll Balance Group Attribute
	A Benefits Administrator can	Definition HGM I and HGM I
	view payroll balance for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: View Payroll Balance (Data)
	legislative data group security	Resource: Payroll Balance Group Attribute Definition
	profile	Definition
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Inclusion	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Inclusion
	group security profile	Resource: Tayton Barance Group merusion
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Inclusion
	legislative data group security	
	profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Usage	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Usage
	group security profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Usage
	legislative data group security profile	
Payroll Balance Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Usage Item	manage payroll balance	Privilege: Manage Payroll Balance Definition
Usage Item	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Usage Item
	group security profile	Resource. I ayron Barance Group Usage Item
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource : Payroll Balance Group Usage Item
	legislative data group security	2000 are to a grant Daming Group Grage Tom
	profile	
Payroll Balance Type	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Type
	group security profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Type
	legislative data group security profile	
Downell Cheeklist		Polos HCM Extract Definition
Payroll Checklist	A Benefits Administrator can	Role: HCM Extract Definition Privilege: Manage Payrell Flow Potton (Data)
	manage payroll flow patten for legislative data groups in their	Privilege: Manage Payroll Flow Patten (Data)
	legislative data group security	Resource: Payroll Checklist
	registative data group security	

Business Object	Policy Description	Policy Store Implementation
	profile and payroll flows in their payroll flow security	
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in	Privilege : View Payroll Flow (Data)
	their payroll flow security profile	Resource: Payroll Checklist
	prome	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
D 11 C1 11'	A.D. C. A.L.	Resource: Payroll Checklist
Payroll Checklist	A Benefits Administrator can	Role: HCM Extract Definition
Annotation	manage payroll flow patten for legislative data groups in their	Privilege: Manage Payroll Flow Patten (Data)
	legislative data group security	Resource: Payroll Checklist Annotation
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist Annotation
	legislative data group security	Role: Submit a Payroll Flow
	profile	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	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Group	manage payroll definition for	Privilege: Manage Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Consolidation Group
	legislative data group security profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Consolidation Group
	legislative data group security	
	profile	
Payroll Context Usage	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Context Usage
	group security profile A Benefits Administrator can	Bolos Poverall Common HCM Implementation
	view payroll balance for	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Context Usage
	legislative data group security	Tresource. I ayron content osage
	profile	
Payroll Database Item	A Benefits Administrator can	Role: Manage Fast Formula
Group	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile A Panafita Administrator con	Polos Monogo Eget Esternal
	A Benefits Administrator can view fast formula for legislative	Role: Manage Fast Formula
	data groups in their legislative	Privilege: View Fast Formula (Data)
		Resource: Payroll Database Item Group
	data group security profile	

Business Object	Policy Description	Policy Store Implementation
Payroll Deduction Allow	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Override	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Allow Override
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group security profile	Resource: Payroll Deduction Allow Override
Payroll Deduction	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Autoindirect	manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	
D	profile	DI W VI DC II C'
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Calculation	manage payroll deduction for legislative data groups in their	Privilege: Manage Payroll Deduction (Data)
	legislative data group security	Resource: Payroll Deduction Calculation
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	•
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Calculation Group	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Calculation
	legislative data group security profile	Group
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	Group
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Calculation Method	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Calculation
	legislative data group security	Method
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group security profile	Resource: Payroll Deduction Calculation
Payroll Deduction	A Benefits Administrator can	Method Pole: Manage Value Defined by Criteria
Calculation Part	manage payroll deduction for	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)
Carcaration I art	legislative data groups in their	Resource: Payroll Deduction Calculation Part
	legislative data groups in their	Resource. I ayron Deduction Calculation Fait
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria

Business Object	Policy Description	Policy Store Implementation
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation Part
	security profile	·
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Calculation Type	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Calculation
	legislative data group security	Type
	profile	-74-
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	Type
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Calculation Unit	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
Calculation Offit	legislative data groups in their	
	legislative data group security	Resource : Payroll Deduction Calculation Unit
	profile	
	•	DI W VI DC II C'
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource : Payroll Deduction Calculation Unit
	security profile	
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Context Usage	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Context Usage
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Context Usage
	security profile	
Payroll Deduction Range	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Item	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Range Item
	legislative data group security	g
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Range Item
	security profile	Resource. I ayron Bedaetion Range Item
Payroll Deduction	A Benefits Administrator can	Role: Manage Value Defined by Criteria
Report Use	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Report Use
	legislative data group security	Resource. I ayron Deduction Report Use
	profile	
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group for legislative data groups in	Privilege: View Payroll Deduction Group
		(Data)
	their legislative data group	Resource : Payroll Deduction Report Use
Dovredl Daductics T	security profile A Benefits Administrator can	Polos Monago Valua Dafinada Citada
Payroll Deduction Type		Role: Manage Value Defined by Criteria
	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)

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	Payroll Element Link		Role: Payroll Common HCM Implementation
manage payroll element for Privilege: Manage Payroll Element (Data)		manage payroll element for	Privilege: Manage Payroll Element (Data)
legislative data groups in their Resource: Payroll Element Link			

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	
D. HEIL . D.	profile	
Payroll Element Run	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Result	view payroll element for legal	Privilege: View Payroll Element (Data)
	employers in their organization security profile	Resource: Payroll Element Run Result
Payroll Element Status	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Processing Rule	manage payroll element for	Privilege: Manage Payroll Element (Data)
Trocessing Rule	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	TRAIC
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	
Payroll Element Sub	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Classification Rule	manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security	Rule
	profile A Benefits Administrator can	Deles Describ Common HCM Involvementation
	view payroll element for	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security	Rule
	profile	Ruic
Payroll Element Type	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
Payroll Event	profile A Benefits Administrator can	Role: Payroll Common HCM Implementation
1 ayron Event	manage payroll event group for	Privilege: Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event
	legislative data group security	2000 aree. I ajion Dione
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event
	legislative data group security	
	profile	
Payroll Event Definition	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll event group for	Privilege: Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Definition
	legislative data group security	
1	profile	

Business Object	Policy Description	Policy Store Implementation
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Definition
	legislative data group security	·
	profile	
Payroll Event Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll event group for	Privilege : Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Group
	legislative data group security	
	profile	D I D II C HOW I I
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for legislative data groups in their	Privilege: View Payroll Event Group (Data)
	legislative data group security	Resource: Payroll Event Group
	profile	
Payroll Event Qualifier	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Tayron Event Quantier	manage payroll event group for	Privilege: Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Qualifier
	legislative data group security	Resource. I ayron Event Quantier
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Qualifier
	legislative data group security	, , ,
	profile	
Payroll Event Value	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Change	manage payroll event group for	Privilege : Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Value Change
	legislative data group security	
	profile	DI D IIC HOUL I
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for legislative data groups in their	Privilege: View Payroll Event Group (Data)
	legislative data group security	Resource: Payroll Event Value Change
	profile	
Payroll Flow Definition	A Benefits Administrator can	Role: Benefits Administrator
Tuylon Tiow Definition	choose payroll flow definition	Privilege: Choose Payroll Flow Pattern (Data)
	for payroll flow patterns in their	Resource: Payroll Flow Definition
	payroll flow pattern security	Resource: Layron Flow Bernmann
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	·
	profile and payroll flows in	
	their payroll flow security	
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in their payroll flow security	Privilege: View Payroll Flow (Data)
	profile	Resource: Payroll Flow Definition
	proffic	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	A Benefits Administrator can	Role: HCM Extract Definition
Parameter	manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter
	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 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
9	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Property
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource : Payroll Flow Definition Task
	legislative data group security	Property
December 11 Flore Total	profile	D. I. HOME () D. C. C.
Payroll Flow Task Action	A Benefits Administrator can manage payroll flow patten for	Role: HCM Extract Definition
Action	legislative data groups in their	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	, and the second
	profile	
Payroll Frequency Rule	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Frequency Rule
	profile and payrolls in their	
	payroll security profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule
	legislative data group security	
	profile and payrolls in their	
D 11E D 1	payroll security profile	
Payroll Frequency Rule Period	A Benefits Administrator can	Role: Payroll Common HCM Implementation
renod	manage payroll element for legislative data groups in their	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule Period
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule Period
	legislative data group security	
D11 Iv	profile	D.L. D. WOLL
Payroll Iterative Rule	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll element for legislative data groups in their	Privilege: Manage Payroll Element (Data)
	legislative data group security	Resource: Payroll Iterative Rule
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Iterative Rule
	legislative data group security	
D 11 C1 1 C	profile	D.L. D. WOLL
Payroll Object Group	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	manage payroll object group for legislative data groups in	Privilege: Manage Payroll Object Group (Data)
	their legislative data group	Resource: Payroll Object Group
	security profile	resource. I ayron 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	Role: Payroll Common HCM Implementation
	manage payroll definition for	Privilege: Manage Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Usage
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Usage
	legislative data group security	
De well Class des Hair	profile A Benefits Administrator can	D.L. D. C. A.L. L. L.
Payroll Statutory Unit		Role: Benefits Administrator
	choose payroll statutory unit for	Privilege : Choose Payroll Statutory Unit
	payroll statutory units in their	(Data)
Donnell Tools	organization security profile	Resource: Payroll Statutory Unit
Payroll Task	A Benefits Administrator can	Role: HCM Extract Definition
	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Task
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task
	legislative data group security	Resource. Layron Task
	profile	
Payroll Task Parameter	A Benefits Administrator can	Role: HCM Extract Definition
,	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	
	profile	
	A Benefits Administrator can	Role: HCM Extract Definition
	view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	
	profile	
Payroll Taxability Rule	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	manage payroll deduction for	Privilege : Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Taxability Rule
	legislative data group security	
	profile	DI W WI D C II C I
	A Benefits Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group security profile	Resource: Payroll Taxability Rule
Payroll Template Rule	A Benefits Administrator can	Role: Payroll Common HCM Implementation
	view payroll template for	Role: Payroll Common HCM Implementation
Group	legislative data groups in their	Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group
	legislative data groups in their	Resource. Fayron Tempiate Kute Group
	profile	
Payroll Template Rule	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Group Usage	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Rule Group
	legislative data group security	Usage
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution	view payroll template for	Privilege: View Payroll Template (Data)

Business Object	Policy Description	Policy Store Implementation
3	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Classification	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	Classification Usage
Dormali Tampleta	profile A Benefits Administrator can	Polos Possell Common HCM Involumentation
Payroll Template Solution Column	view payroll template for	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template (Data)
	legislative data group security	Information
	profile	momenton
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Column	view payroll template for	Privilege: View Payroll Template (Data)
Instance	legislative data groups in their	Resource: Payroll Template Solution Column
	legislative data group security	Instance
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Design Pattern	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their legislative data group security	Resource : Payroll Template Solution Design
	profile	Pattern
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Entity Rule	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Entity
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Functional Area	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security profile	Functional Area
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Pattern Entity	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Entity Usage
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Pattern Rule	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Pattern
	legislative data group security	Rule Usage
Dovroll Tomplets	profile A Benefits Administrator can	Polos Povroll Common HCM Invalous arteri
Payroll Template Solution Pattern	view payroll template for	Role: Payroll Common HCM Implementation
Selection Selection	legislative data groups in their	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern
Scientini	legislative data groups in their	Selection
	profile	5010011011
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Row Instance	view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Row
	legislative data group security	Instance
	profile	
Payroll Template	A Benefits Administrator can	Role: Payroll Common HCM Implementation
Solution Rule	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Rule

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
Payroll Template Solution Rule Dependency	profile 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 Im Privilege: View Payroll Template Solu 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 A Benefits Administrator can	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person Role: Change Person Marital Status
	change person marital status for themselves	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	Role: Benefits Elections
	manage person benefits balance	Privilege: Manage Person Benefits Balance
	for people and assignments in	(Data)
	their person and assignment	Resource: Person Benefit Balance
	security profile	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 Administrator can	Role: Benefits Elections
	manage person benefits balance	Privilege : Manage Person Benefits Balance
	for people and assignments in	(Data)
	their person and assignment	Resource: Person Benefits Balance
	security profile	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	Role: Person Management
1 crson Contact	manage person contact for	Privilege: Manage Person Contact (Data)
	persons and assignments in	Resource: Person Contact
	their person and assignment	Resource. I cison contact
	security profile	
Person Disability	A Benefits Administrator can	Role: Person Management
•	manage person disability for	Privilege : Manage Person Disability (Data)
	persons and assignments in	Resource: Person Disability
	their person and assignment	-
	security profile	
Person Documentation	A Benefits Administrator can	Role: Person Management
	manage person documentation	Privilege: Manage Person Documentation
	for document types in their	(Data)
	document types security profile	Resource: Person Documentation
	belonging to persons and	
	assignments in their person and assignment security profile	
Person Driver License	A Benefits Administrator can	Role: Person Management
1 CISOH DIIVOI LICCHSC	manage person driver license	Privilege: Manage Person Driver License
	number for persons and	Number (Data)
	assignments in their person and	Resource: Person Driver License
	assignment security profile	Resource. I crossi Dirver Election
Person Life Event	A Benefits Administrator can	Role: Benefits Elections
	manage person life event for	Privilege: Manage Person Life Event (Data)
	people and assignments in their	Resource: Person Life Event
	1 1 5 /2	

Business Object	Policy Description	Policy Store Implementation	
	person and assignment security	Role: Benefits Enrollment Maintenance	
	profile	Privilege: Manage Person Life Event (Data)	
		Resource: Person Life Event	
Person Passport	A Benefits Administrator can	Role: Person Management	
	manage person passport	Privilege: Manage Person Passport Number	
	number for persons and	(Data)	
	assignments in their person and	Resource: Person Passport	
	assignment security profile	1	
Person Program or Plan	A Benefits Administrator can	Role: Benefits Enrollment Maintenance	
Level Electable Choice	manage benefit electable choice	Privilege: Manage Benefit Electable Choice	
	for people and assignments in	(Data)	
	their person and assignment	Resource: Person Program or Plan Level	
	security profile	Electable Choice	
Person Type	A Benefits Administrator can	Role: Person Configuration	
	view person type for any person	Privilege : View Person Type (Data)	
	type	Resource: Person Type	
Personal Payment	A Benefits Administrator can	Role: Payroll Common HCM Implementation	
Method	manage payroll payment for	Privilege: Manage Payroll Payment (Data)	
	legislative data groups in their	Resource: Personal Payment Method	
	legislative data group security		
	profile		
	A Benefits Administrator can	Role: Payroll Common HCM Implementation	
	view payroll relationship for	Privilege : View Payroll Relationship (Data)	
	legislative data groups in their	Resource: Personal Payment Method	
	legislative data group security		
Dia Dan C'a'an	profile	DI D C E II (M')	
Plan Beneficiary	A Benefits Administrator can	Role: Benefits Enrollment Maintenance	
Designation	manage plan beneficiary designation for people and	Privilege: Manage Plan Beneficiary	
	assignments in their person and	Designation (Data)	
	assignment security profile	Resource: Plan Beneficiary Designation	
Position	A Benefits Administrator can	Role: Benefits Administrator	
1 osition	choose position for positions in	Privilege: Choose Position (Data)	
	their position security profile	Resource: Position	
	A Benefits Administrator can	Role: View Positions	
	view position for positions in	Privilege: View Position (Data)	
	their position security profile	Resource: Position	
Primary Care Provider	A Benefits Administrator can	Role: Benefits Enrollment Maintenance	
Timing Care i lovider	define plan primary care	Privilege: Define Plan Primary Care Provider	
	provider for people and	(Data)	
	assignments in their person and	Resource: Primary Care Provider	
	assignment security profile	2223 die 1 1 mini y Cure 1 10 videi	
Public Person	A Benefits Administrator can	Role: Benefits Administrator	
	choose public person for	Privilege: Choose Public Person (Data)	
	persons and assignments in	Resource: Public Person	
	their person and assignment		
	security profile		
	A Benefits Administrator can	Role: Benefits Administrator	
	view public person for persons	Privilege: Report Public Person (Data)	
	and assignments in their person	Resource: Public Person	
	and assignment security profile		
Salary	A Benefits Administrator can	Role: View Salary Data Only	
	view salary details for people	Privilege : View Salary Details (Data)	
	and assignments in their person	Resource: Salary	
	and assignment security profile		

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

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	Manages benefits processes and reports.
Administration	
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 Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	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
Absence Implementation
Benefits Elections
Benefits Enrollment Maintenance
Benefits Process and Report Administration
Benefits Self Service Setup
Benefits Setup
Benefits Transaction Analysis
Business Intelligence Authoring
Change Person Address
Change Person Marital Status
HCM Extract Definition
Manage 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	Define Absence Plans
	using the Oracle Fusion Functional Setup	Manage Absence
	Manager.	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

Manage Person Benefits Balance Run Online Life Events	Granted Role	Granted Role Description	Privilege
Benefits Enrollment Manages administration of employee population using the professional pages and batch processes. Manages administration of employee population using the professional pages and batch processes. Manage Benefit Participant Enrollment Result Maintain Individual Eligibility Exceptions Maintain Individual Overrides Manage Action Items Make Employee Selections Manage Anytime Selections Manage Anytime Selections Manage Benefit Garriers Manage Benefit Corrage Charges Manage Benefit Corrage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Indiance Manage Benefit Note Manage Benefit Note Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Legal Entity Information			
Run Online Life Events Run Online Open Enrollment Search Benefit Person View Person Life Event Close Action Items Define Benefit Participant Enrollment Result Maintain Individual Define Benefit Participant Eligibility Exceptions Maintain Individual Overrides Maintain Individual Overrides Make Employee Selections Make Employee Selections Manage Anytime Selections Manage Benefit Corteate Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Eligible Dependent Manage Benefit Ferson Benefit Ferson Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			Manage Person Benefits
Benefits Enrollment Manages administration of employee population using the professional pages and batch processes. Maintenance Manages administration of employee population using the professional pages and batch processes. Define Benefit Participant Enrollment Result Maintain Individual Eligibility Exceptions Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Manage Anytime Action Items Manage Benefit Contacts Manage Benefit Eligible Dependent Manage Benefit Individual Manage Benefit Maintenance Batch Reporting Manage Benefit Option Manage Benefit Option Manage Benefit Option Manage Benefit Participant Eurollment Result Manage Benefit Person Benefit Group			
Benefits Enrollment Maintenance Manages administration of employee population using the professional pages and batch processes. Manages and batch processes. Manages and batch processes. Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Manage Anytime Action Items Manage Anytime Action Items Manage Benefit Contacts Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Contacts Manage Benefit Eligible Dependent Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Note Manage Benefit Note Manage Benefit Note Manage Benefit Option Manage Benefit Note Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Eligibility Factors Manage Eligibility Factors Manage Eligibility Factors			
Benefits Enrollment Maintenance Manages administration of employee population using the professional pages and batch processes. Manages seed the professional pages and batch processes. Manage Benefit Participant Eligibility Exceptions Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Manage Action Items Manage Action Items Manage Benefit Carriers Manage Benefit Eligible Dependent Manage Benefit Toption Manage Benefit Note Manage Benefit Note Manage Benefit Note Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Eligibility Factors Manage Eligibility Factors Manage Eligibility Factors Manage Eligibility Factors			Run Online Open
Manages administration of employee population using the professional pages and batch processes. Manages administration of employee population using the professional pages and batch processes. Manage Render Participant Enrollment Result Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Manage Action Items Manage Action Items Manage Benefit Contacts Manage Benefit Contacts Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Eligibility Factors			
Manages administration of employee population using the professional pages and batch processes. Manages administration of employee population using the professional pages and batch processes. Manage Render Participant Enrollment Result Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Manage Action Items Manage Action Items Manage Benefit Contacts Manage Benefit Contacts Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Eligibility Factors			Search Benefit Person
Benefits Enrollment Maintenance Manages administration of employee population using the professional pages and batch processes. Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Manage Action Items Manage Action Items Manage Benefit Corters Manage Benefit Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Extract Process Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Note Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Relation Manage Eligibility Factors Manage Eligibility Factors			
Maintenance population using the professional pages and batch processes. Define Benefit Participant Enrollment Result Maintain Individual Eligibility Exceptions Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Make Employee Selections Manage Anytime Action Items Manage Benefit Cortacts Manage Benefit Cortacts Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Extract Process Manage Benefit Extract Process Manage Benefit Participant Enrollment Result Manage Benefit Partic	Benefits Enrollment	Manages administration of employee	
and batch processes. Enrollment Result Maintain Individual Eligibility Exceptions Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Make Employee Selections Manage Action Items Manage Anytime Action Items Manage Benefit Carriers Manage Benefit Contacts Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Extract Process Manage Benefit Maintenance Batch Reporting Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Maintain Individual Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Make Employee Selections Manage Anytime Action Items Manage Anytime Action Items Manage Benefit Balance Manage Benefit Carriers Manage Benefit Contacts Manage Benefit Coverage Charges Manage Benefit Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Maintenance Batch Reporting Manage Benefit Mote Manage Benefit Maintenance Batch Reporting Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Eligibility Factors Manage Eligibility Factors Manage Legal Entity Information			
Eligibility Exceptions Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Make Anytime Selections Manage Anytime Action Items Manage Anytime Action Items Manage Benefit Balance Manage Benefit Carriers Manage Benefit Cortacts Manage Benefit Cortacts Manage Benefit Cortacts Manage Benefit Cortacts Manage Benefit Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Eligible Person Manage Benefit Eligible Person Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information		•	
Maintain Individual Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Manage Action Items Manage Action Items Manage Benefit Balance Manage Benefit Contacts Manage Benefit Contacts Manage Benefit Corerage Charges Manage Benefit Earnings Manage Benefit Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Extract Process Manage Benefit Extract Process Manage Benefit Note Manage Benefit Note Manage Benefit Participant Enrollment Result Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation			
Overrides Maintain Participant Eligibility Make Anytime Selections Make Employee Selections Make Employee Selections Manage Action Items Manage Anytime Action Items Manage Benefit Balance Manage Benefit Carriers Manage Benefit Coverage Charges Manage Benefit Coverage Charges Manage Benefit Earnings Manage Benefit Elictable Choice Manage Benefit Elictable Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Extract Process Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Note Manage Benefit Option Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Participant Enrollment Result Result Manage Benefit Participant Enrollm			
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 Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Eligible Person Manage Benefit Extract Process Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Option Manage Benefit Option Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation			
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 Eligible Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Eligible Person Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Note Manage Benefit Participant Errollment Result Manage Benefit Participant Errollment Result Manage Benefit Participant Enrollment Result Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Legal Entity Information			
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 Eligible Person Manage Benefit Extract Process Manage Benefit Mote Manage Benefit Note Manage Benefit Note Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Engelitity Factors Manage Legal Entity Information			
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Manage Benefit Contacts Manage Benefit Coverage Charges Manage Benefit Earnings Manage Benefit Electable Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person Manage Benefit Eligible Person Manage Benefit Extract Process Manage Benefit Extract Process Manage Benefit Maintenance Batch Reporting Manage Benefit Note Manage Benefit Option Manage Benefit Option Manage Benefit Participant Enrollment Result Manage Benefit Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
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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 Option Manage Benefit Participant Enrollment Result Manage Benefit Participant Enrollment Result Override Manage Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Legal Entity Information			
Charges Manage Benefit Earnings Manage Benefit Electable Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person 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 Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Benefit Relation Manage Legal Entity Information			
Manage Benefit Earnings Manage Benefit Electable Choice Manage Benefit Eligible Dependent Manage Benefit Eligible Person 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 Person Benefit Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Legal Entity Information			
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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 Group Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
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 Group Manage Benefit Person Benefit Group Manage Benefit Relation Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
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 Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
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 Ferson Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
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 Benefit Relation Manage Legal Entity Information			
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 Benefit Relation Manage Legal Entity Information			
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 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			
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			
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 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 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 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			
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 Benefit Participant Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Enrollment Result Override Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Manage Benefit Person Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Benefit Group Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Manage Benefit Person Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Habits Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Manage Benefit Relation Manage Eligibility Factors Manage Legal Entity Information			
Manage Eligibility Factors Manage Legal Entity Information			
Manage Legal Entity Information			
Information			
			Manage Legal Entity
Manage Participant			
Tranage i articipant			Manage Participant
Enrollment Result Override			

Granted Role	Granted Role Description	Privilege
	•	Manage Person Benefits
		Balance
		Manage Person Life Event
		Manage Plan Beneficiary
		Designation 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 Selection
		Run Participation Process
		Temporal
		Run Participation Process
	<u> </u>	

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	Archive US End-of-Year
	administration of benefits business	ACA Information
	objects and batch processes.	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
D (1) D		Analytics
Benefits Process and Report	Manages benefits processes and reports.	Export Eligibility Profile
Administration		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
		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
		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	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Person Configuration	Manages person types, name formats,	Manage HR Checklist
	checklists, and document types.	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	Manage Person
	name, address, communications,	Search Person
	documentation, and others. This role is	
	associated with the HR specialist.	

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

Business Object	Policy Description	Policy Store Implementation
· ·	A Benefits Manager can report	Role: Benefits Transaction Analysis
	assignment grade for all grades	Privilege : Report Assignment Grade (Data)
	in the enterprise	Resource: Assignment Grade
Benefit Covered	A Benefits Manager can	Role: Benefits Elections
Dependent	manage benefit eligible	Privilege: Manage Benefit Eligible Dependent
	dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Covered Dependent
	assignment security profile	Role: Benefits Enrollment Maintenance
		Privilege : Manage Benefit Eligible Dependent
		(Data)
		Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Manager can	Role: Benefits Elections
	manage benefit electable choice	Privilege: Manage Benefit Electable Choice
	for people and assignments in	(Data)
	their person and assignment security profile	Resource: Benefit Electable Choice
	security profile	Role: Benefits Enrollment Maintenance
		Privilege: Manage Benefit Electable Choice
		(Data) Resource: Benefit Electable Choice
Benefit Eligible	A Benefits Manager can	Role: Benefits Elections
Dependent	manage benefit eligible	Privilege: Manage Benefit Eligible Dependent
Dependent	dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Eligible Dependent
	assignment security profile	Role: Benefits Enrollment Maintenance
	J I	Privilege: Manage Benefit Eligible Dependent
		(Data)
		Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Manager can	Role: Benefits Elections
	manage benefit eligible person	Privilege: Manage Benefit Eligible Person
	for people and assignments in	(Data)
	their person and assignment	Resource: Benefit Eligible Person
	security profile	Role: Benefits Enrollment Maintenance
		Privilege: Manage Benefit Eligible Person
		(Data)
		Resource: Benefit Eligible Person
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	benefit eligible person for	Privilege: Report Benefit Eligible Person
	people in their person and	(Data)
D. C. C	assignment security profile	Resource: Benefit Eligible Person
Benefit Group	A Benefits Manager can report	Role: Benefits Transaction Analysis
	benefit group for people in their	Privilege: Report Benefit Group (Data)
	person and assignment security profile	Resource: Benefit Group
Benefit Note	A Benefits Manager can	Role: Benefits Enrollment Maintenance
Donoit 10to	manage benefit note for people	Privilege: Manage Benefit Note (Data)
	and assignments in their person	Resource: Benefit Note
	and assignment security profile	2000 Delicite 1 (oto
Benefit Option	A Benefits Manager can	Role: Benefits Enrollment Maintenance
	manage person life event for	Privilege: Manage Person Life Event (Data)
	legal employers in their	Resource: Benefit Option
	organization security profile	-
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	benefit option for people in	Privilege: Report Benefit Option (Data)
	their person and assignment	Resource: Benefit Option
	security profile	

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

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their	Resource: Benefit Relation
	person and assignment security	Role: Benefits Enrollment Maintenance
	profile	Privilege: Manage Benefit Relation (Data)
		Resource: Benefit Relation
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	benefit relation for people in	Privilege : Report Benefit Relation (Data)
	their person and assignment	Resource: Benefit Relation
	security profile	Resource. Benefit reduction
Business Unit	A Benefits Manager can choose	Role: Benefits Manager
	business unit for business units	Privilege : Choose Business Unit Organization
	in their organization security	(Data)
	profile	Resource: Business Unit
Department	A Benefits Manager can choose	Role: Benefits Manager
•	department for departments in	Privilege: Choose Department (Data)
	their organization security	Resource: Department
	profile	1
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	department for departments in	Privilege: Report Department (Data)
	their organization security	Resource: Department
	profile	1
Fast Formula	A Benefits Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula
	group security profile	
Fast Formula Context	A Benefits Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Context
Dest Description	group security profile	DI W. E. E.
Fast Formula Function	A Benefits Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data group security profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Role: Manage Fast Formula
	groups in their legislative data	Privilege: View Fast Formula (Data) Resource: Fast Formula Function
	group security profile	ACSOUTCE, Past Politicia Pulicuoli
Fast Formula Global	A Benefits Manager can	Role: Manage Fast Formula
1 1 Ollingia Olobal	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	Tesource. I ast I official Global
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Global
	group security profile	Tresource. I ust I official Ground
	Broap security profile	

Business Object	Policy Description	Policy Store Implementation
Fast Formula Route	A Benefits Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege : Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Route
	group security profile	Resource. I ast I official Route
Fast Formula Type	A Benefits Manager can	Role: Manage Fast Formula
Context Usage	manage fast formula for	Privilege: Manage Fast Formula (Data)
Context Osage	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	Resource. Fast Formula Type Context Osage
	profile	
		Dolos Managa Fast Famuula
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource : Fast Formula Type Context Usage
	group security profile	D. W. D. D.
Fast Formula User Entity	A Benefits Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula User Entity
	group security profile	
HCM Extract Definition	A Benefits Manager can	Role: HCM Extract Definition
	manage hcm extract definition	Privilege : Manage HCM Extract Definition
	for extract definitions in a	(Data)
	legislative data group in their	Resource: HCM Extract Definition
	legislative data group security	
	profile	
HR Job	A Benefits Manager can choose	Role: Benefits Manager
	hr job for all jobs in the	Privilege : Choose HR Job (Data)
	enterprise	Resource: HR Job
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	hr job for all jobs in the	Privilege: Report HR Job (Data)
	enterprise	Resource: HR Job
HR Name Format	A Benefits Manager can	Role: Person Configuration
THE I WILL I OFFICE	manage hr name format for	Privilege: Manage HR Name Format (Data)
	countries in their country	Resource: HR Name Format
	security profile	Resource: HR Name Format
Legal Employer	A Benefits Manager can choose	Role: Benefits Manager
Legai Limpioyei	legal employer for legal	
		Privilege: Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
Lagislativa Data Crove	security profile	Polos Panafita Managar
Legislative Data Group	A Benefits Manager can choose	Role: Benefits Manager
	legislative data group for	Privilege : Choose Legislative Data Group
	legislative data groups in their	(Data)
	legislative data group security	Resource : Legislative Data Group
Lanialatina Desiden	profile	D.L. Vic. D. Vic.
Legislative Position	A Benefits Manager can view	Role: View Positions
Attribute	legislative position attribute for	Privilege : View Legislative Position Attribute
	countries in their country	(Data)
	security profile	Resource : Legislative Position Attribute

Business Object	Policy Description	Policy Store Implementation
Life Event Reason	A Benefits Manager can report	Role: Benefits Transaction Analysis
	life event reason for people in	Privilege : Report Life Event Reason (Data)
	their person and assignment	Resource: Life Event Reason
I anatinu	security profile	Delea Describe Manager
Location	A Benefits Manager can choose	Role: Benefits Manager
	location for all locations in the	Privilege: Choose Location (Data)
	enterprise	Resource: Location
	A Benefits Manager can report location for all locations in the	Role: Benefits Transaction Analysis
		Privilege: Report Location (Data)
Danual 1 Charlet	enterprise	Resource: Location
Payroll Checklist	A Benefits Manager can	Role: HCM Extract Definition
	manage payroll flow patten for legislative data groups in their	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Checklist
	profile and payroll flows in	
	their payroll flow security	
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Checklist
	group security profile and	Role: Submit a Payroll Flow
	payroll flows in their payroll	Privilege: View Payroll Flow (Data)
	flow security profile	Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
		Resource: Payroll Checklist
Payroll Checklist	A Benefits Manager can	Role: HCM Extract Definition
Annotation	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
1 111110 1111011	legislative data groups in their	Resource: Payroll Checklist Annotation
	legislative data group security	resource. Taylon enceknist rumotation
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege : View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Checklist Annotation
	group security profile	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	A Benefits Manager can	Role: Manage Fast Formula
Group	manage fast formula for	Privilege : Manage Fast Formula (Data)
=	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Payroll Database Item Group
	group security profile	
Payroll Flow Definition	A Benefits Manager can choose	Role: Benefits Manager
	payroll flow definition for	Privilege : Choose Payroll Flow Pattern (Data)
	payroll flow patterns in their	Resource: Payroll Flow Definition
	payroll flow pattern security	
	profile	D.L. HOME D. C
	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 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 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 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 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: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter Role: Submit a Payroll Flow (Data) Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter Role: Submit a Payroll Flow Definition Parameter Role: Submit a Payroll Process or Report
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	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Interaction	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 A Benefits Manager can manage payroll flow patten for	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and	Resource: Payroll Flow Definition Task Interaction 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	A Benefits Manager can	Role: HCM Extract Definition
Task Parameter	manage payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Parameter
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege : View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Definition Task
	group security profile	Parameter
Payroll Flow Definition	A Benefits Manager can	Role: HCM Extract Definition
Task Property	manage payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Property
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Definition Task
	group security profile	Property
Payroll Flow Task	A Benefits Manager can	Role: HCM Extract Definition
Action	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	
	profile	D I HOME (D C :::
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Task Action
Payroll Task	group security profile A Benefits Manager can	Role: HCM Extract Definition
Faylon Task	manage payroll flow patten for	
	legislative data groups in their	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Task
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Task
	group security profile	Resource. Layron Task
Payroll Task Parameter	A Benefits Manager can	Role: HCM Extract Definition
	manage payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	
	profile	
	A Benefits Manager can view	Role: HCM Extract Definition
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Task Parameter
	group security profile	
Person	A Benefits Manager can change	Role: Change Person Address
	person address for themselves	Privilege : Change Person Address (Data)
		Resource: Person
	A Benefits Manager can change	Role: Change Person Marital Status
	person marital status for	Privilege : Change Person Marital Status
	themselves	(Data)
		Resource: Person
	A Benefits Manager can choose	Role: Benefits Manager

Business Object	Policy Description	Policy Store Implementation
	person for persons and	Privilege: Choose Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Benefits Manager can	Role: Person Management
	manage person for persons and	Privilege: Manage Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Benefits Manager can report	Role: Benefits Transaction Analysis
	person for persons and	Privilege: Report Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Benefits Manager can search	Role: Person Management
	person live for persons and	Privilege : Search Person Live (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
Person Address	A Benefits Manager can	Role: Person Management
	manage person private address	Privilege: Manage Person Private Address
	details for persons and	Details (Data)
	assignments in their person and	Resource: Person Address
Daman Assissant	assignment security profile	Dalas Daniella Managa
Person Assignment	A Benefits Manager can view	Role: Benefits Manager
	person assignment for persons	Privilege: View Person Assignment (Data)
	and assignments in their person	Resource: Person Assignment
Person Benefit Balance	and assignment security profile	Role: Benefits Elections
Person Benefit Balance	A Benefits Manager can	
	manage person benefits balance for people and assignments in	Privilege: Manage Person Benefits Balance
	their person and assignment	(Data)
	security profile	Resource: Person Benefit Balance
	security proffic	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)
Person Benefits Balance	A Panafita Managar aan	Resource: Person Benefit Balance Role: Benefits Elections
reison benefits barance	A Benefits Manager can manage person benefits balance	
	for people and assignments in	Privilege: Manage Person Benefits Balance
	their person and assignment	(Data) Resource: Person Benefits Balance
	security profile	Role: Benefits Enrollment Maintenance
	security profite	
		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 Ranafite Managar can	
r eison Contact	A Benefits Manager can	Role: Person Management

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

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

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	Define Absence Plans
-	using the Oracle Fusion Functional Setup	Manage Absence
	Manager.	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
		View Person Life Event
Benefits Enrollment	Manages administration of employee	Close Action Items
Maintenance	population using the professional pages	Define Benefit Participant
	and batch processes.	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
	<u> </u>	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	Manage Beneficiary
	employee's benefits using the service	Organization Details
	center and professional pages.	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	Manage Person
	name, address, communications,	Search Person
	documentation, and others. This role is	
	associated with the HR specialist.	

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	A Benefits Specialist can	Role: Change Person Marital Status
Territory	choose application reference	Privilege : Choose Application Reference
	territory for countries in their	Territory (Data)
	country security profile	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	A Benefits Specialist can	Role: Benefits Elections
Dependent	manage benefit eligible	Privilege : Manage Benefit Eligible Dependent
	dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Covered Dependent
	assignment security profile	Role: Benefits Enrollment Maintenance
		Privilege : Manage Benefit Eligible Dependent
		(Data)
		Resource: Benefit Covered Dependent
Benefit Electable Choice	A Benefits Specialist can	Role: Benefits Elections
	manage benefit electable choice	Privilege : Manage Benefit Electable Choice
	for people and assignments in their person and assignment	(Data)
	security profile	Resource: Benefit Electable Choice
	security proffic	Role: Benefits Enrollment Maintenance
		Privilege: Manage Benefit Electable Choice (Data)
		Resource: Benefit Electable Choice
Benefit Eligible	A Benefits Specialist can	Role: Benefits Elections
Dependent	manage benefit eligible	Privilege: Manage Benefit Eligible Dependent
Dependent	dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Eligible Dependent
	assignment security profile	Role: Benefits Enrollment Maintenance
		Privilege: Manage Benefit Eligible Dependent
		(Data)
		Resource: Benefit Eligible Dependent
Benefit Eligible Person	A Benefits Specialist can	Role: Benefits Elections
	manage benefit eligible person	Privilege: Manage Benefit Eligible Person
	for people and assignments in	(Data)
	their person and assignment	Resource: Benefit Eligible Person
	security profile	Role: Benefits Enrollment Maintenance
		Privilege: Manage Benefit Eligible Person
		(Data)
		Resource: Benefit Eligible Person
Benefit Option	A Benefits Specialist can	Role: Benefits Enrollment Maintenance
	manage person life event for	Privilege : Manage Person Life Event (Data)
	legal employers in their	Resource: Benefit Option
D. C. D.	organization security profile	
Benefit Participant	A Benefits Specialist can	Role: Benefits Elections
Enrollment Result	review benefit participant enrollment result for people and	Privilege: Review Benefit Participant
	assignments in their person and	Enrollment Result (Data) Resource: Benefit Participant Enrollment
	assignment security profile	Result
	assignment security profile	Role: Benefits Enrollment Maintenance
		Privilege: Review Benefit Participant
		Enrollment Result (Data)
		Resource: Benefit Participant Enrollment
		Result
	A Benefits Specialist can view	Role: Benefits Specialist
	benefit participant enrollment	Privilege : View Worker Benefits Portrait Card
	result for people and	(Data)
	assignments in their person and	Resource: Benefit Participant Enrollment
	assignment security profile	Result
	A Benefits Specialist can view	Role: Benefits Enrollment Maintenance
	worker benefits portrait card for	Privilege: View Worker Benefits Portrait Card
	people and assignments in their	(Data)

Business Object	Policy Description	Policy Store Implementation
•	person and assignment security	Resource: Benefit Participant Enrollment
	profile	Result
Benefit Person Benefit	A Benefits Specialist can	Role: Benefits Enrollment Maintenance
Group	manage benefit person benefit	Privilege: Manage Benefit Person Benefit
	group for people and	Group
	assignments in their person and	Resource: Benefit Person Benefit Group
Daniel C. Dian Daniel C.	assignment security profile	D.L. D. C. G. LT.
Benefit Plan Beneficiary Designation	A Benefits Specialist can manage benefit plan beneficiary	Role: Benefits Specialist Privilege: Manage Plan Beneficiary
Designation	designation for legal employers	Designation (Data)
	in their organization security	Resource: Benefit Plan Beneficiary
	profile	Designation
	A Benefits Specialist can	Role: Benefits Enrollment Maintenance
	manage plan beneficiary	Privilege: Manage Plan Beneficiary
	designation for legal employers	Designation (Data)
	in their organization security	Resource: Benefit Plan Beneficiary
	profile	Designation
Benefit Relation	A Benefits Specialist can	Role: Benefits Elections
	manage benefit relation for	Privilege: Manage Benefit Relation (Data)
	people and assignments in their	Resource: Benefit Relation
	person and assignment security	Role: Benefits Enrollment Maintenance
	profile	Privilege : Manage Benefit Relation (Data)
		Resource: Benefit Relation
Fast Formula	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	
	profile	DI W E (E 1
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data groups in their legislative data	Privilege: View Fast Formula (Data) Resource: Fast Formula
	group security profile	Resource: Fast Formula
Fast Formula Context	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Context
Fact Famoult Factor	group security profile	Dalar Managar Francis
Fast Formula Function	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for legislative data groups in their	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function
	legislative data group security	Resource: Fast Formula Function
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Function
	group security profile	
Fast Formula Global	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	
	profile	

Business Object	Policy Description	Policy Store Implementation
, and the second	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Global
	group security profile	21050W2 CO. 1 WSC 1 STANDAW STOCK
Fast Formula Route	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	resource. Fast I official Route
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Route
	group security profile	resource. Fast I official Route
Fast Formula Type	A Benefits Specialist can	Role: Manage Fast Formula
Context Usage	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	resource. Fast Formala Type Context Osage
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Type Context Usage
	group security profile	Type content couge
Fast Formula User Entity	A Benefits Specialist can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula User Entity
	group security profile	
Legal Employer	A Benefits Specialist choose	Role: Benefits Specialist
	manage legal employer for	Privilege : Choose Legal Employer (Data)
	legal employers in their	Resource: Legal Employer
	organization security profile	r ij
Legislative Data Group	A Benefits Specialist can	Role: Benefits Specialist
	choose legislative data group	Privilege : Choose Legislative Data Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Legislative Data Group
	security profile	
	A Benefits Specialist choose	Role: Benefits Specialist
	manage legislative data group	Privilege : Choose Legislative Data Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Legislative Data Group
	security profile	
Payroll Database Item	A Benefits Specialist can	Role: Manage Fast Formula
Group	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
	A Benefits Specialist can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Payroll Database Item Group
	group security profile	
Person	A Benefits Specialist can	Role: Change Person Address
	change person address for	Privilege : Change Person Address (Data)

Business Object	Policy Description	Policy Store Implementation
	themselves	Resource: Person
	A Benefits Specialist can	Role: Change Person Marital Status
	change person marital status for	Privilege : Change Person Marital Status
	themselves	(Data)
		Resource: Person
	A Benefits Specialist can	Role: Person Management
	manage person for persons and	Privilege: Manage Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Benefits Specialist can	Role: Person Management
	search person live for persons	Privilege : Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
Person Address	A Benefits Specialist can	Role: Person Management
	manage person private address	Privilege: Manage Person Private Address
	details for persons and	Details (Data)
	assignments in their person and	Resource: Person Address
Person Benefit Balance	assignment security profile A Benefits Specialist can	Role: Benefits Elections
Person Benefit Balance		
	manage person benefits balance for people and assignments in	Privilege: Manage Person Benefits Balance
	their person and assignment	(Data) Resource: Person Benefit Balance
	security profile	Role: Benefits Enrollment Maintenance
	security profile	
		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	Role: Benefits Elections
Terson Benefits Butanee	manage person benefits balance	Privilege: Manage Person Benefits Balance
	for people and assignments in	(Data)
	their person and assignment	Resource: Person Benefits Balance
	security profile	Role: Benefits Enrollment Maintenance
		Privilege: Manage Person Benefits Balance
		(Data)
		Resource: Person Benefits Balance
Person Contact	A Benefits Specialist can	Role: Person Management
	manage person contact for	Privilege: Manage Person Contact (Data)
	persons and assignments in	Resource: Person Contact
	their person and assignment	
	security profile	
Person Disability	A Benefits Specialist can	Role: Person Management
	manage person disability for	Privilege : Manage Person Disability (Data)
	persons and assignments in	Resource: Person Disability
	their person and assignment	
	security profile	
Person Documentation	A Benefits Specialist can	Role: Person Management
	manage person documentation	Privilege : Manage Person Documentation
	for document types in their	(Data)
	1	
	document types security profile	Resource: Person Documentation
	belonging to persons and	Resource: Person Documentation
	belonging to persons and assignments in their person and	Resource: Person Documentation
Person Driver License	belonging to persons and	Resource: Person Documentation Role: Person Management

Business Object	Policy Description	Policy Store Implementation
-	manage person driver license	Privilege: Manage Person Driver License
	number for persons and	Number (Data)
	assignments in their person and	Resource: Person Driver License
	assignment security profile	
Person Life Event	A Benefits Specialist can	Role: Benefits Elections
	manage person life event for	Privilege : Manage Person Life Event (Data)
	people and assignments in their	Resource: Person Life Event
	person and assignment security	Role: Benefits Enrollment Maintenance
	profile	Privilege : Manage Person Life Event (Data)
		Resource: Person Life Event
Person Passport	A Benefits Specialist can	Role: Person Management
	manage person passport	Privilege: Manage Person Passport Number
	number for persons and	(Data)
	assignments in their person and	Resource: Person Passport
	assignment security profile	
Person Program or Plan	A Benefits Specialist can	Role: Benefits Enrollment Maintenance
Level Electable Choice	manage benefit electable choice	Privilege: Manage Benefit Electable Choice
	for people and assignments in	(Data)
	their person and assignment	Resource : Person Program or Plan Level
	security profile	Electable Choice
Plan Beneficiary	A Benefits Specialist can	Role: Benefits Enrollment Maintenance
Designation	manage plan beneficiary	Privilege: Manage Plan Beneficiary
	designation for people and	Designation (Data)
	assignments in their person and	Resource: Plan Beneficiary Designation
D: C D :1	assignment security profile	D.I. D. C. E. H. (M.)
Primary Care Provider	A Benefits Specialist can define	Role: Benefits Enrollment Maintenance
	plan primary care provider for	Privilege : Define Plan Primary Care Provider
	people and assignments in their	(Data)
	person and assignment security profile	Resource: Primary Care Provider
Public Person	A Benefits Specialist can view	Role: Benefits Specialist
Tublic Terson	public person for persons and	Privilege: Report Public Person (Data)
	assignments in their person and	Resource: Public Person
	assignment security profile	Resource. I done I erson
Salary	A Benefits Specialist can view	Role: View Salary Data Only
Surary	salary details for people and	Privilege: View Salary Details (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	Resource. Sulary
	A Benefits Specialist can view	Role: Benefits Specialist
	salary for people and	Privilege : View Salary Details (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	,
Trading Community	A Benefits Specialist can view	Role: Benefits Specialist
Organization Party	trading community	Privilege : View Trading Community
	organization party for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
		Party
Trading Community	A Benefits Specialist can view	Role: Benefits Specialist
Party	trading community party for all	Privilege : View Trading Community Person
	people in the enterprise	(Data)
		Resource: Trading Community Party
Work Relationship	A Benefits Specialist can	Role: Manage Work Relationship
•	manage work relationship for	Privilege : Manage Work Relationship (Data)
	persons and assignments in	Resource: Work Relationship
	their person and assignment	•

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

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 Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	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 Intellgence
	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
Co. 1. Management A locked and	subject area.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.
Cash Management Transaction	Analyzes Cash Management transactional information
Analysis	
Cash Positioning and Forecasting	Manages cash positioning and forecasting
Management	
Customer Account Inquiry	View customer account details.
Disbursement Data Management	Manages supplier payments, customer refunds, and employee
D' 1	expense payments.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed
ivianagement	payments. Views items that were rejected or removed from a
	payment process request.
FSCM Load Interface	Manages load interface file for import
Administration	Wallinges four interface the 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	Sets up features allowing disbursement of funds for supplier
Administration	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	Allows to upload data file to import bank statements.
Import	

Role Hierarchy

Roles inherited directly and indirectly by the job role Cash Manager

nherited 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	

Privileges

Privileges granted to duties of the job role Cash Manager.

Upload data for Bank Statement Import

Granted Role	Granted Role Description	Privilege
Bank Statement and	Reconciles bank statements and	Import Bank Statement
Reconciliation	transactions. Also manages setup	Reconciliation External
	information for bank statement	Transaction
	processing and reconciliation.	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	Sets up system parameters, lookups,	Add Trading Community
Administration	profile options, and descriptive flexfields.	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
	l	Organization Audiess

Create Location of Final Discharge Create Party Fiscal Classification Create Third-Party Site Tax Profile Create Third-Party Site Tax Profile Define Accounting Calendar Define Oracle Fusion General Ledger Transaction Calendar Enter Trading Community Organization Information Export Trading Community Organization Information Export Trading Community Organization Additional Identifier Export Trading Community Organization Additional Name Export Trading Community Organization Additional Name Export Trading Community Organization Addresses Faport Trading Community Organization Code Assignment Export Trading Community Organization Addresses Export Trading Community Organization Contact Points Export Trading Community Organization Relationship Import Party Tax Profile Maintain Bank Account Transfer Manage And Application Perofile Values Manage Application Exensible Flexfield Manage Application Exensible Flexfield Manage Application Flexfield Values Set Manage Bank Statement Automatic Reconciliation Matching Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement	Granted Role	Granted Role Description	Privilege
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 Community Organization Additional Identifier 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 Classification Code Assignment Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Relationship Import Party Tax Profile Maintain Bank Account Transfer Manage All Application Profile Values Manage Application Extensible Flexifield Manage Application Extensible Flexifield Manage Application Flexifield Value Set Manage Bank Manage Bank Branch Manage Bank Branch Manage Bank Statement Automatic Reconciliation Marching Rule Set Manage Bank Statement Automatic Reconciliation Marching Rule Set Manage Bank Statement Automatic Reconciliation Marching Rule Set		-	Create Location of Final
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 Community Organization Additional Identifier 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 Classification Code Assignment Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Relationship Import Party Tax Profile Maintain Bank Account Transfer Manage All Application Profile Values Manage Application Extensible Flexifield Manage Application Extensible Flexifield Manage Application Flexifield Value Set Manage Bank Manage Bank Branch Manage Bank Branch Manage Bank Statement Automatic Reconciliation Marching Rule Set Manage Bank Statement Automatic Reconciliation Marching Rule Set Manage Bank Statement Automatic Reconciliation Marching Rule Set			Discharge
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 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 Organi			Create Party Fiscal
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 Export Trading Community Organization Additional Identifier Export Trading Community Organization Additional Identifier Export Trading Community Organization Additional Name Export Trading Community Organization Additional Name Export Trading Community Organization Consecutive States Export Trading Community Organization Contact Points Export Trading Community Organization Contact Preferences 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 Extensible Flexifield Manage Application Flexifield Value Set Manage Bank Statement Automatic Reconciliation Marage Bank Statement Automatic Reconciliation Manage Bank Statement			
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 Calendar Export Trading Community Organization 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 Classification Code Assignment Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Relationship Import Party Tax Profile Maintain Bank Account Transfer Manage All Application Profile Values Manage Application Extensible Flexfield Manage Application Flexfield Value Set Manage Bank Manage Bank Manage Bank Statement Automatic Reconciliation Manage Bank Statement			
Create Third-Party Tax Profile Define Accounting Calendar Define Accounting Calendar Define Oracle Fusion General Ledger Transaction Calendar Enter Trading Community Organization Information Export Trading Community Organization Additional Identifier Export Trading Community Organization Additional Name Export Trading Community Organization Additional Name Export Trading Community Organization Addresses Export Trading Community Organization Addresses Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points 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 Flexifield Manage Application Extensible Flexifield Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement			
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 Additional Name Export Trading Community Organization Addresses Export Trading Community Organization Addresses Export Trading Community Organization Consultation Code Assignment Export Trading Community Organization Contact Points 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 Extensible Flexfield Manage Application Extensible Flexfield Manage Application Flexfield Value Set Manage Bank Account Manage Bank Branch Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set			
Define Accounting Calendar Define Oracle Fusion General Ledger Transaction Calendar Enter Trading Community Organization Information Export Trading Community Organization 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 Calessification Code Assignment Export Trading Community Organization Contact Points Export Trading Community Organization Contact Points Export Trading Community Organization Contact Preferences 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 Extensible Flexfield Manage Application Extensible Flexfield Manage Bank Account Interfield Value Set Manage Bank Statement Automatic Reconciliation Matching Rule Set			
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 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 Points Export Trading Community Organization Contact Preferences Export Trading Community Organization Relationship Import Party Tax Profile Maintain Bank Account Transfer Manage Application Profile Values Manage Application Extensible Flexfield Manage Application Flexfield Value Set Manage Bank Manage Bank Account Manage Bank Account Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement			
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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 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 Flexfield Value Set Manage Bank Manage Bank Account Manage Bank Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement			
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Manage Bank Branch Manage Bank Statement Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement			Manage Bank Account
Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement			Manage Bank Branch
Automatic Reconciliation Matching Rule Set Manage Bank Statement Code Manage Bank Statement			Manage Bank Statement
Manage Bank Statement Code Manage Bank Statement			
Manage Bank Statement Code Manage Bank Statement			
Code Manage Bank Statement			
Manage Bank Statement			
1000 Indiching			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
		C
		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
CIM	D 11 1 1	Organization Relationship
Cash Manager	Protects and develops the company's	Access Financial Reporting
	liquid assets maximizing their use and	Center
Cook Positioning and	return to the organization.	Add Trading Community
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Additional
Porecasting Management		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
		Ciassification

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 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
		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	Assigns payment process attributes to	Assign Payment Process
Management Management	documents payable, resolves document	Attributes to Document
Trainage in cit	and payment validation errors, and	Payable Payable
	reviews proposed payments. Views items	Build Documents Payable
	that were rejected or removed from a	into Payments
	payment process request.	Format Payment Document
		Manage Payment File
		Mark Payments Complete
		Print Payment Documents
		Record Payment Document
		Print Status
		Reprint Payment Documents

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 Disbursement View Payment File
		View Rejected and
		Removed Items In Payment
		Process Request
FSCM Load Interface	Manages load interface file for import	Load File to Interface
Administration	ivianages load interface the for import	Load Interface File for
7 Idininistration		Import
		Manage File Import and
		Export
		Transfer File
Functional Setups	Uses the functional user overview, and	Execute Setup Tasks
	assigned tasks, and task lists.	Review Applications
		Offering
		Review Setups Functional
		User Overview
		Setup and Maintain
		Applications
Payments Disbursement	Sets up features allowing disbursement of	Grant Payment Function
Administration	funds for supplier payments, customer	Access
	refunds, and employee expense reports.	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	Entry Batch
-	analysis, journal entries, and period close	Create Subledger Journal
	exceptions reports.	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	Runs all subledger accounting reports,	Create Journal Entries
Reporting	and reviews journal entries.	Reporting Sequence Number
r	Journal officers	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	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any customer	Function (Data)
	refunds in the payment process	Resource: Disbursement
	within the enterprise	
	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any employee	Function (Data)
	expenses in the payment	Resource: Disbursement
	process within the enterprise	
	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any oracle fusion	Function (Data)
	payables documents in the	Resource: Disbursement
	payment process within the	
	enterprise	
	A Cash Manager can manage	Role: Disbursement Process Management
	payments by business unit for	Privilege : Manage Payments by Business Unit
	the business units for which	(Data)
	they are authorized	Resource: Business Unit
	A Cash Manager can manage	Role: Cash Positioning and Forecasting
	payments by business unit for	Management
	the business units that interact	Privilege : Manage Payments by Business Unit
	with the bank accounts for	(Data)
	which they are authorized	Resource: Disbursement
Document Payable	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any customer	Function (Data)
	refunds in the payment process	Resource: Document Payable
	within the enterprise	
	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any employee	Function (Data)
	expenses in the payment	Resource: Document Payable
	process within the enterprise	DI DI L
	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any oracle fusion	Function (Data)
	payables documents in the payment process within the	Resource: Document Payable
	1 2 2	
	A Cosh Managar can managa	Polar Dishursament Process Management
	A Cash Manager can manage payments by business unit for	Role: Disbursement Process Management
	the business units for which	Privilege : Manage Payments by Business Unit
	they are authorized	(Data)
	mey are aumorized	Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
	A Cash Manager can manage	Role: Cash Positioning and Forecasting
	payments by business unit for	Management
	the business units that interact	Privilege : Manage Payments by Business Unit
	with the bank accounts for	(Data)
	which they are authorized	Resource: Document Payable
Ledger	A Cash Manager can manage	Role: Subledger Accounting Manager
	ledger for subledger for the	Privilege: Manage Ledger for Subledger
	posting ledgers for transactions	(Data)
	that they are authorized.	Resource: Ledger
		Role: Subledger Accounting Reporting
		Privilege: Manage Ledger for Subledger
		(Data)
		Resource: Ledger
Party Tax Profile	A Cash Manager can manage	Role: Customer Account Inquiry
Turty Tux TTome	business unit party tax profile	Privilege: Manage Business Unit Party Tax
	for the business units for which	Profile (Data)
	they are authorized	Resource: Business Unit
Payables Payment	A Cash Manager can manage	Role: Bank Statement and Reconciliation
1 ayables I ayment	payables invoice for the	Privilege: Manage Payables Invoice (Data)
	business units that interact with	
	the bank accounts for which	Resource: Payables Payment
	they are authorized	Role: Cash Positioning and Forecasting
	they are authorized	Management
		Privilege: Manage Payables Invoice (Data)
D II I	A.C. 1.M	Resource: Payables Payment
Payment Instruction	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any customer	Function (Data)
	refunds in the payment process	Resource: Payment Instruction
	within the enterprise	D-L-D' L
	A Cash Manager can manage	Role: Disbursement Data Management
	disbursement by payment	Privilege : Manage Disbursement by Payment
	function for any employee	Function (Data)
	expenses in the payment process within the enterprise	Resource: Payment Instruction
	A Cash Manager can manage	Polos Dishursoment Data Management
	disbursement by payment	Role: Disbursement Data Management
	function for any oracle fusion	Privilege : Manage Disbursement by Payment Function (Data)
	payables documents in the	Resource: Payment Instruction
	payment process within the	Resource. Fayment histraction
	enterprise	
	A Cash Manager can manage	Role: Disbursement Process Management
	payments by business unit for	Privilege: Manage Payments by Business Unit
	the business units for which	(Data)
	they are authorized	Resource: Business Unit
	A Cash Manager can manage	Role: Cash Positioning and Forecasting
	payments by business unit for	Management
	the business units that interact	Privilege: Manage Payments by Business Unit
	with the bank accounts for	(Data)
	which they are authorized	Resource: Payment Instruction
Person Address	A Cash Manager can report	Role: Disbursement Process Management
1 Oldon / Mulcod	person address for all people in	Privilege: Report Person Address (Data)
	the enterprise	Resource: Person Address
Receivables	A Cash Manager can view	Role: Bank Statement and Reconciliation
Miscellaneous Receipt	receivables activities for the	
wiscenaneous Receipt	business units that interact with	Privilege: View Receivables Activities (Data)
	ousiness units that interact with	Resource : Receivables Miscellaneous Receipt

Business Object	Policy Description	Policy Store Implementation
	the bank accounts for which	Role: Cash Positioning and Forecasting
	they are authorized	Management
		Privilege : View Receivables Activities (Data)
		Resource: Receivables Miscellaneous Receipt
Receivables Standard	A Cash Manager can view	Role: Bank Statement and Reconciliation
Receipt	receivables activities for the	Privilege : View Receivables Activities (Data)
	business units that interact with	Resource: Receivables Standard Receipt
	the bank accounts for which they are authorized	Role: Cash Positioning and Forecasting
	they are authorized	Management
		Privilege: View Receivables Activities (Data) Resource: Receivables Standard Receipt
Subledger Accounting	A Cash Manager can manage	Role: Subledger Accounting Manager
Balance	subledger accounting balance	Privilege: Manage Subledger Accounting
Burunce	for the subsidiaries or	Balance (Data)
	management segment values	Resource: Subledger Accounting Balance
	whose account balance they	Role: Subledger Accounting Reporting
	manage	Privilege: Manage Subledger Accounting
		Balance (Data)
		Resource: Subledger Accounting Balance
Subledger Application	A Cash Manager can manage	Role: Subledger Accounting Manager
	subledger application for the	Privilege: Manage Subledger Application
	owning oracle fusion	(Data)
	accounting generating	Resource: Subledger Application
	subledger application.	Role: Subledger Accounting Reporting
		Privilege: Manage Subledger Application
		(Data) Pagannae: Subladger Application
Subledger Journal Entry	A Cash Manager can manage	Resource: Subledger Application Role: Subledger Accounting Manager
Subjection for the subject of the su	subledger source transaction for	Privilege: Manage Subledger Source
	the business units, cost	Transaction (Data)
	organizations, asset books or	Resource: Subledger Journal Entry
	legislative data groups, and the	Role: Subledger Accounting Reporting
	subledger applications for	Privilege: Manage Subledger Source
	which they are authorized	Transaction (Data)
		Resource: Subledger Journal Entry
Subledger Source	A Cash Manager can manage	Role: Subledger Accounting Manager
Transaction	subledger source transaction for	Privilege: Manage Subledger Source
	the business units, cost organizations, asset books or	Transaction (Data)
	legislative data groups, and the	Resource: Subledger Source Transaction
	subledger applications for	Role: Subledger Accounting Reporting Privilege: Manage Subledger Source
	which they are authorized	Transaction (Data)
		Resource: Subledger Source Transaction
Tax Exemption	A Cash Manager can manage	Role: Customer Account Inquiry
	tax exemption for the tax setup	Privilege : Manage Tax Exemption (Data)
	applicable to the business units	Resource: Business Unit
	for which they are responsible	
Trading Community	A Cash Manager can view	Role: Customer Account Inquiry
Customer Account	customer account for all	Privilege: View Customer Account (Data)
	customer accounts in the	Resource: Trading Community Customer
Trading Community	A Cash Manager can view	Account Poles Cystomer Assount Inquiry
Trading Community Customer Account	A Cash Manager can view customer account relationship	Role: Customer Account Inquiry Privilege: View Customer Account
Relationship	for all customer account	Relationship (Data)
212141101101111111111111111111111111111	relationships in the enterprise	Resource: Trading Community Customer
	I Townson	Cubicino

Business Object	Policy Description	Policy Store Implementation
		Account Relationship
Trading Community	A Cash Manager can view	Role: Customer Account Inquiry
Customer Account Site	customer account site for all	Privilege : View Customer Account Site (Data)
	customer account sites in the	Resource: Trading Community Customer
	enterprise	Account Site
Trading Community	A Cash Manager can view	Role: Customer Account Inquiry
Customer Account Site	customer account site use for	Privilege : View Customer Account Site Use
Use	all customer account site uses	(Data)
	in the enterprise	Resource: Trading Community Customer
T 1: C :	A C. 1 M	Account Site Use
Trading Community	A Cash Manager can view	Role: Customer Account Inquiry
Organization Party	trading community	Privilege: View Trading Community
	organization for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
		Party District Programme Annual Programme Prog
		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	A Cash Manager can view	Role: Customer Account Inquiry
Party	trading community person for	Privilege : View Trading Community Person
	all people in the enterprise	(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	A Cash Manager can view	Role: Cash Management Administration
Relationship	trading community relationship	Privilege : View Trading Community
	for all trading community	Relationship (Data)
	relationships in the enterprise	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	Role: Disbursement Process Management
	personally identifiable	Privilege: View Personally Identifiable
	information in payments for	Information in Payments (Data)
	any bank account in the	Resource: External Bank Account
	enterprise	
Party Tax Profile	A Cash Manager can manage	Role: Customer Account Inquiry
	party tax profile for any party	Privilege : Manage Party Tax Profile (Data)
	tax profile defined in the	Resource : Party Tax Profile
	enterprise	
	A Cash Manager can manage	Role: Customer Account Inquiry
	party tax profile taxpayer	Privilege: Manage Party Tax Profile
	identifier for organizations of	Taxpayer Identifier (Data)
	type individual party tax profile	Resource: Party Tax Profile
	taxpayer identifier defined in	
	the enterprise.	
Tax Registration	A Cash Manager can manage	Role: Customer Account Inquiry
	tax registration for any tax	Privilege : Manage Tax Registration (Data)
	registration defined in the	Resource: Tax Registration
	enterprise	
Withholding Party Tax	A Cash Manager can manage	Role: Customer Account Inquiry
Profile	party tax profile taxpayer	Privilege: Manage Party Tax Profile
	identifier for organizations of	Taxpayer Identifier (Data)
	type individual party tax profile	Resource : Withholding Party Tax Profile
	taxpayer identifier defined in	
	the enterprise.	

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	Manages access to benefit eligibility profiles for compensation
Management	professional.
FSCM Load Interface	Manages load interface file for import
Administration	
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	Manages all payroll setup definitions required by other HCM
Implementation	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	Administer Compensation
	administration of compensation business	Approve Transactions
	objects and batch processes.	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 Pun HCM Extracts Poport
		Run HCM Extracts Report View Payroll Flow Based
		Analytics Analytics
Compensation Eligibility	Manages access to benefit eligibility	Define Benefit
Management	profiles for compensation professional.	Authorization
	promotion professional.	Manage Benefit Eligibility
L	l .	unago Donont Englonity

Granted Role	Granted Role Description	Privilege
		Profile
		Manage Employee Legal Disclaimer
		Manage Person Benefits Balance
		Manage Person Eligibility Derived Factor
FSCM Load Interface	Manages load interface file for import	Load File to Interface
Administration	1	Load Interface File for Import
		Manage File Import and Export
		Transfer File
Functional Setups	Uses the functional user overview, and	Execute Setup Tasks
2 who works 20 ways	assigned tasks, and task lists.	Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
HCM Extract Definition	Grants access to the extract definition	Manage HCM Extract
TICIVI Extract Definition	duty.	Definition Extract
		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	Manages all payroll setup definitions	Manage HCM User-Defined Table
Implementation	required by other HCM products.	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	Role: Compensation Administrator
	can choose assignment grade	Privilege : Choose Assignment Grade (Data)
	for all grades in the enterprise	Resource: Assignment Grade
	A Compensation Administrator	Role: Compensation Administrator
	can manage assignment grade	Privilege : Manage Assignment Grade (Data)
	for all grades in the enterprise	Resource: Assignment Grade
	A Compensation Administrator	Role: Compensation Administrator
	can manage assignment grade	Privilege : Manage Assignment Grade (Data)
	for all reference data sets in the	Resource: Assignment Grade
	enterprise	
Assignment Grade	A Compensation Administrator	Role: Compensation Administrator
Ladder	can manage assignment grade	Privilege : Manage Assignment Grade Ladder
	ladder for all grades in the	(Data)
	enterprise	Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Administrator	Role: Compensation Administrator
	can manage assignment grade	Privilege: Manage Assignment Grade Rate
	rate for all grades in the	(Data)
	enterprise	Resource: Assignment Grade Rate
Business Unit	A Compensation Administrator	Role: Compensation Administrator
	can choose business unit for	Privilege : Choose Business Unit Organization
	business units in their	(Data)
	organization security profile	Resource: Business Unit
Department	A Compensation Administrator	Role: Compensation Administrator
	can choose department for	Privilege : Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	
External Compensation	A Compensation Administrator	Role: Manage External Compensation
Data	can manage external	Information
	compensation information for	Privilege: Manage External Compensation
	people and assignments in their	Information (Data)
	person and assignment security	Resource: External Compensation Data
	profile	

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can view fast formula for legislative data groups in their legislative data group security profile Fast Formula Type can view fast formula for legislative data groups in their legislative data group security profile Resource: Fast Formula Route Role: Manage Fast Formula		profile	
can view fast formula for legislative data groups in their legislative data group security profile Fast Formula Type can view fast formula for legislative data groups in their legislative data group security profile Resource: Fast Formula Route Role: Manage Fast Formula			Role: Manage Fast Formula
legislative data groups in their legislative data group security profile Fast Formula Type A Compensation Administrator Resource: Fast Formula Route Resource: Fast Formula Route			
legislative data group security profile Fast Formula Type A Compensation Administrator Role: Manage Fast Formula		legislative data groups in their	
Fast Formula Type A Compensation Administrator Role: Manage Fast Formula			
		profile	
	Fast Formula Type	A Compensation Administrator	Role: Manage Fast Formula
Context Osage can manage rast formula for Privilege : Manage Fast Formula (Data)	Context Usage	can manage fast formula for	Privilege: Manage Fast Formula (Data)
legislative data groups in their Resource : Fast Formula Type Context Usage			
legislative data group security			
profile			
A Compensation Administrator Role: Manage Fast Formula		A Compensation Administrator	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	VI
	profile	
Fast Formula User Entity	A Compensation Administrator	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	j
	profile	
	A Compensation Administrator	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	·
	profile	
HCM Extract Definition	A Compensation Administrator	Role: HCM Extract Definition
	can manage hcm extract	Privilege : Manage HCM Extract Definition
	definition for extract definitions	(Data)
	in a legislative data group in	Resource: HCM Extract Definition
	their legislative data group	
7707.57	security profile	
HCM Rate	A Compensation Administrator	Role: Manage HCM Rates
	can manage hcm rate for	Privilege: Manage HCM Rate (Data)
	legislative data groups in their	Resource: HCM Rate
	legislative data group security	
HCM Haar Daffined	profile	D.L. D. H.C. HCM I
HCM User-Defined Table	A Compensation Administrator	Role: Payroll Common HCM Implementation
Table	can manage fast formula for legislative data groups in their	Privilege: Manage Fast Formula (Data)
	legislative data group security	Resource : HCM User-Defined Table
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table
	legislative data group security	Resource. Treivi osci Defined Tubic
	profile	
HCM User-Defined	A Compensation Administrator	Role: Payroll Common HCM Implementation
Table User Column	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Column
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Column
	profile	
HCM User-Defined	A Compensation Administrator	Role: Payroll Common HCM Implementation
Table User Column	can manage fast formula for	Privilege: Manage Fast Formula (Data)
Instance	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column Instance
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column Instance
	profile	
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	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Row
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Row
	profile	
HR Job	A Compensation Administrator	Role: Compensation Administrator
	can choose hr job for all jobs in	Privilege: Choose HR Job (Data)
	the enterprise	Resource: HR Job
Legal Employer	A Compensation Administrator	Role: Compensation Administrator
	can choose legal employer for	Privilege : Choose Legal Employer (Data)
	legal employers in their	Resource: Legal Employer
	organization security profile	r .,
Legislative Data Group	A Compensation Administrator	Role: Compensation Administrator
	can choose legislative data	Privilege : Choose Legislative Data Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Legislative Data Group
	group security profile	
Location	A Compensation Administrator	Role: Compensation Administrator
	can choose location for all	Privilege: Choose Location (Data)
	locations in the enterprise	Resource: Location
Organization Payment	A Compensation Administrator	Role: Payroll Common HCM Implementation
Method	can manage payroll payment	Privilege: Manage Payroll Payment (Data)
111011100	for legislative data groups in	Resource: Organization Payment Method
	their legislative data group	Resource. Organization I ayment Wethou
	security profile	
Organization Payment	A Compensation Administrator	Role: Payroll Common HCM Implementation
Method Usage	can manage payroll payment	Privilege: Manage Payroll Payment (Data)
	for payrolls in their payroll	Resource: Organization Payment Method
	security profile	Usage
Payment Card	A Compensation Administrator	Role: Payee Bank Account Management
Taymont Card	can view employee credit card	Privilege: View Employee Credit Card (Data)
	for any employee corporate	Resource: Payment Card
	cards in the enterprise	Resource. I ayment Card
Payroll Balance	A Compensation Administrator	Role: Payroll Common HCM Implementation
Category	can manage payroll balance	Privilege: Manage Payroll Balance Definition
category	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Category
	group security profile	Resource. I ayron Barance Category
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Category
	legislative data group security	Resource. I ayron Barance Category
	profile	
Payroll Balance	A Compensation Administrator	Role: Payroll Common HCM Implementation
Classification	can manage payroll balance	Privilege: Manage Payroll Balance Definition
Classification	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Classification
	group security profile	ACSULTEE. 1 ayron Dalance Classification
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Classification
	legislative data group security	Acsource. Fayron Darance Classification
	registative data group security	

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	(Data)
	groups in their legislative data	Resource: Payroll Balance Feed
	group security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Balance Feed
	profile	
Payroll Balance Group	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group
	group security profile	Delea Desmall Common HCM Invalorementation
	A Compensation Administrator can view payroll balance for	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group
	legislative data group security	Zizzozi rajion zamiec Group
	profile	
Payroll Balance Group	A Compensation Administrator	Role: Payroll Common HCM Implementation
Attribute	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data groups in their legislative data	(Data) Resource: Payroll Balance Group Attribute
	group security profile	Resource. Fayron Barance Group Attribute
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege : View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	
Payroll Balance Group	profile A Compensation Administrator	Role: Payroll Common HCM Implementation
Attribute Default	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	Default
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Balance Group Attribute Default
	profile	Defauit
Payroll Balance Group	A Compensation Administrator	Role: Payroll Common HCM Implementation
Attribute Definition	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Balance Group Attribute
	group security profile	Definition
	A Compensation Administrator can view payroll balance for	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Definition
	profile	
Payroll Balance Group	A Compensation Administrator	Role: Payroll Common HCM Implementation
Inclusion	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data group security profile	Resource: Payroll Balance Group Inclusion
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Inclusion

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
D 11 D 1 G	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	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
Downell Charlette	profile	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	Resource: Payroll Checklist Annotation
	profile	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	A Compensation Administrator	Role: Payroll Common HCM Implementation
Group	can manage payroll definition	Privilege : Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Consolidation Group
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Consolidation Group
	legislative data group security	
D 11.0	profile	
Payroll Context Usage	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data group security profile	Resource: Payroll Context Usage
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Context Usage
	legislative data group security	Resource. Fayron Context Osage
	profile	
Payroll Database Item	A Compensation Administrator	Role: Manage Fast Formula
Group	can manage fast formula for	Privilege: Manage Fast Formula (Data)
1	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
	A Compensation Administrator	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
Payroll Deduction Allow	A Compensation Administrator	Role: Manage Value Defined by Criteria
Override	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Allow Override
	their legislative data group	
	security profile	Bolos Monoro Volus Defined has Criteria
	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can view payroll deduction group for legislative data	Privilege: View Payroll Deduction Group
	groups in their legislative data	(Data) Passauras: Payroll Doduction Allow Override
	group security profile	Resource: Payroll Deduction Allow Override
Payroll Deduction	A Compensation Administrator	Role: Payroll Common HCM Implementation
Autoindirect	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	2225 22 co. 1 aj 1011 Deduction 1 latonian cot
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	-

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	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Calculation Unit
	group security profile	·
Payroll Deduction	A Compensation Administrator	Role: Manage Value Defined by Criteria
Context Usage	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Context Usage
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Context Usage
	group security profile	
Payroll Deduction Range	A Compensation Administrator	Role: Manage Value Defined by Criteria
Item	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Range Item
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Range Item
D 11D 1 .:	group security profile	
Payroll Deduction	A Compensation Administrator	Role: Manage Value Defined by Criteria
Report Use	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Report Use
	their legislative data group	
	security profile	D-1 Manage V.1 - Define 11 - Citation
	A Compensation Administrator can view payroll deduction	Role: Manage Value Defined by Criteria
		Privilege: View Payroll Deduction Group
	group for legislative data groups in their legislative data	(Data)
	group security profile	Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Compensation Administrator	Poles Managa Valua Dafinad by Critaria
rayion Deduction Type	can manage payroll deduction	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Type
	their legislative data group	Resource : Payron Deduction Type
	security profile	
	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Type
	group security profile	resource. Layron Deduction Type
Payroll Definition	A Compensation Administrator	Role: Compensation Administrator
, =	can choose payroll definition	Privilege: Choose Payroll (Data)
	for payrolls in their payroll	Resource: Payroll Definition
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Definition
	their legislative data group	
	security profile and payrolls in	
	their payroll security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Definition
	legislative data group security	
	profile and payrolls in their	
	payroll security profile	
Payroll Element	A Compensation Administrator	Role: Payroll Common HCM Implementation
Classification	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	, and the second
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	
	profile	
Payroll Element Criteria	A Compensation Administrator	Role: Payroll Common HCM Implementation
.,	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security	resource. Layron Element Citteria
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security	Resource. Layron Element Criteria
	profile	
Payroll Element Entry	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege : Manage Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	Resource. Layron Element Entry
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	Resource. Layron Element Entry
	profile	
Payroll Element Link	A Compensation Administrator	Role: Payroll Common HCM Implementation
,	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	Resource. Layron Element Elink
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	Resource. Layron Element Elink
	profile	
Payroll Element Run	A Compensation Administrator	Role: Payroll Common HCM Implementation
Result	can view payroll element for	Privilege: View Payroll Element (Data)
	legal employers in their	Resource: Payroll Element Run Result
	organization security profile	2000 agron Enoment Run Result
Payroll Element Status	A Compensation Administrator	Role: Payroll Common HCM Implementation
Processing Rule	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	Ruic
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	can view payron element for	1 11 vinege. View rayroil Element (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	
Payroll Element Sub	A Compensation Administrator	Role: Payroll Common HCM Implementation
Classification Rule	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security	Rule
	profile	D.L. D. 11 C HCM I I
	A Compensation Administrator can view payroll element for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: View Payroll Element (Data) Resource: Payroll Element Sub Classification
	legislative data group security	Rule
	profile	Kuic
Payroll Element Type	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	J 31
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
Dormall Errent	profile	Polos Possell Common HCM Israel sussetation
Payroll Event	A Compensation Administrator can manage payroll event group	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event
	their legislative data group	Resource. Fayron Event
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event
	their legislative data group	·
	security profile	
Payroll Event Definition	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege: Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Definition
	their legislative data group security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Definition
	their legislative data group	Resource. I ayron Event Bermition
	security profile	
Payroll Event Group	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege: Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Group
	their legislative data group	
	security profile	D. D. H.G. WOLLS
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Group
	their legislative data group security profile	
Payroll Event Qualifier	A Compensation Administrator	Role: Payroll Common HCM Implementation
Layron Lyont Quannol	can manage payroll event group	Privilege: Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Qualifier
L	1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1-	resource. I ayron Event Quanner

Business Object	Policy Description	Policy Store Implementation
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Qualifier
	their legislative data group	
Payroll Event Value	security profile A Compensation Administrator	Polos Poymall Common HCM Implementation
Change	can manage payroll event group	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data)
Change	for legislative data groups in	Resource: Payroll Event Value Change
	their legislative data group	Resource. I ayron Event varue Change
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Value Change
	their legislative data group	·
	security profile	
Payroll Flow Definition	A Compensation Administrator	Role: Compensation Administrator
	can choose payroll flow	Privilege : Choose Payroll Flow Pattern (Data)
	definition for payroll flow	Resource: Payroll Flow Definition
	patterns in their payroll flow pattern security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition
	their legislative data group	Resource. I ayron I low Definition
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in their payroll flow security	Privilege: View Payroll Flow (Data)
	profile	Resource: Payroll Flow Definition
	prome	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
De will Ele De Carre	A.C. and a section A. Indiana de la contraction	Resource: Payroll Flow Definition
Payroll Flow Definition	A Compensation Administrator	Role: HCM Extract Definition
Parameter	can manage payroll flow patten for legislative data groups in	Privilege: Manage Payroll Flow Patten (Data)
	their legislative data group	Resource: Payroll Flow Definition Parameter
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Parameter
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in	Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Flow Definition Parameter
	profile	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
		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	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Flow Definition Task
	profile and payroll flows in	
	their payroll flow security	
	profile	
Payroll Flow Definition	A Compensation Administrator	Role: HCM Extract Definition
Task Interaction	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Interaction
	security profile and payroll	
	flows in their payroll flow	
	security profile	Dalas HOME (111 D.C. 111
	A Compensation Administrator can view payroll flow for	Role: HCM Extract Definition
	legislative data groups in their	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
	legislative data groups in their	Interaction
	profile and payroll flows in	meraction
	their payroll flow security	
	profile	
Payroll Flow Definition	A Compensation Administrator	Role: HCM Extract Definition
Task Parameter	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource : Payroll Flow Definition Task
	their legislative data group	Parameter
	security profile	Delection Educat Deficition
	A Compensation Administrator can view payroll flow for	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)
	legislative data groups in their	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
	legislative data group security	Parameter
	profile	1 drameter
Payroll Flow Definition	A Compensation Administrator	Role: HCM Extract Definition
Task Property	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Property
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security profile	Property
Payroll Flow Task	A Compensation Administrator	Role: HCM Extract Definition
Action	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Task Action
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	

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	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	payrolls in their payroll security	Resource: Payroll Period
	profile	
Payroll Processing Rule	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Processing Rule
	legislative data group security	
	profile	DID HO HOW I
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource : Payroll Processing Rule
	legislative data group security profile	
Payroll Relationship	A Compensation Administrator	Role: Manage Payroll Element Entry
1 ayron Relationship	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	their legislative data group	Resource. I ayron Relationship
	security profile and people and	
	assignments in person and	
	assignment security profile and	
	for payroll statutory units in	
	their organization security	
	profile	
	A Compensation Administrator	Role: Manage Payroll Element Entry
	can view payroll relationship	Privilege : View Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	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	
Dayroll Patropay	profile A Componentian Administrator	Poles Payroll Common HCM Implementation
Payroll Retropay Component Usage	A Compensation Administrator can manage payroll element for	Role: Payroll Common HCM Implementation
Component Osage	legislative data groups in their	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component Usage
	profile	Osage
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component
	legislative data group security	Usage
	profile	
Payroll Retropay	A Compensation Administrator	Role: Payroll Common HCM Implementation
Element Span Usage	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Element Span
	legislative data group security	Usage
	profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Element Span
	legislative data group security	Usage
	profile	
Payroll Run Type	A Compensation Administrator	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
y	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Run Type
	their legislative data group	, , , ,
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type
	legislative data group security	
2 11 2 2	profile	
Payroll Run Type	A Compensation Administrator	Role: Payroll Common HCM Implementation
Classification Rule	can manage payroll definition for legislative data groups in	Privilege: Manage Payroll Definition (Data)
	their legislative data group	Resource : Payroll Run Type Classification
	security profile	Rule
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Classification
	legislative data group security	Rule
	profile	
Payroll Run Type	A Compensation Administrator	Role: Payroll Common HCM Implementation
Element Type Usage	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Run Type Element Type
	their legislative data group	Usage
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Element Type
	legislative data group security profile	Usage
Payroll Run Type	A Compensation Administrator	Role: Payroll Common HCM Implementation
Organization Method	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Run Type Organization
	their legislative data group	Method
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Organization
	legislative data group security	Method
D 11D 77 11	profile	D. D. H.G. WORKE
Payroll Run Type Usage	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can manage payroll definition for legislative data groups in	Privilege: Manage Payroll Definition (Data)
	their legislative data group	Resource: Payroll Run Type Usage
	security profile	
	A Compensation Administrator	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Usage
	legislative data group security	
	profile	
Payroll Statutory Unit	A Compensation Administrator	Role: Compensation Administrator
	can choose payroll statutory	Privilege: Choose Payroll Statutory Unit
	unit for payroll statutory units	(Data)
	in their organization security	Resource: Payroll Statutory Unit
D11 T. 1	profile	D. HOME () D. C. L.
Payroll Task	A Compensation Administrator	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
v	for legislative data groups in	Resource: Payroll Task
	their legislative data group	·
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task
	legislative data group security	
2 11 2 1 2	profile	
Payroll Task Parameter	A Compensation Administrator	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in their legislative data group	Resource: Payroll Task Parameter
	security profile	
	A Compensation Administrator	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	Resource. Layron Task Larameter
	profile	
Payroll Taxability Rule	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Taxability Rule
	their legislative data group	
	security profile	
	A Compensation Administrator	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Taxability Rule
Payroll Template Rule	group security profile A Compensation Administrator	Role: Payroll Common HCM Implementation
Group	can view payroll template for	Privilege: View Payroll Template (Data)
Group	legislative data groups in their	Resource: Payroll Template (Data)
	legislative data group security	Resource. Tayron Template Rule Group
	profile	
Payroll Template Rule	A Compensation Administrator	Role: Payroll Common HCM Implementation
Group Usage	can view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Rule Group
	legislative data group security	Usage
	profile	
Payroll Template	A Compensation Administrator	Role: Payroll Common HCM Implementation
Solution	can view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	
Payroll Template	A Compensation Administrator	Poles Payroll Common HCM Implementation
Solution Classification	A Compensation Administrator can view payroll template for	Role: Payroll Common HCM Implementation
Usage	legislative data groups in their	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
05450	legislative data group security	Classification Usage
	profile	Classification Osago
Payroll Template	A Compensation Administrator	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template Solution Column
	legislative data group security	Information
	profile	
Payroll Template	A Compensation Administrator	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege : View Payroll Template (Data)
Instance	legislative data groups in their	Resource : Payroll Template Solution Column

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Instance
Payroll Template Solution Design Pattern	profile 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	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	Applications, Business Intelligence Publisher, Real Time
	Decisions, Enterprise Performance Management and Business
	Intelligence Office.
Compensation Transaction	Analyzes Compensation transactional information
Analysis	
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	Privilege to view administration reports for
Reports	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	Administer Compensation
	workers.	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	Role: Compensation Transaction Analysis
	report assignment grade for all	Privilege : Report Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
Assignment Grade	A Compensation Analyst can	Role: Compensation Transaction Analysis
Ladder	report assignment grade ladder	Privilege: Report Assignment Grade Ladder
	for all grades in the enterprise	(Data)
		Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report assignment grade rate for	Privilege: Report Assignment Grade Rate
	all grades in the enterprise	(Data)
		Resource: Assignment Grade Rate
Compensation Allocation	A Compensation Analyst can	Role: Manage Workforce Compensation
	allocate compensation person	Global Models
	rate by compensation manager	Privilege : Allocate Compensation Person Rate
	for people and assignments in	by Compensation Manager (Data)
	their person and assignment	Resource: Compensation Allocation
	security profile	Role: View Workforce Compensation
		Administration Reports
		Privilege : Allocate Compensation Person Rate
		by Compensation Manager (Data)
		Resource: Compensation Allocation
	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report compensation allocation	Privilege: Report Compensation Allocation
	for people and assignments in	(Data)
	their person and assignment	Resource: Compensation Allocation
	security profile	
Compensation Stock	A Compensation Analyst can	Role: Administer Stock
Grant	manage compensation stock	Privilege: Manage Compensation Stock Grant
	grant for people in their person	(Data)
	and assignment security profile	Resource: Compensation Stock Grant
	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report compensation stock grant	Privilege: Report Compensation Stock Grant
	for people and assignments in	(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	Resource: Person National Identifier
	security profile	
Person Passport	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report person passport for	Privilege : Report Person Passport (Data)
	persons and assignments in	Resource: Person Passport
	their person and assignment	
	security profile	
Person Phone	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report person phone for work	Privilege : Report Person Phone (Data)
	phone numbers and private	Resource : Person Phone
	phone numbers granted to the	
	user for persons in their person	
Person Visa	and assignment security profile	D.I. C
Person Visa	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report person visa for persons	Privilege: Report Person Visa (Data)
	and assignments in their person	Resource: Person Visa
Position	and assignment security profile	D-1- Comment of Towns the August
Position	A Compensation Analyst can report position for positions in	Role: Compensation Transaction Analysis
	their position security profile	Privilege: Report Position (Data) Resource: Position
Public Person	A Compensation Analyst can	
Public Person	report public person for persons	Role: Compensation Transaction Analysis
	and assignments in their person	Privilege: Report Public Person (Data) Resource: Public Person
	and assignment security profile	Resource: Public Person
	A Compensation Analyst can	Role: Compensation Analyst
	view public person for persons	Privilege: Report Public Person (Data)
	and assignments in their person	Resource: Public Person
	and assignment security profile	Resource. I done I cison
Salary	A Compensation Analyst can	Role: Download Salaries in Mass
····································	export salary for people and	Privilege: Export Salary (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	
	A Compensation Analyst can	Role: Compensation Transaction Analysis
	report salary for people and	Privilege : Report Salary (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	

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	Business Intelligence Applications Analysis Generic Duty	
Analysis		
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web	
	catalog. The role allows authoring within Business Intellgence	
	Applications, Business Intelligence Publisher, Real Time	
	Decisions, Enterprise Performance Management and Business	
	Intelligence Office.	
Compensation Transaction	Analyzes Compensation transactional information	
Analysis		
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	Enables compensation professionals to navigate to the Workforce	
Proxy	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

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
777 7 1 2 2 1	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
W. T. I.G.	information, manager, directs and peers.
View Total Compensation Statements	Views generated total compensation statements for
W. W. I.C. G.	individuals within their security profile.
View Workforce Compensation Administration	Privilege to view administration reports for
Reports	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	Adjust Compensation
	processes and worker compensation	Budget by Compensation
	details.	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	Manages the creation and upload of	Manage Payroll Batch
Management	batches of data.	Upload
		Purge HCM Batch
		Transfer Payroll Batch
Person Management	Manages person related data such as	Manage Person
	name, address, communications,	Search Person
	documentation, and others. This role is	
W 16 G	associated with the HR specialist.	A11
Workforce Compensation Act	Enables compensation professionals to	Allocate Compensation
as Proxy	navigate to the Workforce Compensation	Person Rate by
	work area and access worksheets and	Compensation Manager
	perform the same actions as worksheet managers. This duty role must not be	Approve and Submit
	customized. Doing so will cause	Compensation Allocation by
	undesired results.	Compensation Manager
	undestred results.	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	A Compensation Manager can	Role: Person Management
Territory	choose application reference	Privilege : Choose Application Reference
-	territory for countries in their	Territory (Data)
	country security profile	Resource: Application Reference Territory
Assignment Grade	A Compensation Manager can	Role: Compensation Manager
	choose assignment grade for all	Privilege : Choose Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report assignment grade for all	Privilege : Report Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
Assignment Grade	A Compensation Manager can	Role: Compensation Transaction Analysis
Ladder	report assignment grade ladder	Privilege: Report Assignment Grade Ladder
	for all grades in the enterprise	(Data)
		Resource: Assignment Grade Ladder
Assignment Grade Rate	A Compensation Manager can	Role: Compensation Transaction Analysis
	report assignment grade rate for	Privilege: Report Assignment Grade Rate
	all grades in the enterprise	(Data)
		Resource: Assignment Grade Rate
Compensation Allocation	A Compensation Manager can	Role: Compensation Manager
	allocate compensation	Privilege : Allocate Compensation Person Rate
	allocation for people and	by Compensation Manager (Data)
	assignments in their person and assignment security profile	Resource: Compensation Allocation
	A Compensation Manager can	Role: Administer Workers for Workforce
	allocate compensation person	Compensation
	rate by compensation manager	Privilege : Allocate Compensation Person Rate
	for people and assignments in	by Compensation Manager (Data)
	their person and assignment	Resource: Compensation Allocation
	security profile	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
Dubliess Object	Toney Description	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	Role: Compensation Manager
	approve compensation	Privilege : Approve and Submit Compensation
	allocation for people and	Allocation by Compensation Manager (Data)
	assignments in their person and	Resource: Compensation Allocation
	assignment security profile	r r r r r r r r r r r r r r r r r r r
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report compensation allocation	Privilege: Report Compensation Allocation
	for people and assignments in	(Data)
	their person and assignment	Resource: Compensation Allocation
	security profile	_
Compensation History	A Compensation Manager can	Role: View Compensation History
	view compensation history for	Privilege : View Compensation History (Data)
	people and assignments in their	Resource: Compensation History
	person and assignment security	
	profile	
Compensation Note	A Compensation Manager can	Role: Workforce Compensation Act as Proxy
	manage compensation note for	Privilege : Manage Compensation Note (Data)
	public compensation notes for	Resource: Compensation Note
	people in their person and	
	assignment security profile and	
	for private compensation notes that they own	
Compensation Stock	A Compensation Manager can	Role: Administer Stock
Grant	manage compensation stock	Privilege: Manage Compensation Stock Grant
Grant	grant for people in their person	(Data)
	and assignment security profile	Resource: Compensation Stock Grant
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report compensation stock grant	Privilege: Report Compensation Stock Grant
	for people and assignments in	(Data)
	their person and assignment	Resource: Compensation Stock Grant
	security profile	Resource: Compensation Stock Grant
Department	A Compensation Manager can	Role: Compensation Manager
*	choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	1
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report department for	Privilege: Report Department (Data)
	departments in their	Resource: Department
	organization security profile	
External Compensation	A Compensation Manager can	Role: Manage External Compensation
Data	manage external compensation	Information
	information for people and	Privilege: Manage External Compensation
	assignments in their person and	Information (Data)
TID I I	assignment security profile	Resource: External Compensation Data
HR Job	A Compensation Manager can	Role: Compensation Manager
	choose hr job for all jobs in the	Privilege: Choose HR Job (Data)
	enterprise	

Business Object	Policy Description	Policy Store Implementation
		Resource: HR Job
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report hr job for all jobs in the	Privilege: Report HR Job (Data)
	enterprise	Resource: HR Job
Legal Employer	A Compensation Manager can	Role: Compensation Manager
	choose legal employer for legal	Privilege: Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
	security profile	
Legislative Data Group	A Compensation Manager can	Role: Compensation Manager
	choose legislative data group	Privilege : Choose Legislative Data Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Legislative Data Group
	security profile	
Location	A Compensation Manager can	Role: Compensation Manager
	choose location for all locations	Privilege: Choose Location (Data)
	in the enterprise	Resource: Location
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report location for all locations	Privilege : Report Location (Data)
	in the enterprise	Resource: Location
Payroll Batch Header	A Compensation Manager can	Role: Payroll Batch Load Management
	manage payroll batch loader for	Privilege: Manage Payroll Batch Loader
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Batch Header
	profile	D I D 11D (11 11)
	A Compensation Manager can	Role: Payroll Batch Load Management
	view payroll batch loader for	Privilege: View Payroll Batch Loader (Data)
	legislative data groups in their	Resource: Payroll Batch Header
	legislative data group security profile	
Payroll Checklist	A Compensation Manager can	Role: Submit a Payroll Process or Report
Tuyron cheekiist	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist
	legislative data group security	Resource. I dyfori enceknist
	profile and payroll flows in	
	their payroll flow security	
	profile	
Payroll Checklist	A Compensation Manager can	Role: Submit a Payroll Process or Report
Annotation	view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist Annotation
	legislative data group security	·
	profile	
Payroll Element Type	A Compensation Manager can	Role: Compensation Transaction Analysis
	report payroll element for	Privilege: Report Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
D 115	profile	
Payroll Flow Definition	A Compensation Manager can	Role: Submit a Payroll Process or Report
	view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	
	profile and payroll flows in	
	their payroll flow security	
Daywoll Flory D. C	profile	Polos Cubrait a Dannall Danna Barrait
Payroll Flow Definition Parameter	A Compensation Manager can	Role: Submit a Payroll Process or Report
1 aranneter	view payroll flow for legislative data groups in their	Privilege: View Payroll Flow (Data)
	registative data groups in their	

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Resource : Payroll Flow Definition Parameter
	profile and payroll flows in	
	their payroll flow security	
D	profile	7.1.6
Person	A Compensation Manager can	Role: Compensation Manager
	choose person for persons and	Privilege : Choose Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	Dolor Domon Monocoment
	A Compensation Manager can manage person for persons and	Role: Person Management
	assignments in their person and	Privilege: Manage Person (Data) Resource: Person
	assignment security profile	Resource: Person
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person for persons and	Privilege: Report Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	Resource. I cison
	A Compensation Manager can	Role: Compensation Manager
	search person for persons and	Privilege: Search Person Live (Data)
	assignments in their person and	Resource: Person
	assignment security profile	Resource. 1 crson
	A Compensation Manager can	Role: Person Management
	search person live for persons	Privilege : Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
Person Address	A Compensation Manager can	Role: Person Management
	manage person private address	Privilege : Manage Person Private Address
	details for persons and	Details (Data)
	assignments in their person and	Resource: Person Address
	assignment security profile	
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person address for	Privilege : Report Person Address (Data)
	persons and assignments in	Resource: Person Address
	their person and assignment	
	security profile	
Person Assignment	A Compensation Manager can	Role: Compensation Transaction Analysis
	report assignment for persons	Privilege: Report Assignment (Data)
	and assignments in their person	Resource: Person Assignment
	and assignment security profile	D.I. G
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person assignment for	Privilege : Report Person Assignment (Data)
	persons and assignments in	Resource: Person Assignment
	their person and assignment security profile	
Person Communication	A Compensation Manager can	Polos Componentian Transaction Analysis
Method	report person communication	Role: Compensation Transaction Analysis
Wichiod	method for persons and	Privilege: Report Person Communication Method (Data)
	assignments in their person and	Resource: Person Communication Method
	assignment security profile	Resource. Ferson Communication Method
Person Contact	A Compensation Manager can	Role: Person Management
1 515011 Contact	manage person contact for	Privilege: Manage Person Contact (Data)
	persons and assignments in	Resource: Person Contact
	their person and assignment	Tresource. I croon contact
		I and the second
	security profile	Role: Compensation Transaction Analysis
		Role: Compensation Transaction Analysis Privilege: Report Person Contact (Data)

Business Object	Policy Description	Policy Store Implementation
	their person and assignment	
	security profile	
Person Disability	A Compensation Manager can	Role: Person Management
	manage person disability for	Privilege : Manage Person Disability (Data)
	persons and assignments in	Resource: Person Disability
	their person and assignment	
D D	security profile	
Person Documentation	A Compensation Manager can	Role: Person Management
	manage person documentation for document types in their	Privilege: Manage Person Documentation
	document types security profile	(Data) Resource: Person Documentation
	belonging to persons and	Resource: Person Documentation
	assignments in their person and	
	assignment security profile	
Person Driver License	A Compensation Manager can	Role: Person Management
	manage person driver license	Privilege: Manage Person Driver License
	number for persons and	Number (Data)
	assignments in their person and	Resource: Person Driver License
	assignment security profile	
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report driver license for persons	Privilege : Report Driver License (Data)
	and assignments in their person	Resource: Person Driver License
	and assignment security profile	
Person Email	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person email for persons	Privilege: Report Person Email (Data)
	and assignments in their person	Resource: Person Email
2 27 1	and assignment security profile	
Person National	A Compensation Manager can	Role: Compensation Transaction Analysis
Identifier	report person national identifier	Privilege : Report Person National Identifier
	for persons and assignments in their person and assignment	(Data)
	security profile	Resource: Person National Identifier
Person Passport	A Compensation Manager can	Role: Person Management
1 crson r assport	manage person passport	Privilege: Manage Person Passport Number
	number for persons and	(Data)
	assignments in their person and	Resource: Person Passport
	assignment security profile	and a support
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person passport for	Privilege: Report Person Passport (Data)
	persons and assignments in	Resource: Person Passport
	their person and assignment	•
	security profile	
Person Phone	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person phone for work	Privilege : Report Person Phone (Data)
	phone numbers and private	Resource: Person Phone
	phone numbers granted to the	
	user for persons in their person	
Person Visa	and assignment security profile	Polo Company tion Transaction April 1
rerson visa	A Compensation Manager can	Role: Compensation Transaction Analysis
	report person visa for persons	Privilege: Report Person Visa (Data)
	and assignments in their person and assignment security profile	Resource: Person Visa
Position	A Compensation Manager can	Role: Compensation Manager
1 0310011	choose position for positions in	Privilege: Choose Position (Data)
	their position security profile	Resource: Position
	A Compensation Manager can	Role: Compensation Transaction Analysis
	A Compensation Manager Call	Aute. Compensation Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	report position for positions in	Privilege: Report Position (Data)
	their position security profile	Resource: Position
Public Person	A Compensation Manager can	Role: Compensation Manager
	choose public person for	Privilege : Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	
	security profile	
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report public person for persons	Privilege : Report Public Person (Data)
	and assignments in their person	Resource: Public Person
	and assignment security profile	
Salary	A Compensation Manager can	Role: Approve Proposed Progressions and
	approve proposed progressions	Salary Updates
	and salary updates for people	Privilege : Approve Proposed Progressions and
	and assignments in their person	Salary Updates (Data)
	and assignment security profile	Resource: Salary
	A Compensation Manager can	Role: Manage Salaries
	enter salary details for people	Privilege: Enter Salary Details (Data)
	and assignments in their person	Resource: Salary
	and assignment security profile	D.I. C
	A Compensation Manager can	Role: Compensation Transaction Analysis
	report salary for people and	Privilege: Report Salary (Data)
	assignments in their person and assignment security profile	Resource: Salary
	A Compensation Manager can	Dolor Daviery Colomy Cymahmenization Desults
	review salary synchronization	Role: Review Salary Synchronization Results Privilege: Review Salary Synchronization
	results for people and	Results (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	Resource. Salary
	A Compensation Manager can	Role: Manage Salaries
	view salary details for people	Privilege: View Salary Details (Data)
	and assignments in their person	Resource: Salary
	and assignment security profile	
Total Compensation	A Compensation Manager can	Role: View Total Compensation Statements
Statement	view total compensation	Privilege : View Total Compensation
	statement already generated for	Statement Already Generated (Data)
	people and assignments in their	Resource: Total Compensation Statement
	person and assignment security	
	profile	
Trading Community	A Compensation Manager can	Role: Workforce Compensation Act as Proxy
Organization Party	view trading community	Privilege : View Trading Community
	organization for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
T 11 G :		Party
Trading Community	A Compensation Manager can	Role: Workforce Compensation Act as Proxy
Party	view trading community person	Privilege : View Trading Community Person
	for all organizations in the	(Data)
W : 11 G	enterprise	Resource: Trading Community Party
Variable Compensation	A Compensation Manager can	Role: Manage Individual Compensation
Allocation	enter variable compensation	Privilege: Enter Variable Compensation
	allocation for people and	Allocation (Data)
	assignments in their person and	Resource : Variable Compensation Allocation
Worker	assignment security profile	Polar Companyation Manager
Worker	A Compensation Manager can	Role: Compensation Manager
	review worker for persons and	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	Role: Compensation Manager
	review worker for subordinates	Privilege : Review Worker Availability (Data)
	in their person and assignment security profile	Resource: Worker
	A Compensation Manager can	Role: Compensation Manager
	review worker for themselves	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,	Approve Transactions
	implementation and administration of	
	compensation programs, policies and	
	procedures.	

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	Role: View Compensation History
	view compensation history for	Privilege : View Compensation History (Data)
	people and assignments in their	Resource: Compensation History
	person and assignment security	
	profile	

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

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	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence 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 Intellgence
	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	Manages load interface file for import
Administration	
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	Grants access to the employee, contingent worker and Human
Management	Resource Specialist to manage the phones, emails and other
Demon Communication Materia	communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human
View	Resource Specialist to view the phones, emails and other
Person National Identifier View	communication methods in the portrait. Grants access to persons to view national identifier.
Portrait Current and Completed	Grants access to the current and completed tasks card in the
Tasks	portrait, which includes HCM worklist tasks and user provisioning
Tasks	requests.
Procurement Analysis Currency	This role is used to get the supported currencies in Procurement and
Preference	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	This role is used for Requisition Business Unit data security in the
Security	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	Manages the budgetary control tasks by job roles who perform
Control	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

Portrait Benefits

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

Inherited Roles

Portrait Current and Completed Tasks

Print Worker Portrait

Procurement Requester

Business Intelligence Applications Worker

Business Intelligence Applications Analysis

Payables Invoice Inquiry

Receiving Management Requester

Item Inquiry

Requester Analysis

Business Intelligence Authoring

Procurement Analysis Currency Preference

Requisition Business Unit Data Security

Requisition Self Service User

Requisition Viewing

Payables Invoice Inquiry

Transaction Entry with Budgetary Control

Business Intelligence Consumer

Social Connection Worker

Submit Resignation

Time and Labor Worker

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.

136

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
77	document data.
Manage Person Driver License	Grants access to persons to manage their own driver
Manage Barrer Educati	licenses.
Manage Person Ethnicity	Grants access to persons to manage their own
Manage Person Image	ethnicity. Manages Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own
ivianage i cison i assport	passports.
Manage Person Religion	Grants access to persons to manage their own
Wallage Ferson Religion	religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas
Trimings I silver v 15m of I string	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
View Company tion Details for Worker	absence plans.
View Compensation Details for Worker View Employment Information Summary	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
view refromance building	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
W. D. SH. A. D. B. C. I	employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person
View Total Componentian Statements	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	Absence Entry Using
	worker.	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
		View Notification Details
		View Performance Goal
		View Team Schedule
		View Time by Calendar
Employee Enrollment	Manages employee enrollments.	Define Benefit Participant
Employee Emonment	wanages employee emoninents.	Enrollment Result
		Elect Benefits
		Maintain Plan Beneficiary
		Designation Maintain Primary Cons
		Maintain Primary Care
		Provider Provider
		Review Benefit Participant
		Enrollment Result
Expense Entry		Manage Bank Account for
	expense reports.	Expense Reimbursement
		Manage Expense Report

Granted Role	Granted Role Description	Privilege
		Review Expense
		Reimbursement
FSCM Load Interface	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
Tem mquiry	Queries and views items in the enterprise.	Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner
		Item Reference
		View Item
		View Item Organization
		Association
	VII. 0 1 T 1 T 1	View Item Relationship
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice
Payee Bank Account	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	Accounts
		Manage External Payee
		Payment Details
		Manage Third Party Bank
		Account
		View Third Party Bank
		Account
Performance Management	Adds content to rate to performance	Create Performance
Worker	document and evaluates self.	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
7	T Tarana and member	Procurement Requester
		Change Purchase Order as
		Procurement Requester
Receiving Management	Allows a requester in Oracle Fusion	Correct Self-Service
Requester	iProcurement to receive items, correct	Receiving Receipt
requester	receipts, and return receipts.	Create Self-Service
	receipts, and retain receipts.	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,	Create Requisition with
	searching, and viewing requisitions,	Changes to Deliver-to
	creating noncatalog requests, creating	Location
	requisitions with one-time locations, and	Create Requisition with
	changing deliver-to locations on requisition lines.	Noncatalog Requests
	requisition lines.	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	Review Inbound Shipment
	documents.	Details
		Review Receiving
		Transaction History
		View Purchase Order as
		Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social	Add Someone to Social
	Connection employee duties.	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	Manages the budgetary control tasks by	Check Funds
Budgetary Control	job roles who perform transactions that	Reserve Funds
	are subject to budgetary control, such as	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	Define Talent Profile
	employee or contingent worker.	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	Role: Procurement Requester
	delete application attachment	Privilege: Delete Application Attachment
	for the purchase order	Resource: Application Attachment
	categories including	
	miscellaneous, to supplier, to	
	buyer, to receiver, to approver,	
	and to payables	
	A Contingent Worker can read	Role: Procurement Requester
	application attachment for the	Privilege: Read Application Attachment
	negotiation categories including	Resource: Application Attachment
	miscellaneous, to approver, to	
	buyer, to payables, to receiver,	
	and to supplier	
	A Contingent Worker can read	Role: Procurement Requester
	application attachment for the	Privilege: Read Application Attachment
	purchase order categories	Resource: Application Attachment
	including document,	
	miscellaneous, to supplier, to	
	buyer, to receiver, to approver,	
	and to payables	
	A Contingent Worker can	Role: Procurement Requester
	update application attachment	Privilege: Update Application Attachment

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

Business Object	Policy Description	Policy Store Implementation
	approval note for themselves	Note (Data)
		Resource: Expense Report Approval Note
HR Job	A Contingent Worker can	Role: Contingent Worker
	choose hr job for all jobs in the	Privilege: Choose HR Job (Data)
	enterprise	Resource: HR Job
Help Topic	A Contingent Worker can view	Role: View Secured Custom Help
	secured custom help content for	Privilege: View Secured Custom Help
	all secured help content they	Content
	are authorized	Resource: Help Topic
Idea	A Contingent Worker can	Role: Contingent Worker
	manage idea where they are a	Privilege: Manage Product Idea (Data)
	member of the idea team	Resource: Idea
	A Contingent Worker can	Role: Contingent Worker
	review idea where they are a	Privilege : Review Product Idea (Data)
	member of the idea team	Resource: Idea
Payment Card	A Contingent Worker can view	Role: Payee Bank Account Management
	employee credit card for any	Privilege : View Employee Credit Card (Data)
	employee corporate cards in the	Resource: Payment Card
	enterprise	
Performance Document	A Contingent Worker can view	Role: View Performance Summary
	performance summary for	Privilege : View Performance Summary (Data)
	themselves	Resource: Performance Document
Performance Goal	A Contingent Worker can	Role: Manage Performance Goal by Worker
	manage performance goal by	Privilege : Manage Performance Goal by
	worker for themselves	Worker (Data)
		Resource: Performance Goal
Person	A Contingent Worker can	Role: Change Person Address
	change person address for	Privilege : Change Person Address (Data)
	themselves	Resource: Person
	A Contingent Worker can	Role: Change Person Marital Status
	change person marital status for	Privilege : Change Person Marital Status
	themselves	(Data)
		Resource: Person
	A Contingent Worker can	Role: Compare HCM Information
	compare person for themselves	Privilege : Compare Person (Data)
		Resource: Person
	A Contingent Worker can	Role: Manage Person Citizenship
	manage person citizenship for	Privilege : Manage Person Citizenship (Data)
	themselves	Resource: Person
	A Contingent Worker can	Role: Manage Person Driver License
	manage person driver license	Privilege : Manage Person Driver License
	for themselves	(Data)
		Resource: Person
	A Contingent Worker can	Role: Manage Person Ethnicity
	manage person ethnicity for	Privilege : Manage Person Ethnicity (Data)
	themselves	Resource: Person
	A Contingent Worker can	Role: Manage Person Passport
	manage person passport for	Privilege: Manage Person Passport (Data)
	themselves	Resource: Person
	A Contingent Worker can	Role: Manage Person Religion
	manage person religion for	Privilege : Manage Person Religion (Data)
	themselves	Resource: Person
	A Contingent Worker can	Role: Manage Person Visa or Permit
	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	Role: View Portrait Personal Information Card
	manage worker public portrait	Privilege: Manage Worker Public Portrait
	for themselves	(Data)
		Resource: Person
	A Contingent Worker can print	Role: Print Worker Portrait
	worker portrait for themselves	Privilege: Print Worker Portrait (Data)
	F	Resource: Person
	A Contingent Worker can	Role: Contingent Worker
	report person for themselves	Privilege: Report Person (Data)
	report person for themserves	Resource: Person
	A Contingent Worker can share	
	A Contingent Worker can share worker information for	Role: Manage Worker Information Sharing
	themselves	Privilege: Share Worker Information (Data)
		Resource: Person
	A Contingent Worker can view	Role: View Portrait Availability Card
	worker availability portrait card	Privilege : View Worker Availability Portrait
	for themselves	Card (Data)
		Resource: Person
	A Contingent Worker can view	Role: Portrait Current and Completed Tasks
	worker current and completed	Privilege : View Worker Current and
	tasks portrait card for persons	Completed Tasks Portrait Card (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
	A Contingent Worker can view	Role: Portrait Current and Completed Tasks
	worker current and completed	Privilege: View Worker Current and
	tasks portrait card for	Completed Tasks Portrait Card (Data)
	themselves	Resource: Person
	A Contingent Worker can view	Role: View Portrait Personal Information Card
	worker personal and	Privilege: View Worker Personal and
	employment portrait card for	Employment Portrait Card (Data)
	themselves	Resource: Person
Person Absence Entry	A Contingent Worker can	Role: Maintain Absence Records
	maintain self service absence	Privilege : Maintain Self Service Absence
	record for people and	Record (Data)
	assignments in their person and	Resource: Person Absence Entry
	assignment security profile	·
	A Contingent Worker can	Role: Maintain Absence Records
	maintain self service absence	Privilege: Maintain Self Service Absence
	record for themselves	Record (Data)
		Resource: Person Absence Entry
Person Address	A Contingent Worker can	Role: View Portrait Personal Information Card
	manage person private address	Privilege: Manage Person Private Address
	details for themselves	Details (Data)
		Resource: Person Address
Person Assignment	A Contingent Worker can	Role: Contingent Worker
6	choose person assignment for	Privilege: View Person Assignment (Data)
	persons and assignments in	Resource: Person Assignment
	their person and assignment	2223 DE CO. 1 OLDON 1 LONGHINON
	security profile	
Person Communication	A Contingent Worker can	Role: Person Communication Methods
Method	manage person communication	Management Management
	method for themselves	Privilege: Manage Person Communication
		Method (Data)
		Resource: Person Communication Method
		Acsource, reison Communication Method

Business Object	Policy Description	Policy Store Implementation
,	A Contingent Worker can view	Role: Person Communication Methods View
	person communication method	Privilege: View Person Communication
	for private communication	Method (Data)
	methods granted to the user for	Resource: Person Communication Method
	persons in their person and	
D C	assignment security profile	DIV DATE
Person Contact	A Contingent Worker can	Role: View Portrait Personal Information Card
Relationship	manage person contact details for themselves	Privilege: Manage Person Contact Details
	101 themserves	(Data)
	A Contingent Worker can	Resource: Person Contact Relationship Role: View Portrait Personal Information Card
	A Contingent Worker can manage person private contact	
	details for themselves	Privilege: Manage Person Private Contact Details (Data)
	details for themserves	Resource: Person Contact Relationship
Person Disability	A Contingent Worker can	Role: Manage Person Disability by Worker
1 crson Disability	manage person disability for	Privilege: Manage Person Disability (Data)
	themselves	Resource: Person Disability
Person Documentation	A Contingent Worker can	Role: Manage Person Documentation by
1 crson Documentation	manage person documentation	Worker
	for document types in their	Privilege: Manage Person Documentation
	document types security profile	(Data)
	for themselves	Resource: Person Documentation
Person Email	A Contingent Worker can	Role: Person Communication Methods
	manage person email for	Management
	themselves	Privilege: Manage Person Email (Data)
		Resource: Person Email
	A Contingent Worker can view	Role: Person Communication Methods View
	person email for work e-mail	Privilege: View Person Email (Data)
	addresses and private e-mail	Resource: Person Email
	addresses granted to the user	
	for persons in their person and	
	assignment security profile	
Person Image	A Contingent Worker can	Role: Manage Person Image
	manage person image for themselves	Privilege: Manage Person Image (Data)
		Resource: Person Image
	A Contingent Worker can view	Role: Manage Person Image
	person image for themselves	Privilege: View Person Image (Data)
Person Life Event	A Contingent Wedley con	Resource: Person Image
Person Life Event	A Contingent Worker can manage person life event for	Role: Employee Enrollment
	themselves	Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Name	A Contingent Worker can	Role: Manage Person Name
1 CISOH I VAIHC	change person name for	Privilege: Change Person Name (Data)
	themselves	Resource: Person Name
Person National	A Contingent Worker can view	Role: Person National Identifier View
Identifier	person national identifier for	Privilege: View Person National Identifier
	themselves	(Data)
		Resource: Person National Identifier
Person Phone	A Contingent Worker can	Role: Person Communication Methods
	manage person phone for	Management Management
	themselves	Privilege : Manage Person Phone (Data)
		Resource: Person Phone
	A Contingent Worker can view	Role: Person Communication Methods View
	person phone for work phone	Privilege : View Person Phone (Data)
	numbers and private phone	Resource: Person Phone
	numbers and private phone	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	Role: View Accrual Type Absence Plan
	accrual plan balance for people	Balance
	and assignments in their person	Privilege : View Accrual Plan Balance (Data)
	and assignment security profile	Resource: Person Plan Accrual
	A Contingent Worker can view	Role: View Accrual Type Absence Plan
	accrual plan balance for	Balance
	themselves	Privilege: View Accrual Plan Balance (Data)
Dian Dana Calan	A Continue Medical Service	Resource: Person Plan Accrual
Plan Beneficiary	A Contingent Worker can view	Role: Portrait Benefits
Designation	worker benefits portrait card for themselves	Privilege : View Worker Benefits Portrait Card
	themserves	(Data) Resource: Plan Beneficiary Designation
Portrait Private Note	A Contingent Worker can	Role: Contingent Worker
1 ortiali i iivate ivote	manage portrait private note for	Privilege: Manage Portrait Private Note (Data)
	themselves	Resource: Portrait Private Note
Position	A Contingent Worker can	Role: Compare HCM Information
1 osition	choose position for positions in	Privilege: Choose Position (Data)
	their position security profile	Resource: Position
	The second secon	Role: Contingent Worker
		Privilege: Choose Position (Data)
		Resource: Position
Primary Care Provider	A Contingent Worker can	Role: Employee Enrollment
	define plan primary care	Privilege : Define Plan Primary Care Provider
	provider for themselves	(Data)
		Resource: Primary Care Provider
Public Person	A Contingent Worker can	Role: Procurement Requester
	choose public person for all	Privilege : Choose Public Person (Data)
	workers in the enterprise	Resource: Public Person
	A Contingent Worker can	Role: Contingent Worker
	choose public person for	Privilege : Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	
	security profile	D.I. A. D. C.II
	A Contingent Worker can search person deferred for	Role: Access Person Gallery
	persons and assignments in	Privilege: Search Person Deferred (Data)
	their person and assignment	Resource: Public Person
	security profile	
	A Contingent Worker can view	Role: Use User Details Service
	person deferred for persons and	Privilege : View Person Deferred (Data)
	assignments in their person and	Resource: Public Person
	assignment security profile	
	A Contingent Worker can view	Role: View Portrait Contact Card
	worker contact portrait card for	Privilege: View Worker Contact Portrait Card
	themselves	(Data)
		Resource: Public Person
Requisition	A Contingent Worker can	Role: Procurement Requester
	manage requisition for	Privilege: Manage Requisition (Data)
	themselves for the business	Resource: Business Unit
	units for which they are	Role: Requisition Self Service User
	authorized	Privilege: Manage Requisition (Data)
		Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
	A Contingent Worker can	Role: Requisition Self Service User
	manage requisition for	Privilege: Manage Requisition (Data)
	themselves for the financial	Resource: Business Unit
	business unit associated with	
	their primary assignment	
Salary	A Contingent Worker can view	Role: View Compensation Details for Worker
-	worker compensation portrait	Privilege : View Worker Compensation
	card for themselves	Portrait Card (Data)
		Resource: Salary
Talent Profile	A Contingent Worker can edit	Role: Edit Person Career Planning
	person career planning for	Privilege : Edit Person Career Planning (Data)
	themselves	Resource: Talent Profile
	A Contingent Worker can edit	Role: Edit Person Skills and Qualifications
	person skills and qualifications	Privilege: Edit Person Skills and
	for themselves	Qualifications (Data)
	191 (1101111901) 05	Resource: Talent Profile
	A Contingent Worker can	Role: Workforce Profile Worker
	match talent profile person for	
	themselves	Privilege: Match Talent Profile Person (Data)
		Resource: Talent Profile
	A Contingent Worker can view	Role: View Person Career Planning
	person career planning for	Privilege : View Person Career Planning
	people and assignments in their	(Data)
	public person and assignment	Resource: Talent Profile
	security profile	DI III DO UC
	A Contingent Worker can view	Role: View Person Skills and Qualifications
	person skills and qualifications	Privilege : View Person Skills and
	for people and assignments in	Qualifications (Data)
	their public person and	Resource: Talent Profile
	assignment security profile	DI WILC DOWN I
	A Contingent Worker can view	Role: Workforce Profile Worker
	talent profile model for jobs in	Privilege : View Talent Profile Model (Data)
	their job security profile	Resource: Talent Profile
	A Contingent Worker can view	Role: Workforce Profile Worker
	talent profile person for	Privilege : View Talent Profile Person (Data)
	themselves	Resource: Talent Profile
Talent Profile Item	A Contingent Worker can view	Role: Workforce Profile Worker
	talent profile item worker for	Privilege : View Talent Profile Item Worker
	themselves	(Data)
		Resource: Talent Profile Item
Time Record Group	A Contingent Worker can	Role: Worker Time Card Entry
Summary	manage time cards for	Privilege: Manage Time Cards (Data)
	themselves	Resource: Time Record Group Summary
Total Compensation	A Contingent Worker can view	Role: View Total Compensation Statements
Statement	total compensation statement	Privilege : View Total Compensation
	already generated for	Statement Already Generated (Data)
	themselves	Resource: Total Compensation Statement
Trading Community Org	A Contingent Worker can	Role: Expense Entry
Address Email Contact	manage trading community	Privilege: Manage Trading Community Legal
Preference	legal contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Org Address
	preferences not of type legal.	Email Contact Preference
	F	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)
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.	Resource: Trading Community Org Address Phone Contact Preference 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)
Trading Community	A Contingent Worker can	Resource: Trading Community Organization Address Contact Preference Role: Expense Entry
Organization Email Contact Preference	manage 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 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 (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	A Contingent Worker can view	Role: Procurement Requester
Party	trading community contact for	Privilege: View Trading Community Contact
Turty	all trading community persons	(Data)
	in the enterprise except contacts	
	created by partners.	Resource: Trading Community Party
	A Contingent Worker can view	Role: Expense Entry
	trading community person for	
		Privilege: View Trading Community Person
	all people in the enterprise	(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
	A Contingent Worker can view	Role: Expense Entry
	trading community person for	Privilege : View Trading Community Person
	all people in the enterprise	(Data)
	other than sales accounts and	Resource: Trading Community Party
	sales prospects.	Role: Procurement Requester
		Privilege: View Trading Community Person
		(Data)
		Resource: Trading Community Party
	A Contingent Worker can view	Role: Expense Entry
	trading community person for	1
	all resources in the enterprise	Privilege: View Trading Community Person (Data)
	an resources in the enterprise	` '
		Resource: Trading Community Party Poles Proguement Requester
		Role: Procurement Requester
		Privilege: View Trading Community Person
		(Data)
Tanding Consumate	A Continuent W. J	Resource: Trading Community Party
Trading Community	A Contingent Worker can	Role: Expense Entry
Person Address Contact	manage trading community	Privilege: Manage Trading Community Legal
Preference	legal contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person
	preferences not of type legal.	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	A Contingent Worker can	Role: Expense Entry
Person Address Phone	manage trading community	Privilege: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	legal contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person
	preferences not of type legal.	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	A Contingent Worker can	Role: Expense Entry
Person Email Contact	manage trading community	Privilege: Manage Trading Community Legal
Preference	legal contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person Email
	preferences not of type legal.	Contact Preference
	presences not or type regim.	Role: Requisition Self Service User
		Privilege: Manage Trading Community Legal
		Contact Preference (Data)
		Resource: Trading Community Person Email Contact Preference
Too die a Communita	A Continuent Wednesday	
Trading Community	A Contingent Worker can	Role: Expense Entry
Person Phone Contact	manage trading community	Privilege: Manage Trading Community Legal
Preference	legal contact preference for all	Contact Preference (Data)
	trading community contact	Resource : Trading Community Person Phone
	preferences not of type legal.	Contact Preference
		Role: Requisition Self Service User
		Privilege : Manage Trading Community Legal
		Contact Preference (Data)
		Resource : Trading Community Person Phone
		Contact Preference
Trading Community	A Contingent Worker can view	Role: Procurement Requester
Relationship	trading community relationship	Privilege : View Trading Community
	for all trading community	Relationship (Data)
	relationships in the enterprise	Resource: Trading Community Relationship
	A Contingent Worker can view	Role: Procurement Requester
	trading community relationship	Privilege : View Trading Community
	for all trading community	Relationship (Data)
	relationships in the enterprise	Resource: Trading Community Relationship
	except partner contact	Role: Requisition Self Service User
	relationships, or relationships	Privilege: View Trading Community
	created by partners	Relationship (Data)
		Resource: Trading Community Relationship
User Role	A Contingent Worker can self	Role: Manage My Account
Oser Role	request roles for themselves	Privilege: Self Request Roles (Data)
	request foles for themserves	Resource: User Role
	A Contingent Wedler on view	
	A Contingent Worker can view	Role: Manage My Account
	own account details for	Privilege: View Own Account Details (Data)
W. 2.11. C	themselves	Resource: User Role
Variable Compensation	A Contingent Worker can	Role: Manage Personal Compensation
Allocation	manage variable compensation	Privilege: Manage Variable Compensation
	allocation by worker for	Allocation by Worker (Data)
	themselves	Resource: Variable Compensation Allocation
Work Relationship	themselves A Contingent Worker can	Resource: Variable Compensation Allocation Role: Submit Resignation
Work Relationship	themselves A Contingent Worker can submit resignation for	
Work Relationship	themselves A Contingent Worker can	Role: Submit Resignation
Work Relationship	themselves A Contingent Worker can submit resignation for	Role: Submit Resignation Privilege: Submit Resignation (Data)

Business Object	Policy Description	Policy Store Implementation
	summary for themselves	Privilege: View Employment Information
		Summary (Data)
		Resource: Work Relationship
Worker	A Contingent Worker can	Role: Contingent Worker
	choose worker for people and	Privilege: Choose Worker (Data)
	assignments in their person and	Resource: Worker
	assignment security profile	
	A Contingent Worker can	Role: Compare HCM Information
	compare worker employment	Privilege: Compare Worker Employment
	information for themselves	Information (Data)
		Resource: Worker
	A Contingent Worker can	Role: View Portrait Availability Card
	review worker availability for	Privilege : Review Worker Availability (Data)
	themselves	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	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	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 Intellgence
	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	Manages load interface file for import
Administration	
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	Grants access to the employee, contingent worker and Human
Management	Resource Specialist to manage the phones, emails and other
	communication methods in the portrait.
Person Communication Methods	Grants access to the employee, contingent worker and Human
View	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	Grants access to the current and completed tasks card in the
Tasks	portrait, which includes HCM worklist tasks and user provisioning
	requests.
Procurement Analysis Currency	This role is used to get the supported currencies in Procurement and
Preference	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
. 1	cycle times related to requisitions processing within the Requisition
	BU that requester belongs to
Requisition Business Unit Data	This role is used for Requisition Business Unit data security in the
Security Security	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	Manages the budgetary control tasks by job roles who perform
Control	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

Inherited RolesEmployee

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

Access Person Gallery
Access Portrait Payslip
Access Portrait Personal Payment Method
Attachments User
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
Business Intelligence Consumer
Payee Bank Account Management
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
Managa Parsanal Paymant Mathad

Manage Personal Payment Method

Inherited Roles

Manage Worker Information Sharing

Payee Bank Account Management

FSCM Load Interface Administration

Performance Management Worker

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

Business Intelligence Applications Worker

Business Intelligence Applications Analysis

Payables Invoice Inquiry

Receiving Management Requester

Item Inquiry

Requester Analysis

Business Intelligence Authoring

Procurement Analysis Currency Preference

Requisition Business Unit Data Security

Requisition Self Service User

Requisition Viewing

Payables Invoice Inquiry

Transaction Entry with Budgetary Control

Business Intelligence Consumer

Social Connection Worker

Submit Resignation

Time and Labor Worker

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	

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	Manage Canadian Personal
	employer to access CA specific tasks.	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 Paneficians
		Maintain Plan Beneficiary Designation
		Maintain Primary Care
		Provider
		Review Benefit Participant
Expense Entry	Creates and updates expense items and	Enrollment Result Manage Bank Account for
Expense Entry	expense reports.	Expense Reimbursement
	expense reports.	Manage Expense Report
		Review Expense
		Reimbursement
FSCM Load Interface	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
T. T.		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	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	Accounts
		Manage External Payee
		Payment Details

Granted Role	Granted Role Description	Privilege
	•	Manage Third Party Bank
		Account
		View Third Party Bank
		Account
Performance Management	Adds content to rate to performance	Create Performance
Worker	document and evaluates self.	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
1 Tocurement Requester	repares requisitions for themserves.	Procurement Requester
		Change Purchase Order as
		Procurement Requester
Receiving Management	Allows a requester in Oracle Fusion	Correct Self-Service
Requester Requester	iProcurement to receive items, correct	Receiving Receipt
Requester	receipts, and return receipts.	Create Self-Service
	receipts, and return receipts.	
		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,	Create Requisition with
	searching, and viewing requisitions,	Changes to Deliver-to
	creating noncatalog requests, creating	Location
	requisitions with one-time locations, and	Create Requisition with
	changing deliver-to locations on	Noncatalog Requests
	requisition lines.	Create Requisition with One
		Time Location
		Get Internal Transfer
		Requesting Organization
		Price
		Manage Inventory Transfer
		Order

Granted Role	Granted Role Description	Privilege
Requisition Viewing	View requisition and associated	Review Inbound Shipment
	documents.	Details
		Review Receiving
		Transaction History
		View Purchase Order as
		Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social	Add Someone to Social
Social Connection Worker	Connection employee duties.	Group
	l commence comprojet duties.	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
TT: 1 X 1 XX 1	D	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
m d D dd	N	View Time by Calendar
Transaction Entry with	Manages the budgetary control tasks by	Check Funds
Budgetary Control	job roles who perform transactions that	Reserve Funds
	are subject to budgetary control, such as	Review Budget Impact
	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
110.7		Balances
US Employee Portrait Gallery	Allows an employee within a US legal	Update US W-4
	employer to access US specific tasks.	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	Define Talent Profile
	employee or contingent worker.	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	Role: Procurement Requester
	application attachment for the	Privilege: Delete Application Attachment
	purchase order categories	Resource: Application Attachment
	including miscellaneous, to	
	supplier, to buyer, to receiver,	
	to approver, and to payables	
	An Employee can read	Role: Procurement Requester
	application attachment for the	Privilege: Read Application Attachment
	negotiation categories including	Resource: Application Attachment
	miscellaneous, to approver, to	
	buyer, to payables, to receiver,	
	and to supplier	
	An Employee can read	Role: Procurement Requester
	application attachment for the	Privilege: Read Application Attachment
	purchase order categories	Resource: Application Attachment
	including document,	
	miscellaneous, to supplier, to	
	buyer, to receiver, to approver,	
	and to payables	
	An Employee can update	Role: Procurement Requester
	application attachment for the	Privilege: Update Application Attachment
	purchase order categories	Resource: Application Attachment
	including miscellaneous, to	
	supplier, to buyer, to receiver,	
	to approver, and to payables	
Application Reference	An Employee can choose	Role: Change Person Marital Status
Territory	application reference territory	Privilege: Choose Application Reference
	for countries in their country	Territory (Data)
	security profile	Resource: Application Reference Territory
Beneficiary Organization	An Employee can view worker	Role: Portrait Benefits
	benefits portrait card for	Privilege : View Worker Benefits Portrait Card
	themselves	(Data)
		Resource: Beneficiary Organization
Benefit Covered	An Employee can view worker	Role: Portrait Benefits
Dependent	benefits portrait card for	Privilege : View Worker Benefits Portrait Card
	themselves	(Data)
		Resource: Benefit Covered Dependent
Benefit Participant	An Employee can view worker	Role: Portrait Benefits
Enrollment Action	benefits portrait card for	Privilege: View Worker Benefits Portrait Card

Business Object	Policy Description	Policy Store Implementation
	themselves	(Data)
		Resource : Benefit Participant Enrollment Action
Benefit Participant	An Employee can review	Role: Employee Enrollment
Enrollment Result	benefit participant enrollment	Privilege: Review Benefit Participant
	result for themselves	Enrollment Result (Data)
		Resource: Benefit Participant Enrollment Result
	An Employee can view worker	Role: Portrait Benefits
	benefits portrait card for	Privilege : View Worker Benefits Portrait Card
	themselves	(Data)
		Resource : Benefit Participant Enrollment Result
Benefit Participant Rate	An Employee can view worker	Role: Portrait Benefits
	benefits portrait card for	Privilege : View Worker Benefits Portrait Card
	themselves	(Data)
		Resource: Benefit Participant Rate
Benefit Relation	An Employee can manage	Role: Employee Enrollment
	benefit relation for themselves	Privilege: Manage Benefit Relation (Data)
		Resource: Benefit Relation
Cash Advance Approval	An Employee can manage	Role: Expense Entry
Note	expense report approval note	Privilege : Manage Expense Report Approval
	for themselves	Note (Data)
		Resource: Cash Advance Approval Note
Corporate Card	An Employee can manage	Role: Expense Entry
Transaction Dispute	expense for themselves	Privilege: Manage Expense (Data)
Note		Resource: Corporate Card Transaction
_		Dispute Note
Expense	An Employee can manage	Role: Expense Entry
	expense for themselves	Privilege: Manage Expense (Data)
T	A D 1	Resource: Expense
Expense Report	An Employee can manage	Role: Expense Entry
	expense report for themselves	Privilege: Manage Expense Report (Data)
Б	A F 1	Resource: Expense Report
Expense Report	An Employee can manage	Role: Expense Entry
Approval Note	expense report approval note for themselves	Privilege: Manage Expense Report Approval Note (Data)
	for themselves	Resource: Expense Report Approval Note
HR Job	A Employee can choose hr job	1 11
HK 300	for all jobs in the enterprise	Role: Employee Privilege: Choose HR Job (Data)
	for an jobs in the enterprise	Resource: HR Job
Help Topic	An Employee can view secured	Role: View Secured Custom Help
пер горе	custom help content for all	Privilege: View Secured Custom Help
	secured help content they are	Content
	authorized	Resource: Help Topic
Idea	A Employee can manage idea	Role: Employee
1000	where they are a member of the	Privilege: Manage Product Idea (Data)
	idea team	Resource: Idea
	A Employee can review idea	Role: Employee
	where they are a member of the	Privilege: Review Product Idea (Data)
	idea team	Resource: Idea
Item	A Employee can maintain item	Role: Employee
	for the items they have access	Privilege: Maintain Item Asset Maintenance

Business Object	Policy Description	Policy Store Implementation
J .	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
		1
		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)
1		Resource: Item
		Role: Employee

Business Object	Policy Description	Policy Store Implementation
3	1	Privilege: Maintain Item Purchasing Group
		(Data)
		Resource: Item
		Role: Employee
		Privilege: Maintain Item Receiving Group
		(Data)
		Resource: Item
		Role: Employee Privilege: Maintain Item Posicion (Deta)
		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 con view item for	`
	A Employee can view item for	Role: Employee
	the items they have access to in	Privilege : View Item Attribute (Data)
	item and inventory	Resource: Item
	organizations	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	Role: Employee
	item catalog for the catalogs	Privilege: Administrate Catalog (Data)
	they have access to	Resource: Item Catalog
	A Employee can maintain item	Role: Employee
	catalog for the catalogs they	Privilege: Maintain Catalog (Data)
	have access to	Resource: Item Catalog
	A Employee can view item	Role: Employee
	catalog for the catalogs they	Privilege: View Catalog (Data)
	have access to	Resource: Item Catalog
Itam Catagori		
Item Category	A Employee can maintain item	Role: Employee
	category for the categories they	Privilege: Maintain Category (Data)
	have access to	Resource: Item Category
	A Employee can view item	Role: Employee
	category for the categories they	Privilege: View Category (Data)

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

Business Object	Policy Description	Policy Store Implementation
	profile	
Performance Document	An Employee can view	Role: View Performance Summary
	performance summary for	Privilege : View Performance Summary (Data)
	themselves	Resource: Performance Document
Performance Goal	An Employee can manage	Role: Manage Performance Goal by Worker
	performance goal by worker for	Privilege : Manage Performance Goal by
	themselves	Worker (Data)
		Resource: Performance Goal
Person	A Employee can report person	Role: Employee
1 613011	for themselves	Privilege: Report Person (Data)
	Tor unomisor, es	Resource: Person
	An Employee can change	Role: Change Person Address
	person address for themselves	_
	person address for themserves	Privilege: Change Person Address (Data) Resource: Person
	An Employee con shance	
	An Employee can change	Role: Change Person Marital Status
	person marital status for themselves	Privilege : Change Person Marital Status
	tnemserves	(Data)
		Resource: Person
	An Employee can compare	Role: Compare HCM Information
	person for themselves	Privilege: Compare Person (Data)
		Resource: Person
	An Employee can manage	Role: Manage Person Citizenship
	person citizenship for	Privilege : Manage Person Citizenship (Data)
	themselves	Resource: Person
	An Employee can manage	Role: Manage Person Driver License
	person driver license for	Privilege : Manage Person Driver License
	themselves	(Data)
		Resource: Person
	An Employee can manage	Role: Manage Person Ethnicity
	person ethnicity for themselves	Privilege : Manage Person Ethnicity (Data)
		Resource: Person
	An Employee can manage	Role: Manage Person Passport
	person passport for themselves	Privilege: Manage Person Passport (Data)
	r · · · · r · · · · · · · · · · · · · ·	Resource: Person
	An Employee can manage	Role: Manage Person Religion
	person religion for themselves	Privilege: Manage Person Religion (Data)
	person rengran for unemiserves	Resource: Person
	An Employee can manage	Role: Manage Person Visa or Permit
	person visa or permit for	Privilege: Manage Person Visa or Permit
	themselves	(Data)
	unemiserves	Resource: Person
	An Employee can manage	Role: View Portrait Personal Information Card
	worker public portrait for	
	themselves	Privilege: Manage Worker Public Portrait (Data)
	dicinisci ves	Resource: Person
	An Employee can print worker	Role: Print Worker Portrait
	portrait for themselves	
	portrait for themserves	Privilege: Print Worker Portrait (Data)
	An Employee con shore western	Resource: Person
	An Employee can share worker	Role: Manage Worker Information Sharing
	information for themselves	Privilege : Share Worker Information (Data)
		Resource: Person
	An Employee can view us end-	Role: US Employee Portrait Gallery
	of-year 1095-c form for	Privilege : View US End-of-Year 1095-C
	themselves if they are	Form (Data)

Business Object	Policy Description	Policy Store Implementation
Ü	employed by a us legal	Resource: Person
	employer	
	An Employee can view worker	Role: View Portrait Availability Card
	availability portrait card for	Privilege : View Worker Availability Portrait
	themselves	Card (Data)
		Resource: Person
	An Employee can view worker	Role: Portrait Current and Completed Tasks
	current and completed tasks	Privilege: View Worker Current and
	portrait card for persons and	Completed Tasks Portrait Card (Data)
	assignments in their person and assignment security profile	Resource: Person
	An Employee can view worker	Role: Portrait Current and Completed Tasks
	current and completed tasks	Privilege: View Worker Current and
	portrait card for themselves	Completed Tasks Portrait Card (Data)
	F	Resource: Person
	An Employee can view worker	Role: View Portrait Personal Information Card
	personal and employment	Privilege: View Worker Personal and
	portrait card for themselves	Employment Portrait Card (Data)
		Resource: Person
Person Absence Entry	An Employee can maintain self	Role: Maintain Absence Records
, and the second	service absence record for	Privilege: Maintain Self Service Absence
	people and assignments in their	Record (Data)
	person and assignment security	Resource: Person Absence Entry
	profile	
	An Employee can maintain self	Role: Maintain Absence Records
	service absence record for	Privilege: Maintain Self Service Absence
	themselves	Record (Data)
D 4.11	A E 1	Resource: Person Absence Entry
Person Address	An Employee can manage	Role: View Portrait Personal Information Card
	person private address details for themselves	Privilege: Manage Person Private Address
	for themserves	Details (Data) Resource: Person Address
Person Assignment	A Employee can choose person	Role: Employee
1 crson / tssignment	assignment for persons and	Privilege: View Person Assignment (Data)
	assignments in their person and	Resource: Person Assignment
	assignment security profile	resource. Terson Assignment
Person Communication	An Employee can manage	Role: Person Communication Methods
Method	person communication method	Management
	for themselves	Privilege: Manage Person Communication
		Method (Data)
		Resource: Person Communication Method
	An Employee can view person	Role: Person Communication Methods View
	communication method for	Privilege: View Person Communication
	private communication	Method (Data)
	methods granted to the user for	Resource: Person Communication Method
	persons in their person and assignment security profile	
Person Contact	An Employee can manage	Role: View Portrait Personal Information Card
Relationship	person contact details for	Privilege: Manage Person Contact Details
Relationship	themselves	(Data)
		Resource: Person Contact Relationship
	An Employee can manage	Role: View Portrait Personal Information Card
	person private contact details	Privilege: Manage Person Private Contact
	for themselves	Details (Data)
		Resource: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
Person Disability	An Employee can manage	Role: Manage Person Disability by Worker
_	person disability for themselves	Privilege : Manage Person Disability (Data)
		Resource: Person Disability
Person Documentation	An Employee can manage	Role: Manage Person Documentation by
	person documentation for	Worker
	document types in their	Privilege: Manage Person Documentation
	document types security profile	(Data)
	for themselves	Resource: Person Documentation
Person Email	An Employee can manage	Role: Person Communication Methods
	person email for themselves	Management
		Privilege : Manage Person Email (Data)
		Resource: Person Email
	An Employee can view person	Role: Person Communication Methods View
	email for work e-mail addresses	Privilege: View Person Email (Data)
	and private e-mail addresses	Resource: Person Email
	granted to the user for persons	2100001 Constant
	in their person and assignment	
	security profile	
Person Image	An Employee can manage	Role: Manage Person Image
	person image for themselves	Privilege: Manage Person Image (Data)
		Resource: Person Image
	An Employee can view person	Role: Manage Person Image
	image for themselves	Privilege : View Person Image (Data)
		Resource: Person Image
Person Life Event	An Employee can manage	Role: Employee Enrollment
	person life event for themselves	Privilege : Manage Person Life Event (Data)
	1	Resource: Person Life Event
Person Name	An Employee can change	Role: Manage Person Name
	person name for themselves	Privilege: Change Person Name (Data)
		Resource: Person Name
Person National	An Employee can view person	Role: Person National Identifier View
Identifier	national identifier for	Privilege: View Person National Identifier
	themselves	(Data)
		Resource: Person National Identifier
Person Phone	An Employee can manage	Role: Person Communication Methods
	person phone for themselves	Management
	Transfer in the second	Privilege: Manage Person Phone (Data)
		Resource: Person Phone
	An Employee can view person	Role: Person Communication Methods View
	phone for work phone numbers	Privilege : View Person Phone (Data)
	and private phone numbers	Resource: Person Phone
	granted to the user for persons	
	in their person and assignment	
	security profile	
Person Plan Accrual	An Employee can view accrual	Role: View Accrual Type Absence Plan
	plan balance for people and	Balance
	assignments in their person and	Privilege: View Accrual Plan Balance (Data)
	assignment security profile	Resource: Person Plan Accrual
	An Employee can view accrual	Role: View Accrual Type Absence Plan
	plan balance for themselves	Balance
		Privilege: View Accrual Plan Balance (Data)
		Resource: Person Plan Accrual
Personal Payment	An Employee can manage	Role: Manage Personal Payment Method
Method	payroll relationship for	Privilege: Manage Payroll Relationship (Data)
	legislative data groups in their	Resource: Personal Payment Method
		==== Jul vo. 1 violiui i ujiioiii iriviiiou

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

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

Business Object	Policy Description	Policy Store Implementation
		Contact Preference (Data)
		Resource : Trading Community Org Address
		Email Contact Preference
Trading Community Org	An Employee can manage	Role: Expense Entry
Address Phone Contact	trading community legal	Privilege: Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
Treference	trading community contact	Resource: Trading Community Org Address
	preferences not of type legal.	Phone Contact Preference
	preferences not of type legal.	
		Role: Requisition Self Service User
		Privilege: Manage Trading Community Legal
		Contact Preference (Data)
		Resource : Trading Community Org Address
		Phone Contact Preference
Trading Community	An Employee can manage	Role: Expense Entry
Organization Address	trading community legal	Privilege : Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Organization
	preferences not of type legal.	Address Contact Preference
		Role: Requisition Self Service User
		Privilege: Manage Trading Community Legal
		Contact Preference (Data)
		` ′
		Resource: Trading Community Organization Address Contact Preference
To the Comment	A T 1	
Trading Community	An Employee can manage	Role: Expense Entry
Organization Email	trading community legal	Privilege: Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Organization
	preferences not of type legal.	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	An Employee can view trading	Role: Expense Entry
Organization Party	community organization for all	Privilege : View Trading Community
	organizations in the enterprise	Organization (Data)
		Resource: Trading Community Organization
		Party
		Role: Payables Invoice Inquiry
		Privilege: View Trading Community
		Organization (Data)
		Resource: Trading Community Organization
		Palet Payer Bonk Assount Management
		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	An Employee can manage	Role: Expense Entry
Organization Phone	trading community legal	Privilege: Manage Trading Community Legal
o-buildanon i none	adding community regul	1111110ge. Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource : Trading Community Organization
	preferences not of type legal.	Phone Contact Preference
	1	Role: Requisition Self Service User
		Privilege: Manage Trading Community Legal
		Contact Preference (Data)
		Resource: Trading Community Organization
T 11 G		Phone Contact Preference
Trading Community	An Employee can view trading	Role: Procurement Requester
Party	community contact for all	Privilege : View Trading Community Contact
	trading community persons in	(Data)
	the enterprise except contacts	Resource: Trading Community Party
	created by partners.	
	An Employee can view trading	Role: Expense Entry
	community person for all	Privilege : View Trading Community Person
	people in the enterprise	(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
	An Employee can view trading	Role: Expense Entry
	community person for all	Privilege: View Trading Community Person
	people in the enterprise other	
	than sales accounts and sales	(Data)
		Resource: Trading Community Party
	prospects.	Role: Procurement Requester
		Privilege : View Trading Community Person
		(Data)
		Resource: Trading Community Party
	An Employee can view trading	Role: Expense Entry
	community person for all	Privilege : View Trading Community Person
	resources in the enterprise	(Data)
	r	Resource: Trading Community Party
		Role: Procurement Requester
		Privilege: View Trading Community Person
		(Data)
T. 1. C.	A E 1	Resource: Trading Community Party
Trading Community	An Employee can manage	Role: Expense Entry
Person Address Contact	trading community legal	Privilege : Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person
	preferences not of type legal.	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	An Employee can manage	Role: Expense Entry
Person Address Phone	trading community legal	Privilege: Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person
	preferences not of type legal.	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	An Employee can manage	Role: Expense Entry
Person Email Contact	trading community legal	Privilege : Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person Email
	preferences not of type legal.	Contact Preference
		Role: Requisition Self Service User
		Privilege : Manage Trading Community Legal
		Contact Preference (Data)
		Resource: Trading Community Person Email
		Contact Preference
Trading Community	An Employee can manage	Role: Expense Entry
Person Phone Contact	trading community legal	Privilege : Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource : Trading Community Person Phone
	preferences not of type legal.	Contact Preference
		Role: Requisition Self Service User
		Privilege : Manage Trading Community Legal
		Contact Preference (Data)
		Resource: Trading Community Person Phone
m 1: G	A 77 1	Contact Preference
Trading Community	An Employee can view trading	Role: Procurement Requester
Relationship	community relationship for all	Privilege : View Trading Community
	trading community	Relationship (Data)
	relationships in the enterprise	Resource: Trading Community Relationship
	An Employee can view trading	Role: Procurement Requester
	community relationship for all	Privilege: View Trading Community
	trading community	Relationship (Data)
	relationships in the enterprise except partner contact	Resource: Trading Community Relationship
	relationships, or relationships	Role: Requisition Self Service User
	created by partners	Privilege: View Trading Community
	created by partiters	Relationship (Data)
Tue din a Deutura Itana	A Elane and administrate	Resource: Trading Community Relationship
Trading Partner Item	A Employee can administrate	Role: Employee
	trading partner item for the competitor trading partner item	Privilege: Administrate Competitor Trading
	types they have access to	Partner Items (Data)
		Resource: Trading Partner Item
	A Employee can administrate trading partner item for the	Role: Employee Privilege: Administrate Customer Trading
	customer trading partner item	Privilege: Administrate Customer Trading
	types they have access to	Partner Items (Data) Passaurae: Trading Partner Item
	A Employee can administrate	Resource: Trading Partner Item Role: Employee
	trading partner item for the	* *
	manufacturer trading partner	Privilege: Administrate Manufacturer Trading Partner Items (Data)
	item types they have access to	Resource: Trading Partner Item
	A Employee can administrate	Role: Employee

Business Object	Policy Description	Policy Store Implementation
,	trading partner item for the	Privilege: Administrate Supplier Trading
	supplier trading partner item	Partner Items (Data)
	types they have access to	Resource: Trading Partner Item
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege : Maintain Competitor Item (Data)
	competitor items they have	Resource: Trading Partner Item
	access to	
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege: Maintain Competitor Trading
	competitor trading partner item	Partner Items (Data)
	types they have access to	Resource: Trading Partner Item
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege : Maintain Customer Items (Data)
	customer items they have	Resource: Trading Partner Item
	access to	_
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege : Maintain Customer Trading Partner
	customer trading partner item	Items (Data)
	types they have access to	Resource: Trading Partner Item
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege : Maintain Manufacturer Item (Data)
	manufacturer items they have	Resource: Trading Partner Item
	access to	
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege: Maintain Manufacturer Trading
	manufacturer trading partner	Partner Items (Data)
	item types they have access to	Resource: Trading Partner Item
	A Employee can maintain	Role: Employee
	trading partner item for the	Privilege : Maintain Supplier Item (Data)
	supplier items they have access	Resource: Trading Partner Item
	A Employee can maintain	Dolor Emulance
	trading partner item for the	Role: Employee Privilege: Maintain Supplier Trading Portner
	supplier trading partner item	Privilege : Maintain Supplier Trading Partner
	types they have access to	Items (Data) Resource: Trading Partner Item
	A Employee can view trading	
	partner item for the competitor	Role: Employee Privilege: View Competitor Item (Data)
	items they have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the competitor	Privilege: View Competitor Trading Partner
	trading partner item types they	Items (Data)
	have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the customer	Privilege: View Customer Item (Data)
	items they have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the customer	Privilege: View Customer Trading Partner
	trading partner item types they	Items (Data)
	have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the	Privilege: View Manufacturer Item (Data)
	manufacturer items they have	Resource: Trading Partner Item
	access to	6
	A Employee can view trading	Role: Employee
	partner item for the	Privilege : View Manufacturer Trading Partner

Business Object	Policy Description	Policy Store Implementation
	manufacturer trading partner	Items (Data)
	item types they have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the supplier	Privilege : View Supplier Item (Data)
	items they have access to	Resource: Trading Partner Item
	A Employee can view trading	Role: Employee
	partner item for the supplier	Privilege : View Supplier Trading Partner
	trading partner item types they	Items (Data)
	have access to	Resource: Trading Partner Item
User Role	An Employee can self request	Role: Manage My Account
	roles for themselves	Privilege : Self Request Roles (Data)
		Resource: User Role
	An Employee can view own	Role: Manage My Account
	account details for themselves	Privilege : View Own Account Details (Data)
		Resource: User Role
Variable Compensation	An Employee can manage	Role: Manage Personal Compensation
Allocation	variable compensation	Privilege: Manage Variable Compensation
	allocation by worker for	Allocation by Worker (Data)
	themselves	Resource : Variable Compensation Allocation
Work Relationship	An Employee can submit	Role: Submit Resignation
	resignation for themselves	Privilege : Submit Resignation (Data)
		Resource: Work Relationship
	An Employee can view	Role: View Employment Information
	employment information	Summary
	summary for themselves	Privilege : View Employment Information
		Summary (Data)
		Resource: Work Relationship
Worker	A Employee can choose worker	Role: Employee
	for people and assignments in	Privilege : Choose Worker (Data)
	their person and assignment	Resource: Worker
	security profile	
	An Employee can compare	Role: Compare HCM Information
	worker employment	Privilege : Compare Worker Employment
	information for themselves	Information (Data)
		Resource: Worker
	An Employee can review	Role: View Portrait Availability Card
	worker availability for	Privilege : Review Worker Availability (Data)
	themselves	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	Assign Performance Goal to Groups of Workers
	management.	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	Manages application reference industry, territory, time zone,
Administration	currency, and language, including natural and ISO language.
Attachments User	UCM application role for access to attachments using the integrated
Attachments Osei	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.
Bussiness Process Engineering	This role grants a user the privilege to perform administrative
Human Taskflow Administration	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	Manages access to benefit eligibility profiles for compensation
Management	professional.
Download data from Human	Allows to download data file exported from human capital
Capital Management file based	management.
Export	
FSCM Load Interface	Manages load interface file for import
Administration	
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	Manages all payroll setup definitions required by other HCM
Implementation	products.
Payroll Implementation	Manages complete payroll setup and maintenance.
Payroll Implementation View	Views complete payroll setup.
Performance Management	Manages administration of performance documents.
Administration	

Duty Role	Description
Performance Management	Manages the setup of the performance management application.
Implementation	
Person Configuration	Manages person types, name formats, checklists, and document
	types.
Upload data for Human Capital	Allows to upload data file to import human capital management
Management file based Import	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

Bussiness 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

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	пеп			w	

Manage Fast Formula

Manage HCM Rates

Manage Payroll Element Entry

Manage Value Defined by Criteria

Payee Bank Account Management

FSCM Load Interface Administration

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

Payroll Implementation View

Manage Fast Formula

Performance Management Administration

Compensation Eligibility Management

Performance Management Implementation

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

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

179

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	Define Absence Plans	
	using the Oracle Fusion Functional Setup	Manage Absence	
	Manager.	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	Manages application reference industry,	Manage Application	
Administration	territory, time zone, currency, and	Reference Currency	
	language, including natural and ISO	Manage Application	
	language.	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
D (".) (25	View Person Life Event
Benefits Management	Manages benefits implementation setup	Define Benefit Activity
Implementer	using the Oracle Fusion Functional Setup	Base Rate
	Manager.	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 Banefit Balance
		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
L		Denne Denem Flam

	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	Manages access to benefit eligibility	Define Benefit
Management	profiles for compensation professional.	Authorization
		Manage Benefit Eligibility Profile
		Manage Employee Legal
		Disclaimer
		Manage Person Benefits
		Balance
		Manage Person Eligibility
		Derived Factor
FSCM Load Interface	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
D 10		Transfer File
Functional Setups	Uses the functional user overview, and	Execute Setup Tasks
	assigned tasks, and task lists.	Review Applications
		Offering Desires Seture Franctional
		Review Setups Functional
		User Overview
		Setup and Maintain Applications
Geography Administration	Grants privileges to set up geographies	Export Import Territory
	prompted to set up goograpmes	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	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Human Capital Management	Configures the Oracle Fusion Global	Absence Administration
Application Administrator	Human Resources application and has	Work Area
	access to all duty roles necessary to	Access Alerts Composer
	implement the Compensation, Workforce	Apply HCM Role
	Deployment, and Workforce	Provisioning Rules
	Development offerings.	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 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 Community
		Establish Enterprise
		Lambian Emerphac

Configuration Enterprise Structures Establish Enterprise Configuration Job and Position Structures Evaluate HCM Group Membership Export Time Device Configuration Extract HCM Data for Coexistence Extract Works Tructure Model Details Extract Worker Report Details Flatten HCM Position Hierarchy Generate Time Card Fields Generate Time Card Fields Generate Time Card Fields Generate Time Cards from Time Collection Devices Generate Time Card Fields Generate Time Card Fields 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 Geographies Load Canadian Geographies Load Chinese Geographies Load HCM Data for Coexistence Load Mexican Geographies Load US Payroll Tax Information Manage Absence Category Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Plan Manage Absence Plan Manage Absence Repon	Granted Role	Granted Role Description	Privilege
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 Card sfrom 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 Payroll Tax Calculation Load Batch Data Load Canadian Payroll Tax Calculation Load Batch Data Load Canadian Payroll Tax Calculation Load Enterprise Configuration Load Canadian Payroll Tax Information Load Hottly Data for Coexistence Load Wexican Geographies Load US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Plan Manage Absence Reason Manage Absence Reason			Configuration Enterprise
Configuration Job and Position Structures Evaluate HCM Group Membership Export Time Device Configuration Extract HCM Data for Coexistence Extract Works Structure Model Details Extract Worker Report Details Extract Worker Report Details Flatten HCM Position Hierarchy Generate Performance Goal Plan Generate Time Card Fields Generate Time Card Fields Generate Time Card Strom Time Collection Devices Generate Time Card Strom Time Collection Devices Generate Time Card Strom Time Collection Devices Generate Time Attributes in Data Dictionary Generate Time Card Fields Generate Time Cards from Time Collection Devices Generate Time Cards from Time Collection Devices Generate Time Cards from Time Collection Devices Generate Total Cards from Time Collection Devices Generate Total Time Card Fields Generate Time Cards from Time Collection Devices Generate Total Fields Generate Time Cards from Time Collection Devices Generate Total Fields Generate Time Cards from Time Collection Devices Generate Total Fields Generate Time Cards from Time Collection Devices Generate Time Cards from Time Collection Devices Generate Time Cards from Time Card Fields Generate Time Cards from Time Cards from Time Collection Devices Generate Time Cards from Time Cards from Time Collection Devices Generate Time Card Fields Generate Time Card Fields Generate Time Card Fields Generate Time Cards from Time Cards from Time Card Fields Generate Time Cards from Time Cards fro			Structures
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 Card Fields Generate Time Cards from Time Collection Devices Generate Time Cards from Interpretate Time Cards from Jordan Statement Import Workers Initialize Position Synchronization Initiate HCM Spreadsheet Load Install US Payroll Tax Calculation Load Batch Data Load Canadian Geographics Load Canadian Geographics Load Canadian Geographics Load Chinese Geographics Load Chinese Geographics Load HCM Data for Coexistence Load Mexican Geographies Load US Payroll Tax Information Load HCM Data for Coexistence Load US Geographies Configuration Manage Absence Category Manage Absence Reason Manage Absence Reason Manage Absence Reason			Establish Enterprise
Evaluate HCM Group Membership Export Time Device Configuration Extract HCM Data for Coexistence Extract Work Structure Model Details Extract Worker Report 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 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 Agyroll Tax Information Load Chinese Geographies Load Enterprise Configuration Load HCM Data for Coexistence Load WS Geographies Load US Geographies Load US Payroll Tax Information Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Plan Manage Absence Plan Manage Absence Plan Manage Absence Prypes			Configuration Job and
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 Card Frields Generate Time Card sfrom 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 Geographies Load Chinese Geographies Load Chinese Geographies Load HCM Data for Coexistence Load Mexican Geographies Load US Geographies Load Load Geographies Load Load Canadian Geographies Load Load Canadian Geographies Load Canadian Geograp			Position Structures
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 Card Frields Generate Time Card sfrom 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 Geographies Load Chinese Geographies Load Chinese Geographies Load HCM Data for Coexistence Load Mexican Geographies Load US Geographies Load Load Geographies Load Load Canadian Geographies Load Load Canadian Geographies Load Canadian Geograp			Evaluate HCM Group
Export Time Device Configuration Extract HCM Data for Coexistence Extract Work Structure Model Details Extract Worker Report 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 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 HCM Data for Coexistence Load Mexican Geographies Load US Geographies Load Devices Load Mexican Geographies Load US Geographies Load Devices Load Mexican Geographies Load US Geographies Load Devices Load Mexican Geographies Load Devices Load Devices Load Mexican Geographies Load Devices Load Load Load Lo			
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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 Geographies Load Canadian Payroll Tax Information Load Enterprise Configuration Load HCM Data for Coexistence Load US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Types			
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 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 US Geographies Load US Geographies Load US Geographies Load US Geographies Coal US Repyroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason			
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 Geographies Load Cinness Geographies Load Cinness Geographies Load HCM Data for Coexistence Load Mexican Geographies Load US Payroll Tax Information Load US Payroll Tax Information Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason			
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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 Enterprise Configuration Load HCM Data for Coexistence Load US Geographies Load US Geographies Load US Geographies Load US Geographies Coal Warcian Geographies Load US Geographies Coal Warcian Geograph			
Hierarchy Generate Performance Goal Plan Generate Time Attributes in Data Dictionary Generate Time Card Fields 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 Waxican Geographies Load US Geographies Load US Geographies Load US Geographies Cod US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Types			
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 Enterprise Configuration Load HCM Data for Coexistence Load WS Geographies Load US Geographies Load US Geographies Load US Geographies Coal US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Types			
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 Geographies Load Canadian Payroll Tax Information Load Chinese Geographies Load HCM Data for Coexistence Load Mexican Geographies Load US Geographies Load US Geographies Load US Geographies Configuration Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Reason			
Generate Time Card Fields 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 US Payroll Tax Information Load US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Reason			
Data Dictionary Generate Time Card Fields Generate Time Cards from Time Collection Devices Generate Total Compensation Statement Import Workers Initialize Position Synchronization Initiate PCM 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 US Geographies Load US Geographies Load US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason			
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 Geographies Load Chinese Geographies Load Enterprise Configuration Load HCM Data for Coexistence Load WS Geographies Load US Geographies Load US Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Category Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Reason Manage Absence Reason			
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 Geographies Load Chinese Geographies Load Enterprise Configuration Load HCM Data for Coexistence Load US Payroll Tax Information Analytics Region Maintain Reports and Analytics Region Manage Absence Category Manage Absence Clan Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Reason			
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 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 Reason			
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 Reason			
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 Payroll Tax Information Analytics Region Maintain Reports and Analytics Region Manage Absence Category Manage Absence Certification Manage Absence Plan Manage Absence Reason Manage Absence Reason Manage Absence Reason			
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 Reason Manage Absence Reason			Generate Total
Initialize Position Synchronization Initiate HCM Spreadsheet Load Install US Payroll Tax Calculation Load Batch Data Load Canadian Payroll Tax Information Load Chinese Geographies Load Enterprise Configuration Load HCM Data for Coexistence Load Mexican Geographies Load US Geographies Load US Geographies Configuration Analytics Region Maintain Reports and Analytics Region Manage Absence Category Manage Absence Plan Manage Absence Plan Manage Absence Reason Manage Absence Reason			Compensation Statement
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 Payroll Tax Information Maintain Reports and Analytics Region Manage Absence Category Manage Absence Certification Manage Absence Plan Manage Absence Reason Manage Absence Reason			Import Workers
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 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 Reason Manage Absence Reason			Initialize Position
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 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 Reason Manage Absence Reason			Synchronization
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 Reason Manage Absence Types			
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 Reason Manage Absence Reason			
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 Reason Manage Absence Reason			Install US Payroll Tax
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 Category Manage Absence Plan Manage Absence Reason Manage Absence Reason			
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			
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			
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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			
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			
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			<u> </u>
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			
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			
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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			
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			
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Manage Absence Plan Manage Absence Reason Manage Absence Types			
Manage Absence Reason Manage Absence Types			
Manage Absence Types			
Manage Absence Types			Manage Absence Reason
Manage Application			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 Questions
		Manage Repeating Time
		Periods 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
		Kun rhe 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 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	Create User Name
	existing user name for a person.	Link User Account
		Send User Name Request to
14	26	LDAP
Manage User Account	Manages user roles.	Copy Personal Data to

Creates and updates users and assigns roles to users. Manage Users	Manage Users	_	
Payee Bank Account Manages supplier bank accounts and other payment details. Manage Supplier bank accounts and other payment details. Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account View Third Party Bank Account Manage Payroll Setup definitions required by other HCM products. Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Consolidation Group Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Third-Party Organization Payment Method Method Method Method Method Method Method Method Method Met	Manage Users	_	Manage Heare
Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account View Third Party Bank Account View Third Party Bank Account Nanage Fayroll Setup definitions required by other HCM products. Manage HCM User-Defined Table Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Definition Manage Payroll Element Manage Payroll Element Manage Payroll Element Classification Manage Payroll Third Partics Manage Payroll Payment Method Manage Payroll Mana		roles to users.	Manage Osers
Payroll Common HCM Implementation Manages all payroll setup definitions required by other HCM products. Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Belment Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Element Classification Manage Payroll Element Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third View Bank Account View Bank Account View Bank Account View Bank Payroll Payment Type Configure Payroll Legislation Manage Application Profile Values Manage Application	Payee Bank Account	Manages supplier bank accounts and	Import Supplier Bank
Payroll Common HCM Implementation Manages all payroll setup definitions required by other HCM products. Manage HCM User-Defined Table Table Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Belance Group Usage Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Time Definition Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Payroll Payment Type Configure Payroll Manage All Application Profile Values Manage All Application Manage All Application Profile Values	Management	other payment details.	Accounts
Payroll Common HCM Implementation Manages all payroll setup definitions required by other HCM products. Manage HCM User-Defined Table Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Consolidation Group Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Time Definition Manage Payroll Third-Party Organization Payment Method Manage Payroll Time Definition View Bank View Bank Account View Bank			
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 Manage Payroll Balance Group Usage Manage Payroll Balance Group Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Element Classification Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Time Definition Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Bank Account View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			Payment Details
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 Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Definition Manage Payroll Element Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Group Manage Payroll Element Manage Payroll Element Classification Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Bank Branch View Payroll Payment Type Payroll Implementation Manage Application Manage Application			Manage Third Party Bank
Payroll Common HCM Implementation Manages all payroll setup definitions required by other HCM products. Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Time Definition Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage All Application			
Payroll Common HCM Implementation Manages all payroll setup definitions required by other HCM products. Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Event Group Manage Payroll Time Definition Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Manage All Application Payment Mendes Manage Application Manage All Application Manage All Application			
Implementation required by other HCM products. Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Definition Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Definition Manage Payroll Event Group Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application Profile Values Prof			
Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Consolidation Group Manage Payroll Element Manage Payroll Element Manage Payroll Element Manage Payroll Element Group Manage Payroll Element Group Manage Payroll Element Group Manage Payroll Telement Group Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payment Method Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Consolidation Group Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Group Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Tevent Group Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage All Application Profile Values Manage Application	Implementation	required by other HCM products.	
Payroll Implementation 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 Element Classification Manage Payroll Event Group Manage Payroll Event Group Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Time Definition View Bank View Bank Account View Bank Account View Bank Branch View Payroll Payment Type Payroll Implementation Manage Complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			Payment Method
Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Consolidation Group Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Group Manage Payroll Element Group Manage Payroll Third Parties Manage All Application Profile Values Manage Application			
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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 Event Group Manage Payroll Namage Payroll Event Group Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third Parties Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Group Usage Manage Payroll Consolidation Group Manage Payroll Definition Manage Payroll Definition Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Object Group Manage Payroll Run Type Manage Payroll Third Parties Manage Payroll Trime Definition View Bank View Payroll Payment Type Payroll Implementation Manages complete payroll setup and maintenance. Legislation Manage All Application Profile Values Manage Application			
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Consolidation Group Manage Payroll Definition Manage Payroll Element Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Event Group Manage Payroll Event Group Manage Payroll Run Type Manage Payroll Third Parties Manage Payroll Third Parties Manage Payroll Third-Party Organization Payment Method Manage Payroll Time Definition View Bank View Bank View Bank View Bank View Bank Account View Bank View Payroll Payment Type Payroll Implementation Manages complete payroll setup and maintenance. Configure Payroll Legislation Manage All Application Profile Values Manage Application			
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 Account View Bank Branch View Payroll Payment Type Payroll Implementation Manage Scomplete payroll setup and maintenance. Manage Application Profile Values Manage Application			
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. Manage All Application Profile Values Manage Application			
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 Bank Branch View Payroll Payment Type Payroll Implementation Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manage Somplete payroll setup and maintenance. 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 Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			
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 View Bank Account View Payroll Payment Type Payroll Implementation Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. 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 Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. 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 Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. 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 Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. 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 Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manage Sayroll Third Parties Manage Payroll Third-Party Organization Payment Method Manage Payroll Time Definition View Bank View Bank View Bank Account View Bank Branch View Payroll Payment Type Payroll Implementation Manages complete payroll setup and maintenance. Manage Application Profile Values Manage Application			
Payroll Implementation Manage Payroll Third-Party Organization Payment Method Manage Payroll Time Definition View Bank View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Manage Application Organization Payment Method Manage Payroll Time Definition View Bank View Bank Account View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Method Manage Payroll Time Definition View Bank View Bank Account View Bank Branch View Payroll Payment Type Configure Payroll Legislation Manage All Application Profile Values Manage Application			Manage Payroll Third-Party
Payroll Implementation 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			Organization Payment
Payroll Implementation Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Manages complete payroll setup and maintenance. Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Manages complete payroll setup and maintenance. Legislation Manage All Application Profile Values Manage Application			
Payroll Implementation Manages complete payroll setup and maintenance. Configure Payroll Legislation Manage All Application Profile Values Manage Application			
maintenance. Legislation Manage All Application Profile Values Manage Application	Dormall Implementation	Managas complete recognitive to a state of the	
Manage All Application Profile Values Manage Application	rayron implementation		
Profile Values Manage Application		mannenance.	
Manage Application			
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 Example 1
		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 Pourell Flour
		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 rayron rask

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
Tayron imprementation view	views complete payron setup.	Department Department
		Manage Costing of Element
		Manage Costing of Job
		Manage Costing of Payment
		Source 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
	<u>L</u>	1 411100

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	Manages administration of performance	Manage Eligibility Batch
Administration	documents.	Process
		Manage Performance
		Document Type
		Manage Performance
		Evaluation Rating Target
		Distribution
		Manage Performance
		Process Flow Definition
		Manage Performance Roles
		Manage Performance
		Template
		Manage Performance
		<u> </u>
		Template Section Manage Performance and
Danfarman Managament	Managas the action of the newforms	Potential Matrix Layout
Performance Management	Manages the setup of the performance	Manage Eligibility Batch
Implementation	management application.	Process Manage Berfammana
		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
D C C		Potential Matrix Layout
Person Configuration	Manages person types, name formats,	Manage HR Checklist
	checklists, and document types.	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	Performs administrative duties for	Manage Talent Education
Administration	workforce talent profiles.	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	Manages positions, locations, jobs,	Create Position
Management	grades, and HR organizations. This role	Manage Application Tree
	does not have any privileges associated	Manage Application Tree
	directly but inherits privileges from other	Label
	duty roles. This role is associated with the	Manage Assignment
	HR specialist or manager typically.	Flexfield Mapping
		Manage Assignment Grade
		Manage Assignment Grade
		Ladder
		Manage Assignment Grade
		Rate
		Manage Collective
		Aggrements Manage Department Tree
		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	A Human Capital Management	Role: Geography Administration
Category	Application Administrator can	Privilege: Delete Application Attachment
	delete application attachment	Resource: Application Attachment Category
	for all miscelleneous category	
	attachments data	
	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	manage application attachment	Privilege: Manage Application Attachment
	category for all hcm	Category (Data)
	applications data	Resource: Application Attachment Category
	A Human Capital Management	Role: Geography Administration
	Application Administrator can	Privilege: Read Application Attachment
	read application attachment for	Resource : Application Attachment Category
	all miscelleneous category	
	attachments data	
	A Human Capital Management	Role: Geography Administration
	Application Administrator can	Privilege : Update Application Attachment
	update application attachment	Resource: Application Attachment Category
	for all miscelleneous category	
	attachments data	
Application Attachment	A Human Capital Management	Role: Human Capital Management
Entity	Application Administrator can	Application Administrator
	manage application attachment	Privilege: Manage Application Attachment
	entity for all hcm applications	Entity (Data)
	data	Resource: Application Attachment Entity
Assignment Grade	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose assignment grade for all	Privilege : Choose Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Assignment Grade (Data)
	manage assignment grade for	Resource: Assignment Grade
	all grades in the enterprise	Resource. Assignment Grade
	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Assignment Grade (Data)
	manage assignment grade for	Resource: Assignment Grade
	all reference data sets in the	21050 W 2 CO 1 1551 g.m. Com Co 1 W Co
	enterprise	
Assignment Grade	A Human Capital Management	Role: Workforce Structures Management
Ladder	Application Administrator can	Privilege: Manage Assignment Grade Ladder
	manage assignment grade	(Data)
	ladder for all grades in the	Resource: Assignment Grade Ladder
	enterprise	resource. Histigrament Grade Badder
Assignment Grade Rate	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Assignment Grade Rate
	manage assignment grade rate	(Data)
	for all grades in the enterprise	Resource: Assignment Grade Rate
Benefit Covered	A Human Capital Management	Role: Benefits Elections
Dependent	Application Administrator can	Privilege: Manage Benefit Eligible Dependent
- Tomacin	- Prisadon riaministrator can	1 111110gc. Manage Denem Englose Dependent

Business Object	Policy Description	Policy Store Implementation
	manage benefit eligible	(Data)
	dependent for people and	Resource: Benefit Covered Dependent
	assignments in their person and	
	assignment security profile	
Benefit Electable Choice	A Human Capital Management	Role: Benefits Elections
	Application Administrator can	Privilege: Manage Benefit Electable Choice
	manage benefit electable choice	(Data)
	for people and assignments in	Resource: Benefit Electable Choice
	their person and assignment	
D C'4 E1: 11.1	security profile	DI D C. El .:
Benefit Eligible	A Human Capital Management	Role: Benefits Elections
Dependent	Application Administrator can	Privilege : Manage Benefit Eligible Dependent
	manage benefit eligible dependent for people and	(Data)
	assignments in their person and	Resource: Benefit Eligible Dependent
	assignment security profile	
Benefit Eligible Person	A Human Capital Management	Role: Benefits Elections
Benefit Engloic Terson	Application Administrator can	Privilege: Manage Benefit Eligible Person
	manage benefit eligible person	(Data)
	for people and assignments in	Resource: Benefit Eligible Person
	their person and assignment	Resource. Benefit Englose Terson
	security profile	
Benefit Participant	A Human Capital Management	Role: Benefits Elections
Enrollment Result	Application Administrator can	Privilege: Review Benefit Participant
	review benefit participant	Enrollment Result (Data)
	enrollment result for people and	Resource: Benefit Participant Enrollment
	assignments in their person and	Result
	assignment security profile	
Benefit Person Benefit	A Human Capital Management	Role: Benefits Setup
Group	Application Administrator can	Privilege: Manage Benefit Person Benefit
	manage benefit person benefit	Group
	group for people and	Resource: Benefit Person Benefit Group
	assignments in their person and	
D. G. D. L. d	assignment security profile	
Benefit Relation	A Human Capital Management	Role: Benefits Elections
	Application Administrator can	Privilege: Manage Benefit Relation (Data)
	manage benefit relation for	Resource: Benefit Relation
	people and assignments in their	
	person and assignment security profile	
Business Unit	A Human Capital Management	Polos Human Canital Managament
Business Onit	Application Administrator can	Role: Human Capital Management Application Administrator
	choose business unit for	Privilege: Choose Business Unit Organization
	business units in their	(Data)
	organization security profile	Resource: Business Unit
Country Structure File	A Human Capital Management	Role: Geography Administration
Import Activity	Application Administrator can	Privilege: View Country Structure File Import
importriouvity	view country structure file	Activity Object Type (Data)
	import activity object type for	Resource: Country Structure File Import
	all country structure file import	Activity
	activities of object type country	1
	structure	
Country Structure File	structure A Human Capital Management	Role: Geography Administration
	A Human Capital Management Application Administrator can	Role: Geography Administration Privilege: View Country Structure File Import
Country Structure File Import Mapping	A Human Capital Management	Role: Geography Administration Privilege: View Country Structure File Import Mapping Object Type (Data)

Business Object	Policy Description	Policy Store Implementation
	all country structure file import	Mapping
	mappings of object type	
	country structure	
Country Structure File	A Human Capital Management	Role: Geography Administration
Import Object	Application Administrator can	Privilege : View Country Structure File Import
	view country structure file	Object Type (Data)
	import object type for all	Resource : Country Structure File Import
	country structure file import	Object
	objects of object type country	
Б	structure	D.L. II. G. S. I.V.
Department	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose department for departments in their	Privilege: Choose Department (Data)
	organization security profile	Resource: Department
	A Human Capital Management	Polos Managa Danestmanta
	Application Administrator can	Role: Manage Departments Privilege: Manage Department (Data)
	manage department for all	Resource: Department
	reference data sets in the	Resource. Department
	enterprise	
	A Human Capital Management	Role: Manage Departments
	Application Administrator can	Privilege: Manage Department (Data)
	manage department for	Resource: Department
	departments in their	Resource. Department
	organization security profile	
Division	A Human Capital Management	Role: Manage Divisions
	Application Administrator can	Privilege: Manage Division (Data)
	manage division for divisions	Resource: Division
	in their organization security	
	profile	
Fast Formula	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula
	legislative data groups in their	
	legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: Fast Formula
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
End Francis 1 Control	A II was Garie 134	Resource: Fast Formula
Fast Formula Context	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula Context
	legislative data groups in their legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Role: Manage Fast Formula Privilege: View Fast Formula (Data)
	view fast formula for legislative	
	data groups in their legislative	Resource: Fast Formula Context
	data group security profile	Role: Payroll Implementation View
	and group security profile	Privilege: View Fast Formula (Data)
Foot Formula Franctica	A Human Capital Management	Resource: Fast Formula Context
Fast Formula Function	A Human Capital Management	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
y	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula Function
	legislative data groups in their	
	legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: Fast Formula Function
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
		Resource: Fast Formula Function
Fast Formula Global	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege : Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula Global
	legislative data groups in their	
	legislative data group security	
	profile	DIW E (E 1
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative data groups in their legislative	Resource: Fast Formula Global
	data group security profile	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
East France 1. Dec. (c)	A II was Carital Management	Resource: Fast Formula Global
Fast Formula Route	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: Fast Formula Route
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege : View Fast Formula (Data)
		Resource: Fast Formula Route
Fast Formula Type	A Human Capital Management	Role: Manage Fast Formula
Context Usage	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula Type Context Usage
	legislative data groups in their	
	legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: Fast Formula Type Context Usage
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege : View Fast Formula (Data)
		Resource: Fast Formula Type Context Usage
Fast Formula User Entity	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Fast Formula User Entity
	legislative data groups in their	
	legislative data group security	
	profile	D. M. D. D.
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege : View Fast Formula (Data)

Business Object	Policy Description	Policy Store Implementation
•	view fast formula for legislative	Resource: Fast Formula User Entity
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
		Resource: Fast Formula User Entity
File Export Batch	A Human Capital Management	Role: Geography Administration
-	Application Administrator can	Privilege : View File Export Batch (Data)
	view file export batch for all	Resource: File Export Batch
	export batches	•
File Export Object	A Human Capital Management	Role: Geography Administration
	Application Administrator can	Privilege: Manage Export Unit Test (Data)
	manage export unit test for all	Resource: File Export Object
	export unit test objects	
Geography File Import	A Human Capital Management	Role: Geography Administration
Activity	Application Administrator can	Privilege: View Geography File Import
	view geography file import	Activity Object Type (Data)
	activity object type for all	Resource: Geography File Import Activity
	geography file import activities	
	of object type geography	
Geography File Import	A Human Capital Management	Role: Geography Administration
Mapping	Application Administrator can	Privilege : View Geography File Import
	view geography file import	Mapping Object Type (Data)
	mapping object type for all	Resource: Geography File Import Mapping
	geography file import mappings	
G 1 F1 I	of object type geography	D. C. I.
Geography File Import	A Human Capital Management	Role: Geography Administration
Object	Application Administrator can	Privilege : View Geography File Import Object
	view geography file import	Type (Data)
	object type for all geography	Resource: Geography File Import Object
	file import objects of object	
HCM Extract Definition	type geography A Human Capital Management	Role: HCM Extract Definition
TICWI Extract Definition	Application Administrator can	Privilege: Manage HCM Extract Definition
	manage hcm extract definition	(Data)
	for extract definitions in a	Resource: HCM Extract Definition
	legislative data group in their	Resource. ITCM Extract Definition
	legislative data group security	
	profile	
HCM Rate	A Human Capital Management	Role: Manage HCM Rates
110111111111	Application Administrator can	Privilege: Manage HCM Rate (Data)
	manage hcm rate for legislative	Resource: HCM Rate
	data groups in their legislative	Resource. Hely Rule
	data group security profile	
HCM User-Defined	A Human Capital Management	Role: Payroll Common HCM Implementation
Table	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: HCM User-Defined Table
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Fast Formula (Data)
	profile	Resource: HCM User-Defined Table
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: HCM User-Defined Table
	data groups in their legislative	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
	Promo	Resource: HCM User-Defined Table
HCM Hear Defined	A Human Canital Management	
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	Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Role: Payroll Implementation
	profile	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
HCM User-Defined Table User Column Instance	A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their	Column Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance
	legislative data group security profile	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	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row
	data group security profile	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	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage HR Job (Data)
	manage hr job for all reference	Resource: HR Job
	data sets in the enterprise	
HR Name Format	A Human Capital Management	Role: Person Configuration
	Application Administrator can	Privilege : Manage HR Name Format (Data)
	manage hr name format for	Resource: HR Name Format
	countries in their country	
	security profile	
Help Topic	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	view help topic for all secured	Privilege: View Secured Custom Help
	help content they are authorized	Content
		Resource: Help Topic
Legal Employer	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose legal employer for legal	Privilege: Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
	security profile	
Legislative Data Group	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose legislative data group	Privilege : Choose Legislative Data Group
	for legislative data groups in	(Data)
	their legislative data group	Resource : Legislative Data Group
	security profile	
Legislative Position	A Human Capital Management	Role: Maintain Positions
Attribute	Application Administrator can	Privilege: Manage Legislative Position
	manage legislative position	Attribute (Data)
	attribute for countries in their	Resource: Legislative Position Attribute
	country security profile	Delection Desiring
	A Human Capital Management	Role: View Positions
	Application Administrator can view legislative position	Privilege : View Legislative Position Attribute
	attribute for countries in their	(Data)
	country security profile	Resource : Legislative Position Attribute
Location	A Human Capital Management	Role: Human Capital Management
Location	Application Administrator can	Application Administrator
	choose location for all locations	Privilege: Choose Location (Data)
	in the enterprise	Resource: Location
	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Location (Data)
	manage location for all	Resource: Location
	locations in the enterprise	Resource. Location
	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Location (Data)
	manage location for all	Resource: Location
	reference data sets in the	resource. Location
	enterprise	
Organization Payment	A Human Capital Management	Role: Payroll Common HCM Implementation
Method	Application Administrator can	Privilege: Manage Payroll Payment (Data)
	manage payroll payment for	Resource: Organization Payment Method
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Payment (Data)
	profile	Resource: Organization Payment Method
	•	Role: Payroll Implementation View
L	1	Note. I ayron implementation view

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

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Balance Definition
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Definition
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Balance (Data)
	profile	Resource: Payroll Balance Definition
Payroll Balance	A Human Capital Management	Role: Payroll Common HCM Implementation
Dimension	Application Administrator can	Privilege: Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Dimension
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege : Manage Payroll Balance Definition (Data)
		Resource: Payroll Balance Dimension
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Dimension
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Balance (Data)
	profile	Resource: Payroll Balance Dimension
Payroll Balance	A Human Capital Management	Role: Payroll Common HCM Implementation
Dimension Usage	Application Administrator can	Privilege : Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Dimension Usage
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege : Manage Payroll Balance Definition
		(Data)
	A II. G. ': 1M	Resource: Payroll Balance Dimension Usage
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for legislative data groups in their	Resource: Payroll Balance Dimension Usage
	legislative data groups in their	Role: Payroll Implementation View
	profile	Privilege: View Payroll Balance (Data)
Payroll Balance	A Human Capital Management	Resource: Payroll Balance Dimension Usage Role: Payroll Common HCM Implementation
Exception	Application Administrator can	Privilege: Manage Payroll Balance Definition
Елесрион	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Exception
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Exception
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Exception
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
	profile	Resource: Payroll Balance Exception
Payroll Balance	A Human Capital Management	Role: Payroll Common HCM Implementation
Exception Report	Application Administrator can	Privilege: Manage Payroll Balance Definition
	manage payroll balance	(Data)
		(=)
	definition for legislative data groups in their legislative data	Resource: Payroll Balance Exception Report

Business Object	Policy Description	Policy Store Implementation
	group security profile and for	Privilege: Manage Payroll Balance Definition
	payrolls in their payroll security	(Data)
	profile	Resource: Payroll Balance Exception Report
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Exception Report
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
	profile and for payrolls in their	Resource: Payroll Balance Exception Report
	payroll security profile	
Payroll Balance Feed	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Feed
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Feed
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Feed
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
	profile	Resource: Payroll Balance Feed
Payroll Balance Group	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Group
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Group
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Balance (Data)
	profile	Resource: Payroll Balance Group
Payroll Balance Group	A Human Capital Management	Role: Payroll Common HCM Implementation
Attribute	Application Administrator can	Privilege : Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Group Attribute
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege : Manage Payroll Balance Definition
		(Data)
	A II was Can't 134	Resource: Payroll Balance Group Attribute
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Group Attribute
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
D 115: -	profile	Resource: Payroll Balance Group Attribute
Payroll Balance Group	A Human Capital Management	Role: Payroll Common HCM Implementation
Attribute Default	Application Administrator can	Privilege : Manage Payroll Balance Definition
	manage payroll balance	

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	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default Role: Payroll Implementation View
	profile	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	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition
	group security profile	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
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	Definition 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)
	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 Inclusion 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

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Balance Group Usage
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Group Usage
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
	profile	Resource: Payroll Balance Group Usage
Payroll Balance Group	A Human Capital Management	Role: Payroll Common HCM Implementation
Usage Item	Application Administrator can	Privilege: Manage Payroll Balance Definition
	manage payroll balance	(Data)
	definition for legislative data	Resource: Payroll Balance Group Usage Item
	groups in their legislative data	Role: Payroll Implementation
	group security profile	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Usage Item
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Group Usage Item
	legislative data groups in their legislative data group security	Role: Payroll Implementation View
	profile	Privilege: View Payroll Balance (Data)
Desmall Dalamas Toma	*	Resource: Payroll Balance Group Usage Item
Payroll Balance Type	A Human Capital Management Application Administrator can	Role: Payroll Common HCM Implementation
	manage payroll balance	Privilege: Manage Payroll Balance Definition (Data)
	definition for legislative data	· · · · ·
	groups in their legislative data	Resource: Payroll Balance Type Role: Payroll Implementation
	group security profile	Privilege: Manage Payroll Balance Definition
	Seat seems here	(Data)
		Resource: Payroll Balance Type
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Balance (Data)
	view payroll balance for	Resource: Payroll Balance Type
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Balance (Data)
	profile	Resource: Payroll Balance Type
Payroll Checklist	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Checklist
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Flow Patten (Data)
	profile and payroll flows in	Resource: Payroll Checklist
	their payroll flow security	
	profile	Dalas HCM E area (D. C. 14)
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist
	legislative data groups in their	Role: Payroll Implementation View
	profile and payroll flows in	Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Checklist Role: Submit a Payroll Flow
	profile	Privilege: View Payroll Flow (Data)
		Resource: Payroll Checklist
		Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
L	1	111vinege. View rayion flow (Data)

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

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their	
	legislative data group security	
	profile	
Payroll Cost	A Human Capital Management	Role: Payroll Implementation
Classification	Application Administrator can	Privilege: Manage Payroll Costing (Data)
	manage payroll costing for	Resource: Payroll Cost Classification
	legislative data groups in their	
	legislative data group security	
	profile	DI D III I I I I I
	A Human Capital Management	Role: Payroll Implementation View
	Application Administrator can	Privilege: View Payroll Costing (Data)
	view payroll costing for	Resource: Payroll Cost Classification
	legislative data groups in their legislative data group security	
	profile	
Payroll Cost Information	A Human Capital Management	Role: Payroll Implementation
Tayron Cost Information	Application Administrator can	Privilege: Manage Payroll Costing (Data)
	manage payroll costing for	Resource: Payroll Cost Information
	legislative data groups in their	Resource. I ayron cost information
	legislative data group security	
	profile	
	A Human Capital Management	Role: Payroll Implementation View
	Application Administrator can	Privilege : View Payroll Costing (Data)
	view payroll costing for	Resource: Payroll Cost Information
	legislative data groups in their	
	legislative data group security	
	profile	
Payroll Database Item	A Human Capital Management	Role: Manage Fast Formula
Group	Application Administrator can	Privilege: Manage Fast Formula (Data)
	manage fast formula for	Resource: Payroll Database Item Group
	legislative data groups in their	
	legislative data group security	
	profile	
	A Human Capital Management	Role: Manage Fast Formula
	Application Administrator can	Privilege: View Fast Formula (Data)
	view fast formula for legislative	Resource: Payroll Database Item Group
	data groups in their legislative data group security profile	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
D 11D 1 411	1 1 1 M	Resource: Payroll Database Item Group
Payroll Deduction Allow	A Human Capital Management	Role: Manage Value Defined by Criteria
Override	Application Administrator can	Privilege: Manage Payroll Deduction (Data)
	manage payroll deduction for legislative data groups in their	Resource: Payroll Deduction Allow Override
		Role: Payroll Implementation
	legislative data group security profile	Privilege: Manage Payroll Deduction (Data)
	•	Resource: Payroll Deduction Allow Override
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege: View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource: Payroll Deduction Allow Override
	their legislative data group security profile	Role: Payroll Implementation View
	security proffic	Privilege: View Payroll Deduction Group
		(Data)
Dormall Dadreties	A Human Canital Managana	Resource: Payroll Deduction Allow Override
Payroll Deduction	A Human Capital Management	Role: Payroll Common HCM Implementation
Autoindirect	Application Administrator can	Privilege : Manage Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
, and the second	manage payroll element for	Resource: Payroll Deduction Autoindirect
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Deduction Autoindirect
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Element (Data)
	view payroll element for	Resource: Payroll Deduction Autoindirect
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Element (Data)
	profile	Resource: Payroll Deduction Autoindirect
Payroll Deduction	A Human Capital Management	Role: Manage Value Defined by Criteria
Calculation	Application Administrator can	Privilege : Manage Payroll Deduction (Data)
	manage payroll deduction for	Resource: Payroll Deduction Calculation
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Deduction (Data)
	profile	Resource: Payroll Deduction Calculation
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege : View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource: Payroll Deduction Calculation
	their legislative data group	Role: Payroll Implementation View
	security profile	Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
Payroll Deduction	A Human Capital Management	Role: Manage Value Defined by Criteria
Calculation Group	Application Administrator can	Privilege: Manage Payroll Deduction (Data)
	manage payroll deduction for	Resource: Payroll Deduction Calculation
	legislative data groups in their	Group
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation
		Group
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege : View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource : Payroll Deduction Calculation
	their legislative data group	Group
	security profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
Darmall Dadasette	A Hymon Conital Manager	Group Polos Marson Value Defined has Critoria
Payroll Deduction	A Human Capital Management	Role: Manage Value Defined by Criteria
Calculation Method	Application Administrator can manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Calculation
	legislative data group security	Method Poles Poural Implementation
	profile	Role: Payroll Implementation
	prome	Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation Method
	A Human Capital Management	
	Application Administrator can	Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group
	view payroll deduction group	• •
		(Data) Pagentage Powell Deduction Colculation
	for legislative data groups in	Resource: Payroll Deduction Calculation

Business Object Police	cy Description	Policy Store Implementation
	legislative data group	Method
secui	rity profile	Role: Payroll Implementation View
		Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
		Method
Payroll Deduction A Hu	uman Capital Management	Role: Manage Value Defined by Criteria
Calculation Part Appl	lication Administrator can	Privilege: Manage Payroll Deduction (Data)
	age payroll deduction for	Resource: Payroll Deduction Calculation Part
	lative data groups in their	Role: Payroll Implementation
	lative data group security	Privilege: Manage Payroll Deduction (Data)
profi	le	Resource: Payroll Deduction Calculation Part
A Hu	uman Capital Management	Role: Manage Value Defined by Criteria
Appl	lication Administrator can	Privilege: View Payroll Deduction Group
	payroll deduction group	(Data)
for le	egislative data groups in	Resource: Payroll Deduction Calculation Part
	legislative data group	Role: Payroll Implementation View
secui	rity profile	Privilege: View Payroll Deduction Group
		(Data)
	1	Resource: Payroll Deduction Calculation Part
Payroll Deduction A Hu	uman Capital Management	Role: Manage Value Defined by Criteria
Calculation Type Appl	lication Administrator can	Privilege : Manage Payroll Deduction (Data)
mana	age payroll deduction for	Resource: Payroll Deduction Calculation
legis	lative data groups in their	Type
	lative data group security	Role: Payroll Implementation
profi	le	Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation
		Туре
A Hu	uman Capital Management	Role: Manage Value Defined by Criteria
	lication Administrator can	Privilege: View Payroll Deduction Group
	payroll deduction group	(Data)
	egislative data groups in	Resource: Payroll Deduction Calculation
	legislative data group	Туре
secui	rity profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
		Туре
	uman Capital Management	Role: Manage Value Defined by Criteria
	lication Administrator can	Privilege: Manage Payroll Deduction (Data)
	age payroll deduction for	Resource: Payroll Deduction Calculation Unit
	lative data groups in their	Role: Payroll Implementation
	lative data group security	Privilege: Manage Payroll Deduction (Data)
profi	le	Resource: Payroll Deduction Calculation Unit
A Hu	uman Capital Management	Role: Manage Value Defined by Criteria
Appl	lication Administrator can	Privilege: View Payroll Deduction Group
	payroll deduction group	(Data)
	egislative data groups in	Resource : Payroll Deduction Calculation Unit
	legislative data group	Role: Payroll Implementation View
secui	rity profile	Privilege: View Payroll Deduction Group
	1	(Data)
		Resource: Payroll Deduction Calculation Unit
	~	
Payroll Deduction A Hu	uman Capital Management	Role: Manage Value Defined by Criteria

Business Object	Policy Description	Policy Store Implementation
	manage payroll deduction for	Resource: Payroll Deduction Context Usage
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Deduction (Data)
	profile	Resource: Payroll Deduction Context Usage
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege: View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource : Payroll Deduction Context Usage
	their legislative data group	Role: Payroll Implementation View
	security profile	Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Context Usage
Payroll Deduction Range	A Human Capital Management	Role: Manage Value Defined by Criteria
Item	Application Administrator can	Privilege : Manage Payroll Deduction (Data)
	manage payroll deduction for	Resource: Payroll Deduction Range Item
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Deduction (Data)
	profile	Resource: Payroll Deduction Range Item
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege : View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource: Payroll Deduction Range Item
	their legislative data group	Role: Payroll Implementation View
	security profile	Privilege : View Payroll Deduction Group
		(Data)
D UD I	1 1 M	Resource: Payroll Deduction Range Item
Payroll Deduction	A Human Capital Management	Role: Manage Value Defined by Criteria
Report Use	Application Administrator can	Privilege: Manage Payroll Deduction (Data)
	manage payroll deduction for legislative data groups in their	Resource: Payroll Deduction Report Use
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Deduction (Data)
	-	Resource: Payroll Deduction Report Use
	A Human Capital Management Application Administrator can	Role: Manage Value Defined by Criteria
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data) Passauras: Payroll Doduction Papart Usa
	their legislative data group	Resource: Payroll Deduction Report Use Role: Payroll Implementation View
	security profile	Privilege: View Payroll Deduction Group
	-5 r	(Data)
		Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Human Capital Management	Role: Manage Value Defined by Criteria
Lagron Deduction Type	Application Administrator can	Privilege: Manage Payroll Deduction (Data)
	manage payroll deduction for	Resource: Payroll Deduction Type
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Deduction (Data)
	profile	Resource: Payroll Deduction Type
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege: View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource: Payroll Deduction Type
	their legislative data group	Role: Payroll Implementation View
	security profile	Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Type
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Business Object	Policy Description	Policy Store Implementation
Payroll Definition	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose payroll definition for	Privilege: Choose Payroll (Data)
	payrolls in their payroll security	Resource: Payroll Definition
	profile	Resource. Layron Berningon
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Definition
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Definition (Data)
	profile and payrolls in their	Resource: Payroll Definition
	payroll security profile	•
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Definition
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Definition (Data)
	profile and payrolls in their	Resource: Payroll Definition
2 11 21	payroll security profile	
Payroll Element	A Human Capital Management	Role: Payroll Common HCM Implementation
Classification	Application Administrator can	Privilege: Manage Payroll Element (Data)
	manage payroll element for	Resource: Payroll Element Classification
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Element Classification
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Element (Data)
	view payroll element for	Resource: Payroll Element Classification
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Element (Data)
	profile	Resource: Payroll Element Classification
Payroll Element Criteria	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Element (Data)
	manage payroll element for	Resource: Payroll Element Criteria
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Element Criteria
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Element (Data)
	view payroll element for	Resource: Payroll Element Criteria
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Element (Data)
	profile	Resource: Payroll Element Criteria
Payroll Element Entry	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Element (Data)
	manage payroll element for	Resource: Payroll Element Entry
	people and assignments in their	Role: Payroll Implementation
	person and assignment security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Element Entry
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Element (Data)
	view payroll element for people	Resource: Payroll Element Entry
	and assignments in their person	Role: Payroll Implementation View
	and assignment security profile	_
	and assignment security profile	Privilege: View Payroll Element (Data) Resource: Payroll Element Entry

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

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Element Type
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Element (Data)
	view payroll element for	Resource: Payroll Element Type
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Element (Data)
	profile	Resource: Payroll Element Type
Payroll Event	A Human Capital Management	Role: Payroll Common HCM Implementation
Taylon Event	Application Administrator can	Privilege: Manage Payroll Event Group (Data)
	manage payroll event group for	Resource: Payroll Event
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Event Group (Data)
	profile	Resource: Payroll Event
	1	-
	A Human Capital Management Application Administrator can	Role: Payroll Common HCM Implementation
	view payroll event group for	Privilege: View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege: View Payroll Event Group (Data)
D 11 E (D C) (-	Resource: Payroll Event
Payroll Event Definition	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Event Group (Data)
	manage payroll event group for	Resource: Payroll Event Definition
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security profile	Privilege: Manage Payroll Event Group (Data)
	•	Resource: Payroll Event Definition
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Event Group (Data)
	view payroll event group for	Resource: Payroll Event Definition
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Event Group (Data)
	profile	Resource: Payroll Event Definition
Payroll Event Group	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Event Group (Data)
	manage payroll event group for	Resource: Payroll Event Group
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Event Group (Data)
	profile	Resource: Payroll Event Group
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Event Group (Data)
	view payroll event group for	Resource: Payroll Event Group
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Event Group (Data)
	profile	Resource: Payroll Event Group
Payroll Event Qualifier	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Event Group (Data)
	manage payroll event group for	Resource: Payroll Event Qualifier
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Event Group (Data)
	profile	Resource: Payroll Event Qualifier
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Event Group (Data)
	view payroll event group for	Resource: Payroll Event Qualifier
	legislative data groups in their	Role: Payroll Implementation View
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Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Privilege: View Payroll Event Group (Data)
	profile	Resource: Payroll Event Qualifier
Payroll Event Value	A Human Capital Management	Role: Payroll Common HCM Implementation
Change	Application Administrator can	Privilege: Manage Payroll Event Group (Data)
	manage payroll event group for	Resource: Payroll Event Value Change
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Event Group (Data)
	profile	Resource: Payroll Event Value Change
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Event Group (Data)
	view payroll event group for	Resource: Payroll Event Value Change
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Event Group (Data)
	profile	Resource: Payroll Event Value Change
Payroll Flow Definition	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose payroll flow definition	Privilege : Choose Payroll Flow Pattern (Data)
	for payroll flow patterns in their	Resource: Payroll Flow Definition
	payroll flow pattern security	and the sign of th
	profile	
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Flow Definition
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Flow Patten (Data)
	profile and payroll flows in	Resource: Payroll Flow Definition
	their payroll flow security	-
	profile	
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: View Payroll Flow (Data)
	view payroll flow for	Resource: Payroll Flow Definition
	legislative data groups in their legislative data group security	Role: Payroll Implementation View
	profile and payroll flows in	Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Flow Definition
	profile	Role: Submit a Payroll Flow
	prome	Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
D 11 D 0 11		Resource: Payroll Flow Definition
Payroll Flow Definition	A Human Capital Management	Role: HCM Extract Definition
Parameter	Application Administrator can	Privilege : Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Flow Definition Parameter
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Flow Patten (Data)
	profile and payroll flows in	Resource: Payroll Flow Definition Parameter
	their payroll flow security profile	
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: View Payroll Flow (Data)
	view payroll flow for	
	legislative data groups in their	Resource: Payroll Flow Definition Parameter
	legislative data group security	Role: Payroll Implementation View
	profile and payroll flows in	Privilege: View Payroll Flow (Data) Pesource: Payroll Flow Definition Parameter
	their payroll flow security	Resource: Payroll Flow Definition Parameter
	and payron now security	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	A Human Capital Management	Role: HCM Extract Definition
Task	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Flow Definition Task
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Flow Patten (Data)
	profile and payroll flows in	Resource: Payroll Flow Definition Task
	their payroll flow security	
	profile A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: View Payroll Flow (Data)
	view payroll flow for	Resource: Payroll Flow Definition Task
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Flow (Data)
	profile and payroll flows in	Resource: Payroll Flow Definition Task
	their payroll flow security	Resource. I dyfon I fow Bernntion Task
	profile	
Payroll Flow Definition	A Human Capital Management	Role: HCM Extract Definition
Task Interaction	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Flow Definition Task
	legislative data groups in their	Interaction
	legislative data group security	Role: Payroll Implementation
	profile and payroll flows in	Privilege: Manage Payroll Flow Patten (Data)
	their payroll flow security profile	Resource: Payroll Flow Definition Task
	•	Interaction
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task Interaction
	legislative data group security	
	profile and payroll flows in	Role: Payroll Implementation View Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Flow Definition Task
	profile	Interaction
Payroll Flow Definition	A Human Capital Management	Role: HCM Extract Definition
Task Parameter	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Flow Definition Task
	legislative data groups in their	Parameter
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Flow Patten (Data)
		Resource: Payroll Flow Definition Task
		Parameter
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: View Payroll Flow (Data)
	view payroll flow for	Resource: Payroll Flow Definition Task
	legislative data groups in their	Parameter
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
Dormoll Flore Definition	A Human Canital Managana	Parameter Polos HCM Fortunat Definition
Payroll Flow Definition	A Human Capital Management	Role: HCM Extract Definition
Task Property	Application Administrator can	Privilege : Manage Payroll Flow Patten (Data)

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

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

Business Object	Policy Description	Policy Store Implementation
	view payroll element for	Resource: Payroll Retropay Element Span
	legislative data groups in their	Usage
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege: View Payroll Element (Data)
		Resource: Payroll Retropay Element Span
		Usage
Payroll Rule	A Human Capital Management	Role: Payroll Implementation
	Application Administrator can	Privilege: Manage Payroll Costing (Data)
	manage payroll costing for	Resource: Payroll Rule
	legislative data groups in their	
	legislative data group security	
	profile	
	A Human Capital Management	Role: Payroll Implementation View
	Application Administrator can	Privilege : View Payroll Costing (Data)
	view payroll costing for	Resource: Payroll Rule
	legislative data groups in their legislative data group security	
	profile	
Payroll Run Type	A Human Capital Management	Role: Payroll Common HCM Implementation
Tayron Run Type	Application Administrator can	Privilege: Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Run Type
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Definition (Data)
	profile	Resource: Payroll Run Type
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Run Type
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Definition (Data)
	profile	Resource: Payroll Run Type
Payroll Run Type	A Human Capital Management	Role: Payroll Common HCM Implementation
Classification Rule	Application Administrator can	Privilege : Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Run Type Classification
	legislative data groups in their	Rule
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : Manage Payroll Definition (Data)
		Resource : Payroll Run Type Classification
		Rule
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Definition (Data)
	view payroll definition for	Resource : Payroll Run Type Classification
	legislative data groups in their	Rule
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege : View Payroll Definition (Data)
		Resource : Payroll Run Type Classification
D 11D =		Rule
Payroll Run Type	A Human Capital Management	Role: Payroll Common HCM Implementation
Element Type Usage	Application Administrator can	Privilege: Manage Payroll Definition (Data)
	manage payroll definition for	Resource : Payroll Run Type Element Type
	legislative data groups in their	Usage
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Definition (Data)
		Resource: Payroll Run Type Element Type
	A II C 1137	Usage
	A Human Capital Management	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can	Privilege: View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Run Type Element Type
	legislative data groups in their	Usage
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege : View Payroll Definition (Data)
		Resource: Payroll Run Type Element Type
		Usage
Payroll Run Type	A Human Capital Management	Role: Payroll Common HCM Implementation
Organization Method	Application Administrator can	Privilege: Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Run Type Organization
	legislative data groups in their	Method
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Definition (Data)
	Promo	Resource: Payroll Run Type Organization
	A Hamon Conital Management	Method Dela Describe Grand HGM Local Control of the Control of th
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Run Type Organization
	legislative data groups in their	Method
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege : View Payroll Definition (Data)
		Resource: Payroll Run Type Organization
		Method
Payroll Run Type Usage	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Run Type Usage
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Definition (Data)
	profile	Resource: Payroll Run Type Usage
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege : View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Run Type Usage
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege: View Payroll Definition (Data)
	profile	Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Human Capital Management	Role: Human Capital Management
1 ayron Statutory Offit	Application Administrator can	Application Administrator
	choose payroll statutory unit for	**
	payroll statutory units in their	Privilege: Choose Payroll Statutory Unit (Data)
	organization security profile	
Payroll Task		Resource: Payroll Statutory Unit
rayron rask	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege : Manage Payroll Flow Patten (Data)
	manage payroll flow patten for	Resource: Payroll Task
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Flow Patten (Data)
	profile	Resource: Payroll Task
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege : View Payroll Flow (Data)
	view payroll flow for	Resource: Payroll Task
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Flow (Data)
	profile	Resource: Payroll Task
Payroll Task Parameter	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: Manage Payroll Flow Patten (Data)
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Business Object	Policy Description	Policy Store Implementation
Business object	manage payroll flow patten for	Resource: Payroll Task Parameter
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Flow Patten (Data)
	profile	Resource: Payroll Task Parameter
	A Human Capital Management	Role: HCM Extract Definition
	Application Administrator can	Privilege: View Payroll Flow (Data)
	view payroll flow for	Resource: Payroll Task Parameter
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Flow (Data)
	profile	Resource: Payroll Task Parameter
Payroll Taxability Rule	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege : Manage Payroll Deduction (Data)
	manage payroll deduction for	Resource: Payroll Taxability Rule
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Deduction (Data)
	profile	Resource: Payroll Taxability Rule
	A Human Capital Management	Role: Manage Value Defined by Criteria
	Application Administrator can	Privilege: View Payroll Deduction Group
	view payroll deduction group	(Data)
	for legislative data groups in	Resource: Payroll Taxability Rule
	their legislative data group	Role: Payroll Implementation View
	security profile	Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Taxability Rule
Payroll Template Rule	A Human Capital Management	Role: Payroll Common HCM Implementation
Group	Application Administrator can	Privilege : View Payroll Template (Data)
	view payroll template for	Resource: Payroll Template Rule Group
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : View Payroll Template (Data)
	profile	Resource: Payroll Template Rule Group
		Role: Payroll Implementation View
		Privilege : View Payroll Template (Data)
		Resource: Payroll Template Rule Group
Payroll Template Rule	A Human Capital Management	Role: Payroll Common HCM Implementation
Group Usage	Application Administrator can	Privilege: View Payroll Template (Data)
	view payroll template for	Resource: Payroll Template Rule Group
	legislative data groups in their	Usage
	legislative data group security profile	Role: Payroll Implementation
	prome	Privilege: View Payroll Template (Data)
		Resource: Payroll Template Rule Group
		Usage Polar Payroll Implementation View
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Rule Group Usage
Payroll Template	A Human Capital Management	
Payroll Template Solution	Application Administrator can	Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data)
Solution	view payroll template for	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: View Payroll Template (Data)
	profile	Resource: Payroll Template (Data)
	_	Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution

Business Object	Policy Description	Policy Store Implementation
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Classification	Application Administrator can	Privilege: View Payroll Template (Data)
Usage	view payroll template for	Resource: Payroll Template (Data)
Couge	legislative data groups in their	Classification Usage
	legislative data groups in their	
	profile	Role: Payroll Implementation
	prome	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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Column	Application Administrator can	Privilege : View Payroll Template (Data)
Information	view payroll template for	Resource: Payroll Template Solution Column
	legislative data groups in their	Information
	legislative data group security	Role: Payroll Implementation
	profile	
	prome	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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Column	Application Administrator can	Privilege : View Payroll Template (Data)
Instance	view payroll template for	Resource: Payroll Template Solution Column
	legislative data groups in their	Instance
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: View Payroll Template (Data)
		Resource: Payroll Template (Data)
		Instance
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource : Payroll Template Solution Column
		Instance
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Design Pattern	Application Administrator can	Privilege : View Payroll Template (Data)
	view payroll template for	Resource : Payroll Template Solution Design
	legislative data groups in their	Pattern
	legislative data group security	Role: Payroll Implementation
	profile	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
Daniell Tana 114	A Haman Canidal Managara	Pattern HGM HGM H
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Entity Rule	Application Administrator can	Privilege : View Payroll Template (Data)
Usage	view payroll template for	Resource : Payroll Template Solution Entity
	legislative data groups in their	Rule Usage
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : View Payroll Template (Data)
	<u>L</u>	Dun i ajion i ompiato (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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Functional Area	Application Administrator can	Privilege: View Payroll Template (Data)
	view payroll template for	Resource: Payroll Template Solution
	legislative data groups in their	Functional Area
	legislative data group security	Role: Payroll Implementation
	profile	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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Pattern Entity	Application Administrator can	Privilege: View Payroll Template (Data)
Usage	view payroll template for	Resource : Payroll Template Solution Pattern
	legislative data groups in their	Entity Usage
	legislative data group security	Role: Payroll Implementation
	profile	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
D	A.H Carital Management	Entity Usage
Payroll Template Solution Pattern Rule	A Human Capital Management	Role: Payroll Common HCM Implementation
Usage Usage	Application Administrator can view payroll template for	Privilege: View Payroll Template (Data)
Osage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Rule Usage
	profile	Role: Payroll Implementation Privilege: View Payroll Template (Data)
	prome	Resource: Payroll Template (Data)
		Rule Usage
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution Pattern
		Rule Usage
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Pattern	Application Administrator can	Privilege: View Payroll Template (Data)
Selection	view payroll template for	Resource: Payroll Template (Data)
~	legislative data groups in their	Selection
	legislative data group security	Role: Payroll Implementation
	profile	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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Row Instance	Application Administrator can	Privilege : View Payroll Template (Data)
	view payroll template for	Resource: Payroll Template Solution Row
	legislative data groups in their	Instance
	legislative data group security	Role: Payroll Implementation
	profile	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	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Rule	Application Administrator can	Privilege : View Payroll Template (Data)
	view payroll template for	Resource: Payroll Template Solution Rule
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: View Payroll Template (Data)
	profile	Resource: Payroll Template Solution Rule
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution Rule
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Rule	Application Administrator can	Privilege: View Payroll Template (Data)
Dependency	view payroll template for	Resource: Payroll Template Solution Rule
Bependency	legislative data groups in their	Dependency
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: View Payroll Template (Data)
	Prome	Resource: Payroll Template (Data)
		Dependency
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template (Data)
		Dependency
Payroll Template	A Human Capital Management	Role: Payroll Common HCM Implementation
Solution Table	Application Administrator can	Privilege: View Payroll Template (Data)
Information	view payroll template for	Resource: Payroll Template (Data)
Information	legislative data groups in their	Information
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: View Payroll Template (Data)
	prome	•
		Resource: Payroll Template Solution Table Information
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution Table Information
Payroll Template	A Human Capital Management	
Solution Table Relation		Role: Payroll Common HCM Implementation
Solution Table Kelation	Application Administrator can	Privilege: View Payroll Template (Data)
	view payroll template for legislative data groups in their	Resource: Payroll Template Solution Table
	legislative data groups in their legislative data group security	Relation
	profile	Role: Payroll Implementation
	prome	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	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: Manage Payroll Definition (Data)
	manage payroll definition for	Resource: Payroll Time Definition
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege : Manage Payroll Definition (Data)
	profile	Resource: Payroll Time Definition
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Definition (Data)
	view payroll definition for	Resource: Payroll Time Definition
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Definition (Data)
	profile	Resource: Payroll Time Definition
Performance Document	A Human Capital Management	Role: Performance Management
	Application Administrator can	Administration
	manage performance document	Privilege: Manage Performance Document
	for people and assignments in	(Data)
	their person and assignment	Resource: Performance Document
	security profile	
	A Human Capital Management	Role: Performance Management
	Application Administrator can	Administration
	monitor performance document	Privilege: Monitor Performance Document
	missing for people and	Missing (Data)
	assignments in their person and assignment security profile	Resource: Performance Document
	A Human Capital Management	Role: Performance Management
	Application Administrator can	Administration
	monitor performance	Privilege: Monitor Performance Evaluation
	evaluation section step late	Section Step Late Tasks (Data)
	tasks for people and	Resource: Performance Document
	assignments in their person and	Resource. I cironitance Bocament
	assignment security profile	
Performance Evaluation	A Human Capital Management	Role: Performance Management
Section Step	Application Administrator can	Administration
	monitor performance	Privilege: Monitor Performance Evaluation
	evaluation section step late	Section Step Late Tasks (Data)
	tasks for people and	Resource: Performance Evaluation Section
	assignments in their person and	Step
_	assignment security profile	
Person	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose person for persons and	Privilege: Choose Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile A Human Capital Management	Pola: Managa Worker Time Enter Setun
	Application Administrator can	Role: Manage Worker Time Entry Setup Profile
	search person live for persons	Privilege: Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	Role: Manage Worker Time Processing
	profile	Profile
		Privilege: Search Person Live (Data)
		Resource: Person
Person Assignment	A Human Capital Management	Role: Manage Users
1 Clauli Assignment	11 Truman Capital Management	Note. Manage Oscis

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

Business Object	Policy Description	Policy Store Implementation
	Application Administrator can	Privilege: Choose Person Type (Data)
	choose person type for person	Resource: Person Type
	types in their person type	
	security profile	
	A Human Capital Management	Role: Person Configuration
	Application Administrator can	Privilege : View Person Type (Data)
	view person type for any person	Resource: Person Type
	type	
Personal Payment	A Human Capital Management	Role: Payroll Common HCM Implementation
Method	Application Administrator can	Privilege : Manage Payroll Payment (Data)
	manage payroll payment for	Resource: Personal Payment Method
	legislative data groups in their	Role: Payroll Implementation
	legislative data group security	Privilege: Manage Payroll Payment (Data)
	profile	Resource: Personal Payment Method
	A Human Capital Management	Role: Payroll Common HCM Implementation
	Application Administrator can	Privilege: View Payroll Relationship (Data)
	view payroll relationship for	Resource: Personal Payment Method
	legislative data groups in their	Role: Payroll Implementation View
	legislative data group security	Privilege : View Payroll Relationship (Data)
	profile	Resource: Personal Payment Method
Position	A Human Capital Management	Role: Compare HCM Information
	Application Administrator can	Privilege : Choose Position (Data)
	choose position for positions in	Resource: Position
	their position security profile	Role: Human Capital Management
		Application Administrator
		Privilege: Choose Position (Data)
		Resource: Position
	A Human Capital Management	Role: Maintain Positions
	Application Administrator can	Privilege: Maintain Position (Data)
	maintain position for positions	Resource: Position
	in their position security profile	
	A Human Capital Management	Role: View Positions
	Application Administrator can	Privilege : View Position (Data)
	view position for positions in	Resource: Position
	their position security profile	
Professional Body	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege: Manage Professional Body
	manage professional body	Information Organization (Data)
	information organization for	Resource: Professional Body
	organizations in their	_
	organization security profile	
Public Person	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose public person for	Privilege : Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	
	security profile	D. W. W. D. W. C.
	A Human Capital Management	Role: Use User Details Service
	Application Administrator can	Privilege : View Person Deferred (Data)
	view person deferred for	Resource: Public Person
	persons and assignments in	
	their person and assignment	
Demanting Establisher	security profile	Dalas West Conse Const. No.
Reporting Establishment	A Human Capital Management	Role: Workforce Structures Management
	Application Administrator can	Privilege : Manage Reporting Establishment

Business Object	Policy Description	Policy Store Implementation
,	manage reporting establishment	(Data)
	for organizations in their	Resource: Reporting Establishment
	organization security profile	
Schedule Assignment	A Human Capital Management	Role: Manage Schedules and Exceptions
	Application Administrator can	Assignment
	manage work schedule	Privilege: Manage Work Schedule
	assignment for persons and	Assignment (Data)
	assignments in their person and	Resource: Schedule Assignment
	assignment security profile	
	A Human Capital Management	Role: Manage Schedules and Exceptions
	Application Administrator can	Assignment
	manage work schedule	Privilege: Manage Work Schedule
	assignment for subordinates in	Assignment (Data)
	their person and assignment	Resource: Schedule Assignment
T 1 (D C1	security profile	DI WILLS DOWN A LINE OF
Talent Profile	A Human Capital Management	Role: Workforce Profile Administration
	Application Administrator can	Privilege : View Talent Profile Model (Data)
	view talent profile model for jobs in their job security profile	Resource: Talent Profile
	A Human Capital Management	Role: Workforce Profile Administration
	Application Administrator can	Privilege: View Talent Profile Person (Data)
	view talent profile person for	Resource: Talent Profile
	people and assignments in their	Resource. Talent Florine
	person and assignment security	
	profile	
Tax Reporting Unit	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose tax reporting unit for tax	Privilege : Choose Tax Reporting Unit (Data)
	reporting units in their	Resource: Tax Reporting Unit
	organization security profile	1 0
Territory Geography	A Human Capital Management	Role: Geography Administration
Export Object	Application Administrator can	Privilege : View Territory Geography Export
	view territory geography export	Object (Data)
	object for all territory	Resource : Territory Geography Export Object
	geography export objects	
Territory Geography File	A Human Capital Management	Role: Geography Administration
Import	Application Administrator can	Privilege : View Territory Geography File
	view territory geography file	Import (Data)
	import for all territory	Resource: Territory Geography File Import
	geography file imports of	
	object type territory_geographies	
Territory Geography File	A Human Capital Management	Role: Geography Administration
Import Mapping	Application Administrator can	Privilege: View Territory Geography File
import mapping	view territory geography file	Import Mapping (Data)
	import mapping for all territory	Resource: Territory Geography File Import
	geography file import mappings	Mapping
	of object type	111mbbing
	territory_geographies	
Territory Geography File	A Human Capital Management	Role: Geography Administration
Import Metadata	Application Administrator can	Privilege : View Territory Geography File
	view territory geography file	Import Metadata
	import metadata for all territory	Resource: Territory Geography File Import
	geography file import metadata	Metadata
	of object type	
	territory_geographies	

Business Object	Policy Description	Policy Store Implementation
Trading Community	A Human Capital Management	Role: Payee Bank Account Management
Organization Party	Application Administrator can	Privilege: View Trading Community
	view trading community	Organization (Data)
	organization for all	Resource: Trading Community Organization
	organizations in the enterprise	Party
	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	view trading community	Privilege: View Trading Community
	organization party for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
		Party
Trading Community	A Human Capital Management	Role: Human Capital Management
Party	Application Administrator can	Application Administrator
	view trading community party	Privilege : View Trading Community Person
	for all people in the enterprise	(Data)
		Resource: Trading Community Party
	A Human Capital Management	Role: Payee Bank Account Management
	Application Administrator can	Privilege : View Trading Community Person
	view trading community person	(Data)
	for all people in the enterprise	Resource: Trading Community Party
Trading Community	A Human Capital Management	Role: Human Capital Management
Relationship	Application Administrator can	Application Administrator
	view trading community	Privilege: View Trading Community
	relationship for all trading	Relationship (Data)
	community relationships in the	Resource: Trading Community Relationship
	enterprise	
User	A Human Capital Management	Role: Edit User Name
	Application Administrator can	Privilege: Edit User Name (Data)
	edit user name for persons in	Resource: User
XV. 1	their person security profile.	D
Worker	A Human Capital Management	Role: Human Capital Management
	Application Administrator can	Application Administrator
	choose worker for people and	Privilege: Choose Worker (Data)
	assignments in their person and	Resource: Worker
	assignment security profile	

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	Allows to download data file exported from human capital
Capital Management file based	management.
Export	
Upload data for Human Capital	Allows to upload data file to import human capital management
Management file based Import	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	Individual responsible for planning,	Access Alerts Composer
Integration Specialist	coordinating, and supervising all	Access Oracle Taleo
	activities related to the integration of	Recruiting Cloud Service
	human capital management information	Configure Interface
	systems.	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 Workspace
		Use REST Service -
		Security Certificates
		Use REST Service -
		Workforce Structures
		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	Role: Human Capital Management Integration
rissignment Grade	Integration Specialist can	Specialist
	choose assignment grade for	Privilege: Choose Assignment Grade (Data)
	grades in their grade security	Resource: Assignment Grade
	profile	Resource. Assignment Grade
	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	manage assignment grade for	Privilege: Manage Assignment Grade (Data)
	all grades in the enterprise	Resource: Assignment Grade
Business Unit	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose business unit for	Privilege : Choose Business Unit Organization
	business units in their	(Data)
	organization security profile	Resource: Business Unit
Department	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose department for	Privilege : Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	
HR Job	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose hr job for jobs in their	Privilege: Choose HR Job (Data)
	job security profile	Resource: HR Job
	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	manage hr job for all jobs in the	Privilege: Manage HR Job (Data)
	enterprise	Resource: HR Job
Legal Employer	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose legal employer for legal	Privilege : Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
	security profile	
Location	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose location for locations in	Privilege : Choose Location (Data)
	their location security profile	Resource: Location
	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	manage location for all	Privilege : Manage Location (Data)
_	locations in the enterprise	Resource: Location
Person	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	choose person for persons and	Privilege : View Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist
	manage person for persons and	Privilege: Manage Person (Data)
	assignments in their person and	Resource: Person
D A 11	assignment security profile	DI II C. 111
Person Address	A Human Capital Management	Role: Human Capital Management Integration
	Integration Specialist can	Specialist D. All (D.)
1	choose person address for	Privilege : View Person Address (Data)
	persons and assignments in	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 A Human Capital Management Integration Specialist can view position for positions in their position security profile	Role: Human Capital Management Integration Specialist Privilege: Choose Position (Data) Resource: Position 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	Analyzes Workforce absences transactional information
Analysis	
Business Intelligence Applications	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	Applications, Business Intelligence Publisher, Real Time
	Decisions, Enterprise Performance Management and Business Intelligence Office.
Career Development Transaction	Analyzes Career Development transactional information
Analysis	
Documents of Record Transaction	Analyzes Documents of Records transactional information
Analysis	
Goal Management Transaction	Analyzes Workforce Goals transactional information
Analysis	
HCM Extract Definition	Grants access to the extract definition duty.
Performance Management	Analyzes Workforce Performance Management transactional
Transaction Analysis	information
Person Disability Transaction	Analyses person disability transactional information
Analysis	
Person View	Searches and views person related information.
Succession Management	Analyses Succession Management Transactional Information.
Transaction Analysis	
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	Analyzes Workforce Profile transactional information
Analysis	
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

Absence Management Transaction Analysis

Business Intelligence Authoring

Access Person Gallery

Business Intelligence Applications Worker

Business Intelligence Applications Analysis

Career Development Transaction Analysis

Compare HCM Information

			-
Inh	erite	VA D	000
	erne	41 D	mes.

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	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Human Resource Analyst	Performs duties of a human resources	Extract Work Structure
	analyst.	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	Search Person
	information.	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	Role: Manage Absence Case
	can manage absence case for	Privilege: Manage Absence Case (Data)
	persons and assignments in	Resource: Absence Case
	their person and assignment	
	security profile	
Assignment Grade	A Human Resource Analyst	Role: Absence Management Transaction
	can report assignment grade for	Analysis
	all grades in the enterprise	Privilege : Report Assignment Grade (Data)
		Resource: Assignment Grade
		Role: Career Development Transaction
		Analysis

Business Object	Policy Description	Policy Store Implementation
	The state of the s	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	A Human Resource Analyst	Role: Absence Management Transaction
Ladder	can report assignment grade	Analysis
	ladder for all grades in the	Privilege: Report Assignment Grade Ladder
	enterprise	(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	Role: Absence Management Transaction
	can report assignment grade	Analysis
	rate for all grades in the	Privilege : Report Assignment Grade Rate
	enterprise	(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)
Designed Huit	A Harris Descript	Resource: Assignment Grade Rate
Business Unit	A Human Resource Analyst	Role: Human Resource Analyst
	can choose business unit for business units in their	Privilege: Choose Business Unit Organization
	organization security profile	(Data)
Compensation History	A Human Resource Analyst	Resource: Business Unit Role: View Compensation History
Compensation flistory	can view compensation history	Privilege: View Compensation History (Data)
	for people and assignments in	Resource: Compensation History (Data)
	their person and assignment	Acsource. Compensation History
	security profile	
Department	A Human Resource Analyst	Role: Human Resource Analyst
r · · · · ·	can choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	F
	A Human Resource Analyst	Role: Absence Management Transaction
	can report department for	Analysis
	departments in their	Privilege: Report Department (Data)
	organization security profile	Resource: Department
		Role: Career Development Transaction

Business Object	Policy Description	Policy Store Implementation
2 usmess o sjeet	Toney Zeseripuon	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	Role: View Work Terms and Assignment
Employment Contract	can view employment contract	Privilege: View Employment Contract (Data)
	for persons and assignments in	Resource: Employment Contract
	their person and assignment	Resource. Employment Contract
	security profile	
HCM Extract Definition	A Human Resource Analyst	Role: HCM Extract Definition
Trent Endact Bermiden	can manage hcm extract	Privilege: Manage HCM Extract Definition
	definition for extract definitions	(Data)
	in a legislative data group in	Resource: HCM Extract Definition
	their legislative data group	24000 42000 210101 2100000 201111111011
	security profile	
HR Document Type	A Human Resource Analyst	Role: Documents of Record Transaction
71	can report document type for	Analysis
	document types in their	Privilege: Report Document Type (Data)
	document type security profile	Resource: HR Document Type
HR Job	A Human Resource Analyst	Role: Absence Management Transaction
	can report hr job for all jobs in	Analysis
	the enterprise	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	Role: Human Resource Analyst
	11 Trainan Resource 1 mary st	
	can choose legal employer for legal employers in their	Privilege: Choose Legal Employer (Data)
	can choose legal employer for	
Legislative Data Group	can choose legal employer for legal employers in their	Privilege: Choose Legal Employer (Data)
Legislative Data Group	can choose legal employer for legal employers in their organization security profile	Privilege: Choose Legal Employer (Data) Resource: Legal Employer Role: Human Resource Analyst
Legislative Data Group	can choose legal employer for legal employers in their organization security profile A Human Resource Analyst	Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	can choose legal employer for legal employers in their organization security profile A Human Resource Analyst can choose legislative data	Privilege: Choose Legal Employer (Data) Resource: Legal Employer Role: Human Resource Analyst Privilege: Choose Legislative Data Group
Legislative Data Group	can choose legal employer for legal employers in their organization security profile A Human Resource Analyst can choose legislative data group for legislative data groups in their legislative data group security profile	Privilege: Choose Legal Employer (Data) Resource: Legal Employer Role: Human Resource Analyst Privilege: Choose Legislative Data Group (Data)
Legislative Data Group Location	can choose legal employer for legal employers in their organization security profile A Human Resource Analyst can choose legislative data group for legislative data groups in their legislative data	Privilege: Choose Legal Employer (Data) Resource: Legal Employer Role: Human Resource Analyst Privilege: Choose Legislative Data Group (Data)

Business Object	Policy Description	Policy Store Implementation
,	locations in the enterprise	Privilege: Report Location (Data)
	1	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)
D 11 Ch 1 11	A II a a Dana a A a 1 a 4	Resource: Location
Payroll Checklist	A Human Resource Analyst	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Checklist
	their legislative data group	
	security profile and payroll	
	flows in their payroll flow	
	security profile A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist
	profile and payroll flows in	Role: Submit a Payroll Flow
	their payroll flow security	Privilege: View Payroll Flow (Data)
	profile	Resource: Payroll Checklist
	prome	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
B 11 Cl 11'	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Resource: Payroll Checklist
Payroll Checklist	A Human Resource Analyst	Role: HCM Extract Definition
Annotation	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Checklist Annotation
	their legislative data group	
	security profile	Polos HCM Entroot Dofinition
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Checklist Annotation
	profile	Role: Submit a Payroll Flow
	proffic	Privilege: View Payroll Flow (Data)
		Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
D 11 D 5 C 12	AIL	Resource: Payroll Checklist Annotation
Payroll Flow Definition	A Human Resource Analyst	Role: Human Resource Analyst
	can choose payroll flow	Privilege : Choose Payroll Flow Pattern (Data)
	definition for payroll flow	Resource: Payroll Flow Definition
	patterns in their payroll flow	
	pattern security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition
	their legislative data group	
	security profile and payroll	

Business Object	Policy Description	Policy Store Implementation
	flows in their payroll flow	
	security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Definition
	profile and payroll flows in	Role: Submit a Payroll Flow
	their payroll flow security	Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
	profile	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Definition
Payroll Flow Definition	A Human Resource Analyst	Role: HCM Extract Definition
Parameter	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Parameter
	their legislative data group	, and the second
	security profile and payroll	
	flows in their payroll flow	
	security profile	Balas HCM Entrant Definition
	A Human Resource Analyst can view payroll flow for	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Parameter
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in	Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Flow Definition Parameter
	profile	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Definition Parameter
Payroll Flow Definition	A Human Resource Analyst	Role: HCM Extract Definition
Task	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource : Payroll Flow Definition Task
	their legislative data group	
	security profile and payroll flows in their payroll flow	
	security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	
	profile and payroll flows in	
	their payroll flow security	
D11 El. D. C. 141	profile	D. HOME (D. C.)
Payroll Flow Definition Task Interaction	A Human Resource Analyst	Role: HCM Extract Definition
Task Interaction	can manage payroll flow patten for legislative data groups in	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	their legislative data group	Interaction
	security profile and payroll	Interaction
	flows in their payroll flow	
	security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Interaction
	profile and payroll flows in	
	their payroll flow security	
	profile	

Business Object	Policy Description	Policy Store Implementation
Payroll Flow Definition	A Human Resource Analyst	Role: HCM Extract Definition
Task Parameter	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Parameter
	security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security profile	Parameter
Payroll Flow Definition	A Human Resource Analyst	Role: HCM Extract Definition
Task Property	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
Tush Troperty	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Property
	security profile	Troporty
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Property
	profile	
Payroll Flow Task	A Human Resource Analyst	Role: HCM Extract Definition
Action	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Task Action
	their legislative data group security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	Resource. I ayron I low Task Action
	profile	
Payroll Task	A Human Resource Analyst	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Task
	their legislative data group	
	security profile	D.I. MOVE
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Task
	profile	
Payroll Task Parameter	A Human Resource Analyst	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Task Parameter
	their legislative data group	, and the second
	security profile	
	A Human Resource Analyst	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	
Performance Document	profile	Polos Porformanos Managament Transacti
remormance Document	A Human Resource Analyst can report performance	Role: Performance Management Transaction Analysis
	document for people and	Privilege: Report Performance Document
	assignments in their person and	(Data)
	assignment security profile	Resource: Performance Document
Performance Goal	A Human Resource Analyst	Role: Career Development Transaction
1 311 3111 41100 3 3 41	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	reares cureer percuepinent transaction

Business Object	Policy Description	Policy Store Implementation
	can report career development	Analysis
	for persons and assignments in	Privilege : Report Career Development (Data)
	their person and assignment	Resource: Performance Goal
	security profile	
	A Human Resource Analyst	Role: Goal Management Transaction Analysis
	can report performance goal for	Privilege : Report Performance Goal (Data)
	people and assignments in their	Resource: Performance Goal
	person and assignment security	
	profile	
Person	A Human Resource Analyst	Role: Human Resource Analyst
	can choose person for persons	Privilege : Choose Person (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
	A Human Resource Analyst	Role: Manage Contact Person PII
	can manage contact person pii	Privilege : Manage Contact Person PII (Data)
	for the contact of the person in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Career Development Transaction
	can report person for persons	Analysis
	and assignments in their person	Privilege: Report Person (Data)
	and assignment security profile	Resource: Person
	January 1, 1	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	Role: Person View
	can search person live for	Privilege : Search Person Live (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Person View
	can view person for persons	Privilege : View Person (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
Person Address	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person address for	Privilege : Report Person Address (Data)
	persons and assignments in	Resource: Person Address
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person address for	Privilege : View Person Address (Data)
	persons and assignments in	Resource: Person Address
	their person and assignment	
	security profile	
Person Assignment	A Human Resource Analyst	Role: Human Resource Analyst
	can report person assignment	Privilege: Report Assignment (Data)
	for persons and assignments in	Resource: Person Assignment
	their person and 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	Role: View Work Terms and Assignment
	can view person assignment for	Privilege : View Person Assignment (Data)
	persons and assignments in	Resource: Person Assignment
	their person and assignment	
Person Checklist	security profile A Human Resource Analyst	Polos Workforms Transaction Analysis
Ferson Checklist	can report person checklist for	Role: Workforce Transaction Analysis
	persons and assignments in	Privilege: Report Person Checklist (Data) Resource: Person Checklist
	their person and assignment	Resource. I erson Checklist
	security profile	
	A Human Resource Analyst	Role: View Worker Checklist
	can view person allocated	Privilege: View Person Allocated Checklist
	checklist for persons and	(Data)
	assignments in their person and	Resource: Person Checklist
	assignment security profile	resource: 1 erson encember
Person Communication	A Human Resource Analyst	Role: Workforce Confidential Reporting
Method	can report person	Privilege: Report Person Communication
	communication method for	Method (Data)
	persons and assignments in	Resource: Person Communication Method
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person	Privilege: View Person Communication
	communication method for	Method (Data)
	persons and assignments in	Resource: Person Communication Method
	their person and assignment	
D C	security profile	DI WILL CONTROL
Person Contact	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person contact for	Privilege: Report Person Contact (Data)
	persons and assignments in their person and assignment	Resource: Person Contact
	security profile	
	A Human Resource Analyst	Role: Person View
	can view person contact for	Privilege: View Person Contact (Data)
	persons and assignments in	Resource: Person Contact
	their person and assignment	Role: Workforce Confidential Viewing
	security profile	Privilege: View Person Contact (Data)
		Resource: Person Contact
Person Disability	A Human Resource Analyst	Role: Person Disability Transaction Analysis
1 Orson Disability	can report person disability for	Privilege: Report Person Disability (Data)
	persons in their person security	Resource: Person Disability
	profile	20000100. 1 010011 Disability
	A Human Resource Analyst	Role: Person View
	can view person disability for	Privilege: View Person Disability (Data)
	persons and assignments in	Resource: Person Disability
	their person and assignment	
	security profile	
Person Document of	A Human Resource Analyst	Role: Documents of Record Transaction
Record	can report worker documents of	Analysis
	record for people and	Privilege: Report Worker Documents of
	assignments in their person	Record (Data)
	assignment security profile and	Resource: Person Document of Record
	for documents in their	
	document types security profile	

Business Object	Policy Description	Policy Store Implementation
Person Documentation	A Human Resource Analyst	Role: Documentation Reporting
	can process documents of	Privilege : Process Documents of Record
	record expiry for document	Expiry (Data)
	types in their document types	Resource: Person Documentation
	security profile belonging to	
	persons and assignments in	
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Person View
	can view person documentation	Privilege : View Person Documentation (Data)
	for document types in their	Resource: Person Documentation
	document types security profile	
	belonging to persons and	
	assignments in their person and	
	assignment security profile	
Person Driver License	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report driver license for	Privilege : Report Driver License (Data)
	persons and assignments in	Resource : Person Driver License
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person driver license	Privilege : View Person Driver License (Data)
	for persons and assignments in	Resource: Person Driver License
	their person and assignment	
D E 1	security profile	D.I. W. 16. G. C.I. d. ID.
Person Email	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person email for	Privilege: Report Person Email (Data)
	persons and assignments in	Resource: Person Email
	their person and assignment	
	security profile A Human Resource Analyst	Dolos Worldones Confidential Viewing
	can view person email for	Role: Workforce Confidential Viewing
	persons and assignments in	Privilege: View Person Email (Data) Resource: Person Email
	their person and assignment	Resource. Ferson Eman
	security profile	
Person Identifier for	A Human Resource Analyst	Role: View Person Identifiers for External
External Applications	can view person identifiers for	Applications
Zaternam rappareautons	external applications for	Privilege: View Person Identifiers for External
	persons and assignments in	Applications (Data)
	their person and assignment	Resource : Person Identifier for External
	security profile	Applications
Person National	A Human Resource Analyst	Role: Workforce Confidential Reporting
Identifier	can report person national	Privilege: Report Person National Identifier
	identifier for persons and	(Data)
	assignments in their person and	Resource: Person National Identifier
	assignment security profile	
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person national	Privilege : View Person National Identifier
	identifier for persons and	(Data)
	assignments in their person and	Resource: Person National Identifier
	assignment security profile	
Person Passport	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person passport for	Privilege: Report Person Passport (Data)
	persons and assignments in	Resource: Person Passport
	their person and assignment	_
	security profile	

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person passport for	Privilege : View Person Passport (Data)
	persons and assignments in	Resource: Person Passport
	their person and assignment	-
	security profile	
Person Phone	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person phone for	Privilege : Report Person Phone (Data)
	work phone numbers and	Resource: Person Phone
	private phone numbers granted	
	to the user for persons in their	
	person and assignment security	
	profile	Dalas Wash Come Confidential Wissian
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person phone for	Privilege : View Person Phone (Data)
	work phone numbers and private phone numbers granted	Resource: Person Phone
	to the user for persons in their	
	person and assignment security	
	profile	
Person Type	A Human Resource Analyst	Role: View Work Terms and Assignment
reison rype	can choose person type for	Privilege: Choose Person Type (Data)
	person types in their person	Resource: Person Type
	type security profile	resource. Terson Type
Person Visa	A Human Resource Analyst	Role: Workforce Confidential Reporting
	can report person visa for	Privilege: Report Person Visa (Data)
	persons and assignments in	Resource: Person Visa
	their person and assignment	
	security profile	
	A Human Resource Analyst	Role: Workforce Confidential Viewing
	can view person visa for	Privilege : View Person Visa (Data)
	persons and assignments in	Resource: Person Visa
	their person and assignment	
D 11	security profile	
Position	A Human Resource Analyst	Role: Compare HCM Information
	can choose position for	Privilege: Choose Position (Data)
	positions in their position	Resource: Position
	security profile	Dalas Abanga Managamant Transaction
	A Human Resource Analyst can report position for positions	Role: Absence Management Transaction
	in their position security profile	Analysis Privilege: Report Position (Data)
	in their position security profile	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 Dagourge Analyst	
ruone reison	A Human Resource Analyst	Role: Human Resource Analyst

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

Business Object	Policy Description	Policy Store Implementation
	can report vacancy for persons	Privilege: Report Vacancy (Data)
	and assignments in their person	Resource: Vacancy Requisition
	and assignment security profile	, ,
Variable Compensation	A Human Resource Analyst	Role: Manage Individual Compensation
Allocation	can enter variable	Privilege: Enter Variable Compensation
	compensation allocation for	Allocation (Data)
	people and assignments in their	Resource : Variable Compensation Allocation
	person and assignment security	_
	profile	
Work Relationship	A Human Resource Analyst	Role: View Work Relationship
	can view work relationship for	Privilege: View Work Relationship (Data)
	persons and assignments in	Resource: Work Relationship
	their person and assignment	
	security profile	
Worker	A Human Resource Analyst	Role: Absence Management Transaction
	can report worker for persons	Analysis
	and assignments in their person	Privilege: Report Worker (Data)
	and assignment security profile	Resource: Worker
	A Human Resource Analyst	Role: View Work Relationship
	can search worker for persons	Privilege: Search Worker (Data)
	and assignments in their person	Resource: Worker
	and assignment security profile	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	Business Intelligence Applications Analysis Generic Duty	
Analysis		
Contingent Worker Addition	Adds contingent workers.	
Employee Hire	Hires employees.	
FSCM Load Interface	Manages load interface file for import	
Administration		
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	Manages all payroll setup definitions required by other HCM	
Implementation	products.	
Pending Worker Addition and Hire	Adds and hires pending workers.	
Performance Management HR	Manages performance documents to for example, create, cancel,	
Specialist	delete, and transfer them.	
Person Address View	Grants access to persons to view address data.	
Person Communication Methods	Grants access to the employee, contingent worker and Human	
Management	Resource Specialist to manage the phones, emails and other	
	communication methods in the portrait.	
Person Communication Methods	Grants access to the employee, contingent worker and Human	
View	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	
D 31 111 17	with the HR specialist.	
Person National Identifier View	Grants access to persons to view national identifier.	
Portrait Current and Completed	Grants access to the current and completed tasks card in the	
Tasks	portrait, which includes HCM worklist tasks and user provisioning	
G DI M	requests.	
Succession Plan Management	Manages succession plans.	
Workforce Model Plan HR	Manages workforce model plans, for example, creating, editing,	
Specialist Worldown Profile Specialist	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.	
	with the The specialist of 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

Manage Vacancy

Manage Work Relationship

Manage Work Terms and Assignment

Manage Worker Checklist

Manage Worker Information Sharing

Nonworker Addition

Payee Bank Account Management

FSCM Load Interface Administration

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

Pending Worker Addition and Hire

Pending Worker Quick Hire

Performance Management HR Specialist

View Performance Summary

Person Communication Methods Management

Person Communication Methods View

Person Configuration

Person Management

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

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	Allows administrator to process Employment	
Events	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
26 20 112 11	and deduction elements to a person.
Manage Payroll Relationship	Manages workers' assigned payrolls and other
N D C C II III	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
Manage Salaries	payment methods are specified. Privilege to manage off-cycle salary adjustments as
ivialiage Salaries	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
Wanage Schedules and Exceptions Assignment	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	Allows manual termination from an enrollment in
Plan	an accrual plan.
Terminate Work Relationship	Terminates work relationships.
Transfer Accrual Type Absence Plan Balance	Allows administrator to transfer accrual balance
The Control of the Co	from one accrual type absence plan to another.
Transfer Worker	Transfers persons.
Use User Details Service	Creates or updates users during person
Y'. A I T Al DI . D. I	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	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
Goal Management HR	Goal Management HR Specialist -	Assign Workers Goals Mass
Specialist	inherited by Human Resource Specialist	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	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Human Resource Manager	Performs duties of a human resources	Manage Extracts Work Area
Transmit resource manager	manager.	Run HCM Extract
	managor.	Run HCM Extract Write
		Process
		Run HCM Extracts Report
Human Resource Specialist	Performs duties of a human resources	Absence Administration
	specialist.	Work Area Absence Entry Using
		Calendar
		Access Oracle Taleo
		Recruiting Cloud Service
		Add Worker Performance
		Document Content
		Approve Transactions
		Conduct Talent Review
		Conduct Talent Keview

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
		INTOUCIS

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 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 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	Create User Name
	existing user name for a person.	Link User Account Send User Name Request to LDAP
Managa IIaan Aaaanna	Managarana	
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	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	Accounts
- Wanagement	other payment actains.	Manage External Payee
		Payment Details
		Manage Third Party Bank
		Account
		View Third Party Bank
		Account
Payroll Common HCM	Manages all payroll setup definitions	Manage HCM User-Defined
Implementation	required by other HCM products.	Table
•		Manage Organization
		Payment Method Manage Payroll Balance
		Definition
		Manage Payroll Balance
		Exception 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
		Manage Layron Tilliu

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	Adds and hires pending workers.	Add Worker Pending Hire
Hire	1 0	Correct Oracle Taleo
		Recruiting Candidate Import
		Errors
		Edit Pending Worker
		Hire Pending Worker
Performance Management HR	Manages performance documents to for	Acknowledge Performance
Specialist	example, create, cancel, delete, and	Document
Specialist	transfer them.	Acknowledge Performance
	transfer them.	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
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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,	Manage HR Checklist
	checklists, and document types.	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	Manage Person
	name, address, communications,	Search Person
	documentation, and others. This role is	
	associated with the HR specialist.	
Succession Plan Management	Manages succession plans.	Manage Succession Plan
Workforce Model Plan HR	Manages workforce model plans, for	Edit Workforce Model Plan
Specialist	example, creating, editing, and reviewing	Manage Workforce Model
	the plans.	Plan as HR Specialist
Workforce Profile Specialist	Performs workforce profile duties as a	Define Talent Profile
	human resources specialist.	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	Manages positions, locations, jobs,	Create Position
Management	grades, and HR organizations. This role does not have any privileges associated	Manage Application Tree
		Manage Application Tree
	directly but inherits privileges from other	Label
	duty roles. This role is associated with the	Manage Assignment
	HR specialist or manager typically.	Flexfield Mapping
		Manage Assignment Grade
	l .	

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

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

Business Object	Policy Description	Policy Store Implementation
, , , , ,	can choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	resource. Beparanent
	A Human Resource Manager	Role: Manage Departments
	can manage department for all	Privilege: Manage Department (Data)
	reference data sets in the	Resource: Department
	enterprise	Resource. Department
	A Human Resource Manager	Role: Manage Departments
	can manage department for	Privilege: Manage Department (Data)
	departments in their	Resource: Department
	organization security profile	Resource: Department
	A Human Resource Manager	Dolos Donost Human Dassurass Transaction
	can view human resource	Role: Report Human Resources Transaction Dashboard
	specialist transaction dashboard	Privilege : View Human Resource Specialist
	for departments in their	Transaction Dashboard (Data)
D: ::	organization security profile	Resource: Department
Division	A Human Resource Manager	Role: Manage Divisions
	can manage division for	Privilege: Manage Division (Data)
	divisions in their organization	Resource: Division
D 1 0	security profile	
Employment Contract	A Human Resource Manager	Role: Manage Work Terms and Assignment
	can view employment contract	Privilege : View Employment Contract (Data)
	for persons and assignments in	Resource: Employment Contract
	their person and assignment	
	security profile	
Fast Formula	A Human Resource Manager	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	
	profile	
Fast Formula Context	A Human Resource Manager	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
Fast Formula Function	A Human Resource Manager	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data group security	resource. I use I orinida I unction
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data group security	Acsource. Fast Pormula Punction
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
Fast Formula Global		

Business Object	Policy Description	Policy Store Implementation
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	resource. Last I official Global
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	Resource. Past Politicia Global
	profile	
Fast Formula Route	A Human Resource Manager	Role: Manage Fast Formula
Tast Formula Route	can manage fast formula for	
	legislative data groups in their	Privilege: Manage Fast Formula (Data)
	legislative data group security	Resource: Fast Formula Route
	profile	
		Dolos Managa Foot Formula
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	
Earl France 1 /F	profile	DI W. E. E.
Fast Formula Type	A Human Resource Manager	Role: Manage Fast Formula
Context Usage	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource : Fast Formula Type Context Usage
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource : Fast Formula Type Context Usage
	legislative data group security	
	profile	
Fast Formula User Entity	A Human Resource Manager	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource : Fast Formula User Entity
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	
	profile	
HCM Extract Definition	A Human Resource Manager	Role: HCM Extract Definition
	can manage hcm extract	Privilege : Manage HCM Extract Definition
	definition for extract definitions	(Data)
	in a legislative data group in	Resource: HCM Extract Definition
	their legislative data group	
	security profile	
HCM Rate	A Human Resource Manager	Role: Manage HCM Rates
	can manage hcm rate for	Privilege: Manage HCM Rate (Data)
	legislative data groups in their	Resource: HCM Rate
	legislative data group security	
	profile	
HCM User-Defined	A Human Resource Manager	Role: Payroll Common HCM Implementation
Table	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
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Business Object	Policy Description	Policy Store Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table
	legislative data group security	
	profile	
HCM User-Defined	A Human Resource Manager	Role: Payroll Common HCM Implementation
Table User Column	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column
	profile	
HCM User-Defined	A Human Resource Manager	Role: Payroll Common HCM Implementation
Table User Column	can manage fast formula for	Privilege: Manage Fast Formula (Data)
Instance	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column Instance
	profile	D-1 D
	A Human Resource Manager can view fast formula for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User
	legislative data groups in their legislative data group security	Column Instance
	profile	Column instance
HCM User-Defined	A Human Resource Manager	Role: Payroll Common HCM Implementation
Table User Row	can manage fast formula for	Privilege: Manage Fast Formula (Data)
Tuble eser now	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Row
	profile	Now.
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Row
	profile	
HR Job	A Human Resource Manager	Role: Human Resource Specialist
	can choose hr job for all jobs in	Privilege: Choose HR Job (Data)
	the enterprise	Resource: HR Job
	A Human Resource Manager	Role: Workforce Structures Management
	can manage hr job for all jobs	Privilege: Manage HR Job (Data)
	in the enterprise	Resource: HR Job
	A Human Resource Manager	Role: Workforce Structures Management
	can manage hr job for all	Privilege: Manage HR Job (Data)
	reference data sets in the	Resource: HR Job
	enterprise	
	A Human Resource Manager	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for all jobs in the enterprise	Transaction Dashboard (Data)
IID N E	A II D	Resource: HR Job
HR Name Format	A Human Resource Manager	Role: Person Configuration
	can manage hr name format for	Privilege: Manage HR Name Format (Data)
	countries in their country	Resource: HR Name Format
Legal Founds and	security profile	Polos II anno Posso and Control
Legal Employer	A Human Resource Manager	Role: Human Resource Specialist
	can choose legal employer for	Privilege : Choose Legal Employer (Data)
	legal employers in their	

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

Business Object	Policy Description	Policy Store Implementation
	groups in their legislative data	Resource: Payroll Balance Classification
	group security profile	·
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Classification
	legislative data group security	
	profile	
Payroll Balance	A Human Resource Manager	Role: Payroll Common HCM Implementation
Definition	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data group security profile	Resource: Payroll Balance Definition
	A Human Resource Manager	Polos Payroll Common HCM Implementation
	can view payroll balance for	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Definition
	legislative data groups in their	Resource. Fayron Barance Definition
	profile	
Payroll Balance	A Human Resource Manager	Role: Payroll Common HCM Implementation
Dimension	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Dimension
	group security profile	,
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Dimension
	legislative data group security	
D 11 D 1	profile	
Payroll Balance	A Human Resource Manager	Role: Payroll Common HCM Implementation
Dimension Usage	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data groups in their legislative data	(Data)
	group security profile	Resource : Payroll Balance Dimension Usage
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Dimension Usage
	legislative data group security	resource. Taylon Barance Binnension Usage
	profile	
Payroll Balance	A Human Resource Manager	Role: Payroll Common HCM Implementation
Exception	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Exception
	group security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Exception
	legislative data group security profile	
Payroll Balance	A Human Resource Manager	Pole: Payroll Common UCM Implementation
Exception Report	can manage payroll balance	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition
Zacoption report	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Exception Report
	group security profile and for	Liesouree. Lajron Balance Exception Report
	payrolls in their payroll security	
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)

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

Business Object Policy Description definition for legislative data groups in their legislative data group security profile A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile Role: Payroll Common HCM Implementation Resource: Payroll Balance (Data) Resource: Payroll Balance Group Inclusion	1
groups in their legislative data group security profile A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile Resource: Payroll Balance Group Inclusion Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion	า
group security profile 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	
can view payroll balance for legislative data groups in their legislative data group security profile Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion	
legislative data groups in their legislative data group security profile Resource: Payroll Balance Group Inclusion	ion
legislative data group security profile	
profile	1
Sarmall Dalamas Chara I A Haman Danarana Managan I Dala Da a 11 Cara I ICM I a 1 a a a a a	
Payroll Balance Group A Human Resource Manager Role: Payroll Common HCM Implementation	
Jsage can manage payroll balance Privilege: Manage Payroll Balance Definition	ion
definition for legislative data (Data)	
groups in their legislative data group security profile Resource: Payroll Balance Group Usage	
A Human Resource Manager Role: Payroll Common HCM Implementation	ion
can view payroll balance for Privilege: View Payroll Balance (Data)	1011
legislative data groups in their Resource: Payroll Balance Group Usage	
legislative data group security	
profile	
Payroll Balance Group A Human Resource Manager Role: Payroll Common HCM Implementation	ion
Jsage Item can manage payroll balance Privilege: Manage Payroll Balance Definition	
definition for legislative data (Data)	
groups in their legislative data Resource: Payroll Balance Group Usage It	em
group security profile	
A Human Resource Manager Role: Payroll Common HCM Implementation	ion
can view payroll balance for Privilege : View Payroll Balance (Data)	
legislative data groups in their Resource: Payroll Balance Group Usage Ite	em
legislative data group security	
profile Provide Delayer Transport A Harmon Provide Manager Delay	
Payroll Balance Type A Human Resource Manager can manage payroll balance Role: Payroll Common HCM Implementation of the Privilege: Manage Payroll Balance Definition of the Payroll Common HCM Implementation of the Payroll Common HCM Imple	
can manage payroll balance definition for legislative data Privilege: Manage Payroll Balance Definition (Data)	IOII
groups in their legislative data groups in their legislative data Resource: Payroll Balance Type	
group security profile	
A Human Resource Manager Role: Payroll Common HCM Implementation	ion
can view payroll balance for Privilege : View Payroll Balance (Data)	
legislative data groups in their Resource : Payroll Balance Type	
legislative data group security	
profile	
Payroll Checklist A Human Resource Manager Role: HCM Extract Definition	
can manage payroll flow patten Privilege: Manage Payroll Flow Patten (Da	ıta)
for legislative data groups in Resource: Payroll Checklist	
their legislative data group	
security profile and payroll flows in their payroll flow	
security profile	
A Human Resource Manager Role: HCM Extract Definition	
can view payroll flow for Privilege: View Payroll Flow (Data)	
legislative data groups in their Resource: Payroll Checklist	
legislative data group security Role: Submit a Payroll Flow	
profile and payroll flows in Privilege: View Payroll Flow (Data)	
their payroll flow security Resource : Payroll Checklist	
profile Role: Submit a Payroll Process or Report	
Privilege: View Payroll Flow (Data)	
Resource: Payroll Checklist	
Payroll Checklist A Human Resource Manager Role: HCM Extract Definition	
Annotation can manage payroll flow patten	

Business Object	Policy Description	Policy Store Implementation
9	for legislative data groups in	Privilege: Manage Payroll Flow Patten (Data)
	their legislative data group	Resource: Payroll Checklist Annotation
	security profile	·
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Checklist Annotation
	legislative data group security	Role: Submit a Payroll Flow
	profile	Privilege : View Payroll Flow (Data)
		Resource: Payroll Checklist Annotation
		Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
D 11.0 11.1	A W. D. M.	Resource: Payroll Checklist Annotation
Payroll Consolidation	A Human Resource Manager	Role: Payroll Common HCM Implementation
Group	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Consolidation Group
	their legislative data group security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Consolidation Group
	legislative data group security	Resource: 1 dyron consonation Group
	profile	
Payroll Context Usage	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Context Usage
	group security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Context Usage
	profile	
Payroll Database Item	A Human Resource Manager	Role: Manage Fast Formula
Group	can manage fast formula for	Privilege: Manage Fast Formula (Data)
1	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	The state of the s
	profile	
	A Human Resource Manager	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
Payroll Daduation Allan-	profile A Human Pascurae Managar	Polos Monogo Volvo Dofined by Cuitaria
Payroll Deduction Allow Override	A Human Resource Manager can manage payroll deduction	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)
Override	for legislative data groups in	Resource: Payroll Deduction Allow Override
	their legislative data group	Resource. I ayron Deddellon Anow Overfide
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Allow Override
	group security profile	·
Payroll Deduction	A Human Resource Manager	Role: Payroll Common HCM Implementation
Autoindirect	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	

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	A Human Resource Manager	Role: Manage Value Defined by Criteria
Calculation Unit	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Calculation Unit
	their legislative data group	2000 00 1 Wylon 2 Countries Cure Cure
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Calculation Unit
	group security profile	2100002001 Tujion 200001011 Cultonium Cini
Payroll Deduction	A Human Resource Manager	Role: Manage Value Defined by Criteria
Context Usage	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Context Usage
	their legislative data group	2000 a 200. I ayron 2 caucion comein conge
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Context Usage
	group security profile	2000 a 200. I ayron 2 caucion comein conge
Payroll Deduction Range	A Human Resource Manager	Role: Manage Value Defined by Criteria
Item	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Range Item
	their legislative data group	resource. Layron Beddetton Range Rem
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Range Item
	group security profile	21000 W2 CO. 1 Wy Ton 2 Council on 1 mingo 110 in
Payroll Deduction	A Human Resource Manager	Role: Manage Value Defined by Criteria
Report Use	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Report Use
	their legislative data group	The state of the s
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Report Use
	group security profile	
Payroll Deduction Type	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Type
	their legislative data group	
	security profile	
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Type
	group security profile	
Payroll Definition	A Human Resource Manager	Role: Human Resource Specialist
	can choose payroll for payrolls	Privilege : Choose Payroll (Data)
	in their payroll security profile	Resource: Payroll Definition
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll definition	Privilege : Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Definition
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Business Object	Policy Description	Policy Store Implementation
	their legislative data group	
	security profile and payrolls in	
	their payroll security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Definition
	legislative data group security	.,
	profile and payrolls in their	
	payroll security profile	
Payroll Element	A Human Resource Manager	Role: Payroll Common HCM Implementation
Classification	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	resource. Layron Element Glassification
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	Resource. I ayron Element Classification
	profile	
Payroll Element Criteria	A Human Resource Manager	Role: Payroll Common HCM Implementation
Taylon Element Citteria	can manage payroll element for	
	legislative data groups in their	Privilege: Manage Payroll Element (Data)
	legislative data group security	Resource: Payroll Element Criteria
	profile	
		Polos Possell Common HCM Invalorementation
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security	
De coll Element Ente	profile	B I B II G HOW I
Payroll Element Entry	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	
	profile	2.2.2.4.
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege : View Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	
	profile	
Payroll Element Link	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	
	profile	
Payroll Element Run	A Human Resource Manager	Role: Payroll Common HCM Implementation
Result	can view payroll element for	Privilege : View Payroll Element (Data)
	legal employers in their	Resource: Payroll Element Run Result
	organization security profile	
Payroll Element Status	A Human Resource Manager	Role: Payroll Common HCM Implementation
Processing Rule	can manage payroll element for	Privilege: Manage Payroll Element (Data)
6	legislative data groups in their	Resource: Payroll Element Status Processing
	105151ative data groups in tilen	Resource. Fayron Element Status Frocessing

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Rule
	profile	P. D. H.G. HGM.
	A Human Resource Manager can view payroll element for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: View Payroll Element (Data)
	legislative data group security	Resource: Payroll Element Status Processing Rule
	profile	Kule
Payroll Element Sub	A Human Resource Manager	Role: Payroll Common HCM Implementation
Classification Rule	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security	Rule
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security profile	Rule
Payroll Element Type	A Human Resource Manager	Role: Payroll Common HCM Implementation
Tayron Element Type	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	Resource: Layron Element Type
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
D 11 F	profile	P.I. D. H.G. HGM. I.
Payroll Event	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll event group for legislative data groups in	Privilege: Manage Payroll Event Group (Data)
	their legislative data group	Resource: Payroll Event
	security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event
	their legislative data group	·
	security profile	
Payroll Event Definition	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Definition
	their legislative data group security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Definition
	their legislative data group	
	security profile	
Payroll Event Group	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege: Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Group
	their legislative data group	
	security profile	Polos Povroll Common HCM I1
	A Human Resource Manager can view payroll event group	Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group
	their legislative data group	Resource. I ayron Event Group
	men registative data 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	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
	legislative data group security profile and payroll flows in their payroll flow security	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition
	profile	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	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data)
	their payroll flow security profile	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	A Human Resource Manager	Role: HCM Extract Definition
Task	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	210000120011011111111111111111111111111
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	, and the second
	profile and payroll flows in	
	their payroll flow security	
	profile	
Payroll Flow Definition	A Human Resource Manager	Role: HCM Extract Definition
Task Interaction	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Interaction
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Interaction
	profile and payroll flows in	
	their payroll flow security profile	
Payroll Flow Definition	A Human Resource Manager	Role: HCM Extract Definition
Task Parameter	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
Task Tarameter	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Parameter
	security profile	1 drameter
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Parameter
	profile	
Payroll Flow Definition	A Human Resource Manager	Role: HCM Extract Definition
Task Property	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Property
	security profile	
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource : Payroll Flow Definition Task
	legislative data group security	Property
	profile	
Payroll Flow Task	A Human Resource Manager	Role: HCM Extract Definition
Action	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Task Action
	their legislative data group	
	security profile	

Business Object	Policy Description	Policy Store Implementation
· ·	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	
	profile	
Payroll Frequency Rule	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule
	legislative data group security	
	profile and payrolls in their	
	payroll security profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule
	legislative data group security	
	profile and payrolls in their	
Payroll Frequency Rule	payroll security profile A Human Resource Manager	Role: Payroll Common HCM Implementation
Period Period	can manage payroll element for	Privilege: Manage Payroll Element (Data)
Terrod	legislative data groups in their	Resource: Payroll Frequency Rule Period
	legislative data group security	Resource. I ayron Frequency Rule I chod
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule Period
	legislative data group security	
	profile	
Payroll Iterative Rule	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Iterative Rule
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Iterative Rule
	legislative data group security	
Daniel Object Comm	profile	D-1 D
Payroll Object Group	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll object group for legislative data	Privilege: Manage Payroll Object Group
	groups in their legislative data	(Data) Resource: Payroll Object Group
	group security profile	Resource. Fayron Object Group
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll object group	Privilege: View Payroll Object Group (Data)
	for legislative data groups in	Resource: Payroll Object Group
	their legislative data group	222502100. Tajion object Gloup
	security profile	
Payroll Object Group	A Human Resource Manager	Role: Payroll Common HCM Implementation
Rule Type	can manage payroll object	Privilege: Manage Payroll Object Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Object Group Rule Type
	group security profile	, , , , , , , , , , , , , , , , , , , ,
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll object group	Privilege: View Payroll Object Group (Data)
	for legislative data groups in	Resource: Payroll Object Group Rule Type
	their legislative data group	

Business Object	Policy Description	Policy Store Implementation
	security profile	
Payroll Period	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for payrolls in their payroll	Resource: Payroll Period
	security profile	•
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	payrolls in their payroll security	Resource: Payroll Period
	profile	
Payroll Processing Rule	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Processing Rule
	legislative data group security	
	profile	
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Processing Rule
	legislative data group security	Resource. Layron Processing Raic
	profile	
Payroll Relationship	A Human Resource Manager	Role: Manage Payroll Element Entry
	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	their legislative data group	Role: Manage Payroll Relationship
	security profile and people and	Privilege: Manage Payroll Relationship (Data)
	assignments in person and	
	assignment security profile and	Resource: Payroll Relationship
	for payroll statutory units in	
	their organization security	
	profile	
	A Human Resource Manager	Role: Manage Payroll Element Entry
	can view payroll relationship	Privilege: View Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	their legislative data group	
	security profile and people and	Role: Manage Payroll Relationship
	assignments in person and	Privilege : View Payroll Relationship (Data)
	assignment security profile and	Resource: Payroll Relationship
	for payroll statutory units in	
	their organization security	
	profile	
Payroll Relationship	A Human Resource Manager	Role: Manage Payroll Relationship
Group	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
Group	for legal employers in their	Resource: Payroll Relationship Group
	organization security profile	Resource. I ayron Relationship Group
	A Human Resource Manager	Role: Manage Payroll Relationship
	can view payroll relationship	Privilege: View Payroll Relationship (Data)
	for legal employers in their	Resource: Payroll Relationship Group
	organization security profile	Resource. Fayron Relationship Group
Payroll Retropay	A Human Resource Manager	Role: Payroll Common HCM Implementation
Component Usage	can manage payroll element for	Privilege: Manage Payroll Element (Data)
Component Osage	legislative data groups in their	
	legislative data group security	Resource: Payroll Retropay Component
	profile	Usage
		Poles Dayroll Common UCM Implementation
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component
	legislative data group security	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
<u> </u>	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Usage
	legislative data group security	J. T. T. B.
	profile	
Payroll Statutory Unit	A Human Resource Manager	Role: Human Resource Specialist
	can choose payroll statutory	Privilege : Choose Payroll Statutory Unit
	unit for payroll statutory units	(Data)
	in their organization security	Resource: Payroll Statutory Unit
D 11 m 1	profile	D.I. MOLET
Payroll Task	A Human Resource Manager	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Task
	their legislative data group	
	security profile A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task
	legislative data group security	Resource. Fayron Task
	profile	
Payroll Task Parameter	A Human Resource Manager	Role: HCM Extract Definition
,	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Task Parameter
	their legislative data group	22000 022 000 1 0000 1 0000 1 000000
	security profile	
	A Human Resource Manager	Role: HCM Extract Definition
	can view payroll flow for	Privilege : View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	·
	profile	
Payroll Taxability Rule	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Taxability Rule
	their legislative data group	
	security profile	Delta Managa V. La Deffer de Citada
	A Human Resource Manager	Role: Manage Value Defined by Criteria
	can view payroll deduction group for legislative data	Privilege: View Payroll Deduction Group
	groups in their legislative data	(Data) Resource: Payroll Taxability Rule
	group security profile	Resource. Fayron Taxaonity Rule
Payroll Template Rule	A Human Resource Manager	Role: Payroll Common HCM Implementation
Group	can view payroll template for	Privilege: View Payroll Template (Data)
T. C. T.	legislative data groups in their	Resource: Payroll Template Rule Group
	legislative data group security	resource: Layron Template Rate Group
	profile	
Payroll Template Rule	A Human Resource Manager	Role: Payroll Common HCM Implementation
Group Usage	can view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Rule Group
	legislative data group security	Usage
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution	can view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	
D 11 T 1	profile	D. D. 110
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
Solution Classification	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template (Data)
Osage	legislative data group security	Classification Usage
	profile	Ciassification Usage
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template (Data)
Information	legislative data group security	Information
	profile	Information
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege: View Payroll Template (Data)
Instance	legislative data groups in their	
mstance	legislative data group security	Resource: Payroll Template Solution Column
	profile	Instance
Payroll Tamplete		Poles Poynell Common HCM Implementation
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Design Pattern	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource : Payroll Template Solution Design
	legislative data group security	Pattern
D 11 T 1 .	profile	DI DI II CI II CII
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Entity Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Entity
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Functional Area	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	Functional Area
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Pattern Entity	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Pattern
	legislative data group security	Entity Usage
	profile	, ,
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Pattern Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Pattern
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Pattern	can view payroll template for	Privilege: View Payroll Template (Data)
Selection	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Selection
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Row Instance	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Row
	legislative data group security	Instance
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Rule	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	Resource. Layron Template Solution Rule
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Solution Kule	can view payron template for	rrivinege: view rayroii Tempiate (Data)

Business Object	Policy Description	Policy Store Implementation
Dependency	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	Dependency
	profile	1
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Table	can view payroll template for	Privilege : View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template Solution Table
	legislative data group security	Information
	profile	
Payroll Template	A Human Resource Manager	Role: Payroll Common HCM Implementation
Solution Table Relation	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Table
	legislative data group security	Relation
	profile	
Payroll Time Definition	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can manage payroll definition	Privilege : Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Time Definition
	their legislative data group	
	security profile	D.L. D. H.C. H.C. H.C. H.C. L. L. H.C. H. L. H.
	A Human Resource Manager	Role: Payroll Common HCM Implementation
	can view payroll definition for legislative data groups in their	Privilege: View Payroll Definition (Data)
	legislative data group security	Resource: Payroll Time Definition
	profile	
Payroll Usage	A Human Resource Manager	Role: Manage Payroll Relationship
Taylon esage	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
	for payroll flows in their	Resource: Payroll Usage
	payroll flow security profile	2000 aree 1 ayron esage
	A Human Resource Manager	Role: Manage Payroll Relationship
	can view payroll relationship	Privilege : View Payroll Relationship (Data)
	for payroll flows in their	Resource: Payroll Usage
	payroll flow security profile	
Pending Worker Import	A Human Resource Manager	Role: Pending Worker Addition and Hire
Error	can correct oracle taleo	Privilege : Correct Oracle Taleo Recruiting
	recruiting candidate import	Candidate Import Errors (Data)
	errors for persons and	Resource: Pending Worker Import Error
	assignments in their person and	
Description Description	assignment security profile	DI DC M (IDC 11)
Performance Document	A Human Resource Manager	Role: Performance Management HR Specialist
	can create performance document for people and	Privilege: Create Performance Document
	assignments in their person and	(Data) Resource: Performance Document
	assignment security profile	Resource: Performance Document
	A Human Resource Manager	Role: Performance Management HR Specialist
	can manage performance	Privilege: Manage Performance Document
	document for people and	(Data)
	assignments in their person and	Resource: Performance Document
	assignment security profile	
	A Human Resource Manager	Role: Performance Management HR Specialist
	can monitor performance	Privilege: Monitor Performance Document
	document missing for people	Missing (Data)
	and assignments in their person	Resource: Performance Document
	and assignment security profile	
	A Human Resource Manager	Role: View Performance Summary
	can view performance summary	Privilege : View Performance Summary (Data)
	for people and assignments in	Resource: Performance Document
	their person and assignment	

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

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

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in	Resource: Person Assignment
	their person and assignment	Role: Manage Users
	security profile	Privilege : View Person Assignment (Data)
		Resource: Person Assignment
Person Checklist	A Human Resource Manager	Role: Manage Worker Checklist
	can manage person allocated	Privilege : Manage Person Allocated Checklist
	checklist for persons and	(Data)
	assignments in their person and	Resource: Person Checklist
	assignment security profile	
Person Communication	A Human Resource Manager	Role: Person Communication Methods
Method	can manage person	Management
	communication method for	Privilege: Manage Person Communication
	persons and assignments in	Method (Data)
	their person and assignment	Resource: Person Communication Method
	security profile	
Person Contact	A Human Resource Manager	Role: Person Management
	can manage person contact for	Privilege: Manage Person Contact (Data)
	persons and assignments in	Resource: Person Contact
	their person and assignment	
Person Contact	security profile A Human Resource Manager	Role: View Portrait Personal Information Card
Relationship	can manage person contact	
Relationship	details for persons and	Privilege: Manage Person Contact Details (Data)
	assignments in their person and	Resource: Person Contact Relationship
	assignment security profile	Resource. Ferson Contact Relationship
	A Human Resource Manager	Role: View Portrait Personal Information Card
	can manage person private	Privilege: Manage Person Private Contact
	contact details for themselves	Details (Data)
		Resource: Person Contact Relationship
Person Disability	A Human Resource Manager	Role: Manage Person Disability
	can manage person disability	Privilege: Manage Person Disability (Data)
	for persons and assignments in	Resource: Person Disability
	their person and assignment	Role: Person Management
	security profile	Privilege : Manage Person Disability (Data)
		Resource: Person Disability
Person Documentation	A Human Resource Manager	Role: Manage Person Documentation
	can manage person	Privilege: Manage Person Documentation
	documentation for document	(Data)
	types in their document types	Resource: Person Documentation
	security profile belonging to	Role: Person Management
	persons and assignments in	Privilege: Manage Person Documentation
	their person and assignment	(Data)
	security profile	Resource: Person Documentation
	A Human Resource Manager	Role: Documentation Reporting
	can process documents of	Privilege: Process Documents of Record
	record expiry for document	Expiry (Data)
	types in their document types	Resource: Person Documentation
	security profile belonging to	
	persons and assignments in	
	their person and assignment	
	security profile	Polos Monore Person Province (1)
	A Human Resource Manager	Role: Manage Person Documentation
	can search person documentation for document	Privilege: Search Person Documentation
	types in their document types	(Data) Passauras: Parson Documentation
	types in their document types	Resource: Person Documentation

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 Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignments in their person and assignment security profile Person Identifier for A Human Resource Manager A Human Resource Manager Role: Person Communication Management Privilege: Manage Person Email Resource: Person Email Resource: Person Email	
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 Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignments in their person and assignments in their person and assignment security profile Role: Person Manage Person Driver Licen Role: Person Communication Management Management Privilege: Manage Person Email Resource: Person Email	
Person Driver License A Human Resource Manager can manage person driver license number for persons and assignments in their person and assignment security profile Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignments in their person and assignment security profile Role: Person Management Privilege: Manage Person Driver Licen Role: Person Communication Management Management Privilege: Manage Person Email Resource: Person Email	
Person Driver License A Human Resource Manager can manage person driver license number for persons and assignments in their person and assignment security profile Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignments in their person and assignment security profile A Human Resource Manager Resource: Person Driver Licen Role: Person Management Privilege: Manage Person Driver Licen Role: Person Communication Management Management Privilege: Manage Person Email Resource: Person Email	
can manage person driver license number for persons and assignments in their person and assignment security profile Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile Resource: Person Driver Licen Role: Person Communication Management Management Privilege: Manage Person Driver Licen Role: Person Communication Management Privilege: Manage Person Driver Licen Role: Person Communication Management Privilege: Manage Person Driver Licen	
can manage person driver license number for persons and assignments in their person and assignment security profile Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile Resource: Person Driver Licen Resource: Person Communication Management Management Privilege: Manage Person Driver Licen Resource: Person Communication Management Privilege: Manage Person Driver Licen Resource: Person Communication Management Privilege: Manage Person Driver Licen Resource: Person Driver Licen Resource: Person Driver Licen Resource: Person Communication Management Privilege: Manage Person Driver Licen	
license number for persons and assignments in their person and assignment security profile Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile Resource: Person Driver Licen Role: Person Communication Management Management Privilege: Manage Person Email Resource: Person Email	
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Person Email A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile Role: Person Communication Management Privilege: Manage Person Email Resource: Person Email	
can manage person email for persons and assignments in their person and assignment security profile Can manage person email for persons and assignments in their person and assignment security profile Management Privilege: Manage Person Email Resource: Person Email	Methods
persons and assignments in their person and assignment security profile Privilege: Manage Person Email Resource: Person Email	
their person and assignment security profile Resource: Person Email	ail (Data)
security profile	. ()
	rs for External
External Applications can manage person identifiers Applications	101 2.10011101
for external applications for Privilege: Manage Person Iden	itifiers for
persons and assignments in External Applications (Data)	tillers for
their person and assignment Resource: Person Identifier for	r External
security profile Applications	. LAternar
Person Image A Human Resource Manager Role: Manage Person Image	
	on (Data)
can manage person image for persons and assignments in Resource: Person Image	ge (Data)
their person and assignment	
security profile	
A Human Resource Manager Role: Manage Person Image	(T)
can view person image for Privilege: View Person Image ((Data)
public images for persons in Resource: Person Image	
their person and assignment	
security profile	
Person National A Human Resource Manager Role: Person Management	
Identifier can manage person national Privilege: Manage Person National	onal Identifier
identifier for persons and (Data)	
assignments in their person and Resource: Person National Idea	ntifier
assignment security profile	
Person Passport A Human Resource Manager Role: Person Management	
can manage person passport	sport Number
number for persons and (Data)	
assignments in their person and Resource: Person Passport	
assignment security profile	
Person Phone A Human Resource Manager Role: Person Communication M	Methods
can manage person phone for Management	
persons and assignments in Privilege : Manage Person Phor	ne (Data)
their person and assignment Resource : Person Phone	
security profile	
Person Plan Accrual A Human Resource Manager Role: Accrual Type Absence Plan	lan Balance
can adjust accrual plan balance Adjustment	
for people and assignments in Privilege : Adjust Accrual Plan	Balance (Data)
their person and assignment Resource: Person Plan Accrual	
resource. I cison I fall Accida	
security profile	Absence Plan
security profile	
security profile A Human Resource Manager Role: Disburse Accrual Type A	
security profile A Human Resource Manager can disburse accrual plan Role: Disburse Accrual Type A Balance	
security profile A Human Resource Manager can disburse accrual plan balance for people and Security profile Role: Disburse Accrual Type A Balance Privilege: Disburse Accrual Pla	
security profile A Human Resource Manager can disburse accrual plan Role: Disburse Accrual Type A Balance	an Balance

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

Business Object	Policy Description	Policy Store Implementation
Personal Payment	A Human Resource Manager	Role: Payroll Common HCM Implementation
Method	can manage payroll payment	Privilege: Manage Payroll Payment (Data)
	for legislative data groups in	Resource: Personal Payment Method
	their legislative data group	,
	security profile	
	A Human Resource Manager	Role: Manage Personal Payment Method
	can manage payroll relationship	Privilege : Manage Payroll Relationship (Data)
	for legislative data groups in	Resource: Personal Payment Method
	their legislative data group	
	security profile	DI W D ID WILL
	A Human Resource Manager	Role: Manage Personal Payment Method
	can view payroll relationship	Privilege: View Payroll Relationship (Data)
	for legislative data groups in their legislative data group	Resource: Personal Payment Method
	security profile	Role: Payroll Common HCM Implementation
	security proffic	Privilege: View Payroll Relationship (Data)
Plan Beneficiary	A Human Dagaymaa Managan	Resource: Personal Payment Method Role: Portrait Benefits
Designation	A Human Resource Manager can view worker benefits	
Designation	portrait card for people and	Privilege: View Worker Benefits Portrait Card (Data)
	assignments in their person and	Resource: Plan Beneficiary Designation
	assignment security profile	Resource. I fair Beneficiary Designation
Position	A Human Resource Manager	Role: Compare HCM Information
	can choose position for	Privilege: Choose Position (Data)
	positions in their position	Resource: Position
	security profile	Role: Human Resource Specialist
		Privilege : Choose Position (Data)
		Resource: Position
	A Human Resource Manager	Role: Maintain Positions
	can maintain position for	Privilege: Maintain Position (Data)
	positions in their position	Resource: Position
	security profile	
	A Human Resource Manager	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for positions in their position security profile	Transaction Dashboard (Data)
		Resource: Position
	A Human Resource Manager	Role: View Positions
	can view position for positions	Privilege: View Position (Data)
Professional Body	in their position security profile A Human Resource Manager	Resource: Position Role: Workforce Structures Management
1 1016881011al Dudy	can manage professional body	Privilege: Manage Professional Body
	information organization for	Information Organization (Data)
	organizations in their	Resource: Professional Body
	organization security profile	resource. I foressional body
Public Person	A Human Resource Manager	Role: Human Resource Specialist
	can choose public person for	Privilege: Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	Role: Workforce Model Plan HR Specialist
	security profile	Privilege: Choose Public Person (Data)
		Resource: Public Person
	A Human Resource Manager	Role: Use User Details Service
	can view person deferred for	Privilege : View Person Deferred (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	
	security profile	

Business Object	Policy Description	Policy Store Implementation
Ĭ	A Human Resource Manager	Role: View Portrait Contact Card
	can view worker contact	Privilege : View Worker Contact Portrait Card
	portrait card for persons and	(Data)
	assignments in their person and	Resource: Public Person
	assignment security profile	
Reporting Establishment	A Human Resource Manager	Role: Workforce Structures Management
	can manage reporting	Privilege : Manage Reporting Establishment
	establishment for organizations	(Data)
	in their organization security	Resource: Reporting Establishment
	profile	
Salary	A Human Resource Manager	Role: View Salary Data Only
	can view salary details for	Privilege : View Salary Details (Data)
	people and assignments in their	Resource: Salary
	person and assignment security	
	profile	
	A Human Resource Manager	Role: View Compensation Details for Worker
	can view worker compensation	Privilege : View Worker Compensation
	portrait card for people in their	Portrait Card (Data)
	person and assignment security	Resource: Salary
Q 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	profile	
Schedule Assignment	A Human Resource Manager	Role: Manage Schedules and Exceptions
	can manage work schedule	Assignment
	assignment for persons and	Privilege: Manage Work Schedule
	assignments in their person and	Assignment (Data)
	assignment security profile	Resource: Schedule Assignment
	A Human Resource Manager	Role: Manage Schedules and Exceptions
	can manage work schedule	Assignment
	assignment for subordinates in	Privilege: Manage Work Schedule
	their person and assignment	Assignment (Data)
	security profile	Resource: Schedule Assignment
Succession Plan	A Human Resource Manager	Role: Manage Succession Plan Candidate
Candidate	can manage succession plan	Privilege : Manage Succession Plan Candidate
	candidate for succession plans	(Data)
	for which they are an	Resource: Succession Plan Candidate
	administrator or a candidate	
	manager	D I V' G ' D
	A Human Resource Manager	Role: View Succession Plan
	can view succession plan	Privilege : View Succession Plan Candidate
	candidate for all public	(Data)
	succession plans	Resource: Succession Plan Candidate
	A Human Resource Manager	Role: View Succession Plan
	can view succession plan	Privilege: View Succession Plan Candidate
	candidate for private succession	(Data)
	plans for which they are an	Resource: Succession Plan Candidate
	administrator or a viewer or a	
Succession Plan Detail	candidate manager	Dolor Cupagaion Dian Managament
Succession Fian Detail	A Human Resource Manager	Role: Succession Plan Management
	can manage succession plan for	Privilege: Manage Succession Plan (Data)
	succession plans for which they are an administrator	Resource: Succession Plan Detail
		Role: View Succession Plan
	A Human Resource Manager	
	can view succession plan for all	Privilege: View Succession Plan (Data)
	public succession plans	Resource: Succession Plan Detail
	A Human Resource Manager	Role: View Succession Plan
	can view succession plan for	Privilege: View Succession Plan (Data)
	private succession plans for	

Business Object	Policy Description	Policy Store Implementation
	which they are an administrator	Resource: Succession Plan Detail
	or a viewer or a candidate	
	manager	
Talent Profile	A Human Resource Manager	Role: Edit Person Career Planning
	can edit person career planning	Privilege : Edit Person Career Planning (Data)
	for people and assignments in	Resource: Talent Profile
	their person and assignment	
	security profile	
	A Human Resource Manager	Role: Edit Person Skills and Qualifications
	can edit person skills and	Privilege : Edit Person Skills and
	qualifications for people and	Qualifications (Data)
	assignments in their person and	Resource: Talent Profile
	assignment security profile	
	A Human Resource Manager	Role: Workforce Profile Specialist
	can match talent profile person	Privilege : Match Talent Profile Person (Data)
	for people and assignments in	Resource: Talent Profile
	their person and assignment	
	security profile	
	A Human Resource Manager	Role: Workforce Profile Specialist
	can view talent profile model	Privilege : View Talent Profile Model (Data)
	for jobs in their job security	Resource: Talent Profile
	profile	DI WILC DOLL CONTROL
	A Human Resource Manager	Role: Workforce Profile Specialist
	can view talent profile person	Privilege: View Talent Profile Person (Data)
	for people and assignments in their person and assignment	Resource: Talent Profile
	security profile	
	A Human Resource Manager	Role: View Talent Ratings
	can view talent ratings for	Privilege: View Talent Ratings (Data)
	persons and assignments in	Resource: Talent Profile
	their person and assignment	Resource. Talent Frome
	security profile	
Talent Profile Interest	A Human Resource Manager	Role: Workforce Profile Specialist
	can view talent profile interest	Privilege : View Talent Profile Interest List
	list for people and assignments	(Data)
	in their person and assignment	Resource: Talent Profile Interest
	security profile	
Talent Profile Item	A Human Resource Manager	Role: Workforce Profile Specialist
	can view talent profile item hr	Privilege : View Talent Profile Item HR
	specialist for people and	Specialist (Data)
	assignments in their person and	Resource: Talent Profile Item
	assignment security profile	
Tax Reporting Unit	A Human Resource Manager	Role: Human Resource Specialist
	can choose tax reporting unit	Privilege : Choose Tax Reporting Unit (Data)
	for tax reporting units in their	Resource : Tax Reporting Unit
	organization security profile	
Total Compensation	A Human Resource Manager	Role: View Total Compensation Statements
Statement	can view total compensation	Privilege : View Total Compensation
	statement already generated for	Statement Already Generated (Data)
	people and assignments in their	Resource: Total Compensation Statement
	person and assignment security profile	
Trading Community	A Human Resource Manager	Role: Payee Bank Account Management
Organization Party	can view trading community	Privilege: View Trading Community
	organization for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
	5-5amzations in the enterprise	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. A Human Resource Manager can link user account for	Role: Edit User Name Privilege: Edit User Name (Data) Resource: User Role: Link User Name to Person
	persons in their person security profile.	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	Role: Reverse Work Relationship Termination
	can reverse work relationship	Privilege: Reverse Work Relationship
	termination for persons and	Termination (Data)
	assignments in their person and	Resource: Work Relationship
	assignment security profile	
	A Human Resource Manager	Role: Terminate Work Relationship
	can terminate work relationship	Privilege : Terminate Work Relationship
	for persons and assignments in	(Data)
	their person and assignment	Resource: Work Relationship
	security profile	Dolor View Employment Information
	A Human Resource Manager can view employment	Role: View Employment Information Summary
	information summary for	Privilege: View Employment Information
	themselves	Summary (Data)
	themserves	Resource: Work Relationship
Work Terms	A Human Resource Manager	Role: Create Work Terms
WORK Terms	can create work terms for	Privilege: Create Work Terms (Data)
	persons and assignments in	Resource: Work Terms
	their person and assignment	Resource. Work Terms
	security profile	
	A Human Resource Manager	Role: End Work Terms
	can end work terms for persons	Privilege: End Work Terms (Data)
	and assignments in their person	Resource: Work Terms
	and assignment security profile	
	A Human Resource Manager	Role: Manage Work Terms and Assignment
	can manage work term for	Privilege: Manage Work Term (Data)
	persons and assignments in	Resource: Work Terms
	their person and assignment	
	security profile	
Worker	A Human Resource Manager	Role: Change Worker Location
	can change worker location for	Privilege : Change Worker Location (Data)
	persons and assignments in	Resource: Worker
	their person and assignment	
	security profile	
	A Human Resource Manager	Role: Change Worker Manager
	can change worker manager for	Privilege : Change Worker Manager (Data)
	persons and assignments in their person and assignment	Resource: Worker
	security profile	
	A Human Resource Manager	Role: Change Worker Working Hour
	can change worker working	Privilege: Change Worker Working Hour
	hour for persons and	(Data)
	assignments in their person and	Resource: Worker
	assignment security profile	Resource. Worker
	A Human Resource Manager	Role: Human Resource Specialist
	can choose worker for people	Privilege: Choose Worker (Data)
	and assignments in their person	Resource: Worker
	and assignment security profile	
	A Human Resource Manager	Role: Compare HCM Information
	can compare worker	Privilege: Compare Worker Employment
	employment information for	Information (Data)
	persons and assignments in	Resource: Worker
	their person and assignment	
	security profile	
	A Human Resource Manager	Role: Create Person Assignment
	can create person assignment	Privilege : Create Person Assignment (Data)

Business Object	Policy Description	Policy Store Implementation
	for persons and assignments in	Resource: Worker
	their person and assignment	
	security profile	
	A Human Resource Manager	Role: End Person Assignment
	can end person assignment for	Privilege : End Person Assignment (Data)
	persons and assignments in	Resource: Worker
	their person and assignment	
	security profile	Dolor View Doutroit Assilability Cond
	A Human Resource Manager	Role: View Portrait Availability Card
	can review worker availability for persons and assignments in	Privilege: Review Worker Availability (Data)
	their person and assignment	Resource: Worker
	security profile	
	A Human Resource Manager	Role: Change Worker Location
	can search worker for persons	Privilege: Search Worker (Data)
	and assignments in their person	Resource: Worker
	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
		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	Role: Manage Direct Report
	can manage direct reports for	Privilege: Manage Direct Reports (Data)
	persons and assignments in	Resource: Worker Supervisor
	their person and assignment	
Ward-fance Madal Disc	security profile	D.L. W. 1C M. 1.1 Dl ID C 12
Workforce Model Plan	A Human Resource Manager	Role: Workforce Model Plan HR Specialist
	can manage workforce model	Privilege: Manage Workforce Model Plan
	plan for plans that they approve	(Data) Pagayyaa: Workforce Model Plan
	A Human Pasauraa Maragar	Resource: Workforce Model Plan Pole: Workforce Model Plan UP Specialist
	A Human Resource Manager can manage workforce model	Role: Workforce Model Plan HR Specialist
	plan for plans that they own	Privilege: Manage Workforce Model Plan (Data)
	plan for plans that they own	Resource: Workforce Model Plan
		Nesource. Workforce Wodel 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	Business Intelligence Applications Analysis Generic Duty
Analysis	
Contingent Worker Addition	Adds contingent workers.
Employee Hire	Hires employees.
FSCM Load Interface	Manages load interface file for import
Administration	
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	Manages all payroll setup definitions required by other HCM
Implementation	products.
Pending Worker Addition and Hire	Adds and hires pending workers.
Performance Management HR	Manages performance documents to for example, create, cancel,
Specialist	delete, and transfer them.
Person Address View	Grants access to persons to view address data.
Person Communication Methods	Grants access to the employee, contingent worker and Human
Management	Resource Specialist to manage the phones, emails and other
	communication methods in the portrait.
Person Communication Methods	Grants access to the employee, contingent worker and Human
View	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
Person National Identifier View	with the HR specialist.
	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
Tasks	1 -
Succession Plan Management	requests. Manages succession plans
Succession Plan Management Workforce Model Plan HR	Manages succession plans. Manages workforce model plans, for example, creating, editing,
Specialist	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.
Walkioree Structures Wallagement	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.
	ppermise of 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

Manage Work Relationship

Manage Work Terms and Assignment

Manage Worker Checklist

Manage Worker Information Sharing

Nonworker Addition

Payee Bank Account Management

FSCM Load Interface Administration

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

Pending Worker Addition and Hire

Pending Worker Quick Hire

Performance Management HR Specialist

View Performance Summary

Person Communication Methods Management

Person Communication Methods View

Person Configuration

Person Management

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

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

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 ${\bf Human\ Resource\ Specialist}$

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	Allows administrator to process Employment
Events	Events for workers to determine eligibility and
N. G. D. D.	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
M D' (D	security profile.
Manage Direct Report	Manages direct reports.
Manage Divisions	Manages divisions in the user's organization

Aggregate Privilege	Description
36 0	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
Manage Denoit Delation Lin	and deduction elements to a person.
Manage Payroll Relationship	Manages workers' assigned payrolls and other details associated with their payroll relationships.
Managa Parformanca Goal by UP	Manages performance goals of workers by HR.
Manage Performance Goal 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
Traingo i orgonar i aymont ivictnoa	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
Danding Worker Oviet Him	managers or external parties.
Pending Worker Quick Hire Portrait Benefits	Quick-hires pending workers. Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for
Finit Worker Fortian	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	Allows manual termination from an enrollment in
Plan	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
VII. 6	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
Tr. B. C. I	manager and HR specialist.
View Portrait Personal Information Card	Grants access to a person's own personal and
W. B. C.H. A. B. C. I.	employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person
W. D. Com	Gallery.
View Positions	Views positions in the user's position security
W. G.L. D. G. D.	profile.
View Salary Data Only	Views salary data embedded or used in non-
View Succession Plan	compensation product pages or processes.
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
Goal Management HR	Goal Management HR Specialist -	Assign Workers Goals Mass
Specialist	inherited by Human Resource Specialist	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
HCM F D C'		View Development Goal
HCM Extract Definition	Grants access to the extract definition	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
H D C C L.	Description 1 dies of 1	Manage Payroll Task
Human Resource Specialist	Performs duties of a human resources	Absence Administration
	specialist.	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
		Create remonitalice

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 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
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Derived Factor Manage Person Work Area Manage Questionnaire Templates Manage Questionnaires Manage Questionns Manage Repeating Time Periods Manage Schedule Assignment Administration Manage Talent Pool Content Manage Talent Pool Content Manage Talent Pool Content Manage Talent Review Content Manage Work Schedule Manage Work Schedule Manage Work Schedule 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 Plan Enrollment Report Run Australian TFN Declaration E-file and Listing Report Run Australian Ten Run	Granted Role	Granted Role Description	Privilege
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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 Extract Report Run Kuwaiti Disabled Workers Report Run Mass Updates Apply Process Run Mass Updates Apply 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 Regenerate HCM Data Security Grants Process Run Redending LDAP Changes Process Run Saudi Disabled Workers Report Run Saudi Disabled Workers Report Run Sed Pending LDAP Requests Process Run Talent Profile Summary Report Run US Employee Verification Service Report Run US Remployee Verification Service Report Run US New Hire State Report	Granted Role	Granted Role Description	Privilege
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Run US New Hire State Report			
Report			
Run Worker Data Validation			Run Worker Data Validation
Report Report			
Schedule Absence			Schedule Absence
Certification Evaluation			
Schedule Absence			
Evaluation Process			
Schedule Absence Plan			
Participation Process			
Schedule Accrual Process			
Schedule Talent Review			
Meeting			
Synchronize Line Manager			Synchronize Line Manager

Payee Bank Account Management Manages supplier bank accounts and other payment details. Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account Nanage all payroll setup definitions required by other HCM products. Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Manage Payroll Consolidation Group Manage Payroll Element Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Element Manage Payroll Event Group Manage Payroll Event Group Manage Payroll Event Group	Granted Role	Granted Role Description	Privilege
Link User Name to Person Creates a new user name or links an existing user name for a person. Create User Name Create User Name Create User Name Link User Account Manage User Account Manage Users Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create User Manage Users Create Person Nonworker Create User Manage Users Create Person Nonworker Create User Manage Users Adds nonworkers. Create Person Nonworker Create User Import Supplier Bank Account View Third Party Bank Account Table Manage Payroll Balance Definition Manage Payroll Balance Group Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Balance Group Usage Manage Payroll Belement Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group		•	Hierarchy
Link User Name to Person Creates a new user name or links an existing user name for a person. Create User Name Create User Name Create User Name Request to LDAP Manage Users Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create Person Nonworker Adds nonworkers. Create Person Nonworker Create User Import Supplier Bank Accounts Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account Manage HCM User-Defined Table Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Definition Manage Payroll Element Manage Payroll Element Classification			Update Stored Manager
Link User Name to Person Creates a new user name or links an existing user name for a person. Create User Name Create User Name 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. Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create Person Nonworker Create User Manage Users Adds nonworkers. Create Person Nonworker Create User Import Supplier Bank Accounts Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account View Third Party Bank Account View Third Party Bank Account Manage HCM User-Defined Table Manage Organization Payment Method Manage Payroll Balance Definition Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Belment Classification Manage Payroll Element Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification			
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 Manage User Account Manages user roles. Create and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create Person Nonworker Adds nonworkers. Create User Manage Supplier bank accounts and other payment details. Manage External Payee Payment Details Manage Third Party Bank Account View Third Party Bank Account Manage Payroll Balance Ceroup Manage Payroll Balance Exception Manage Payroll Balance Group Usage Manage Payroll Balance Group Manage Payroll Belimiton Manage Payroll Element Classification			
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 Manage User Account Manage user roles. Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create Payee Bank Account Manages supplier bank accounts and other payment details. Manage External Payee Payment Details Manage Fhird Party Bank Account View Third Party Bank Account Manage was a payed by other HCM products. Manage Payroll Balance Definition Payment Method Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Definition Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Element Classification Manage Payroll Event Group Manage Payroll Element Classification Manage Payroll Event			
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. Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create User Manage Supplier bank accounts and other payment details. Manage External Payce Payment Details Manage External Party Bank Account Wanage Supplier bank accounts and other payment details. Manage Fayroll Definition required by other HCM products. Manage Payroll Balance Exception Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Belement Classification Manage Payroll Element Manage Payroll Element Classification			
existing user name for a person. Link User Account Send User Name Request to LDAP	T' 1 II N D		
Manage User Account Manages user roles. Creates and updates users and assigns roles to users. Nonworker Addition Adds nonworkers. Create Person Nonworker Create User Manage Bank Account Manages supplier bank accounts and other payment details. Manage Third Party Bank Account View Third Party Bank Account Wanages all payroll setup definitions required by other HCM products. Manage HCM User-Defined Table Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Belement Classification Manage Payroll Element Classification Manage Payroll Element Classification Manage Payroll Event Group Usen	Link User Name to Person		
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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 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 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 Payroll Balance Definition Manage Payroll Balance Definition Manage Payroll Balance Exception Manage Payroll Balance Group Manage Payroll Balance Group Usage Manage Payroll Definition Manage Payroll Element Manage Payroll Element Cleasification Manage Payroll Element Cleasification Manage Payroll Event			
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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	Adds and hires pending workers.	Add Worker Pending Hire
Hire	F	Correct Oracle Taleo
		Recruiting Candidate Import
		Errors
		Edit Pending Worker
		Hire Pending Worker
Douformanaa Managamant IID	Managas manfanmanas da sumanta ta fan	
Performance Management HR	Manages performance documents to for	Acknowledge Performance
Specialist	example, create, cancel, delete, and	Document
	transfer them.	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
	<u>l</u>	Tranagement Document

Granted Role	Granted Role Description	Privilege
Person Configuration	Manages person types, name formats,	Manage HR Checklist
	checklists, and document types.	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	Manage Person
	name, address, communications,	Search Person
	documentation, and others. This role is	
Consession Plan Management	associated with the HR specialist.	Managa Caracasian Dlan
Succession Plan Management Workforce Model Plan HR	Manages succession plans. Manages workforce model plans, for	Manage Succession Plan Edit Workforce Model Plan
Specialist	example, creating, editing, and reviewing	Manage Workforce Model
Specialist	the plans.	Plan as HR Specialist
Workforce Profile Specialist	Performs workforce profile duties as a	Define Talent Profile
Workforce Frome Specialist	human resources specialist.	Define Talent Profile Item
	numan resources specialist.	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
777 1 0	1	View Talent Profile
Workforce Structures	Manages positions, locations, jobs,	Create Position
Management	grades, and HR organizations. This role	Manage Application Tree
	does not have any privileges associated	Manage Application Tree
	directly but inherits privileges from other	Label
	duty roles. This role is associated with the	Manage Assignment
	HR specialist or manager typically.	Flexfield Mapping
		Manage Assignment Grade
		Manage Assignment Grade
		Ladder Managa Assignment Grade
		Manage Assignment Grade Rate
		Manage Collective
		Aggrements

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

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for all grades in the enterprise	Transaction Dashboard (Data)
		Resource: Assignment Grade
Assignment Grade	A Human Resource Specialist	Role: Workforce Structures Management
Ladder	can manage assignment grade	Privilege: Manage Assignment Grade Ladder
	ladder for all grades in the	(Data)
	enterprise	Resource: Assignment Grade Ladder
Assignment Grade Rate	A Human Resource Specialist	Role: Workforce Structures Management
	can manage assignment grade	Privilege : Manage Assignment Grade Rate
	rate for all grades in the	(Data)
	enterprise	Resource: Assignment Grade Rate
Beneficiary Organization	A Human Resource Specialist	Role: Portrait Benefits
	can view worker benefits	Privilege : View Worker Benefits Portrait Card
	portrait card for people and	(Data)
	assignments in their person and	Resource: Beneficiary Organization
D. C. C. 1	assignment security profile	D. D. J. D. C.
Benefit Covered	A Human Resource Specialist	Role: Portrait Benefits
Dependent	can view worker benefits	Privilege : View Worker Benefits Portrait Card
	portrait card for people and	(Data)
	assignments in their person and assignment security profile	Resource: Benefit Covered Dependent
Benefit Participant	A Human Resource Specialist	Role: Portrait Benefits
Enrollment Action	can view worker benefits	Privilege: View Worker Benefits Portrait Card
Emonment / tetion	portrait card for people and	(Data)
	assignments in their person and	Resource: Benefit Participant Enrollment
	assignment security profile	Action
Benefit Participant	A Human Resource Specialist	Role: Portrait Benefits
Enrollment Result	can view worker benefits	Privilege: View Worker Benefits Portrait Card
	portrait card for people and	(Data)
	assignments in their person and	Resource: Benefit Participant Enrollment
	assignment security profile	Result
Benefit Participant Rate	A Human Resource Specialist	Role: Portrait Benefits
-	can view worker benefits	Privilege : View Worker Benefits Portrait Card
	portrait card for people and	(Data)
	assignments in their person and	Resource: Benefit Participant Rate
	assignment security profile	
Business Unit	A Human Resource Specialist	Role: Human Resource Specialist
	can choose business unit for	Privilege : Choose Business Unit Organization
	business units in their	(Data)
	organization security profile	Resource: Business Unit
Compensation History	A Human Resource Specialist	Role: View Compensation History
	can view compensation history	Privilege : View Compensation History (Data)
	for people and assignments in	Resource: Compensation History
	their person and assignment	
Department	security profile A Human Resource Specialist	Polas Human Pasauraa Chasialist
Department	can choose department for	Role: Human Resource Specialist Privilege: Choose Department (Date)
	departments in their	Privilege: Choose Department (Data) Resource: Department
	organization security profile	Resource. Department
	A Human Resource Specialist	Role: Manage Departments
	can manage department for all	Privilege: Manage Department (Data)
	reference data sets in the	Resource: Department

Business Object	Policy Description	Policy Store Implementation
	A Human Resource Specialist	Role: Manage Departments
	can manage department for	Privilege: Manage Department (Data)
	departments in their	Resource: Department
	organization security profile	1
	A Human Resource Specialist	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for departments in their	Transaction Dashboard (Data)
	organization security profile	Resource: Department
Division	A Human Resource Specialist	Role: Manage Divisions
	can manage division for	Privilege: Manage Division (Data)
	divisions in their organization	Resource: Division
	security profile	Resource. Division
Employment Contract	A Human Resource Specialist	Role: Manage Work Terms and Assignment
Empreyment contract	can view employment contract	Privilege: View Employment Contract (Data)
	for persons and assignments in	Resource: Employment Contract
	their person and assignment	Resource. Employment Contract
	security profile	
Fast Formula	A Human Resource Specialist	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	Resource. I ast I official
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data groups in their	Resource. Fast Formula
	profile	
Fast Formula Context	A Human Resource Specialist	Role: Manage Fast Formula
Tast Formula Context	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	Resource. Past Pormula Context
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	Resource. Past Pormula Context
	profile	
Fast Formula Function	A Human Resource Specialist	Role: Manage Fast Formula
i ast i ormala i uncuoli	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data groups in their	Nesource. Past Pormula Pulicuoli
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data groups in their	Resource. Past Politicia Function
	profile	
Fast Formula Global	A Human Resource Specialist	Role: Manage Fast Formula
1 ast 1 Official Official	can manage fast formula for	
	legislative data groups in their	Privilege: Manage Fast Formula (Data)
	legislative data group security	Resource: Fast Formula Global
	profile	
		Polar Managa Fast Formula
	A Human Resource Specialist can view fast formula for	Role: Manage Fast Formula
		Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
	profile	
Fast Formula Route	A Human Resource Specialist	Role: Manage Fast Formula
	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	Resource. I ust I official Route
	profile	
Fast Formula Type	A Human Resource Specialist	Role: Manage Fast Formula
Context Usage	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege : View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	
Fast Formula User Entity	profile A Human Resource Specialist	Polos Managa Fast Formula
rast Formula Oser Entity	can manage fast formula for	Role: Manage Fast Formula
	legislative data groups in their	Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity
	legislative data group security	Resource. Past Political Osci Entity
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	·
	profile	
HCM Extract Definition	A Human Resource Specialist	Role: HCM Extract Definition
	can manage hcm extract	Privilege : Manage HCM Extract Definition
	definition for extract definitions	(Data)
	in a legislative data group in	Resource: HCM Extract Definition
	their legislative data group security profile	
HCM Rate	A Human Resource Specialist	Role: Manage HCM Rates
TICIVI Kate	can manage hcm rate for	Privilege: Manage HCM Rate (Data)
	legislative data groups in their	Resource: HCM Rate
	legislative data group security	Resource. The Wirkate
	profile	
HCM User-Defined	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Table	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table
	legislative data group security	
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource : HCM User-Defined Table
	legislative data group security	
HCM User-Defined	profile A Human Resource Specialist	Polos Dourell Common HCM Invalous articles
Table User Column	can manage fast formula for	Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data)
Table Osci Columni	legislative data groups in their	Resource: HCM User-Defined Table User
	105131ative data groups in tileli	Acsource. ITCIVI OSCI-Defffied Table OSCI

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Column
	profile A Human Resource Specialist	Poles Payroll Common HCM Implementation
	can view fast formula for	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Column
	profile	Column
HCM User-Defined	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Table User Column	can manage fast formula for	Privilege: Manage Fast Formula (Data)
Instance	legislative data groups in their	Resource : HCM User-Defined Table User
	legislative data group security	Column Instance
	profile	D.L. D. 11 C HCM I I
	A Human Resource Specialist can view fast formula for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: View Fast Formula (Data)
	legislative data group security	Resource: HCM User-Defined Table User Column Instance
	profile	Column instance
HCM User-Defined	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Table User Row	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: HCM User-Defined Table User
	legislative data group security	Row
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their legislative data group security	Resource: HCM User-Defined Table User Row
	profile	Row
HR Job	A Human Resource Specialist	Role: Human Resource Specialist
	can choose hr job for all jobs in	Privilege : Choose HR Job (Data)
	the enterprise	Resource: HR Job
	A Human Resource Specialist	Role: Workforce Structures Management
	can manage hr job for all jobs	Privilege: Manage HR Job (Data)
	in the enterprise	Resource: HR Job
	A Human Resource Specialist	Role: Workforce Structures Management
	can manage hr job for all	Privilege: Manage HR Job (Data)
	reference data sets in the	Resource: HR Job
	enterprise A Human Resource Specialist	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for all jobs in the enterprise	Transaction Dashboard (Data)
		Resource: HR Job
HR Name Format	A Human Resource Specialist	Role: Person Configuration
	can manage hr name format for	Privilege: Manage HR Name Format (Data)
	countries in their country	Resource: HR Name Format
Lead Family	security profile	Polos II was a Po
Legal Employer	A Human Resource Specialist	Role: Human Resource Specialist
	can choose legal employer for legal employers in their	Privilege: Choose Legal Employer (Data)
	organization security profile	Resource: Legal Employer
Legislative Data Group	A Human Resource Specialist	Role: Human Resource Specialist
8	can choose legislative data	Privilege: Choose Legislative Data Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Legislative Data Group
	group security profile	,

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

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

Business Object	Policy Description	Policy Store Implementation
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Feed
	group security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Feed
	legislative data group security	
	profile	
Payroll Balance Group	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group
	group security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group
	legislative data group security	
D 11 D 1 ~	profile	
Payroll Balance Group	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Attribute	can manage payroll balance	Privilege : Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	D I D II C HOW I I
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for legislative data groups in their	Privilege: View Payroll Balance (Data)
	legislative data group security	Resource: Payroll Balance Group Attribute
	profile	
Payroll Balance Group	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Attribute Default	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	Default
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Default
	profile	
Payroll Balance Group	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Attribute Definition	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Attribute
	group security profile	Definition
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Definition
D 11D 1 ~	profile	
Payroll Balance Group	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Inclusion	can manage payroll balance	Privilege: Manage Payroll Balance Definition
	definition for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Balance Group Inclusion
	group security profile	Dalas De sull Co. HCM 1
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	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	Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Role: Submit a Payroll Flow
	profile and payroll flows in their payroll flow security profile	Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)
Payroll Checklist Annotation	A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile	Resource: Payroll Checklist 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	Resource: Payroll Checklist Annotation
	profile	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	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Group	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Consolidation Group
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Consolidation Group
	legislative data group security	
Desmall Contest House	profile	D-1 D
Payroll Context Usage	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll balance definition for legislative data	Privilege: Manage Payroll Balance Definition
	groups in their legislative data	(Data) Personner: Pouroll Contact Users
	group security profile	Resource: Payroll Context Usage
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Context Usage
	legislative data group security	Resource. I dyfon context esage
	profile	
Payroll Database Item	A Human Resource Specialist	Role: Manage Fast Formula
Group	can manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
	A Human Resource Specialist	Role: Manage Fast Formula
	can view fast formula for	Privilege: View Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security profile	
Payroll Deduction Allow	A Human Resource Specialist	Balas Managa Valua Dafinad ha Cuitania
Override Override	can manage payroll deduction	Role: Manage Value Defined by Criteria
Override	for legislative data groups in	Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override
	their legislative data group	Resource. Fayron Deduction Allow Override
	security profile	
	A Human Resource Specialist	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Payroll Deduction Allow Override
	group security profile	-
Payroll Deduction	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Autoindirect	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	
	profile	B. D. H.G. WORLD
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Deduction Autoindirect
	legislative data group security	

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	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Calculation Unit
	group security profile	
Payroll Deduction	A Human Resource Specialist	Role: Manage Value Defined by Criteria
Context Usage	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Context Usage
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Context Usage
D 11D 1 11 D	group security profile	
Payroll Deduction Range	A Human Resource Specialist	Role: Manage Value Defined by Criteria
Item	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
	for legislative data groups in	Resource: Payroll Deduction Range Item
	their legislative data group	
	security profile	Dolos Monoro Value Defined by Criteria
	A Human Resource Specialist can view payroll deduction	Role: Manage Value Defined by Criteria
	group for legislative data	Privilege: View Payroll Deduction Group
	groups in their legislative data	(Data)
	group security profile	Resource: Payroll Deduction Range Item
Payroll Deduction	A Human Resource Specialist	Role: Manage Value Defined by Criteria
Report Use	can manage payroll deduction	Privilege: Manage Payroll Deduction (Data)
report ese	for legislative data groups in	Resource: Payroll Deduction Report Use
	their legislative data group	Resource. Layron Bedaetion Report Ose
	security profile	
	A Human Resource Specialist	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege: View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Report Use
	group security profile	1
Payroll Deduction Type	A Human Resource Specialist	Role: Manage Value Defined by Criteria
	can manage payroll deduction	Privilege : Manage Payroll Deduction (Data)
	for legislative data groups in	Resource : Payroll Deduction Type
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Manage Value Defined by Criteria
	can view payroll deduction	Privilege : View Payroll Deduction Group
	group for legislative data	(Data)
	groups in their legislative data	Resource : Payroll Deduction Type
D 11 D C' '.'	group security profile	D.L. II. D. G. C. III.
Payroll Definition	A Human Resource Specialist	Role: Human Resource Specialist
	can choose payroll definition	Privilege: Choose Payroll (Data)
	for payrolls in their payroll	Resource: Payroll Definition
	security profile	Polos Povroll Common HCM Implementation
	A Human Resource Specialist	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data)
	can manage payroll definition for legislative data groups in	Privilege: Manage Payroll Definition (Data)
	their legislative data group	Resource: Payroll Definition
	security profile and payrolls in	
	their payroll security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	11 11 aman resource opecialist	rose, rayron common fiew implementation

Business Object	Policy Description	Policy Store Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Definition
	legislative data group security	
	profile and payrolls in their	
D 11 E1	payroll security profile	
Payroll Element	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Classification	can manage payroll element for legislative data groups in their	Privilege: Manage Payroll Element (Data)
	legislative data group security	Resource: Payroll Element Classification
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	
	profile	
Payroll Element Criteria	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security	
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security profile	
Payroll Element Entry	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Tayron Element Entry	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	Resource: Tuyron Element Emily
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege : View Payroll Element (Data)
	people and assignments in their	Resource: Payroll Element Entry
	person and assignment security	
D 11 E1 (1: 1	profile	B.I. B. II.G. HOW.
Payroll Element Link	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Element Link
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Link
	legislative data group security	
	profile	
Payroll Element Run	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Result	can view payroll element for	Privilege : View Payroll Element (Data)
	legal employers in their	Resource: Payroll Element Run Result
D 11 E1 C	organization security profile	B.L. B. H.G. WOLL
Payroll Element Status	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Processing Rule	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security profile	Rule
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	can view payron element for	1 11 mege. View I ayroll Element (Data)

	Policy Description	Policy Store Implementation
	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource : Payroll Element Sub Classification
	legislative data group security	Rule
I	profile	D. D. H.G. HOLL 1
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for legislative data groups in their	Privilege: View Payroll Element (Data)
	legislative data group security	Resource : Payroll Element Sub Classification Rule
	profile	Kule
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	resource. Taylon Element Type
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type
	legislative data group security	
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event
	their legislative data group	
	security profile A Human Resource Specialist	Polos Payroll Common HCM Implementation
	can view payroll event group	Role: Payroll Common HCM Implementation Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event
	their legislative data group	Resource. I ayron Event
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Definition
	their legislative data group	ř
<u> </u>	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource : Payroll Event Definition
	their legislative data group	
	security profile	D I D II C HOW I I
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in their legislative data group	Resource: Payroll Event Group
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Group
	their legislative data group	Tessource. I ajron Dvont Group
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
_	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Qualifier

Business Object	Policy Description	Policy Store Implementation
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege : View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Qualifier
	their legislative data group	-
	security profile	
Payroll Event Value	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Change	can manage payroll event group	Privilege : Manage Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Value Change
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll event group	Privilege: View Payroll Event Group (Data)
	for legislative data groups in	Resource: Payroll Event Value Change
	their legislative data group	
Payroll Flow Definition	security profile A Human Resource Specialist	Poles Human Pasauraa Specialist
1 ayron Flow Dellinuon	can choose payroll flow	Role: Human Resource Specialist Privilege: Choose Payroll Flow Pattern (Data)
	definition for payroll flow	
	patterns in their payroll flow	Resource: Payroll Flow Definition
	pattern security profile	
	A Human Resource Specialist	Role: HCM Extract Definition
	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition
	their legislative data group	resource. Taylon Tlow Bernman
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	Role: Submit a Payroll Flow
	profile and payroll flows in	Privilege: View Payroll Flow (Data)
	their payroll flow security	Resource: Payroll Flow Definition
	profile	Role: Submit a Payroll Process or Report
		Privilege : View Payroll Flow (Data)
		Resource: Payroll Flow Definition
Payroll Flow Definition	A Human Resource Specialist	Role: HCM Extract Definition
Parameter	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Parameter
	their legislative data group	
	security profile and payroll	
	flows in their payroll flow	
	security profile	D. HOME () D. C. C.
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Parameter
	legislative data group security profile and payroll flows in	Role: Submit a Payroll Flow
	their payroll flow security	Privilege: View Payroll Flow (Data)
	profile	Resource: Payroll Flow Definition Parameter
	F	Role: Submit a Payroll Process or Report
		Privilege: View Payroll Flow (Data)
D11 El. D. C. 141	A II B G 27	Resource: Payroll Flow Definition Parameter
Payroll Flow Definition	A Human Resource Specialist	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
Task	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	,
	profile and payroll flows in	
	their payroll flow security	
Payroll Flow Definition	profile A Human Resource Specialist	Role: HCM Extract Definition
Task Interaction	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
Task interaction	for legislative data groups in	Resource: Payroll Flow Definition Task
	their legislative data group	Interaction
	security profile and payroll	
	flows in their payroll flow	
	security profile	
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Definition Task Interaction
	profile and payroll flows in	interaction
	their payroll flow security	
	profile	
Payroll Flow Definition	A Human Resource Specialist	Role: HCM Extract Definition
Task Parameter	can manage payroll flow patten	Privilege : Manage Payroll Flow Patten (Data)
	for legislative data groups in their legislative data group	Resource: Payroll Flow Definition Task
	security profile	Parameter
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Parameter
D 11 El D C' '.'	profile	D. L. HOME D. C
Payroll Flow Definition Task Property	A Human Resource Specialist can manage payroll flow patten	Role: HCM Extract Definition Privilege: Manage Payrell Flow Potton (Data)
Task Floperty	for legislative data groups in	Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
	their legislative data group	Property
	security profile	Tropoloy
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their	Resource : Payroll Flow Definition Task
	legislative data group security	Property
Payroll Flow Task	profile A Human Resource Specialist	Role: HCM Extract Definition
Action	can manage payroll flow patten	Privilege: Manage Payroll Flow Patten (Data)
	for legislative data groups in	Resource: Payroll Flow Task Action
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: HCM Extract Definition
	can view payroll flow for	Privilege: View Payroll Flow (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Flow Task Action
	10gistative data group security	1

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	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	payrolls in their payroll security	Resource: Payroll Period
	profile	
Payroll Processing Rule	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Processing Rule
	legislative data group security profile	
	A Human Resource Specialist	Polos Payroll Common HCM Implementation
	can view payroll element for	Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Processing Rule
	legislative data groups in their	Resource. Fayron Frocessing Rule
	profile	
Payroll Relationship	A Human Resource Specialist	Role: Manage Payroll Element Entry
Tuyron Relationship	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	their legislative data group	Role: Manage Payroll Relationship
	security profile and people and	Privilege: Manage Payroll Relationship (Data)
	assignments in person and	Resource: Payroll Relationship
	assignment security profile and	resource. Taylon restationship
	for payroll statutory units in	
	their organization security	
	profile	
	A Human Resource Specialist	Role: Manage Payroll Element Entry
	can view payroll relationship	Privilege : View Payroll Relationship (Data)
	for legislative data groups in	Resource: Payroll Relationship
	their legislative data group	Role: Manage Payroll Relationship
	security profile and people and	Privilege : View Payroll Relationship (Data)
	assignments in person and	Resource: Payroll Relationship
	assignment security profile and for payroll statutory units in	
	their organization security	
	profile	
Payroll Relationship	A Human Resource Specialist	Role: Manage Payroll Relationship
Group	can manage payroll relationship	Privilege: Manage Payroll Relationship (Data)
Group	for legal employers in their	Resource: Payroll Relationship Group
	organization security profile	Resource: 1 ayron Relationship Group
	A Human Resource Specialist	Role: Manage Payroll Relationship
	can view payroll relationship	Privilege : View Payroll Relationship (Data)
	for legal employers in their	Resource: Payroll Relationship Group
	organization security profile	7 1 1
Payroll Retropay	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Component Usage	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component
	legislative data group security	Usage
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component
	legislative data group security	Usage
D 11 D	profile	
Payroll Retropay	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Element Span Usage	can manage payroll element for	Privilege: Manage Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Element Span

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Usage
	profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Retropay Element Span
	profile	Usage
Payroll Run Type	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll definition	Privilege : Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Run Type
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type
	legislative data group security	
Payroll Run Type	profile A Human Resource Specialist	Role: Payroll Common HCM Implementation
Classification Rule	can manage payroll definition	Privilege: Manage Payroll Definition (Data)
	for legislative data groups in	Resource: Payroll Run Type Classification
	their legislative data group	Rule
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource : Payroll Run Type Classification
	legislative data group security	Rule
Dormoll Dun Trino	profile	Polos Possell Common HCM Involumentation
Payroll Run Type Element Type Usage	A Human Resource Specialist can manage payroll definition	Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data)
Element Type Usage	for legislative data groups in	Resource: Payroll Run Type Element Type
	their legislative data group	Usage
	security profile	o sugo
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource : Payroll Run Type Element Type
	legislative data group security	Usage
Dormall Dun Trina	profile	Polos Possell Common HCM Involumentation
Payroll Run Type Organization Method	A Human Resource Specialist can manage payroll definition	Role: Payroll Common HCM Implementation
Organization Method	for legislative data groups in	Privilege : Manage Payroll Definition (Data) Resource : Payroll Run Type Organization
	their legislative data group	Method
	security profile	, inclined
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Organization
	legislative data group security	Method
D11 D 77	profile	B.L. B. U.G. WOLG
Payroll Run Type Usage	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can manage payroll definition for legislative data groups in	Privilege: Manage Payroll Definition (Data)
	their legislative data group	Resource: Payroll Run Type Usage
	security profile	
	A Human Resource Specialist	Role: Payroll Common HCM Implementation
	can view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Usage
	legislative data group security	1.5

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 A Human Resource Specialist	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Role: HCM Extract Definition
	can view payroll flow for legislative data groups in their legislative data group security profile	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	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource : Payroll Template Solution Column
	legislative data group security	Information
	profile	
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Column	can view payroll template for	Privilege: View Payroll Template (Data)
Instance	legislative data groups in their	Resource: Payroll Template Solution Column
	legislative data group security	Instance
Desmall Tamalata	profile	Dalas Daniel Community HCM Inc. 1 and 4 diam
Payroll Template Solution Design Pattern	A Human Resource Specialist can view payroll template for	Role: Payroll Common HCM Implementation
Solution Design 1 attern	legislative data groups in their	Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design
	legislative data group security	Pattern
	profile	1 attern
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Entity Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Entity
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Functional Area	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	Functional Area
D 117	profile	
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Pattern Entity	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security profile	Entity Usage
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Pattern Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Pattern	can view payroll template for	Privilege: View Payroll Template (Data)
Selection	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Selection
D 11 T 1	profile	
Payroll Template Solution Row Instance	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Row Instance	can view payroll template for legislative data groups in their	Privilege: View Payroll Template (Data)
	legislative data group security	Resource: Payroll Template Solution Row
	profile	Instance
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Rule	can view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	F
	profile	
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Solution Rule	can view payroll template for	Privilege: View Payroll Template (Data)
Dependency	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	Dependency
D 11/11 1 :	profile	D. I. D. II G. WOLL I
Payroll Template	A Human Resource Specialist	Role: Payroll Common HCM Implementation

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

Business Object	Policy Description	Policy Store Implementation
3	tasks for people and	Resource: Performance Evaluation Section
	assignments in their person and	Step
	assignment security profile	
Performance Goal	A Human Resource Specialist	Role: Goal Management HR Specialist
	can manage development goal	Privilege: Manage Development Goal (Data)
	for subordinates in their person	Resource: Performance Goal
	security profile	
	A Human Resource Specialist	Role: Manage Performance Goal by HR
	can manage performance goal	Privilege : Manage Performance Goal by HR
	by hr for persons in their person	(Data)
	security profile	Resource: Performance Goal
	A Human Resource Specialist	Role: Goal Management HR Specialist
	can manage performance goal	Privilege : Manage Performance Goal (Data)
	for subordinates in their person	Resource: Performance Goal
	and assignment security profile	
Person	A Human Resource Specialist	Role: Contingent Worker Addition
	can add contingent worker for	Privilege: Add Contingent Worker (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Pending Worker Addition and Hire
	can add pending worker for	Privilege : Add Pending Worker (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Human Resource Specialist
	can add person for persons and	Privilege: Add Pending Worker (Data)
	assignments in their person and	Resource: Person
	assignment security profile	D I W
	A Human Resource Specialist	Role: Nonworker Addition
	can add person nonworker for	Privilege: Add Person Nonworker (Data)
	persons and assignments in their person and assignment	Resource: Person
	security profile	
	A Human Resource Specialist	Role: Human Resource Specialist
	can choose person for persons	Privilege: Choose Person (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	Resource. 1 cison
	A Human Resource Specialist	Role: Compare HCM Information
	can compare person for persons	Privilege: Compare Person (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	Accounted to som
	A Human Resource Specialist	Role: Pending Worker Addition and Hire
	can edit pending worker for	Privilege : Edit Pending Worker (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Pending Worker Addition and Hire
	can hire pending worker for	Privilege : Hire Pending Worker (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Manage Contact Person PII
	can manage contact person pii	Privilege: Manage Contact Person PII (Data)
	for the contact of the person in	Resource: Person
	their person and assignment	

Business Object	Policy Description	Policy Store Implementation
	security profile	,
	A Human Resource Specialist	Role: Person Management
	can manage person for persons	Privilege: Manage Person (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	Resource. Terson
	A Human Resource Specialist	Role: View Portrait Personal Information Card
	can manage worker public	Privilege: Manage Worker Public Portrait
	portrait for themselves	(Data)
	portrait for themserves	Resource: Person
	A Human Resource Specialist	Role: Pending Worker Quick Hire
	can pending worker quick hire	Privilege: Pending Worker Quick Hire (Data)
	for persons and assignments in	Resource: Person
	their person and assignment	Resource: Person
	security profile.	Dolor Drivet Wardens Doutsoit
	A Human Resource Specialist	Role: Print Worker Portrait
	can print worker portrait for	Privilege: Print Worker Portrait (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	D.L. F. and a self-se
	A Human Resource Specialist	Role: Employee Hire
	can rehire employee for persons	Privilege : Rehire Employee (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	5.1 G
	A Human Resource Specialist	Role: Contingent Worker Addition
	can renew placement for	Privilege: Renew Placement (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	D I II D G C C C
	A Human Resource Specialist	Role: Human Resource Specialist
	can search person for persons	Privilege : Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	D. D. M.
	A Human Resource Specialist	Role: Person Management
	can search person live for	Privilege : Search Person Live (Data)
	persons and assignments in	Resource: Person
	their person and assignment	
	security profile	DIM WILLS
	A Human Resource Specialist	Role: Manage Worker Information Sharing
	can share worker information	Privilege : Share Worker Information (Data)
	for persons and assignments in	Resource: Person
	their person and assignment	
	security profile	Dalas Danas d II anno D
	A Human Resource Specialist	Role: Report Human Resources Transaction
	can view human resource	Dashboard
	specialist transaction dashboard	Privilege: View Human Resource Specialist
	for persons and assignments in	Transaction Dashboard (Data)
	their person and assignment	Resource: Person
	security profile	D.L. W. D. and A. H. H. C. L.
	A Human Resource Specialist	Role: View Portrait Availability Card
	can view worker availability	Privilege : View Worker Availability Portrait
	portrait card for persons and	Card (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Human Resource Specialist	Role: Portrait Current and Completed Tasks
	can view worker current and	Privilege: View Worker Current and
	completed tasks portrait card	Completed Tasks Portrait Card (Data)

Business Object	Policy Description	Policy Store Implementation
	for persons and assignments in	Resource: Person
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: View Portrait Employment Information
	can view worker employment	Card
	information portrait card for	Privilege: View Worker Employment
	persons and assignments in	Information Portrait Card (Data)
	their person and assignment	Resource: Person
	security profile	
Person Absence Entry	A Human Resource Specialist	Role: Maintain Workers Absence Records
_	can maintain absence record for	Privilege: Maintain Absence Record (Data)
	people and assignments in their	Resource: Person Absence Entry
	person and assignment security	
	profile	
Person Address	A Human Resource Specialist	Role: Person Management
	can manage person private	Privilege: Manage Person Private Address
	address details for persons and	Details (Data)
	assignments in their person and	Resource: Person Address
	assignment security profile	
	A Human Resource Specialist	Role: View Portrait Personal Information Card
	can manage person private	Privilege: Manage Person Private Address
	address details for themselves	Details (Data)
		Resource: Person Address
	A Human Resource Specialist	Role: Person Address View
	can view person address for	Privilege: View Person Address (Data)
	persons and assignments in	Resource: Person Address
	their person and assignment	Resource. Terson radiess
	security profile	
Person Assignment	A Human Resource Specialist	Role: Manage Work Terms and Assignment
1 erson 1 issignment	can choose assignment grade	Privilege: Choose Assignment Grade (Data)
	for persons and assignments in	Resource: Person Assignment
	their person and assignment	resource. Terson rissignment
	security profile	
	A Human Resource Specialist	Role: Human Resource Specialist
	can choose person assignment	Privilege: View Person Assignment (Data)
	for persons and assignments in	Resource: Person Assignment
	their person and assignment	resource. I croom rissignment
	security profile	
	A Human Resource Specialist	Role: Manage Work Terms and Assignment
	can manage person assignment	Privilege: Manage Person Assignment (Data)
	for persons and assignments in	Resource: Person Assignment
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Manage Seniority Dates
	can manage seniority dates for	Privilege: Manage Seniority Dates (Data)
	persons and assignments in	Resource: Person Assignment
	their person and assignment	3
	security profile	
	A Human Resource Specialist	Role: Promote Worker
	can promote worker for persons	Privilege: Promote Worker (Data)
	and assignments in their person	Resource: Person Assignment
	and assignment security profile	6
	A Human Resource Specialist	Role: Manage Users
	can search worker for persons	Privilege: Search Worker (Data)
	and assignments in their person	Resource: Person Assignment
	and assignment security profile	Role: Promote Worker
	prome	ANDICO I TOTHICIC VY CIRCI

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

	record expiry for document types in their document types security profile belonging to	Expiry (Data) Resource: Person Documentation
		Resource: Person Documentation
	security profile belonging to	
	persons and assignments in	
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Manage Person Documentation
	can search person	Privilege: Search Person Documentation
	documentation for document	(Data)
	types in their document types	Resource: Person Documentation
	security profile belonging to	
	persons and assignments in	
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: Documentation Reporting
	can view documents of record	Privilege : View Documents of Record Expiry
	expiry for document types in	(Data)
	their document types security	Resource: Person Documentation
	profile belonging to persons	
	and assignments in their person	
	and assignment security profile	
Person Driver License	A Human Resource Specialist	Role: Person Management
	can manage person driver	Privilege: Manage Person Driver License
	license number for persons and	Number (Data)
	assignments in their person and	Resource: Person Driver License
		resource. I orson Briver Election
Person Email		Role: Person Communication Methods
		21000 12 00 1 0100 11 2 mun
Person Identifier for		Role: Manage Person Identifiers for External
External Applications		
	security profile	
Person Image	A Human Resource Specialist	
C		
		21000 W 2 000 1 0100 M 1111 Mg0
		Role: Manage Person Image
Person National	A Human Resource Specialist	Role: Person Management
Identifier	can manage person national	
	A Human Resource Specialist	Role: Person National Identifier View
		Privilege : View Person National Identifier
	can view person national identifier for persons and	Privilege : View Person National Identifier (Data)
External Applications Person Image Person National	A Human Resource Specialist can manage person image for persons and assignments in their person and assignment security profile A Human Resource Specialist can view person image for public images for persons in their person and assignment security profile A Human Resource Specialist can manage person national identifier for persons and assignments in their person and assignments security profile	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email Role: Manage Person Identifiers for Externa Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications Role: Manage Person Image Privilege: Manage Person Image Privilege: Manage Person Image Privilege: Person Image Privilege: View Person Image Privilege: View Person Image Privilege: View Person Image Privilege: Person Management Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	
Person Passport	A Human Resource Specialist	Role: Person Management
	can manage person passport	Privilege: Manage Person Passport Number
	number for persons and	(Data)
	assignments in their person and	Resource: Person Passport
	assignment security profile	
Person Phone	A Human Resource Specialist	Role: Person Communication Methods
	can manage person phone for	Management
	persons and assignments in	Privilege: Manage Person Phone (Data)
	their person and assignment	Resource: Person Phone
Person Plan Accrual	security profile	Dolor Assemble True About to District
Person Plan Accruai	A Human Resource Specialist	Role: Accrual Type Absence Plan Balance
	can adjust accrual plan balance for people and assignments in	Adjustment Privilege: Adjust Aggreel Plan Palance (Data)
	their person and assignment	Privilege: Adjust Accrual Plan Balance (Data) Resource: Person Plan Accrual
	security profile	Resource. Ferson Fian Acciual
	A Human Resource Specialist	Role: Disburse Accrual Type Absence Plan
	can disburse accrual plan	Balance
	balance for people and	Privilege: Disburse Accrual Plan Balance
	assignments in their person and	(Data)
	assignment security profile	Resource: Person Plan Accrual
	A Human Resource Specialist	Role: Transfer Accrual Type Absence Plan
	can transfer accrual plan	Balance
	balance for people and	Privilege: Transfer Accrual Plan Balance
	assignments in their person and	(Data)
	assignment security profile	Resource: Person Plan Accrual
	A Human Resource Specialist	Role: View Accrual Type Absence Plan
	can view accrual plan balance	Balance
	for people and assignments in	Privilege: View Accrual Plan Balance (Data)
	their person and assignment	Resource: Person Plan Accrual
	security profile	
	A Human Resource Specialist	Role: View Accrual Type Absence Plan
	can view accrual plan balance	Balance
	for themselves	Privilege : View Accrual Plan Balance (Data)
		Resource: Person Plan Accrual
Person Plan Enrollment	A Human Resource Specialist	Role: Enroll Worker On Accrual Type
	can create accrual plan	Absence Plan
	enrollment for people and	Privilege: Create Accrual Plan Enrollment
	assignments in their person and	(Data)
	assignment security profile	Resource: Person Plan Enrollment
	A Human Resource Specialist can terminate accrual plan	Role: Terminate Enrollment from Accrual
	enrollment for people and	Type Absence Plan Privilege: Terminate Accrual Plan Enrollment
	assignments in their person and	(Data)
	assignment security profile	Resource: Person Plan Enrollment
Person Type	A Human Resource Specialist	Role: Manage Vacancy
1 order 1 ypc	can choose person type for any	Privilege: Choose Person Type (Data)
	person type	Resource: Person Type
	A Human Resource Specialist	Role: Contingent Worker Addition
	can choose person type for	Privilege: Choose Person Type (Data)
	person types in their person	Resource: Person Type
	type security profile	Role: Employee Hire
	71	Privilege: Choose Person Type (Data)
		Resource: Person Type
		Role: Human Resource Specialist
<u> </u>		Note. Human resource Specialist

Business Object	Policy Description	Policy Store Implementation
Business Object	Toncy Description	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	Role: Person Configuration
	can view person type for any	Privilege : View Person Type (Data)
	person type	Resource: Person Type
Person Visa	A Human Resource Specialist	Role: Person Management
	can manage person visa number	Privilege : Manage Person Visa Number or
	or work permit for persons and	Work Permit (Data)
	assignments in their person and	Resource: Person Visa
	assignment security profile	
Personal Payment	A Human Resource Specialist	Role: Payroll Common HCM Implementation
Method	can manage payroll payment	Privilege: Manage Payroll Payment (Data)
	for legislative data groups in	Resource: Personal Payment Method
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Manage Personal Payment Method
	can manage payroll relationship	Privilege : Manage Payroll Relationship (Data)
	for legislative data groups in	Resource: Personal Payment Method
	their legislative data group	
	security profile	
	A Human Resource Specialist	Role: Manage Personal Payment Method
	can view payroll relationship	Privilege : View Payroll Relationship (Data)
	for legislative data groups in	Resource: Personal Payment Method
	their legislative data group	Role: Payroll Common HCM Implementation
	security profile	Privilege : View Payroll Relationship (Data)
		Resource: Personal Payment Method
Plan Beneficiary	A Human Resource Specialist	Role: Portrait Benefits
Designation	can view worker benefits	Privilege : View Worker Benefits Portrait Card
	portrait card for people and	(Data)
	assignments in their person and	Resource: Plan Beneficiary Designation
D 11	assignment security profile	D. G. YESTER
Position	A Human Resource Specialist	Role: Compare HCM Information
	can choose position for	Privilege: Choose Position (Data)
	positions in their position	Resource: Position
	security profile	Role: Human Resource Specialist
		Privilege : Choose Position (Data)
		Resource: Position
	A Human Resource Specialist	Role: Maintain Positions
	can maintain position for	Privilege : Maintain Position (Data)
	positions in their position	Resource: Position
	security profile	
	A Human Resource Specialist	Role: Report Human Resources Transaction
1	can view human resource	Dashboard

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

Business Object	Policy Description	Policy Store Implementation
	their person and assignment	Assignment (Data)
	security profile	Resource: Schedule Assignment
Succession Plan	A Human Resource Specialist	Role: Manage Succession Plan Candidate
Candidate	can manage succession plan	Privilege : Manage Succession Plan Candidate
	candidate for succession plans	(Data)
	for which they are an	Resource: Succession Plan Candidate
	administrator or a candidate	
	manager	
	A Human Resource Specialist	Role: View Succession Plan
	can view succession plan	Privilege: View Succession Plan Candidate
	candidate for all public	(Data)
	succession plans	Resource: Succession Plan Candidate
	A Human Resource Specialist	Role: View Succession Plan
	can view succession plan	Privilege: View Succession Plan Candidate
	candidate for private succession	(Data)
	plans for which they are an	Resource: Succession Plan Candidate
	administrator or a viewer or a	
	candidate manager	
Succession Plan Detail	A Human Resource Specialist	Role: Manage Succession Plan Candidate
	can add worker to succession	Privilege : Add Worker to Succession Plan
	plan for people in their person	(Data)
	and assignment security profile	Resource: Succession Plan Detail
	A Human Resource Specialist	Role: Create Succession Plan for Worker
	can create succession plan for	Privilege : Create Succession Plan for Worker
	worker for people in their	(Data)
	person and assignment security	Resource: Succession Plan Detail
	profile	
	A Human Resource Specialist	Role: Succession Plan Management
	can manage succession plan for	Privilege: Manage Succession Plan (Data)
	succession plans for which they	Resource: Succession Plan Detail
	are an administrator	Delection Disc
	A Human Resource Specialist	Role: View Succession Plan
	can view succession plan for all	Privilege: View Succession Plan (Data)
	public succession plans	Resource: Succession Plan Detail
	A Human Resource Specialist	Role: View Succession Plan
	can view succession plan for	Privilege: View Succession Plan (Data)
	private succession plans for	Resource: Succession Plan Detail
	which they are an administrator	
	or a viewer or a candidate manager	
Talent Profile	A Human Resource Specialist	Pola: Edit Parson Caroor Dianning
Taiciit Fioriie	can edit person career planning	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data)
	for people and assignments in	Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
	their person and assignment	ACSOUTCE. LAIGHT FIOTHE
	security profile	
	A Human Resource Specialist	Role: Edit Person Skills and Qualifications
	can edit person skills and	Privilege: Edit Person Skills and
	qualifications for people and	Qualifications (Data)
	assignments in their person and	Resource: Talent Profile
	assignment security profile	Accounted audit From
	A Human Resource Specialist	Role: Workforce Profile Specialist
	can match talent profile person	Privilege: Match Talent Profile Person (Data)
	for people and assignments in	Resource: Talent Profile
	their person and assignment	Account of the state of the sta
	security profile	
	· · · · · · · · · · · · · · · · · · ·	!

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

Business Object	Policy Description	Policy Store Implementation
	and assignments in their person	Privilege: Manage Users (Data)
	and assignment security profile	Resource: User
User Role	A Human Resource Specialist	Role: Manage User Account
	can assign user roles for	Privilege : Assign User Roles (Data)
	persons and assignments in	Resource: User Role
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: View Portrait User Account Details
	can view person account details	Card
	for persons and assignments in	Privilege: View Person Account Details
	their person and assignment	(Data)
	security profile	Resource: User Role
Vacancy Requisition	A Human Resource Specialist	Role: Manage Vacancy
vacancy requisition	can manage vacancy for	Privilege: Manage Vacancy (Data)
	persons and assignments in	
	their person and assignment	Resource: Vacancy Requisition
	security profile	Dalas Manasa Wasan
	A Human Resource Specialist	Role: Manage Vacancy
	can view vacancy for persons	Privilege: View Vacancy (Data)
	and assignments in their person	Resource: Vacancy Requisition
W 111 C	and assignment security profile	D.L. M. T. II. L.C.
Variable Compensation	A Human Resource Specialist	Role: Manage Individual Compensation
Allocation	can enter variable	Privilege: Enter Variable Compensation
	compensation allocation for	Allocation (Data)
	people and assignments in their	Resource : Variable Compensation Allocation
	person and assignment security	
	profile	
Work Relationship	A Human Resource Specialist	Role: Cancel Work Relationship
	can cancel work relationship	Privilege : Cancel Work Relationship (Data)
	for persons and assignments in	Resource: Work Relationship
	their person and assignment	_
	security profile	
	A Human Resource Specialist	Role: Manage Work Terms and Assignment
	can change work relationship	Privilege : Change Work Relationship Hire
	hire date for persons and	Date (Data)
	assignments in their person and	Resource: Work Relationship
	assignment security profile	-
	A Human Resource Specialist	Role: Correct Work Relationship Termination
	can correct work relationship	Privilege: Correct Work Relationship
	termination for persons and	Termination (Data)
	assignments in their person and	Resource: Work Relationship
	assignment security profile	I I I I I I I I I I I I I I I I I I I
	A Human Resource Specialist	Role: Create Work Relationship
	can create work relationship for	Privilege : Create Work Relationship (Data)
	persons and assignments in	Resource: Work Relationship
	their person and assignment	Resource. Work Relationship
	security profile	
	A Human Resource Specialist	Role: Manage Work Relationship
	can manage work relationship	Privilege: Manage Work Relationship (Data)
	for persons and assignments in	Resource: Work Relationship
	their person and assignment	Resource. WOLK Relationship
	security profile	
	A Human Resource Specialist	Role: Reverse Work Palationship Termination
	can reverse work relationship	Role: Reverse Work Relationship Termination
		Privilege: Reverse Work Relationship
	termination for persons and	Termination (Data)
	assignments in their person and	Resource: Work Relationship

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	
	A Human Resource Specialist	Role: Terminate Work Relationship
	can terminate work relationship	Privilege: Terminate Work Relationship
	for persons and assignments in	(Data)
	their person and assignment	Resource: Work Relationship
	security profile	Resource. Work Relationship
	A Human Resource Specialist	Role: View Employment Information
	can view employment	Summary
	information summary for	Privilege: View Employment Information
	persons and assignments in	
	their person and assignment	Summary (Data)
		Resource: Work Relationship
	security profile	Delection From Language Information
	A Human Resource Specialist	Role: View Employment Information
	can view employment	Summary
	information summary for	Privilege : View Employment Information
	themselves	Summary (Data)
		Resource: Work Relationship
Work Terms	A Human Resource Specialist	Role: Create Work Terms
	can create work terms for	Privilege : Create Work Terms (Data)
	persons and assignments in	Resource: Work Terms
	their person and assignment	
	security profile	
	A Human Resource Specialist	Role: End Work Terms
	can end work terms for persons	Privilege: End Work Terms (Data)
	and assignments in their person	Resource: Work Terms
	and assignment security profile	
	A Human Resource Specialist	Role: Manage Work Terms and Assignment
	can manage work term for	Privilege: Manage Work Term (Data)
	persons and assignments in	Resource: Work Terms
	their person and assignment	Resource. Work Terms
	security profile	
Worker	A Human Resource Specialist	Role: Change Worker Location
Worker	can change worker location for	Privilege: Change Worker Location (Data)
	persons and assignments in	Resource: Worker
	their person and assignment	Resource. Worker
	security profile	
	A Human Resource Specialist	Polos Changa Warkar Managar
	_	Role: Change Worker Manager
	can change worker manager for	Privilege: Change Worker Manager (Data)
	persons and assignments in	Resource: Worker
	their person and assignment	
	security profile	D.I. Cl. W. I. W. I. W.
	A Human Resource Specialist	Role: Change Worker Working Hour
	can change worker working	Privilege : Change Worker Working Hour
	hour for persons and	(Data)
	assignments in their person and	Resource: Worker
	assignment security profile	
	A Human Resource Specialist	Role: Human Resource Specialist
	can choose worker for people	Privilege : Choose Worker (Data)
	and assignments in their person	Resource: Worker
	and assignment security profile	
	A Human Resource Specialist	Role: Compare HCM Information
	can compare worker	Privilege: Compare Worker Employment
	employment information for	Information (Data)
	persons and assignments in	Resource: Worker
	security profile	
	their person and assignment	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	Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker
	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
		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	This duty role is used for analyzing employee historical and future
Analysis	planned absence trends and employee leave accrual balances
Business Intelligence Applications	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web
	catalog. The role allows authoring within Business Intellgence
	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	This role is used get the supported currencies in Human Resources
Currency Preference	Analysis module.
Legislative Data Group Data	This role is used for Legislative Data Group data security in the
Security	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

Business Intelligence Authoring

Employee Data Security

Human Resources Analysis Currency Preference

Supervisor Hierarchy Data Security

Payroll Analysis

Business Intelligence Authoring

Employee Data Security

Human Resources Analysis Currency Preference

Legislative Data Group Data Security

Payroll Data Security

Workforce Deployment Analysis

Business Intelligence Authoring

Employee Data Security

Human Resources Analysis Currency Preference

Supervisor Hierarchy Data Security

Workforce Effectiveness Analysis

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	Analyzes Workforce absences transactional information
Analysis	·
Absence and Leave Accrual	This duty role is used for analyzing employee historical and future
Analysis	planned absence trends and employee leave accrual balances
Business Intelligence Applications	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web catalog. The role allows authoring within Business Intellgence 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	Manages workforce compensation by allocating compensation,
Compensation Management	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	Analyzes Time and Labor transactional information.
Analysis	
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	Manages workforce model plans, including creating and editing the
Manager	plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Scheduling Transaction	Analyses workforce scheduling transactional information
Analysis	
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
1	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	Manages compensation budgets by distributing and
Manager	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	Approve Expense Report
	Fusion Expenses users.	Approve Travel
		Authorization or Cash
		Advance
Goal Management Line	Goal Management Line Manager -	Assign Development Goal
Manager	inherited by Line Manager	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
		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	Manages workforce compensation by	Allocate Compensation
Compensation Management	allocating compensation, rating	Person Rate by Line
	performance, and promoting workers on a	Manager
	periodic basis.	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	Create User Name
Link Osci Name to Person		
	existing user name for a person.	Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to
Ivialiage Osci Accoult	wianages user roles.	LDAP
Nonworker Addition	Adds nonworkers.	Create Person Nonworker
TOHWOIKEI AUUHUUH	Adds Hollworkers.	Create User
Pending Worker Addition and	Adds and hires pending workers.	Add Worker Pending Hire
Hire	Adds and fines pending workers.	Correct Oracle Taleo
		Recruiting Candidate Import
		Errors
		Edit Pending Worker
		Hire Pending Worker
Parformance Management	Views performance documents from line	Approve Worker
Performance Management Line Manager	Views performance documents from line manager dashboard.	Performance Document
Line Manager	manager dashooard.	Cancel Worker Performance
		Document by Manager Change Participant Due
		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	Manages workforce model plans,	Manage Workforce Model
Manager	including creating and editing the plans.	Plan as Line Manager
Workforce Profile Line	Performs workforce profile duties as a	Define Talent Profile
Manager	line manager.	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	A Line Manager can choose	Role: Line Manager
Territory	application reference territory	Privilege : Choose Application Reference
	for countries in their country	Territory (Data)
	security profile	

Business Object	Policy Description	Policy Store Implementation
•	-	Resource: Application Reference Territory
Applied Cash Advance	A Line Manager can view	Role: Line Manager
	applied cash advance for the	Privilege : View Employee Expense (Data)
	employees for whom they are	Resource: Applied Cash Advance
	responsible	
Assignment Grade	A Line Manager can choose	Role: Line Manager
	assignment grade for all grades	Privilege : Choose Assignment Grade (Data)
	in the enterprise	Resource: Assignment Grade
	A Line Manager can report	Role: Absence Management Transaction
	assignment grade for all grades	Analysis
	in the enterprise	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	A Line Manager can report	Role: Absence Management Transaction
Ladder	assignment grade ladder for all	Analysis
	grades in the enterprise	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)
	1 7 7 7 6	Resource: Assignment Grade Ladder
Assignment Grade Rate	A Line Manager can report	Role: Absence Management Transaction
	assignment grade rate for all	Analysis
	grades in the enterprise	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
Dusiness Object	1 oney Description	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	Role: Line Manager
Business Offit	business unit for business units	Privilege: Choose Business Unit Organization
	in their organization security	
	profile	(Data)
Cook Advance	*	Resource: Business Unit
Cash Advance	A Line Manager can view cash	Role: Line Manager
	advance for the employees for	Privilege : View Employee Expense (Data)
	whom they are responsible	Resource: Cash Advance
Compensation Allocation	A Line Manager can allocate	Role: Line Manager Workforce Compensation
	compensation person rate by	Management
	line manager for subordinates	Privilege : Allocate Compensation Person Rate
	in their person and assignment	by Line Manager (Data)
	security profile	Resource: Compensation Allocation
	A Line Manager can approve	Role: Line Manager Workforce Compensation
	and submit compensation	Management
	allocation by line manager for	Privilege : Approve and Submit Compensation
	subordinates in their person and	Allocation by Line Manager (Data)
	assignment security profile	Resource: Compensation Allocation
	A Line Manager can report	Role: Compensation Transaction Analysis
	compensation allocation for	Privilege: Report Compensation Allocation
	subordinates in their person and	(Data)
	assignment security profile	Resource: Compensation Allocation
Compensation History	A Line Manager can view	Role: View Compensation History
	compensation history for	Privilege : View Compensation History (Data)
	subordinates in their person and	Resource: Compensation History
	assignment security profile	,
Compensation Note	A Line Manager can manage	Role: Line Manager Workforce Compensation
	compensation note for public	Management
	compensation notes for	Privilege : Manage Compensation Note (Data)
	subordinates in their person and	Resource: Compensation Note
	assignment security profile and	
	for private compensation notes	
	that they own	
Compensation Promotion	A Line Manager can award	Role: Line Manager Workforce Compensation
	compensation promotion by	Management
	line manager for subordinates	Privilege : Award Compensation Promotion by
	in their person and assignment	Line Manager (Data)
	security profile	Resource: Compensation Promotion
Compensation Stock	A Line Manager can report	Role: Compensation Transaction Analysis
Grant	compensation stock grant for	Privilege: Report Compensation Stock Grant
	subordinates in their person and	(Data)
	assignment security profile	Resource: Compensation Stock Grant
	A Line Manager can view	Role: Line Manager Workforce Compensation
	compensation stock grant by	Management
	line manager for subordinates	Privilege: View Compensation Stock Grant by
	in their person and assignment	Line Manager (Data)
	security profile	Resource: Compensation Stock Grant
Cornerate Card		
Corporate Card	A Line Manager can view	Role: Line Manager

Business Object	Policy Description	Policy Store Implementation
Transaction	corporate card transaction for	Privilege: Manage Outstanding Corporate
	the employees for whom they	Card Transaction (Data)
	are responsible	Resource: Corporate Card Transaction
Department	A Line Manager can choose	Role: Line Manager
-	department for departments in	Privilege: Choose Department (Data)
	their organization security	Resource: Department
	profile	1
	A Line Manager can report	Role: Absence Management Transaction
	department for departments in	Analysis
	their organization security	Privilege: Report Department (Data)
	profile	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	Role: Line Manager
-	expense for the employees for	Privilege : View Employee Expense (Data)
	whom they are responsible	Resource: Expense
Expense Report	A Line Manager can view	Role: Line Manager
1	expense report for the	Privilege : View Employee Expense (Data)
	employees for whom they are	Resource: Expense Report
	responsible	r
Expense Report	A Line Manager can manage	Role: Expense Approval
Approval Note	expense report approval note	Privilege: Manage Expense Report Approval
	for the employees for whom	Note (Data)
	they are responsible	Resource: Expense Report Approval Note
HR Document Type	A Line Manager can report	Role: Documents of Record Transaction
	document type for document	Analysis
	types in their document type	Privilege : Report Document Type (Data)
	security profile	Resource: HR Document Type
HR Job	A Line Manager can choose hr	Role: Line Manager
	job for all jobs in the enterprise	Privilege : Choose HR Job (Data)
		Resource: HR Job
	A Line Manager can report hr	Role: Absence Management Transaction
	job for all jobs in the enterprise	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
	i i	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	Role: Line Manager
	legal employer for legal	Privilege : Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
La sistativa Data Casas	security profile	D-1 L' M
Legislative Data Group	A Line Manager can choose legislative data group for	Role: Line Manager
	legislative data groups in their	Privilege: Choose Legislative Data Group (Data)
	legislative data group security	Resource: Legislative Data Group
	profile	Resource. Legislative Data Gloup
Location	A Line Manager can choose	Role: Line Manager
	location for all locations in the	Privilege: Choose Location (Data)
	enterprise	Resource: Location
	A Line Manager can report	Role: Absence Management Transaction
	location for all locations in the	Analysis
	enterprise	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	Role: Submit a Payroll Flow
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Checklist
	group security profile and	
	payroll flows in their payroll	
	flow security profile	
Payroll Checklist	A Line Manager can view	Role: Submit a Payroll Flow
Annotation	payroll flow for legislative data	Privilege : View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Checklist Annotation
D11 D. C. 141	group security profile	D.L. T. M
Payroll Definition	A Line Manager can choose	Role: Line Manager
	payroll definition for payrolls	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	Role: Submit a Payroll Flow
	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Definition
	group security profile and	-
	payroll flows in their payroll	
	flow security profile	
Payroll Flow Definition	A Line Manager can view	Role: Submit a Payroll Flow
Parameter	payroll flow for legislative data	Privilege: View Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Definition Parameter
	group security profile and payroll flows in their payroll	
	flow security profile	
Pending Worker Import	A Line Manager can correct	Role: Pending Worker Addition and Hire
Error	oracle taleo recruiting candidate	Privilege: Correct Oracle Taleo Recruiting
	import errors for subordinates	Candidate Import Errors (Data)
	in their person and assignment	Resource: Pending Worker Import Error
	security profile	and any or and any or any areas
Performance Document	A Line Manager can create	Role: Performance Management Line
	performance document for	Manager
	subordinates in their person and	Privilege: Create Performance Document
	assignment security profile	(Data)
		Resource: Performance Document
	A Line Manager can manage	Role: Performance Management Line
	performance document for	Manager
	subordinates in their person and	Privilege: Manage Performance Document
	assignment security profile	(Data)
	A Line Moneyer con sierr	Resource: Performance Document
	A Line Manager can view performance summary for	Role: View Performance Summary
	subordinates in their person and	Privilege: View Performance Summary (Data) Resource: Performance Document
	assignment security profile	Resource: Performance Document
Performance Goal	A Line Manager can manage	Role: Goal Management Line Manager
	development goal for	Privilege: Manage Development Goal (Data)
	subordinates in their person	Resource: Performance Goal
	security profile	
	A Line Manager can manage	Role: Manage Performance Goal by Manager
	performance goal by manager	Privilege: Manage Performance Goal by
	for subordinates in their person	Manager (Data)
	security profile	Resource: Performance Goal
	A Line Manager can manage	Role: Goal Management Line Manager
	performance goal for	Privilege: Manage Performance Goal (Data)
	subordinates in their person and	Resource: Performance Goal
	assignment security profile	
	A Line Manager can report	Role: Career Development Transaction
	career development for	Analysis
	subordinates in their person and	Privilege: Report Career Development (Data)
Dorson	assignment security profile	Resource: Performance Goal Poles Ponding Worken Addition and Him
Person	A Line Manager can add pending worker for	Role: Pending Worker Addition and Hire
		Privilege: Add Pending Worker (Data)
	subordinates in their person and assignment security profile	Resource: Person
	A Line Manager can add person	Role: Line Manager
	for subordinates in their person	Privilege: Add Pending Worker (Data)
	and assignment security profile	Resource: Person
1	and addiginitent becarity profite	RESOUTCE. I CISUII

Business Object	Policy Description	Policy Store Implementation
J .	A Line Manager can compare	Role: Compare HCM Information
	person for subordinates in their	Privilege: Compare Person (Data)
	person and assignment security	Resource: Person
	profile	200000000000000000000000000000000000000
	A Line Manager can edit	Role: Pending Worker Addition and Hire
	pending worker for	Privilege : Edit Pending Worker (Data)
	subordinates in their person and	Resource: Person
	assignment security profile	
	A Line Manager can hire	Role: Pending Worker Addition and Hire
	pending worker for	Privilege : Hire Pending Worker (Data)
	subordinates in their person and	Resource: Person
	assignment security profile	
	A Line Manager can print	Role: Print Worker Portrait
	worker portrait for subordinates	Privilege : Print Worker Portrait (Data)
	in their person and assignment	Resource: Person
	security profile	
	A Line Manager can rehire	Role: Employee Hire
	employee for subordinates in	Privilege: Rehire Employee (Data)
	their person and assignment	Resource: Person
	security profile	
	A Line Manager can renew	Role: Contingent Worker Addition
	placement for subordinates in	Privilege: Renew Placement (Data)
	their person and assignment	Resource: Person
	security profile	
	A Line Manager can report	Role: Career Development Transaction
	person for persons and	Analysis
	assignments in their person and	Privilege: Report Person (Data)
	assignment security profile	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)
	A Line Monager are asset	Resource: Person
	A Line Manager can search	Role: Line Manager
	person for subordinates in their	Privilege: Search Person Live (Data)
	person and assignment security profile	Resource: Person
	A Line Manager can share	Pola: Managa Worker Information Charina
	worker information for	Role: Manage Worker Information Sharing
	subordinates in their person and	Privilege: Share Worker Information (Data) Resource: Person
	assignment security profile	ACSOUTCE, I CISUII
	A Line Manager can view	Role: View Portrait Availability Card
	worker availability portrait card	Privilege: View Worker Availability Portrait
	for subordinates in their person	Card (Data)
	and assignment security profile	Resource: Person
	A Line Manager can view	Role: View Portrait Employment Information
	worker employment	Card
	orner employment	Cura

Business Object	Policy Description	Policy Store Implementation
	information portrait card for	Privilege: View Worker Employment
	subordinates in their person and	Information Portrait Card (Data)
	assignment security profile	Resource: Person
Person Absence Entry	A Line Manager can maintain	Role: Maintain Absence Records
Terson Fresence Emay	self service absence record for	Privilege: Maintain Self Service Absence
	people and assignments in their	Record (Data)
	person and assignment security	Resource: Person Absence Entry
	profile	Resource. I cison riosence Entry
	A Line Manager can maintain	Role: Maintain Absence Records
	self service absence record for	Privilege: Maintain Self Service Absence
	themselves	Record (Data)
		Resource: Person Absence Entry
Person Address	A Line Manager can report	Role: Compensation Transaction Analysis
1 cison Address	person address for persons and	Privilege: Report Person Address (Data)
	assignments in their person and	Resource: Person Address
	assignment security profile	Resource. Ferson Address
Person Assignment	A Line Manager can choose	Role: Line Manager
reison Assignment	person assignment for persons	
	and assignments in their person	Privilege: View Person Assignment (Data)
	and assignment security profile	Resource: Person Assignment
	A Line Manager can promote	Role: Promote Worker
	worker for subordinates in their	
		Privilege: Promote Worker (Data)
	person and assignment security	Resource: Person Assignment
	profile	Polos Commonstica Transaction Apolonia
	A Line Manager can report	Role: Compensation Transaction Analysis
	person assignment for persons	Privilege: Report Person Assignment (Data)
	and assignments in their person	Resource: Person Assignment
	and assignment security profile	Role: Workforce Transaction Analysis
		Privilege : Report Person Assignment (Data)
		Resource: Person Assignment
	A Line Manager can search	Role: Promote Worker
	worker for subordinates in their	Privilege : Search Worker (Data)
	person and assignment security	Resource: Person Assignment
	profile	Role: Transfer Worker
		Privilege: Search Worker (Data)
		Resource: Person Assignment
	A Line Manager can transfer	Role: Transfer Worker
	worker for subordinates in their	Privilege: Transfer Worker (Data)
	person and assignment security	Resource: Person Assignment
	profile	
Person Checklist	A Line Manager can report	Role: Workforce Transaction Analysis
	person checklist for	Privilege : Report Person Checklist (Data)
	subordinates in their person and	Resource: Person Checklist
	assignment security profile	
Person Communication	A Line Manager can report	Role: Compensation Transaction Analysis
Method	person communication method	Privilege: Report Person Communication
	for persons and assignments in	Method (Data)
	their person and assignment	Resource: Person Communication Method
	security profile	
Person Contact	A Line Manager can report	Role: Compensation Transaction Analysis
	person contact for persons and	Privilege: Report Person Contact (Data)
	assignments in their person and	Resource: Person Contact
	assignment security profile	Titolico. I orbon conduct
Person Document of	A Line Manager can report	Role: Documents of Record Transaction
Record	worker documents of record for	Analysis
	STREET GOOGHIOMED OF TOCOTA TOT	1

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their	Privilege: Report Worker Documents of
	person assignment security	Record (Data)
	profile and for documents in	Resource: Person Document of Record
	their document types security	
	profile	
Person Documentation	A Line Manager can manage	Role: Manage Person Documentation
	person documentation for	Privilege: Manage Person Documentation
	document types in their	(Data)
	document types security profile	Resource: Person Documentation
	belonging to subordinates in	
	their person and assignment	
	security profile	
	A Line Manager can search	Role: Manage Person Documentation
	person documentation for	Privilege: Search Person Documentation
	document types in their	(Data)
	document types security profile	Resource: Person Documentation
	belonging to subordinates in	Resource. Terson Bocamentation
	their person and assignment	
	security profile	
Person Driver License	A Line Manager can report	Role: Compensation Transaction Analysis
Terson Bill of Electise	driver license for persons and	Privilege: Report Driver License (Data)
	assignments in their person and	Resource: Person Driver License
	assignment security profile	Resource. Terson Driver Electise
Person Email	A Line Manager can report	Role: Compensation Transaction Analysis
1 Cison Eman	person email for persons and	Privilege: Report Person Email (Data)
	assignments in their person and	Resource: Person Email
	assignment security profile	Resource. Person Eman
Person Identifier for	A Line Manager can manage	Role: Manage Person Identifiers for External
External Applications	person identifiers for external	Applications
External Applications	applications for subordinates in	Privilege: Manage Person Identifiers for
	their person and assignment	External Applications (Data)
	security profile	Resource: Person Identifier for External
	security proffic	Applications
Person National	A Line Manager can report	
Identifier	A Line Manager can report person national identifier for	Role: Compensation Transaction Analysis
identifier		Privilege : Report Person National Identifier
	persons and assignments in	(Data)
	their person and assignment	Resource: Person National Identifier
D D	security profile	D.I. C T A. 1
Person Passport	A Line Manager can report	Role: Compensation Transaction Analysis
	person passport for persons and	Privilege: Report Person Passport (Data)
	assignments in their person and	Resource: Person Passport
D DI	assignment security profile	D.I. C
Person Phone	A Line Manager can report	Role: Compensation Transaction Analysis
	person phone for work phone	Privilege : Report Person Phone (Data)
	numbers and private phone	Resource: Person Phone
	numbers granted to the user for	
	persons in their person and	
D D' '	assignment security profile	
Person Plan Accrual	A Line Manager can view	Role: View Accrual Type Absence Plan
	accrual plan balance for people	Balance
	and assignments in their person	Privilege : View Accrual Plan Balance (Data)
	and assignment security profile	Resource: Person Plan Accrual
	A Line Manager can view	Role: View Accrual Type Absence Plan
	accrual plan balance for	Balance
	themselves	Privilege: View Accrual Plan Balance (Data)
		Resource: Person Plan Accrual

Business Object	Policy Description	Policy Store Implementation
Person Type	A Line Manager can choose	Role: Manage Vacancy
	person type for any person type	Privilege : Choose Person Type (Data)
		Resource: Person Type
	A Line Manager can choose	Role: Contingent Worker Addition
	person type for person types in	Privilege : Choose Person Type (Data)
	their person type security	Resource: Person Type
	profile	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	Role: Compensation Transaction Analysis
	person visa for persons and	Privilege : Report Person Visa (Data)
	assignments in their person and	Resource : Person Visa
	assignment security profile	
Position	A Line Manager can choose	Role: Compare HCM Information
	position for positions in their	Privilege : Choose Position (Data)
	position security profile	Resource: Position
		Role: Line Manager
		Privilege : Choose Position (Data)
		Resource: Position
	A Line Manager can report	Role: Absence Management Transaction
	position for positions in their	Analysis
	position security profile	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	Role: Line Manager
	public person for persons and	Privilege : Choose Public Person (Data)
	assignments in their person and	Resource: Public Person
	assignment security profile	Role: Workforce Model Plan Line Manager
		Privilege : Choose Public Person (Data)
		Resource: Public Person
	A Line Manager can report	Role: Compensation Transaction Analysis
	public person for persons and	Privilege: Report Public Person (Data)
	assignments in their person and	Resource: Public Person
	porson uno	ATOMORICO, I GOITO I CIDUII

Business Object	Policy Description	Policy Store Implementation
9	assignment security profile	Role: Workforce Transaction Analysis
		Privilege: Report Public Person (Data)
		Resource: Public Person
	A Line Manager can view	Role: View Portrait Contact Card
	worker contact portrait card for	Privilege : View Worker Contact Portrait Card
	subordinates in their person and	(Data)
	assignment security profile	Resource: Public Person
Salary	A Line Manager can enter	Role: Manage Salaries
	salary details for subordinates	Privilege : Enter Salary Details (Data)
	in their person and assignment	Resource: Salary
	security profile	,
	A Line Manager can report	Role: Compensation Transaction Analysis
	salary for subordinates in their	Privilege: Report Salary (Data)
	person and assignment security	Resource: Salary
	profile	
	A Line Manager can view	Role: View Salary Data Only
	salary details for people and	Privilege : View Salary Details (Data)
	assignments in their person and	Resource: Salary
	assignment security profile	
	A Line Manager can view	Role: Manage Salaries
	salary details for subordinates	Privilege : View Salary Details (Data)
	in their person and assignment	Resource: Salary
	security profile	DIVICO CONTRACTOR
	A Line Manager can view	Role: View Compensation Details for Worker
	worker compensation portrait card for subordinates in their	Privilege: View Worker Compensation
	person and assignment security	Portrait Card (Data)
	profile	Resource: Salary
Schedule Assignment	A Line Manager can manage	Role: Manage Schedules and Exceptions
_	work schedule assignment for	Assignment
	persons and assignments in	Privilege: Manage Work Schedule
	their person and assignment	Assignment (Data)
	security profile	Resource: Schedule Assignment
	A Line Manager can manage	Role: Manage Schedules and Exceptions
	work schedule assignment for	Assignment
	subordinates in their person and	Privilege: Manage Work Schedule
	assignment security profile	Assignment (Data)
		Resource: Schedule Assignment
	A Line Manager can report	Role: Workforce Transaction Analysis
	work schedule assignment for	Privilege : Report Work Schedule Assignment
	subordinates in their person and	(Data)
g : 73	assignment security profile	Resource: Schedule Assignment
Succession Plan	A Line Manager can manage	Role: Manage Succession Plan Candidate
Candidate	succession plan candidate for	Privilege: Manage Succession Plan Candidate
	succession plans for which they	(Data)
	are an administrator or a	Resource: Succession Plan Candidate
	candidate manager	Dalas View Consession Diese
	A Line Manager can view	Role: View Succession Plan
	succession plan candidate for all public succession plans	Privilege: View Succession Plan Candidate
	an public succession plans	(Data) Resource: Succession Plan Candidate
	A Line Manager can view	Role: View Succession Plan
	A Line Manager can view	
	succession plan candidate for	Privilege: View Succession Plan Candidate
	private succession plans for	(Data) Regentate Succession Plan Condidate
	which they are an administrator	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	Role: Manage Succession Plan Candidate
	worker to succession plan for	Privilege: Add Worker to Succession Plan
	subordinates in their person and	(Data)
	assignment security profile	Resource: Succession Plan Detail
	A Line Manager can create	Role: Create Succession Plan for Worker
	succession plan for worker for	Privilege : Create Succession Plan for Worker
	subordinates in their person and	(Data)
	assignment security profile	Resource: Succession Plan Detail
	A Line Manager can view	Role: View Succession Plan
	succession plan for all public	Privilege : View Succession Plan (Data)
	succession plans	Resource: Succession Plan Detail
	A Line Manager can view	Role: View Succession Plan
	succession plan for private	Privilege: View Succession Plan (Data)
	succession plans for which they	Resource: Succession Plan Detail
	are an administrator or a viewer	
	or a candidate manager	
Talent Profile	A Line Manager can edit	Role: Edit Person Career Planning
	person career planning for	Privilege : Edit Person Career Planning (Data)
	subordinates in their person and	Resource: Talent Profile
	assignment security profile	
	A Line Manager can edit	Role: Edit Person Skills and Qualifications
	person skills and qualifications	Privilege: Edit Person Skills and
	for subordinates in their person	Qualifications (Data)
	and assignment security profile	Resource: Talent Profile
	A Line Manager can match	Role: Workforce Profile Line Manager
	talent profile person for	Privilege : Match Talent Profile Person (Data)
	subordinates in their person and	Resource: Talent Profile
	assignment security profile	
	A Line Manager can view	Role: Workforce Profile Line Manager
	talent profile model for jobs in	Privilege : View Talent Profile Model (Data)
	their job security profile	Resource: Talent Profile
	A Line Manager can view	Role: Workforce Profile Line Manager
	talent profile person for	Privilege : View Talent Profile Person (Data)
	subordinates in their person and	Resource: Talent Profile
	assignment security profile	
	A Line Manager can view	Role: View Talent Ratings
	talent ratings for subordinates	Privilege : View Talent Ratings (Data)
	in their person and assignment	Resource: Talent Profile
	security profile	
Talent Profile Item	A Line Manager can view	Role: Workforce Profile Line Manager
	talent profile item manager for	Privilege: View Talent Profile Item Manager
	subordinates in their person and	(Data)
	assignment security profile	Resource: Talent Profile Item
Time Record	A Line Manager can report	Role: Time and Labor Transaction Analysis
	time and labor for subordinates	Privilege : Report Time and Labor (Data)
	in their person and assignment	Resource: Time Record
	security profile	
Trading Community Org	A Line Manager can manage	Role: Expense Approval
Address Email Contact	trading community legal	Privilege: Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Org Address
	preferences not of type legal.	Email Contact Preference
Trading Community Org	A Line Manager can manage	Role: Expense Approval

Business Object	Policy Description	Policy Store Implementation
Address Phone Contact	trading community legal	Privilege: Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Org Address
	preferences not of type legal.	Phone Contact Preference
Trading Community	A Line Manager can manage	Role: Expense Approval
Organization Address	trading community legal	Privilege: Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Organization
	preferences not of type legal.	Address Contact Preference
Trading Community	A Line Manager can manage	Role: Expense Approval
Organization Email	trading community legal	Privilege : Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Organization
	preferences not of type legal.	Email Contact Preference
Trading Community	A Line Manager can view	Role: Expense Approval
Organization Party	trading community	Privilege : View Trading Community
	organization for all	Organization (Data)
	organizations in the enterprise	Resource : Trading Community Organization
		Party W. 16 Communication
		Role: Line Manager Workforce Compensation
		Management Privileger View Tending Community
		Privilege : View Trading Community Organization (Data)
		Resource: Trading Community Organization
		Party
Trading Community	A Line Manager can manage	Role: Expense Approval
Organization Phone	trading community legal	Privilege: Manage Trading Community Legal
Contact Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Organization
	preferences not of type legal.	Phone Contact Preference
Trading Community	A Line Manager can view	Role: Line Manager Workforce Compensation
Party	trading community person for	Management
	all organizations in the	Privilege : View Trading Community Person
	enterprise	(Data)
		Resource: Trading Community Party
	A Line Manager can view	Role: Expense Approval
	trading community person for	Privilege : View Trading Community Person
	all people in the enterprise	(Data)
		Resource: Trading Community Party
	A Line Manager can view	Role: Expense Approval
	trading community person for	Privilege : View Trading Community Person
	all people in the enterprise	(Data)
	other than sales accounts and	Resource: Trading Community Party
	sales prospects.	Polos Ermongo Arranos 1
	A Line Manager can view	Role: Expense Approval
	trading community person for all resources in the enterprise	Privilege: View Trading Community Person
	an resources in the enterprise	(Data) Resource : Trading Community Party
Trading Community	A Line Manager can manage	Role: Expense Approval
Person Address Contact	trading community legal	Privilege: Manage Trading Community Legal
Preference	contact preference for all	Contact Preference (Data)
	trading community contact	Resource: Trading Community Person
	preferences not of type legal.	Address Contact Preference
Trading Community	A Line Manager can manage	Role: Expense Approval
Person Address Phone	trading community legal	Privilege: Manage Trading Community Legal
- 213311 1441033 1 110110		Timege. manage maning community Legal

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

Business Object	Policy Description	Policy Store Implementation
	employment information	Summary
	summary for themselves	Privilege : View Employment Information
		Summary (Data)
		Resource: Work Relationship
Worker	A Line Manager can change	Role: Change Worker Location
	worker location for	Privilege : Change Worker Location (Data)
	subordinates in their person and	Resource: Worker
	assignment security profile A Line Manager can change	Dolor Change Washen Manager
	worker manager for	Role: Change Worker Manager
	subordinates in their person and	Privilege: Change Worker Manager (Data) Resource: Worker
	assignment security profile	Resource: Worker
	A Line Manager can change	Role: Change Worker Working Hour
	worker working hour for	Privilege: Change Worker Working Hour
	subordinates in their person and	(Data)
	assignment security profile	Resource: Worker
	A Line Manager can choose	Role: Line Manager
	worker for people and	Privilege: Choose Worker (Data)
	assignments in their person and	Resource: Worker
	assignment security profile	Resource. Worker
	A Line Manager can compare	Role: Compare HCM Information
	worker employment	Privilege : Compare Worker Employment
	information for subordinates in	Information (Data)
	their person and assignment	Resource: Worker
	security profile	
	A Line Manager can report	Role: Absence Management Transaction
	worker for persons and	Analysis
	assignments in their person and	Privilege: Report Worker (Data)
	assignment security profile	Resource: Worker
	A Line Manager can review	Role: Report Manager Transaction Dashboard
	worker availability for	Privilege : Review Worker Availability (Data)
	subordinates in their person and	Resource: Worker
	assignment security profile	Role: View Portrait Availability Card
		Privilege : Review Worker Availability (Data)
		Resource: Worker
	A Line Manager can search	Role: Change Worker Location
	worker for persons and	Privilege: Search Worker (Data)
	assignments in their person and	Resource: Worker
	assignment security profile	
	A Line Manager can search	Role: Change Worker Manager
	worker for subordinates in their	Privilege: Search Worker (Data)
	person and assignment security	Resource: Worker
	profile	Role: Change Worker Working Hour
		Privilege: Search Worker (Data)
		Resource: Worker
	A Line Manager can view	Role: Report Manager Transaction Dashboard
	manager transaction dashboard	Privilege: View Manager Transaction
	for subordinates in their person	Dashboard (Data)
	and assignment security profile	Resource: Worker
	A Line Manager can view	Role: Report Manager Transaction Dashboard
	manager transaction dashboard	Privilege: View Manager Transaction
	for themselves	Dashboard (Data)
W 1 D " "		Resource: Worker
Worker Prediction	A Line Manager can view	Role: View Workforce Predictions as Line
	worker prediction for	Manager

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

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	Manages load interface file for import
Administration	
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,	Administers the payroll calculation and validation.
and Balancing Administration	
Payroll Completeness	Verifies the payroll process results and person process results.
Confirmation	
Payroll Distribution Calculation	Administers the payroll distribution of prepayments and costing.
Administration	
Payroll Implementation View	Views complete payroll setup.
Payroll Payment Distribution	Administers payroll payment distribution.
Administration	
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

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	Manages load interface file for import	Load File to Interface
Administration		Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
Payee Bank Account	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	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	Activate Subledger Journal
	and responds to employees' questions	Entry Rule Set Assignments
	concerning payroll. They run various	Import Subledger Balance
	payroll processes, print out statement of	for Supporting Reference
	earnings, reconcile charges, reconcile	Manage Person Work Area
	time sheets, verify payroll items, and	Manage Subledger Account
	verify payroll results.	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
	1	I I I

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 Address
		Run US Multiple Worksite
		Report 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	Manages the creation and upload of	Manage Payroll Batch
Management	batches of data.	Upload
		Purge HCM Batch
		Transfer Payroll Batch
Payroll Calculation,	Administers the payroll calculation and	Calculate Payroll QuickPay
Validation, and Balancing	validation.	Run Payroll Data Validation
Administration		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	Verifies the payroll process results and	View Payroll Process
Confirmation		Results
Commination	person process results.	Results

Granted Role	Granted Role Description	Privilege
		View Person Payroll Process
		Results
Payroll Distribution	Administers the payroll distribution of	Adjust Cost for a Person
Calculation Administration	prepayments and costing.	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
Taylon implementation view	views complete payron setup.	Department 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	Administers payroll payment distribution.	Cancel Payroll Payment
Administration		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	Search Person
	information.	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	Role: Payroll Administrator
	choose assignment grade for all	Privilege : Choose Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
Department	A Payroll Administrator can	Role: Payroll Administrator
	choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	•
Fast Formula	A Payroll Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
	profile	D. W. E. E.
	A Payroll Administrator can view fast formula for legislative	Role: Manage Fast Formula
	data groups in their legislative	Privilege: View Fast Formula (Data) Resource: Fast Formula
	data group security profile	Role: Payroll Implementation View
	data group security profile	Privilege: View Fast Formula (Data)
		Resource: Fast Formula
Fast Formula Context	A Payroll Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security profile	
	A Payroll Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Context
	data group security profile	Role: Payroll Implementation View
		Privilege : View Fast Formula (Data)
		Resource: Fast Formula Context
Fast Formula Function	A Payroll Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their legislative data group security	Resource: Fast Formula Function
	profile	
	A Payroll Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Function
	data group security profile	Role: Payroll Implementation View
		Privilege : View Fast Formula (Data)
F . F . 1 Cl 1 1	A.D. II.A.I. State	Resource: Fast Formula Function
Fast Formula Global	A Payroll Administrator can manage fast formula for	Role: Manage Fast Formula
	legislative data groups in their	Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global
	legislative data group security	Resource. I ast I official Global
	profile	
	A Payroll Administrator can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Global
	data group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data) Resource: Fast Formula Global
Fast Formula Route	A Payroll Administrator can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	
	profile	Poles Marris E. C. E.
	A Payroll Administrator can view fast formula for legislative	Role: Manage Fast Formula
	data groups in their legislative	Privilege: View Fast Formula (Data) Resource: Fast Formula Route
	data group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
		Resource: Fast Formula Route
Fast Formula Type	A Payroll Administrator can	Role: Manage Fast Formula
Context Usage	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource : Fast Formula Type Context Usage

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

Policy Description	Policy Store Implementation
A Payroll Administrator can	Role: Payee Bank Account Management
	Privilege : View Employee Credit Card (Data)
	Resource: Payment Card
	Role: Payroll Completeness Confirmation
	Privilege : Manage Payroll Process Results
	(Data)
	Resource: Payroll Action Context
	Role: Payroll Completeness Confirmation
	Privilege : View Payroll Process Results
	(Data)
	Resource: Payroll Action Context
	Role: Payroll Implementation View
	Privilege: View Payroll Balance (Data)
	Resource: Payroll Balance Category
	Role: Payroll Implementation View
	Privilege : View Payroll Balance (Data)
	Resource : Payroll Balance Classification
	Role: Payroll Implementation View
	Privilege : View Payroll Balance (Data)
	Resource : Payroll Balance Definition
	Role: Payroll Implementation View
	Privilege : View Payroll Balance (Data)
	Resource: Payroll Balance Dimension
	Dalas Daniell Landania (1917)
	Role: Payroll Implementation View
	Privilege: View Payroll Balance (Data)
	Resource : Payroll Balance Dimension Usage
	Role: Payroll Implementation View
	Privilege: View Payroll Balance (Data)
1 2	Resource: Payroll Balance Exception
	Resource. Fayron Balance Exception
	Role: Payroll Implementation View
	Privilege: View Payroll Balance (Data)
	Resource: Payroll Balance Exception Report
	Resource. Tayton Barance Exception Report
	Role: Payroll Implementation View
	Privilege: View Payroll Balance (Data)
	Resource: Payroll Balance Feed
legislative data group security	
profile	
A Payroll Administrator can	Role: Payroll Implementation View
view payroll balance for	Privilege : View Payroll Balance (Data)
	A Payroll Administrator can view employee credit card for any employee corporate cards in the enterprise A Payroll Administrator can manage payroll process results for legal employers in their organization security profile A Payroll Administrator can view payroll process results for legal employers in their organization security profile A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data groups in their legislative data groups in their legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll balance for legislative data group security profile A Payroll Administrator can view payroll Administrator can view payroll balance for legislative data group security profile

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
	profile	
Payroll Balance Group	A Payroll Administrator can	Role: Payroll Implementation View
Attribute	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	
Payroll Balance Group	profile A Payroll Administrator can	Role: Payroll Implementation View
Attribute Default	view payroll balance for	Privilege: View Payroll Balance (Data)
7 ttiribute Derault	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Default
	profile	Bellulit
Payroll Balance Group	A Payroll Administrator can	Role: Payroll Implementation View
Attribute Definition	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Attribute
	legislative data group security	Definition
	profile	
Payroll Balance Group	A Payroll Administrator can	Role: Payroll Implementation View
Inclusion	view payroll balance for	Privilege: View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Inclusion
	legislative data group security	
Payroll Balance Group	profile A Payroll Administrator can	Roles Permell Implementation View
Usage	view payroll balance for	Role: Payroll Implementation View Privilege: View Payroll Balance (Data)
Usage	legislative data groups in their	Resource: Payroll Balance Group Usage
	legislative data group security	Resource. I ayron Barance Group Usage
	profile	
Payroll Balance Group	A Payroll Administrator can	Role: Payroll Implementation View
Usage Item	view payroll balance for	Privilege : View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Group Usage Item
	legislative data group security	
D 11D 1 D 1	profile	
Payroll Balance Result	A Payroll Administrator can	Role: Payroll Calculation, Validation, and
	manage payroll person process	Balancing Administration
	results for payrolls in their payroll security profile and	Privilege: Manage Payroll Person Process Results (Data)
	legal employers in their	Resource: Payroll Balance Result
	organization security profile	Resource. Fayron Barance Result
	A Payroll Administrator can	Role: Payroll Calculation, Validation, and
	view person payroll process	Balancing Administration
	results for payrolls in their	Privilege: View Person Payroll Process
	payroll security profile and	Results (Data)
	legal employers in their	Resource: Payroll Balance Result
	organization security profile	·
Payroll Balance Type	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll balance for	Privilege : View Payroll Balance (Data)
	legislative data groups in their	Resource: Payroll Balance Type
	legislative data group security profile	
Payroll Batch Header	A Payroll Administrator can	Role: Payroll Batch Load Management
1 ayron Daten Header	manage payroll batch loader for	Privilege: Manage Payroll Batch Loader
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Batch Header
	profile	
	A Payroll Administrator can	Role: Payroll Batch Load Management
	view payroll batch loader for	Privilege : View Payroll Batch Loader (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their	Resource: Payroll Batch Header
	legislative data group security	
	profile	
Payroll Checklist	A Payroll Administrator can	Role: Access Payment Distribution Work
	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource: Payroll Checklist
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security profile	Work Area
	prome	Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Checklist
		Role: Access Payroll Administration Work
		Area Primite and Manage Personal Floor (Data)
		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 Administrator can	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Checklist
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	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	A Payroll Administrator can	Role: Access Payment Distribution Work
Annotation	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource: Payroll Checklist Annotation
	profile	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	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Checklist Annotation
	profile	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)
1	1	Trivinge. View Layron 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
v	legislative data group security	
	profile	
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Calculation	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
Daywall Daduction	security profile	Dalas Daniell Lorent and Arthur M.
Payroll Deduction Calculation Group	A Payroll Administrator can view payroll deduction group	Role: Payroll Implementation View
Calculation Group	for legislative data groups in	Privilege: View Payroll Deduction Group (Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	Group
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Calculation Method	view payroll deduction group	Privilege: View Payroll Deduction Group
Carculation Method	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	Method
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Calculation Part	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation Part
	security profile	
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Calculation Type	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Calculation
	security profile	Type
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Calculation Unit	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource : Payroll Deduction Calculation Unit
	security profile	
Payroll Deduction Card	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Deduction Card
	profile	
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Card
	security profile	Resource. I ayron Beddenon Card
Payroll Deduction Card	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Component Definition	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Card
	legislative data group security	Component Definition
	profile	
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Card
	security profile	Component Definition
Payroll Deduction Card	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Level	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Card Level
	legislative data group security	

Business Object	Policy Description	Policy Store Implementation
	profile	
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Card Level
	security profile	
Payroll Deduction	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Component Flex	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
r	legislative data groups in their	Resource: Payroll Deduction Component Flex
	legislative data group security	resource: Layron Bedaetion Component Liex
	profile	
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource : Payroll Deduction Component Flex
	security profile	Resource. I ayron Beddetion Component I lex
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Context Usage	view payroll deduction group	Privilege: View Payroll Deduction Group
Context Osage	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Context Usage
	security profile	Resource. I ayron Deduction Context Osage
Payroll Deduction Flex	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Segment	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
Segment	legislative data groups in their	
	legislative data group security	Resource: Payroll Deduction Flex Segment
	profile	
	A Payroll Administrator can	Polos Monago Paymall Calculation Conda
	view payroll deduction group	Role: Manage Payroll Calculation Cards
		Privilege: View Payroll Deduction Group
	for legislative data groups in their legislative data group	(Data)
	security profile	Resource: Payroll Deduction Flex Segment
Payroll Deduction Flex	A Payroll Administrator can	Polos Managa Paymall Calculation Canda
	manage payroll deduction for	Role: Manage Payroll Calculation Cards
Usage		Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Deduction Flex Usage
	legislative data group security	
	profile	DI W D HOLLS OF
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Flex Usage
D 11 D 1	security profile	
Payroll Deduction	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Override Usage	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
	legislative data groups in their	Resource : Payroll Deduction Override Usage
	legislative data group security	
	profile	
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource : Payroll Deduction Override Usage
	security profile	
Payroll Deduction Range	A Payroll Administrator can	Role: Payroll Implementation View
Item	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Range Item
	security profile	

Business Object	Policy Description	Policy Store Implementation
Payroll Deduction	A Payroll Administrator can	Role: Payroll Implementation View
Report Use	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Report Use
	security profile	T
Payroll Deduction Type	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Deduction Type
	security profile	
Payroll Definition	A Payroll Administrator can	Role: Payroll Administrator
	choose payroll definition for	Privilege: Choose Payroll (Data)
	payrolls in their payroll security	Resource: Payroll Definition
	profile	D. D. W. J.
	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Definition
	profile and payrolls in their	
	payroll security profile	
Payroll Element	A Payroll Administrator can	Role: Payroll Implementation View
Classification	view payroll element for	Privilege: View Payroll Element (Data)
Classification	legislative data groups in their	Resource: Payroll Element Classification
	legislative data group security	Resource. I ayron Element Classification
	profile	
Payroll Element Criteria	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Criteria
	legislative data group security	·
	profile	
Payroll Element Entry	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll element for people	Privilege : View Payroll Element (Data)
	and assignments in their person	Resource: Payroll Element Entry
D 11 D1	and assignment security profile	D. D. W. J.
Payroll Element Link	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Element Link
	profile	
Payroll Element Run	A Payroll Administrator can	Role: Payroll Implementation View
Result	view payroll element for legal	Privilege: View Payroll Element (Data)
	employers in their organization	Resource: Payroll Element Run Result
	security profile	resource: Tayron Element Itali Result
Payroll Element Status	A Payroll Administrator can	Role: Payroll Implementation View
Processing Rule	view payroll element for	Privilege: View Payroll Element (Data)
S	legislative data groups in their	Resource: Payroll Element Status Processing
	legislative data group security	Rule
	profile	
Payroll Element Sub	A Payroll Administrator can	Role: Payroll Implementation View
Classification Rule	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Sub Classification
	legislative data group security	Rule
D 11 F1 - F	profile	D. D. 117
Payroll Element Type	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Element Type

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	
	profile	
Payroll Event	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event
	legislative data group security profile	
Payroll Event Definition	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll event group for	Privilege: View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Definition
	legislative data group security	,
	profile	
Payroll Event Group	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Group
	legislative data group security	
Payroll Event Qualifier	profile A Payroll Administrator can	Dolor Dormall Implementation View
Fayron Event Quantier	view payroll event group for	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Qualifier
	legislative data group security	Resource. I ayron Event Quantier
	profile	
Payroll Event Value	A Payroll Administrator can	Role: Payroll Implementation View
Change	view payroll event group for	Privilege: View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Value Change
	legislative data group security	
D HE DOLL	profile	
Payroll Flow Definition	A Payroll Administrator can	Role: Payroll Administrator
	choose payroll flow definition for payroll flow patterns in their	Privilege: Choose Payroll Flow Pattern (Data)
	payroll flow pattern security	Resource: Payroll Flow Definition
	profile	
	A Payroll Administrator can	Role: Access Payment Distribution Work
	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Definition
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition
		Role: Access Payroll Administration Work
		Area Drivillage: Managa Paymall Flow (Data)
		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)
	1.5	Resource: Payroll Flow Definition
	A Payroll Administrator can	Role: Access Payment Distribution Work

Business Object	Policy Description	Policy Store Implementation
Business Object	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Definition
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	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	A Payroll Administrator can	Role: Access Payment Distribution Work
Parameter	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource : Payroll Flow Definition Parameter
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	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)
	A.D. will A.L.	Resource: Payroll Flow Definition Parameter
	A Payroll Administrator can	Role: Access Payment Distribution Work
	view payroll flow for	Area

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

Policy Description	Policy Store Implementation
legislative data group security	Resource: Payroll Flow Definition Task
profile and payroll flows in	Role: Access Payroll Accounting Distribution
their payroll flow security	Work Area
profile	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
A Payroll Administrator can	Role: Access Payment Distribution Work
manage payroll flow for	Area
legislative data groups in their	Privilege: Manage Payroll Flow (Data)
legislative data group security	Resource: Payroll Flow Definition Task
	Interaction
	Role: Access Payroll Accounting Distribution
profile	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 Poles Assess Paradatara and Ton Paradia a
	Role: Access Regulatory and Tax Reporting
	Work Area
	Privilege: Manage Payroll Flow (Data)
	Resource: Payroll Flow Definition Task
A Povroll Administrator can	Interaction
A Payroll Administrator can	Interaction Role: Access Payment Distribution Work
view payroll flow for	Interaction Role: Access Payment Distribution Work Area
	Interaction Role: Access Payment Distribution Work
	A Payroll Administrator can manage payroll flow for legislative data group security

Business Object	Policy Description	Policy Store Implementation
	their payroll flow security	Interaction
	profile	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	A Payroll Administrator can	Role: Access Payment Distribution Work
Task Parameter	manage payroll flow for	Area D. H.F. (D. (.)
	legislative data groups in their legislative data group security	Privilege: Manage Payroll Flow (Data)
	profile	Resource: Payroll Flow Definition Task Parameter
	prome	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 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
		Parameter
	A Payroll Administrator can	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege : View Payroll Flow (Data)
	legislative data group security	Resource : Payroll Flow Definition Task
	profile	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	A Payroll Administrator can	Role: Access Payment Distribution Work
Task Property	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource : Payroll Flow Definition Task
	profile	Property
		Role: Access Payroll Accounting Distribution
		Work Area
		Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
		Property Delta Anna Dentil Administration West
		Role: Access Payroll Administration Work
		Area Privilege: Manage Payrell Flow (Data)
		Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
		Property Poles Access Payroll Calculation Work Area
		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

Business Object	Policy Description	Policy Store Implementation
· ·	•	Property
		Role: Access Regulatory and Tax Reporting Work Area
		Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
	A Designation and	Property Polyada and Property
	A Payroll Administrator can view payroll flow for	Role: Access Payment Distribution Work Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource : Payroll Flow Definition Task
	profile	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 Printless View Parentl Floor (Data)
		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 Property
		Role: Payroll Implementation View
		Privilege: View Payroll Flow (Data)
		Resource : Payroll Flow Definition Task
Dormoll Disass In the con-	A Dormall A desirate of the control	Property Poles Access Perus II Deckhoord
Payroll Flow Instance	A Payroll Administrator can manage payroll dashboard for	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data)
	legislative data groups in their	Resource: Payroll Flow Instance
	legislative data group security	resource. Layron Flow Instance
	profile and payroll flows in	
	their payroll flow security	
	profile A Payroll Administrator can	Role: Access Payment Distribution Work
	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security profile and payroll flows in their payroll flow security profile	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	Role: Access Payroll Dashboard
	view payroll dashboard for	Privilege : View Payroll Dashboard (Data)
	legislative data groups in their	Resource: Payroll Flow Instance
	legislative data group security	
	profile and payroll flows in	
	their payroll flow security	
	profile	
	A Payroll Administrator can	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Instance
	profile and payroll flows in their payroll flow security	Role: Access Payroll Accounting Distribution
	profile	Work Area
	prome	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	A Payroll Administrator can	Role: Access Payment Distribution Work
Interaction	manage payroll flow for	Area
	legislative data groups in their	Privilege: Manage Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Instance Interaction
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	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
Business Object	Toney Description	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	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Instance Interaction
	profile and payroll flows in	Role: Access Payroll Accounting Distribution
	their payroll flow security	Work Area
	profile	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	Role: Access Payment Distribution Work
Action	manage payroll flow for	Area Drivilage: Manage Permell Flow (Deta)
	legislative data groups in their legislative data group security	Privilege: Manage Payroll Flow (Data)
	profile	Resource: Payroll Flow Task Action
	prome	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
	wj. o	I to to the interpretation of the in

Business Object	Policy Description	Policy Store Implementation
2 dismess 3 ages	view payroll flow for	Area
	legislative data groups in their	Privilege: View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Flow Task Action
	profile	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)
D 11 El	4 D 11 4 1 1 1 1 1	Resource: Payroll Flow Task Action
Payroll Flow Task	A Payroll Administrator can	Role: Access Payment Distribution Work
Instance	manage payroll flow for payroll	Area Drivitage Manage Permell Floor (Data)
	flows in their payroll flow security profile	Privilege: Manage Payroll Flow (Data)
	security proffic	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)
	A Danuall A Justicity	Resource: Payroll Flow Task Instance
	A Payroll Administrator can	Role: Access Payment Distribution Work
	view payroll flow for payroll	Area Privilege: View Pourell Flow (Date)
	flows in their payroll flow security profile	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
L		Resource. Fayron Flow Task Histance

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	Role: Payroll Implementation View
	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule
	legislative data group security	
	profile and payrolls in their	
	payroll security profile	
Payroll Frequency Rule	A Payroll Administrator can	Role: Payroll Implementation View
Period	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Frequency Rule Period
	legislative data group security profile	
Payroll High Volume	A Payroll Administrator can	Role: View Payroll Report Extract
Report Block	view payroll report for	Privilege: View Payroll Report (Data)
Teport Block	legislative data groups in their	Resource: Payroll High Volume Report Block
	legislative data group security	Resource. I ayron mgn volume Report Block
	profile	
Payroll High Volume	A Payroll Administrator can	Role: View Payroll Report Extract
Report Category	view payroll report for	Privilege: View Payroll Report (Data)
	legislative data groups in their	Resource: Payroll High Volume Report
	legislative data group security	Category
Darmall High Volume	profile	Delection Description of Education
Payroll High Volume Report Category	A Payroll Administrator can view payroll report for	Role: View Payroll Report Extract
Component	legislative data groups in their	Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report
Component	legislative data groups in their	Category Component
	profile	Category Component
Payroll High Volume	A Payroll Administrator can	Role: View Payroll Report Extract
Report Format Mapping	view payroll report for	Privilege: View Payroll Report (Data)
1 71 75	legislative data groups in their	Resource: Payroll High Volume Report
	legislative data group security	Format Mapping
	profile	·· ·· ·· ·· ·· · · · · · · · · · · · ·
Payroll High Volume	A Payroll Administrator can	Role: View Payroll Report Extract
Report Group	view payroll report for	Privilege: View Payroll Report (Data)
	legislative data groups in their	Resource: Payroll High Volume Report Group
	legislative data group security	
D 11 III 1 77 1	profile	D.L. V.
Payroll High Volume	A Payroll Administrator can	Role: View Payroll Report Extract
Report Record	view payroll report for	Privilege: View Payroll Report (Data)
	legislative data groups in their	Resource: Payroll High Volume Report
	legislative data group security	Record
	profile	

Business Object	Policy Description	Policy Store Implementation
Payroll Iterative Rule	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll element for	Privilege : View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Iterative Rule
	legislative data group security	
	profile	
Payroll Latest Balance	A Payroll Administrator can	Role: Payroll Calculation, Validation, and
	manage payroll person process	Balancing Administration
	results for payrolls in their	Privilege: Manage Payroll Person Process
	payroll security profile and	Results (Data)
	legal employers in their	Resource: Payroll Latest Balance
	organization security profile	
	A Payroll Administrator can	Role: Payroll Calculation, Validation, and
	view person payroll process	Balancing Administration
	results for payrolls in their	Privilege : View Person Payroll Process
	payroll security profile and	Results (Data)
	legal employers in their	Resource: Payroll Latest Balance
	organization security profile	
Payroll Object Group	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll object group for	Privilege : View Payroll Object Group (Data)
	legislative data groups in their	Resource: Payroll Object Group
	legislative data group security	
	profile	
Payroll Object Group	A Payroll Administrator can	Role: Payroll Implementation View
Rule Type	view payroll object group for	Privilege : View Payroll Object Group (Data)
	legislative data groups in their	Resource : Payroll Object Group Rule Type
	legislative data group security	
	profile	
Payroll Payment Cost	A Payroll Administrator can	Role: Payroll Distribution Calculation
Result	manage payroll person process	Administration
	results for payrolls in their	Privilege: Manage Payroll Person Process
	payroll security profile	Results (Data)
		Resource: Payroll Payment Cost Result
	A Payroll Administrator can	Role: Payroll Distribution Calculation
	view person payroll process	Administration
	results for payrolls in their	Privilege: View Person Payroll Process
	payroll security profile	Results (Data)
		Resource: Payroll Payment Cost Result
Payroll Payment Result	A Payroll Administrator can	Role: Payroll Distribution Calculation
	manage payroll person process	Administration
	results for payrolls in their	Privilege: Manage Payroll Person Process
	payroll security profile	Results (Data)
	1	Resource: Payroll Payment Result
	A Payroll Administrator can	Role: Payroll Distribution Calculation
	view person payroll process	Administration
	results for payrolls in their	Privilege: View Person Payroll Process
	payroll security profile	Results (Data)
D 11D ' 1	A.D. 11 A.1	Resource: Payroll Payment Result
Payroll Period	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll definition for	Privilege : View Payroll Definition (Data)
	payrolls in their payroll security	Resource: Payroll Period
Danuall Dana 1	profile	Poly Marcon Described to the Control
Payroll Personal	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Deduction Component	manage payroll deduction for	Privilege: Manage Payroll Deduction (Data)
Relationship	legislative data groups in their	Resource: Payroll Personal Deduction
	legislative data group security	Component Relationship
	profile	

Business Object	Policy Description	Policy Store Implementation
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group	Privilege: View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Personal Deduction
	security profile	Component Relationship
Payroll Personal	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
Deduction Definition	manage payroll deduction for	Privilege : Manage Payroll Deduction (Data)
	legislative data groups in their	Resource: Payroll Personal Deduction
	legislative data group security	Definition
	profile	DI W D WGI I I G I
	A Payroll Administrator can	Role: Manage Payroll Calculation Cards
	view payroll deduction group for legislative data groups in	Privilege: View Payroll Deduction Group
	their legislative data group	(Data)
	security profile	Resource: Payroll Personal Deduction Definition
Payroll Process Action	A Payroll Administrator can	Role: Payroll Completeness Confirmation
1 aylon 1 locess Action	manage payroll process results	Privilege: Manage Payroll Process Results
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Process Action
	security profile and for payrolls	Resource. Layron Frocess Fredom
	in their payroll security profile	
	A Payroll Administrator can	Role: Payroll Payment Distribution
	manage payroll process results	Administration
	for legislative data groups in	Privilege: Manage Payroll Process Results
	their legislative data group	(Data)
	security profile and payrolls in	Resource: Payroll Process Action
	their payroll security profile	
	A Payroll Administrator can	Role: Payroll Completeness Confirmation
	view payroll process results for	Privilege : View Payroll Process Results
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Process Action
	profile and for payrolls in their payroll security profile	
	A Payroll Administrator can	Role: Payroll Payment Distribution
	view payroll process results for	Administration
	legislative data groups in their	Privilege: View Payroll Process Results
	legislative data group security	(Data)
	profile and payrolls in their	Resource: Payroll Process Action
	payroll security profile	
Payroll Process Action	A Payroll Administrator can	Role: Payroll Completeness Confirmation
Message Line	manage payroll process results	Privilege: Manage Payroll Process Results
	for payrolls in their payroll	(Data)
	security profile	Resource: Payroll Process Action Message
		Line
	A Payroll Administrator can	Role: Payroll Completeness Confirmation
	view payroll process results for	Privilege : View Payroll Process Results
	people and assignments in	(Data)
	person and assignment security profile	Resource: Payroll Process Action Message Line
Payroll Process Action	A Payroll Administrator can	Role: Payroll Completeness Confirmation
Population Range	manage payroll process results	Privilege: Manage Payroll Process Results
	for people and assignments in	(Data)
	person and assignment security	Resource: Payroll Process Action Population
	profile	Range
	A Payroll Administrator can	Role: Payroll Completeness Confirmation

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

Business Object	Policy Description	Policy Store Implementation
9	security profile	Role: Payroll Distribution Calculation
	Transfer Process	Administration
		Privilege: View Person Payroll Process
		Results (Data)
		Resource: Payroll Relationship
		Role: View Payslip
		Privilege: View Person Payroll Process
		Results (Data)
	11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	Resource: Payroll Relationship
Payroll Relationship	A Payroll Administrator can	Role: Manage Payroll Relationship
Group	manage payroll relationship for	Privilege : Manage Payroll Relationship (Data)
	legal employers in their	Resource : Payroll Relationship Group
	organization security profile	
	A Payroll Administrator can	Role: Manage Payroll Relationship
	view payroll relationship for	Privilege : View Payroll Relationship (Data)
	legal employers in their	Resource : Payroll Relationship Group
	organization security profile	
Payroll Retropay	A Payroll Administrator can	Role: Payroll Implementation View
Component Usage	view payroll element for	Privilege: View Payroll Element (Data)
	legislative data groups in their	Resource: Payroll Retropay Component
	legislative data group security	Usage
	profile	Cougo
Payroll Retropay	A Payroll Administrator can	Role: Payroll Implementation View
Element Span Usage	view payroll element for	Privilege: View Payroll Element (Data)
Element Span Usage	legislative data groups in their	Resource: Payroll Retropay Element Span
	legislative data group security	
	profile	Usage
Payroll Rule	A Payroll Administrator can	Role: Payroll Implementation View
Taylon Ruic	view payroll costing for	
	legislative data groups in their	Privilege: View Payroll Costing (Data)
	legislative data group security	Resource: Payroll Rule
	profile	
Payroll Run Balance	A Payroll Administrator can	Poles Dayrall Calculation, Validation, and
Validation		Role: Payroll Calculation, Validation, and
Vandation	manage payroll person process	Balancing Administration
	results for legislative data	Privilege: Manage Payroll Person Process
	groups in their legislative data	Results (Data)
	group security profile	Resource: Payroll Run Balance Validation
	A Payroll Administrator can	Role: Payroll Calculation, Validation, and
	view person payroll process	Balancing Administration
	results for legislative data	Privilege : View Person Payroll Process
	groups in their legislative data	Results (Data)
	group security profile	Resource: Payroll Run Balance Validation
Payroll Run Type	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type
	legislative data group security	J 1
	profile	
Payroll Run Type	A Payroll Administrator can	Role: Payroll Implementation View
Classification Rule	view payroll definition for	Privilege : View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Run Type Classification
	legislative data group security	Rule
	profile	
Payroll Run Type	A Payroll Administrator can	Role: Payroll Implementation View
Element Type Usage	view payroll definition for	Privilege: View Payroll Definition (Data)
Liemone Type Obuge	legislative data groups in their	Resource: Payroll Run Type Element Type
	legislative data group security	Resource. Fayron Run Type Element Type
	registative data group security	1

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

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	Role: Access Payment Distribution Work
	manage payroll flow for	Area
	legislative data groups in their	Privilege : Manage Payroll Flow (Data)
	legislative data group security	Resource: Payroll Task Parameter
	profile	Role: Access Payroll Accounting Distribution
		Work Area
		Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work
		Area D. H.F. (D. (.)
		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	Role: Access Payment Distribution Work
	view payroll flow for	Area
	legislative data groups in their	Privilege : View Payroll Flow (Data)
	legislative data group security	Resource: Payroll Task Parameter
	profile	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
		Nesource. Fayroll Task Farailleter

Business Object	Policy Description	Policy Store Implementation
Payroll Taxability Rule	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll deduction group	Privilege : View Payroll Deduction Group
	for legislative data groups in	(Data)
	their legislative data group	Resource: Payroll Taxability Rule
	security profile	, ,
Payroll Template Rule	A Payroll Administrator can	Role: Payroll Implementation View
Group	view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Rule Group
	legislative data group security	
D 11 m 1 : D 1	profile	
Payroll Template Rule	A Payroll Administrator can	Role: Payroll Implementation View
Group Usage	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Template Rule Group
	profile	Usage
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution	view payroll template for	Privilege: View Payroll Template (Data)
2 oranga	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	22000010001 uyron 10mpawo 201wion
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Classification	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution
	legislative data group security	Classification Usage
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Column	view payroll template for	Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template Solution Column
	legislative data group security	Information
Payroll Template	profile A Payroll Administrator can	Role: Payroll Implementation View
Solution Column	view payroll template for	Privilege: View Payroll Template (Data)
Instance	legislative data groups in their	Resource: Payroll Template (Data)
mstance	legislative data group security	Instance
	profile	Instance
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Design Pattern	view payroll template for	Privilege : View Payroll Template (Data)
C	legislative data groups in their	Resource : Payroll Template Solution Design
	legislative data group security	Pattern
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Entity Rule	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource : Payroll Template Solution Entity
	legislative data group security	Rule Usage
Dormoll Tarrate	profile	Delea Desmall Investment of the XP
Payroll Template Solution Functional Area	A Payroll Administrator can view payroll template for	Role: Payroll Implementation View
Solution Functional Afea	legislative data groups in their	Privilege: View Payroll Template (Data)
	legislative data group security	Resource: Payroll Template Solution Functional Area
	profile	i uncuonal Area
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Pattern Entity	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Entity Usage
	profile	J
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
	-	· · · · · · · · · · · · · · · · · · ·

Business Object	Policy Description	Policy Store Implementation
Solution Pattern Rule	view payroll template for	Privilege: View Payroll Template (Data)
Usage	legislative data groups in their	Resource: Payroll Template Solution Pattern
	legislative data group security	Rule Usage
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Pattern	view payroll template for	Privilege : View Payroll Template (Data)
Selection	legislative data groups in their	Resource : Payroll Template Solution Pattern
	legislative data group security	Selection
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Row Instance	view payroll template for	Privilege: View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Row
	legislative data group security	Instance
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Rule	view payroll template for	Privilege : View Payroll Template (Data)
	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	
	profile	
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Rule	view payroll template for	Privilege: View Payroll Template (Data)
Dependency	legislative data groups in their	Resource: Payroll Template Solution Rule
	legislative data group security	Dependency
D UT 1	profile	D.I. D. H.I. I
Payroll Template	A Payroll Administrator can	Role: Payroll Implementation View
Solution Table	view payroll template for	Privilege: View Payroll Template (Data)
Information	legislative data groups in their	Resource: Payroll Template Solution Table
	legislative data group security profile	Information
Payroll Template	A Payroll Administrator can	Polos Pormell Implementation View
Solution Table Relation	view payroll template for	Role: Payroll Implementation View Privilege: View Payroll Template (Data)
Solution Table Relation	legislative data groups in their	Resource: Payroll Template (Data)
	legislative data group security	Relation
	profile	Relation
Payroll Time Definition	A Payroll Administrator can	Role: Payroll Implementation View
	view payroll definition for	Privilege: View Payroll Definition (Data)
	legislative data groups in their	Resource: Payroll Time Definition
	legislative data group security	resource. Layron Time Bermitton
	profile	
Payroll Usage	A Payroll Administrator can	Role: Manage Payroll Relationship
	manage payroll relationship for	Privilege : Manage Payroll Relationship (Data)
	payroll flows in their payroll	Resource: Payroll Usage
	flow security profile	
	A Payroll Administrator can	Role: Manage Payroll Relationship
	view payroll relationship for	Privilege : View Payroll Relationship (Data)
	payroll flows in their payroll	Resource: Payroll Usage
	flow security profile	
Person	A Payroll Administrator can	Role: Person View
	search person live for persons	Privilege : Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	
	A Payroll Administrator can	Role: Person View
	view person for persons and	Privilege : View Person (Data)
	assignments in their person and	Resource: Person
D. G.	assignment security profile	
Person Contact	A Payroll Administrator can	Role: Person View

Business Object	Policy Description	Policy Store Implementation
	view person contact for persons	Privilege: View Person Contact (Data)
	and assignments in their person	Resource: Person Contact
	and assignment security profile	
Person Disability	A Payroll Administrator can	Role: Person View
	view person disability for	Privilege : View Person Disability (Data)
	persons and assignments in	Resource: Person Disability
	their person and assignment	·
	security profile	
Person Documentation	A Payroll Administrator can	Role: Person View
	view person documentation for	Privilege : View Person Documentation (Data)
	document types in their	Resource: Person Documentation
	document types security profile	
	belonging to persons and	
	assignments in their person and	
D 11 1	assignment security profile	
Person National	A Payroll Administrator can	Role: Person National Identifier View
Identifier	view person national identifier	Privilege : View Person National Identifier
	for persons and assignments in	(Data)
	their person and assignment	Resource: Person National Identifier
Personal Payment	security profile A Payroll Administrator can	Role: Manage Personal Payment Method
Method	manage payroll relationship for	Privilege: Manage Payroll Relationship (Data)
Wichiod	legislative data groups in their	Resource: Personal Payment Method
	legislative data groups in their	Resource : Personal Payment Method
	profile	
	A Payroll Administrator can	Role: Manage Personal Payment Method
	manage personal payment	Privilege: Manage Personal Payment Method
	method for people and	(Data)
	assignments in their person and	Resource: Personal Payment Method
	assignment security profile	
	A Payroll Administrator can	Role: Manage Personal Payment Method
	view payroll relationship for	Privilege : View Payroll Relationship (Data)
	legislative data groups in their	Resource: Personal Payment Method
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege : View Payroll Relationship (Data)
		Resource: Personal Payment Method
Position	A Payroll Administrator can	Role: Payroll Administrator
	choose position for positions in	Privilege: Choose Position (Data)
	their position security profile	Resource: Position
Tax Reporting Unit	A Payroll Administrator can	Role: Payroll Administrator
	choose tax reporting unit for tax	Privilege : Choose Tax Reporting Unit (Data)
	reporting units in their	Resource: Tax Reporting Unit
	organization security profile	1 0
Trading Community	A Payroll Administrator can	Role: Payee Bank Account Management
Organization Party	view trading community	Privilege: View Trading Community
	organization for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
		Party
	A Payroll Administrator can	Role: Payroll Administrator
	view trading community	Privilege : View Trading Community
	organization party for all	Organization (Data)
	organizations in the enterprise	Resource: Trading Community Organization
T	1.5	Party
Trading Community	A Payroll Administrator can	Role: Payroll Administrator
Party	view trading community party	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	Role: Payee Bank Account Management	
	view trading community person	Privilege : View Trading Community Person	
	for all people in the enterprise	(Data)	
		Resource: Trading Community Party	
Trading Community	A Payroll Administrator can	Role: Payroll Administrator	
Relationship	view trading community	Privilege : View Trading Community	
	relationship for all trading	Relationship (Data)	
	community relationships in the	Resource: Trading Community Relationship	
	enterprise		

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	Business Intelligence Applications Analysis Generic Duty
Analysis	
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web catalog. The role allows authoring within Business Intellgence 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 Intellgence 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	This role is used get the supported currencies in Human Resources
Currency Preference	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	Administers payroll payment distribution.	
Administration		
Payroll Payment Distribution	Manages payroll payment distribution.	
Management		
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

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Payroll Manager

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

Business Intelligence Applications Analysis

Choose Payroll Report and Process Parameter

HCM Extract Definition

Legal Entities Administration

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

FSCM Load Interface Administration

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

Inherited Roles

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

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

Payroll Analysis

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

Adjust Individual Payroll Balance

Manage Payroll Relationship

Payroll Calculation, Validation, and Balancing Management

Payroll Completeness Confirmation

Person View

Payroll Distribution Calculation Administration

Manage Payroll Relationship

Payroll Distribution Calculation Management

Person View

Payroll Implementation

Functional Setups

Manage Fast Formula

Manage HCM Rates

Manage Payroll Element Entry

Manage Value Defined by Criteria

Payee Bank Account Management

FSCM Load Interface Administration

Payroll Common HCM Implementation

Manage Fast Formula

Manage HCM Rates

Manage Payroll Element Entry

Manage Value Defined by Criteria

Inherited Roles

Payee Bank Account Management

FSCM Load Interface Administration

Payroll Interface

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

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

Person View

View Payslip

Payroll Transaction Analysis

Business Intelligence Authoring

Person Address View

Person National Identifier View

Subledger Accounting Manager

Business Intelligence Consumer

Customer Account Inquiry

Submit a Payroll Flow

Submit a Payroll Process or Report

Transactional Business Intelligence Worker

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	
NG VG VG	calculations.	
Manage HCM Rates	Manages derived rates and values defined by	
Marria De cult Cala India a Card	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	
Training 1 uj 1011 internet internet internet internet	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	
71. 7. 11	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	Manages load interface file for import	Load File to Interface
Administration	I	Load Interface File for
		Import
		Manage File Import and
		Export
		Transfer File
Functional Setups	Uses the functional user overview, and	Execute Setup Tasks
Tunctional Setups		Review Applications
	assigned tasks, and task lists.	
		Offering Pavious Satura Functional
		Review Setups Functional
		User Overview
		Setup and Maintain
Y07.67		Applications
HCM Extract Definition	Grants access to the extract definition	Manage HCM Extract
	duty.	Definition
		Manage HCM Extract
		Definition Report
		Manage Payroll Flow
		Pattern
		Manage Payroll Task
Legal Entities Administration	Manages legal entities, legal reporting	Manage Legal Address
	units and registrations.	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	Manages supplier bank accounts and	Import Supplier Bank
Management	other payment details.	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	Activate Subledger Journal
	and responds to employees' questions	Entry Rule Set Assignments
	concerning payroll. They run various	Import Subledger Balance
	payroll processes, print out statement of	for Supporting Reference
	earnings, reconcile charges, reconcile	Manage Person Work Area
	time sheets, verify payroll items, and	Manage Subledger Account
	verify payroll results.	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 Rong ROOL
		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
	<u> </u>	

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 Page 19
		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

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 Report
		View Payroll Flow Based
		Analytics
Payroll Batch Load	Manages the creation and upload of	Manage Payroll Batch
Management	batches of data.	Upload
		Purge HCM Batch
		Transfer Payroll Batch
Payroll Calculation,	Administers the payroll calculation and	Calculate Payroll QuickPay
Validation, and Balancing	validation.	Run Payroll Data Validation
Administration	, and an in the second	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,	Manages the calculation, validation, and	Calculate Payroll
Validation, and Balancing	balancing of the payroll.	Load Initial Payroll
Management	burdieing of the payton.	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	Manages all payroll setup definitions	Manage HCM User-Defined
Implementation	required by other HCM products.	Table
1		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	Verifies the payroll process results and	View Payroll Process
Confirmation	person process results.	Results
		View Person Payroll Process
		Results
Payroll Distribution	Administers the payroll distribution of	Adjust Cost for a Person
Calculation Administration	prepayments and costing.	Calculate QuickPay
		Prepayments
		Mark for Retry
		Perform Payroll Process
		Roll Back
		Reverse Payroll Calculations
		Run Payroll Costing Report
		View Payroll Costed
<u> </u>	L	, ion i ajion costou

Granted Role	Granted Role Description	Privilege
	•	Payments
		View Payroll Costed Results
		View Payroll Payment
		Results
		View Subledger Journal
		Entry
Payroll Distribution	Manages payroll distribution of	Calculate Costing of Payroll
Calculation Management	prepayments and costing.	Payments
		Calculate Payroll
		Prepayments
		Calculate Retroactive
		Costing
		Costing of Payroll Balance
		Adjustment
		Manage Payroll Event
		Notification
		Retry Payroll Process
2 117		Run Payroll Register Report
Payroll Implementation	Manages complete payroll setup and	Configure Payroll
	maintenance.	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 Payrell Palence
		Manage Payroll Balance
		Exception Manage Person II Pelance
		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 Book
		View Bank
		View Bank Account
		View Bank Branch
D 11 1	XY 1	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	Archive Periodic Payroll
1 ayron micraec	the payroll interface, allowing the	Results
	exchange of data between Global Human	Calculate Gross Earnings
	Resources and third-party payroll	Load Payroll Absence
	providers.	Batches
	providers.	
		Load Payroll Benefit Batches
		Load Payroll Time Card
		Batches Manage Application
		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	Adjust Payroll Run Balance
	processes through setup, data entry,	Dates
	running payroll processes and reports,	Archive End-of-Year
	and verifying and correcting calculated	Payroll Results
	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	Administers payroll payment distribution.	Cancel Payroll Payment
Administration	rammsters payron payment distribution.	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	Manages payroll payment distribution.	Archive Periodic
Management Distribution	paymon distribution.	Employment Results
		Archive Periodic Payroll
		Results
		resums

Generate Check Payments Make ETP Payvoil Payment Make Payroil Third Party Check Payments Run Payroil Payment Transactions Search Person View P	Granted Role	Granted Role Description	Privilege
Make Payroll Cash Payment Make Payroll Third Party Check Payments Run Payroll Payment Register Report Run Payroll Payment Register Report Run Payroll Payments to Cash Management View Payroll Payment Transactions View Person Documentation Create Subledger Accounting analysis, journal entries, and runs account analysis, journal entries, and period close exceptions reports. Create Subledger Journal Entry Online Create Subledger Journal Entry Not Third Party Merge Create Subledger Journal Entry Online Create Subledger J			
Make Payroll Third Party Check Payments Run Payroll Payment Register Report Run Payroll Third-Party Payments Register Transfer Payroll Payment Transactions Subledger Accounting Manager Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. Creates Subledger Journal Entry Batch Create Subledger Journal Entry Online Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry Post Journal Entry Override Subledger Journal Entry Post Journal Entry Override Subledger Journal Entry Run Global Third Party Run Global Journals and Third Party Report Run Global Journals and Third Party Report Run Global Third Party Account Balance Report Run Global Third Party Detail and Balances Report Run Global Third Party Detail And Regort Run Global Third Party Detail and Balances Report Run Global Third Party Detail And Run Glob			Make EFT Payroll Payments
Check Payments Run Payroll Payment Register Report Run Payroll Payment Register Report Run Payroll Payment Run Payroll Payment Run Payroll Payment Payments Register Transfer Payroll Payment Transactions Cash Management View Parroll Payment Transactions View Person Create Subledger Journal Entry Batch Create Subledger Journal Entry Online Create Subledger Journal Entry Online Create Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry Post Subledger Journal Entry Post Journal Post Subledger Journal Entry Run Global Third Party Report Run Global Journals and Third Party Report Run Global Journals Report Run Global Third Party Account Balance Report Run Global Third Party Potail and Potail And Potail And Potail And Potail And Pot			Make Payroll Cash Payment
Run Payroll Payment Register Report Run Payroll Third-Party Payments Register Transfer Payroll Payments to Cash Management View Payroll Payment Transactions 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 Online Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry Online Create Subledger Journal Entry Or Third Party Merge Create Subledger Journal Entry Oren Multiperiod and Accrual Reversal Entry Post Journal Entry Occurring Event Diagnostic Data Review Subledger Journal Entry to General Ledger Purge Accounting Event Diagnostic Data Review Subledger Journal Entry Namually Override Subledger Journal Entry Occurring Event Diagnostic Data Review Subledger Journal Entry Occurring Event Diagnostic Report Run Global Third Party Account Balance Report Run Global Third Party Detail and Balances Report Run Inport Journals By Program Call Submit Account Analysis Report Submit Journal Entries Report			
Register Report Run Payroll Third-Party Payments Register Transfer Payroll Payments to Cash Management View Payroll Payment Transactions Searches and views person related information. Subledger Accounting Manager Creates accounting for transactions, reviews journal entries, and period close exceptions reports. Create Subledger Journal Entry Online Create Subledger Journal Entry Online Create Subledger Journal Entry Manually Override Subledger Journal Entry Manually Override Subledger Journal Entry Multiperiod and Accrual Reversal Entry Manage Subledger Journal Entry Post Journal Post Subledger Journal Entry Post Journal Post Subledger Journal Entry Run Global Subledger Purge Accounting Event Diagnostic Data Review Subledger Purge Accounting Event Diagnostic Data Review Subledger Purge Accounting Event Diagnostic Data Review Subledger Potatil Journal Report Run Global Third Party Account Balance Report Run Global Third Party Account Balance Report Run Global Third Party Account Balance Report Run Global Third Party Count In Party Detail and Balances Report Run Global Third Party Detail and Balances Report Run Import Journals By Program Call Submit Accounting Event Diagnostic Report Submit Journal Entries Report			Check Payments
Person View Searches and views person related information. Creates accounting of transactions, reviews journal entries, and period close exceptions reports. Create Subledger Journal Entry Manager United and Accrual Reversal Entry Manager Create Subledger Journal Entry Manage Subledger Journal Entry Manager United and Accrual Reversal Entry Manage Subledger Journal Entry to General Ledger Purge Accounting Event Diagnostic Data Review Subledger Journal Entry Run Global Third Party Account Malager Detail Journal Report Run Global Third Party Account Run Global Third Party Account Malager 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			Run Payroll Payment
Person View Searches and views person related information. Person View Searches and views person related information. Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and runs account exceptions reports. Creates accounting for transactions, reviews journal entries, and period close exceptions reports. Create Subledger Journal Entry Batch Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry Manually Override Subledger Journal Entry Manage Subledger Journal Entry Manually Override Subledger Journal Entry to General Ledger Purge Accounting Event Diagnostic Data Reviews Subledger Journal Entry Run Global Journals and Third Party 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 Accounting Event Diagnostic Report Submit Journal Entries Report			Register Report
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Person View Searches and views person related information. Creates accounting or transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. Create Subledger Journal Entry Online Create Subledger Journal Entry Online Create Subledger Journal Entry for Third Party Merge Create Subledger Journal Entry Manage Subledger Journal Entry Deat Journal Post Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry to General Ledger Purge Accounting Event Diagnostic Data Review Subledger Journal Entry To Post Journal Entry To Post Journal Report Run Global Journals and Third Party Report Run Global Third Party Account Balance Report Run Global Third Party Detail and 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			
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Person View Searches and views person related information. 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 for Third Party Manage Subledger Journal Entry or Third Party Manage Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry Manage Subledger Journal Entry Ocerride Subledger Journal Entry Ocerride Subledger Journal Entry Ocerride Subledger Journal Entry Manage Subledger Journal Entry Ocerride Subledger Journal Entry Ocera Call Subledger Journal Entry Ocera			
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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 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			
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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			
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Diagnostic Report Submit Journal Entries Report			
Submit Journal Entries Report			
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	Role: Payroll Administrator
1 issignment state	assignment grade for all grades	Privilege: Choose Assignment Grade (Data)
	in the enterprise	Resource: Assignment Grade
	1	Role: Payroll Manager
		Privilege: Choose Assignment Grade (Data)
		Resource: Assignment Grade
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	assignment grade for grades in	Privilege: Report Assignment Grade (Data)
	their grade security profile	Resource: Assignment Grade
Assignment Grade	A Payroll Manager can report	Role: Payroll Transaction Analysis
Ladder	assignment grade ladder for	Privilege: Report Assignment Grade Ladder
	grades in their grade security	(Data)
	profile	Resource: Assignment Grade Ladder
Assignment Grade Rate	A Payroll Manager can report	Role: Payroll Transaction Analysis
	assignment grade rate for	Privilege : Report Assignment Grade Rate
	grades in their grade security	(Data)
	profile	Resource: Assignment Grade Rate
Business Unit	A Payroll Manager can choose	Role: Payroll Manager
	business unit for business units	Privilege : Choose Business Unit Organization
	in their organization security	(Data)
	profile	Resource: Business Unit
Department	A Payroll Manager can choose	Role: Payroll Administrator
	department for departments in	Privilege: Choose Department (Data)
	their organization security	Resource: Department
	profile	Role: Payroll Manager
		Privilege: Choose Department (Data)
		Resource: Department
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	department for departments in	Privilege: Report Department (Data)
	their organization security	Resource: Department
	profile	
Fast Formula	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Fast Formula
	A Payroll Manager can manage	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula

Business Object	Policy Description	Policy Store Implementation
	group security profile	
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula
	group security profile	Role: Payroll Implementation View
		Privilege : View Fast Formula (Data)
		Resource: Fast Formula
Fast Formula Context	A Payroll Manager can manage	Role: Manage Fast Formula
1 ust 1 official Context	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Context
	group security profile	Resource. Past Pormula Context
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	
	groups in their legislative data	Privilege: View Fast Formula (Data)
	group security profile	Resource: Fast Formula Context
	group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
		Resource: Fast Formula Context
Fast Formula Function	A Payroll Manager can manage	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Function
	group security profile	
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Function
	group security profile	Role: Payroll Implementation View
		Privilege : View Fast Formula (Data)
		Resource: Fast Formula Function
Fast Formula Global	A Payroll Manager can manage	Role: Manage Fast Formula
Tust Tormula Groom	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Global
	group security profile	Resource. I ast I official Global
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Global
	group security profile	
	group seeding prome	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
East Easses 1: D	A Desmall Management	Resource: Fast Formula Global
Fast Formula Route	A Payroll Manager can manage	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Route
	group security profile	D.L. W. E. (E
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Route
	group security profile	Role: Payroll Implementation View
		Privilege : View Fast Formula (Data)
		Resource: Fast Formula Route
Fast Formula Type	A Payroll Manager can manage	Role: Manage Fast Formula
Context Usage	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
C	groups in their legislative data	Resource: Fast Formula Type Context Usage
	group security profile	7 F 7 C C C C C C C C C C C C C C C C C
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula Type Context Usage
	group security profile	
	5. sup security profile	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	Role: Manage Fast Formula
	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula User Entity
	group security profile	,
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Fast Formula User Entity
	group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
		Resource: Fast Formula User Entity
HCM Extract Definition	A Payroll Manager can manage	Role: HCM Extract Definition
Telvi Extract Bermition	hcm extract definition for	Privilege: Manage HCM Extract Definition
	extract definitions in a	(Data)
	legislative data group in their	Resource: HCM Extract Definition
	legislative data group security	Resource. Helyi Extract Berninton
	profile	
HCM Rate	A Payroll Manager can manage	Role: Manage HCM Rates
TION TRACE	hcm rate for legislative data	Privilege: Manage HCM Rate (Data)
	groups in their legislative data	Resource: HCM Rate
	group security profile	Resource. Treat Rate
HCM User-Defined	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Table	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
Tuole	groups in their legislative data	Resource: HCM User-Defined Table
	group security profile	Role: Payroll Implementation
	group security profile	Privilege: Manage Fast Formula (Data)
	A Daywell Manager can view	Resource: HCM User-Defined Table
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	fast formula for legislative data	Privilege: View Fast Formula (Data)
	groups in their legislative data	Resource: HCM User-Defined Table
	group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
		Resource: HCM User-Defined Table
HCM User-Defined	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Table User Column	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource : HCM User-Defined Table User
	group security profile	Column
		Role: Payroll Implementation
		Privilege: Manage Fast Formula (Data)
		Resource : HCM User-Defined Table User
		Column
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: HCM User-Defined Table User
	group security profile	Column
		Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
		Resource: HCM User-Defined Table User
		Column
HCM User-Defined	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Table User Column	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
Instance	groups in their legislative data	Resource: HCM User-Defined Table User
	group security profile	Column Instance
	8-1-3p seesant, prome	Role: Payroll Implementation
<u> </u>	ļ	Avic. I ayron implementation

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Fast Formula (Data)
		Resource: HCM User-Defined Table User Column Instance
	A Payroll Manager can view fast formula for legislative data groups in their legislative data	Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User
	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 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	Role: Payroll Administrator Privilege: Choose Legislative Data Group (Data)
	legislative data group security profile	Resource: Legislative Data Group Role: Payroll Manager Privilege: Choose Legislative Data Group (Data)

A Payroll Manager can report legislative data groups in their legislative data group security profile A Payroll Manager can report location for all locations in the enterprise A Payroll Manager can choose location for locations in the enterprise A Payroll Manager can choose location for locations in their location socurity profile A Payroll Manager can report location for locations in their location socurity profile A Payroll Manager can choose payroll process and report parameters for legislative data groups security profile A Payroll Manager can manage payroll payment of legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can payroll payment (Data) Resource: Organization Payment Method Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Role: Payroll Implementation	Business Object	Policy Description	Policy Store Implementation
Regislative data groups in their legislative data groups security profile			
legislative data groups ceurity profile		A Payroll Manager can report	Role: Payroll Transaction Analysis
Resource: Legislative Data Group profile			Privilege : Report Legislative Data Group
Location A Payroll Manager can choose location for all locations in the enterprise A Payroll Manager can report location for locations in the enterprise A Payroll Manager can report location for locations in their location security profile Organization Payment Method A Payroll Manager can choose payroll Report and Process payroll payment for legislative data groups in their legislative data group security profile A Payroll Manager can manage payroll payment for legislative data group security profile A Payroll Manager can report payroll payment for legislative data group in their legislative data group security profile A Payroll Manager can report payroll payment for legislative data group in their legislative data group in their legislative data group in their legislative data groups in their legislative data group in their legislative data groups in their legislative data			
Cocation for all locations in the enterprise Privilege: Choose Location (Data) Resource: Location Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location Role: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location Payment Privilege: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location Payment Privilege: Report Location (Data) Resource: Location Payment payroll process and report Privilege: Choose Payroll Report and Process Parameters (Data) Resource: Organization Payment Method Privilege: Choose Payroll Process and Report Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Organization Payment (Data) Resource:			Resource: Legislative Data Group
enterprise Resource: Location Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location Role: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location Role: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location Role: Payroll Location (Data) Resource: Crose Payroll Report and Process Parameter Privilege: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Organization Payment Method 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 Transaction Analysis Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Role: Payroll Depayment (Data) Resource: Organization Payment (Data) Resource: Organization Payment Method Usage 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 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 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 Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage Role: Payroll Manager can manage Payroll Payment (Data	Location		
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their payroll security profile Resource: Organization Payment Method Usage			Role: Payroll Common HCM Implementation
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Payment Card A Payroll Manager can view Role: Payee Bank Account Management			icodice. Furly Tux Frome
	Payment Card		Role: Payee Bank Account Management
i paga a sa		employee credit card for any	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)
	A Payroll Manager can view payroll process results for legal employers in their organization security profile	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	Resource: Payroll Action Context 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
	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 Category
	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 Category Role: Payroll Implementation View Privilege: View 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
	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 Classification Role: Payroll Implementation View Privilege: View Payroll Balance (Data)

Business Object	Policy Description	Policy Store Implementation
9		Resource: Payroll Balance Classification
Payroll Balance	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Definition	payroll balance definition for	Privilege: Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Definition
	profile	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Definition
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll balance for legislative	Privilege: Report Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Definition
	data group security profile	
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Definition
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Definition
Payroll Balance	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Dimension	payroll balance definition for	Privilege: Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Dimension
	profile	Role: Payroll Implementation
		Privilege : Manage Payroll Balance Definition
		(Data)
	A.D	Resource: Payroll Balance Dimension
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative data groups in their legislative	Privilege: View Payroll Balance (Data)
	data group security profile	Resource: Payroll Balance Dimension
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
Payroll Balance	A Payroll Manager can manage	Resource: Payroll Balance Dimension
Dimension Usage	payroll balance definition for	Role: Payroll Common HCM Implementation
Difficusion Usage	legislative data groups in their	Privilege: Manage Payroll Balance Definition (Data)
	legislative data group security	Resource: Payroll Balance Dimension Usage
	profile	Role: Payroll Implementation
	prome	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Dimension Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Dimension Usage
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Dimension Usage
Payroll Balance	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Exception	payroll balance definition for	Privilege: Manage Payroll Balance Definition
1	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Exception
	profile	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
	1	

Business Object	Policy Description	Policy Store Implementation
, and the second		Resource: Payroll Balance Exception
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Exception
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
D 11 D 1		Resource: Payroll Balance Exception
Payroll Balance	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Exception Report	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their legislative data group security	(Data) Resource: Payroll Balance Exception Report
	profile and for payrolls in their	Role: Payroll Implementation
	payroll security profile	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Exception Report
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Exception Report
	data group security profile and	Role: Payroll Implementation View
	for payrolls in their payroll	Privilege: View Payroll Balance (Data)
	security profile	Resource: Payroll Balance Exception Report
Payroll Balance Feed	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their legislative data group security	(Data)
	profile	Resource: Payroll Balance Feed
	prome	Role: Payroll Implementation Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Feed
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege : View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Feed
	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	Role: Payroll Common HCM Implementation
	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their legislative data group security	(Data)
	profile	Resource: Payroll Balance Group Role: Payroll Implementation
	p.o	Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege : View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Group
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Attribute	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security profile	Resource: Payroll Balance Group Attribute
	brottie	Role: Payroll Implementation

Business Object	Policy Description	Policy Store Implementation
3		Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Attribute
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group Attribute
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Group Attribute
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Attribute Default	payroll balance definition for	Privilege: Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Group Attribute
	profile	Default
		Role: Payroll Implementation
		Privilege : Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Attribute
	1.7	Default
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group Attribute
	data group security profile	Default
		Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Group Attribute Default
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Attribute Definition	payroll balance definition for	Privilege: Manage Payroll Balance Definition
Attribute Definition	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Group Attribute
	profile	Definition
	r ·	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Attribute
		Definition
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group Attribute
	data group security profile	Definition
		Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Group Attribute
		Definition
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Inclusion	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Group Inclusion
	profile	Role: Payroll Implementation
		Privilege : Manage Payroll Balance Definition
		(Data)
		Resource : Payroll Balance Group Inclusion
	4 D 11 7 5	
	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	Privilege: View Payroll Balance (Data)
	data group security profile	Resource: Payroll Balance Group Inclusion
		Role: Payroll Implementation View
		Privilege : View Payroll Balance (Data)
		Resource: Payroll Balance Group Inclusion
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Usage	payroll balance definition for	Privilege: Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Group Usage
	profile	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege: View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group Usage
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
		Resource: Payroll Balance Group Usage
Payroll Balance Group	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Usage Item	payroll balance definition for	Privilege: Manage Payroll Balance Definition
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Balance Group Usage Item
	profile	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
		Resource: Payroll Balance Group Usage Item
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative	Privilege : View Payroll Balance (Data)
	data groups in their legislative	Resource: Payroll Balance Group Usage Item
	data group security profile	Role: Payroll Implementation View
		Privilege : View Payroll Balance (Data)
		Resource: Payroll Balance Group Usage Item
Payroll Balance Result	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
	payroll person process results	Balancing Administration
	for payrolls in their payroll	Privilege : Manage Payroll Person Process
	security profile and legal	Results (Data)
	employers in their organization	Resource: Payroll Balance Result
	security profile	Role: Payroll Interface
		Privilege : Manage Payroll Person Process
		Results (Data)
		Resource: Payroll Balance Result
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and
	person payroll process results	Balancing Administration
	for payrolls in their payroll	Privilege: View Person Payroll Process
	security profile and legal	Results (Data)
	employers in their organization	Resource: Payroll Balance Result
	security profile	Role: Payroll Interface
		Privilege: View Person Payroll Process
		Results (Data)
D11 D. 1	A.D11.3.5	Resource: Payroll Balance Result
Payroll Balance Type	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll balance definition for	Privilege : Manage Payroll Balance Definition
	legislative data groups in their	(Data)

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

Business Object	Policy Description	Policy Store Implementation
	legislative data group security	Role: Payroll Implementation
	profile and payroll flows in	Privilege : Manage Payroll Flow Patten (Data)
	their payroll flow security	Resource: Payroll Checklist
	profile	·
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : View Payroll Flow (Data)
	group security profile and	Resource: Payroll Checklist
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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	A Payroll Manager can manage	Role: Access Payment Distribution Work
Annotation	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile	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 Powell Flow (Data)
		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
Dusiness e sjeet	Toney Description	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	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Checklist Annotation
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Flow Patten (Data)
	F	Resource: Payroll Checklist Annotation
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile	Resource: Payroll Checklist Annotation
	group security profile	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)
D 11.0		Resource: Payroll Checklist Annotation
Payroll Consolidation	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Group	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Consolidation Group
	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege : Manage Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Consolidation Group

Business Object	Policy Description	Policy Store Implementation
	data group security profile	Role: Payroll Implementation
	l and g and a state of t	Privilege : Manage Payroll Definition (Data)
		Resource: Payroll Consolidation Group
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege: View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Consolidation Group
	data group security profile	Role: Payroll Implementation View
	ann graaf seems, presse	Privilege: View Payroll Definition (Data)
		Resource: Payroll Consolidation Group
Payroll Context Usage	A Payroll Manager can manage	
rayion Context Usage	payroll balance definition for	Role: Payroll Common HCM Implementation
	legislative data groups in their	Privilege: Manage Payroll Balance Definition
	legislative data group security	(Data) Resource: Powell Contact Hoose
	profile	Resource: Payroll Context Usage
	prome	Role: Payroll Implementation
		Privilege: Manage Payroll Balance Definition
		(Data)
	A Desmall Manager and Co.	Resource: Payroll Context Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll balance for legislative data groups in their legislative	Privilege: View Payroll Balance (Data)
		Resource: Payroll Context Usage
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Balance (Data)
D 11 G 11	1.7	Resource: Payroll Context Usage
Payroll Cost Allocation	A Payroll Manager can manage	Role: Payroll Implementation
	payroll costing for legislative	Privilege: Manage Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Cost Allocation
	data group security profile	D.L. D. will I will work of an IV.
	A Payroll Manager can view	Role: Payroll Implementation View
	payroll costing for legislative	Privilege: View Payroll Costing (Data)
	data groups in their legislative data group security profile	Resource: Payroll Cost Allocation
Payroll Cost	A Payroll Manager can manage	Role: Payroll Implementation
Classification	payroll costing for legislative	Privilege: Manage Payroll Costing (Data)
Classification	data groups in their legislative	Resource: Payroll Cost Classification
	data group security profile	Resource. Fayron Cost Classification
	A Payroll Manager can view	Role: Payroll Implementation View
	payroll costing for legislative	Privilege: View Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Cost Classification
	data group security profile	Resource. I ayron Cost Classification
Payroll Cost Information	A Payroll Manager can manage	Role: Payroll Implementation
	payroll costing for legislative	Privilege: Manage Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Cost Information
	data group security profile	
	A Payroll Manager can view	Role: Payroll Implementation View
	payroll costing for legislative	Privilege: View Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Cost Information
	data group security profile	
Payroll Cost Result	A Payroll Manager can manage	Role: Payroll Distribution Calculation
	payroll person process results	Administration
	for payrolls in their payroll	Privilege: Manage Payroll Person Process
	security profile	Results (Data)
		Resource: Payroll Cost Result
1		
	A Payroll Manager can view	Role: Payroll Distribution Calculation
	A Payroll Manager can view person payroll process results for payrolls in their payroll	Role: Payroll Distribution Calculation Administration

Business Object	Policy Description	Policy Store Implementation
	security profile	Results (Data)
		Resource: Payroll Cost Result
Payroll Database Item	A Payroll Manager can manage	Role: Manage Fast Formula
Group	fast formula for legislative data	Privilege: Manage Fast Formula (Data)
	groups in their legislative data	Resource: Payroll Database Item Group
	group security profile	
	A Payroll Manager can view	Role: Manage Fast Formula
	fast formula for legislative data	Privilege : View Fast Formula (Data)
	groups in their legislative data	Resource: Payroll Database Item Group
	group security profile	Role: Payroll Implementation View
		Privilege: View Fast Formula (Data)
7 117 1 11	1.7	Resource: Payroll Database Item Group
Payroll Deduction Allow	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Override	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Allow Override
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
	A.D. 1134	Resource: Payroll Deduction Allow Override
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for legislative data groups in their	Privilege: View Payroll Deduction Group
	legislative data group security	(Data)
	profile	Resource: Payroll Deduction Allow Override Role: Payroll Implementation View
	prome	· ·
		Privilege: View Payroll Deduction Group (Data)
		Resource: Payroll Deduction Allow Override
Payroll Deduction	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Autoindirect	payroll element for legislative	Privilege: Manage Payroll Element (Data)
ratomarect	data groups in their legislative	Resource: Payroll Deduction Autoindirect
	data group security profile	Role: Payroll Implementation
	\$ 1 T	Privilege: Manage Payroll Element (Data)
		Resource: Payroll Deduction Autoindirect
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Deduction Autoindirect
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Deduction Autoindirect
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Calculation	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Calculation
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation
	profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Calculation Group	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative	Resource: Payroll Deduction Calculation
	data group security profile	Group
		Role: Payroll Implementation
		Privilege : Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation
		Group
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation
	profile	Group
		Role: Payroll Implementation View
		Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
		Group
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Calculation Method	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Calculation
	data group security profile	Method
		Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation
		Method
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation
	profile	Method
		Role: Payroll Implementation View
		Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
		Method
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Calculation Part	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource : Payroll Deduction Calculation Part
	data group security profile	Role: Payroll Implementation
		Privilege : Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation Part
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation Part
	profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
D11 D. 1	A D 11 M	Resource: Payroll Deduction Calculation Part
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Calculation Type	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Calculation
	data group security profile	Type
		Role: Payroll Implementation
		Privilege : Manage Payroll Deduction (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Deduction Calculation
		Туре
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation
	profile	Туре
		Role: Payroll Implementation View
		Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Calculation
Payroll Deduction	A Payroll Manager can manage	Type Poles Managa Valua Defined by Critoria
Calculation Unit	payroll deduction for legislative	Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data)
Calculation Onit	data groups in their legislative	Resource: Payroll Deduction Calculation Unit
	data group security profile	Role: Payroll Implementation
	data group security prome	Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Calculation Unit
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Calculation Unit
	profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource : Payroll Deduction Calculation Unit
Payroll Deduction Card	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
	payroll deduction for legislative	Privilege : Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Card
	data group security profile	·
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security profile	Resource: Payroll Deduction Card
Payroll Deduction Card	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Component Definition	payroll deduction for legislative	Privilege : Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Card
	data group security profile	Component Definition
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll deduction for legislative	Privilege: Report Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Card
	data group security profile	Component Definition
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Card
Dormall Dadasetias Cand	profile	Component Definition
Payroll Deduction Card Level	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data)
Level	payroll deduction for legislative data groups in their legislative	Privilege: Manage Payroll Deduction (Data)
	data group security profile	Resource: Payroll Deduction Card Level
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	125 State 10 data Stoups in their	(Duin)

Business Object	Policy Description	Policy Store Implementation
•	legislative data group security	Resource: Payroll Deduction Card Level
	profile	
Payroll Deduction	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Component Flex	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource : Payroll Deduction Component Flex
	data group security profile	P.L.M. P. H.C.L.L.; C. L.
	A Payroll Manager can view payroll deduction group for	Role: Manage Payroll Calculation Cards
	legislative data groups in their	Privilege: View Payroll Deduction Group (Data)
	legislative data group security	Resource: Payroll Deduction Component Flex
	profile	Resource. Fayron Deduction Component Plex
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Context Usage	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Context Usage
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Context Usage
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Context Usage
	profile	Role: Payroll Implementation View
		Privilege : View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Context Usage
Payroll Deduction Flex	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Segment	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Flex Segment
	data group security profile A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Flex Segment
	profile	resource. Tayron Beaucion Flex Segment
Payroll Deduction Flex	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Usage	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Flex Usage
	data group security profile	
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security profile	Resource: Payroll Deduction Flex Usage
Payroll Deduction	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Override Usage	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
00000	data groups in their legislative	Resource: Payroll Deduction Override Usage
	data group security profile	Suger State
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Override Usage
	profile	
Payroll Deduction Range	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Item	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	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	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Range Item
	profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Range Item
Payroll Deduction	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Report Use	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
1	data groups in their legislative	Resource: Payroll Deduction Report Use
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Report Use
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Report Use
	profile	Role: Payroll Implementation View
	F	Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Report Use
Payroll Deduction Type	A Payroll Manager can manage	Role: Manage Value Defined by Criteria
Taylon Beddetion Type	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Type
	data group security profile	Role: Payroll Implementation
	data group security profile	Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Deduction Type
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll deduction for legislative	Privilege: Report Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Deduction Type
	data group security profile	Resource. Fayron Deduction Type
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Deduction Type
	profile	Role: Payroll Implementation View
	_	Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Deduction Type
Payroll Definition	A Payroll Manager can choose	Role: Payroll Manager
	payroll definition for payrolls	Privilege: Choose Payroll (Data)
	in their payroll security profile	Resource: Payroll Definition
	A Payroll Manager can choose	Role: Payroll Administrator
	payroll for payrolls in their	Privilege: Choose Payroll (Data)
	payroll security profile	Resource: Payroll Definition
	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Definition
	5 out security profile	ACSOUTCE. I ayroll Dellillilloll

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

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and	Resource: Payroll Element Entry
	assignment security profile	Role: Payroll Implementation View
		Privilege : View Payroll Element (Data)
		Resource: Payroll Element Entry
Payroll Element Link	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative data group security profile	Resource: Payroll Element Link
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
	A Dourell Monager con view	Resource: Payroll Element Link
	A Payroll Manager can view payroll element for legislative	Role: Payroll Common HCM Implementation
	data groups in their legislative	Privilege: View Payroll Element (Data) Resource: Payroll Element Link
	data group security profile	Role: Payroll Implementation View
	and group security prome	Privilege: View Payroll Element (Data)
		Resource: Payroll Element Link
Payroll Element Run	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Result	payroll element for legal	Privilege: View Payroll Element (Data)
	employers in their organization	Resource: Payroll Element Run Result
	security profile	Role: Payroll Implementation View
		Privilege : View Payroll Element (Data)
		Resource: Payroll Element Run Result
Payroll Element Status	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Processing Rule	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Element Status Processing
	data group security profile	Rule
		Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Element Status Processing
	A Designal Management sizes	Rule
	A Payroll Manager can view payroll element for legislative	Role: Payroll Common HCM Implementation
	data groups in their legislative	Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing
	data group security profile	Rule
	ann grauf arrain, france	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Element Status Processing
		Rule
Payroll Element Sub	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Classification Rule	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Element Sub Classification
	data group security profile	Rule
		Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Element Sub Classification
	A Darwell Manager in the	Rule
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative data groups in their legislative	Privilege: View Payroll Element (Data)
	data groups in their registative data group security profile	Resource: Payroll Element Sub Classification Rule
	and group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Element Sub Classification
		Rule
		13010

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

Business Object	Policy Description	Policy Store Implementation
	profile	Privilege : Manage Payroll Event Group (Data)
		Resource: Payroll Event Group
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll event group for	Privilege : View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Group
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege : View Payroll Event Group (Data)
		Resource: Payroll Event Group
Payroll Event Qualifier	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll event group for	Privilege: Manage Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Qualifier
	legislative data group security	Role: Payroll Implementation
	profile	Privilege: Manage Payroll Event Group (Data)
		Resource: Payroll Event Qualifier
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll event group for	Privilege: View Payroll Event Group (Data)
	legislative data groups in their	Resource: Payroll Event Qualifier
	legislative data group security	Role: Payroll Implementation View
	profile	Privilege: View Payroll Event Group (Data)
	prome	-
Doving II Event Value	A Daywall Managar aan managa	Resource: Payroll Event Qualifier
Payroll Event Value Change	A Payroll Manager can manage payroll event group for	Role: Payroll Common HCM Implementation
Change	legislative data groups in their	Privilege: Manage Payroll Event Group (Data)
	legislative data group security	Resource: Payroll Event Value Change
	profile	Role: Payroll Implementation
	prome	Privilege: Manage Payroll Event Group (Data)
	A.D	Resource: Payroll Event Value Change
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll event group for	Privilege: View Payroll Event Group (Data)
	legislative data groups in their legislative data group security	Resource: Payroll Event Value Change
	profile	Role: Payroll Implementation View
	prome	Privilege : View Payroll Event Group (Data)
D 1151 D 61 11	1.5	Resource: Payroll Event Value Change
Payroll Flow Definition	A Payroll Manager can choose	Role: Payroll Manager
	payroll flow definition for	Privilege : Choose Payroll Flow Pattern (Data)
	payroll flow patterns in their	Resource: Payroll Flow Definition
	payroll flow pattern security	
	profile	Delea Decrett Administrator
	A Payroll Manager can choose	Role: Payroll Administrator
	payroll flow pattern for payroll	Privilege : Choose Payroll Flow Pattern (Data)
	flow patterns in their payroll	Resource: Payroll Flow Definition
	flow pattern security profile	Dolos Access Decement Distribution Work
	A Payroll Manager can manage	Role: Access Payment Distribution Work
	payroll flow for legislative data groups in their legislative data	Area Privilege: Managa Pourall Flow (Data)
	group security profile and	Privilege: Manage Payroll Flow (Data)
	payroll flows in their payroll	Resource: Payroll Flow Definition
	flow security profile	Role: Access Payroll Accounting Distribution
	now security profile	Work Area Privilege: Manage Powell Flow (Data)
		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	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition
	legislative data group security	Role: Payroll Implementation
	profile and payroll flows in	Privilege: Manage Payroll Flow Patten (Data)
	their payroll flow security	Resource: Payroll Flow Definition
	profile	Resource. Fayron Flow Definition
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll flow for legislative data	Privilege: Report Payroll Flow (Data)
	groups in their legislative data	Resource: Payroll Flow Definition
	group security profile and	resource: rayron riow Bernmeion
	payroll flows in their payroll	
	flow security profile	
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : View Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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)
1		Resource: Payroll Flow Definition
		Role: Submit a Payroll Process or Report
		Privilege : View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Flow Definition
Payroll Flow Definition	A Payroll Manager can manage	Role: Access Payment Distribution Work
Parameter	payroll flow for legislative data	Area
1 42 42 42 42 42 42 42 42 42 42 42 42 42	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition Parameter
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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
	A Payroll Manager can manage	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Parameter
	legislative data group security	Role: Payroll Implementation
	profile and payroll flows in	Privilege: Manage Payroll Flow Patten (Data)
	their payroll flow security	Resource: Payroll Flow Definition Parameter
	profile	Tessource: Tayron Tion Definition Tarameter
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : View Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition Parameter
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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
Ü		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	A Payroll Manager can manage	Role: Access Payment Distribution Work
Task	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition Task
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Role: Payroll Implementation
	profile and payroll flows in	* *
	their payroll flow security	Privilege: Manage Payroll Flow Patten (Data)
	profile	Resource: Payroll Flow Definition Task
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition Task
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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
		Resource : Payron Flow Definition Task

Business Object	Policy Description	Policy Store Implementation
3		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	A Payroll Manager can manage	Role: Access Payment Distribution Work
Task Interaction	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : Manage Payroll Flow (Data)
	group security profile and	Resource : Payroll Flow Definition Task
	payroll flows in their payroll	Interaction
	flow security profile	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	Role: HCM Extract Definition
	payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Interaction
	profile and payroll flows in	Role: Payroll Implementation
	their payroll flow security	Privilege: Manage Payroll Flow Patten (Data)
	profile	
	F	Resource: Payroll Flow Definition Task
	A Downell Manager	Interaction Pole: A coses Payment Distribution Work
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area V. P. H.F. (D. ()
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Definition Task
	payroll flows in their payroll	Interaction
	flow security profile	

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
D HE DC	A.D. 1136	Interaction
Payroll Flow Definition Task Parameter	A Payroll Manager can manage	Role: Access Payment Distribution Work
Task Parameter	payroll flow for legislative data groups in their legislative data	Area Privilege: Manage Powell Flow (Data)
	group security profile	Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task
	group security profile	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
		Pales Access Payroll Checklist Work Area
		Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
		Parameter
		Role: Access Regulatory and Tax Reporting
		role. Access regulatory and rax reporting

Business Object	Policy Description	Policy Store Implementation
		Work Area
		Privilege: Manage Payroll Flow (Data)
		Resource: Payroll Flow Definition Task
		Parameter
	A Payroll Manager can manage	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Parameter Parameter
	profile	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	Role: Access Payment Distribution Work
	groups in their legislative data	Area Privilege: View Peyroll Flow (Date)
	groups in their legislative data group security profile	Privilege: View Payroll Flow (Data)
	group security profile	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 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
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data)
		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
11.50		Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter
Payroll Flow Definition	A Payroll Manager can manage	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task
Payroll Flow Definition Task Property	payroll flow for legislative data	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter Role: Access Payment Distribution Work Area
	payroll flow for legislative data groups in their legislative data	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter Role: Access Payment Distribution Work
	payroll flow for legislative data	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter Role: Access Payment Distribution Work Area
	payroll flow for legislative data groups in their legislative data	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data)
	payroll flow for legislative data groups in their legislative data	Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task

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	Role: HCM Extract Definition
	payroll flow patten for	Privilege: Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Definition Task
	legislative data group security	Property
	profile	Role: Payroll Implementation
	prome	
		Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task
		Property
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile	Resource: Payroll Flow Definition Task
	group security profile	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)
<u> </u>	ļ	1111 nege. view rayron riow (Data)

Business Object	Policy Description	Policy Store Implementation
Business Object	Toncy Description	
		Resource: Payroll Flow Definition Task
		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	Role: Access Payroll Dashboard
	payroll dashboard for	Privilege: Manage Payroll Dashboard (Data)
	legislative data groups in their	Resource: Payroll Flow Instance
	legislative data group security	
	profile and payroll flows in	
	their payroll flow security	
	profile	
	A Payroll Manager can manage	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Instance
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll flow for legislative data	Privilege: Report Payroll Flow (Data)
	groups in their legislative data	
	group security profile and	Resource: Payroll Flow Instance
	payroll flows in their payroll	
	flow security profile	
	A Payroll Manager can view	Role: Access Payroll Dashboard
	payroll dashboard for	Privilege: View Payroll Dashboard (Data)
	legislative data groups in their	Resource: Payroll Flow Instance
	legislative data group security	Resource. Fayron Flow Histalice
	profile and payroll flows in	
	their payroll flow security	
	profile	
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and	Resource: Payroll Flow Instance
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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)
D 11 E	4.0	Resource: Payroll Flow Instance
Payroll Flow Instance Interaction	A Payroll Manager can manage	Role: Access Payment Distribution Work
Interaction	payroll flow for legislative data	Area Drivitage Manage Bernell Floor (Date)
	groups in their legislative data group security profile and	Privilege: Manage Payroll Flow (Data)
	payroll flows in their payroll	Resource: Payroll Flow Instance Interaction
	flow security profile	Role: Access Payroll Accounting Distribution Work Area
	now security profile	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
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile and	Resource: Payroll Flow Instance Interaction
	payroll flows in their payroll	Role: Access Payroll Accounting Distribution
	flow security profile	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

Rusiness Object	Policy Description	Policy Store Implementation
Business Object	1 oncy 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	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Action	payroll process and report	Parameter
riction	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Flow Task Action
	A Payroll Manager can manage	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile	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 Manager can manage	Role: HCM Extract Definition
	payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Flow Task Action
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : Manage Payroll Flow Patten (Data)
	1.7	Resource: Payroll Flow Task Action
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile	Resource: Payroll Flow Task Action
		Role: Access Payroll Accounting Distribution
		Work Area Privilege, View Permell Flow (Data)
		Privilege: View Payroll Flow (Data)
		Resource: Payroll Flow Task Action
		Role: Access Payroll Administration Work
		Area Privilege: View Poyrell Flow (Data)
		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	A Payroll Manager can manage	Role: Access Payment Distribution Work
Instance	payroll flow for payroll flows	Area
	in their payroll flow security	Privilege: Manage Payroll Flow (Data)
	profile	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	Role: Access Payment Distribution Work
	payroll flow for payroll flows	Area
	in their payroll flow security	Privilege : View Payroll Flow (Data)
	profile	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 Pound! Flow (Date)
		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	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Frequency Rule
	data group security profile and	Role: Payroll Implementation
	payrolls in their payroll security	Privilege: Manage Payroll Element (Data)
	profile	Resource: Payroll Frequency Rule
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege : View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Frequency Rule
	data group security profile and	Role: Payroll Implementation View
	payrolls in their payroll security	Privilege : View Payroll Element (Data)
	profile	Resource: Payroll Frequency Rule
Payroll Frequency Rule	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Period	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Frequency Rule Period
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Frequency Rule Period
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Frequency Rule Period
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Frequency Rule Period
Payroll High Volume	A Payroll Manager can manage	Role: Manage Payroll Report Extract
Report Block	payroll report for legislative	Privilege: Manage Payroll Report (Data)
r	data groups in their legislative	Resource: Payroll High Volume Report Block
	data group security profile	resource. Tayron ringin volume resport Brock
	A Payroll Manager can view	Role: View Payroll Report Extract
	payroll report for legislative	Privilege : View Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report Block
	data group security profile	
Payroll High Volume	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Report Category	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll High Volume Report
		Category
	A Payroll Manager can manage	Role: Manage Payroll Report Extract
	payroll report for legislative	Privilege: Manage Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Category
	A Payroll Manager can view	Role: View Payroll Report Extract
	payroll report for legislative	Privilege: View Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Category
	0 1 11	
Payroll High Volume Report Category	A Payroll Manager can manage	Role: Manage Payroll Report Extract

Business Object	Policy Description	Policy Store Implementation
Component	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Category Component
	A Payroll Manager can view	Role: View Payroll Report Extract
	payroll report for legislative	Privilege : View Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Category Component
Payroll High Volume	A Payroll Manager can manage	Role: Manage Payroll Report Extract
Report Format Mapping	payroll report for legislative	Privilege: Manage Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Format Mapping
	A Payroll Manager can view	Role: View Payroll Report Extract
	payroll report for legislative	Privilege : View Payroll Report (Data)
	data groups in their legislative	Resource: Payroll High Volume Report
	data group security profile	Format Mapping
Payroll High Volume	A Payroll Manager can manage	Role: Manage Payroll Report Extract
Report Group	payroll report for legislative	Privilege: Manage Payroll Report (Data)
	data groups in their legislative	Resource : Payroll High Volume Report Group
	data group security profile	
	A Payroll Manager can view	Role: View Payroll Report Extract
	payroll report for legislative	Privilege : View Payroll Report (Data)
	data groups in their legislative	Resource : Payroll High Volume Report Group
D 11 11' . 1. 37 . 1	data group security profile	DIW DUD E
Payroll High Volume	A Payroll Manager can manage	Role: Manage Payroll Report Extract
Report Record	payroll report for legislative	Privilege: Manage Payroll Report (Data)
	data groups in their legislative data group security profile	Resource: Payroll High Volume Report
		Record
	A Payroll Manager can view payroll report for legislative	Role: View Payroll Report Extract
	data groups in their legislative	Privilege: View Payroll Report (Data)
	data group security profile	Resource: Payroll High Volume Report Record
Payroll Interface		†
Inbound Record	A Payroll Manager can manage payroll interface inbound	Role: Manage Payroll Interface Inbound Records
moodiid Record	record for people and	Privilege: Manage Payroll Interface Inbound
	assignments in person and	Record (Data)
	assignment security profile	Resource: Payroll Interface Inbound Record
Payroll Iterative Rule	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Tayron herative Rule	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Iterative Rule
	data group security profile	Role: Payroll Implementation
	and group seeming prome	Privilege: Manage Payroll Element (Data)
		Resource: Payroll Iterative Rule
	A Payroll Manager can view	i
	payroll element for legislative	Role: Payroll Common HCM Implementation
	data groups in their legislative	Privilege: View Payroll Element (Data)
	data group security profile	Resource: Payroll Iterative Rule
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
Dougoll Latact Dalamas	A Dourell Moneger con magazin	Resource: Payroll Iterative Rule
Payroll Latest Balance	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
	payroll person process results	Balancing Administration
	for payrolls in their payroll	Privilege: Manage Payroll Person Process
	security profile and legal	Results (Data)
	employers in their organization security profile	Resource: Payroll Latest Balance
	security proffic	Role: Payroll Interface
		Privilege: Manage Payroll Person Process
		Results (Data)

Business Object	Policy Description	Policy Store Implementation
· ·		Resource: Payroll Latest Balance
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and
	person payroll process results	Balancing Administration
	for payrolls in their payroll	Privilege : View Person Payroll Process
	security profile and legal	Results (Data)
	employers in their organization	Resource: Payroll Latest Balance
	security profile	Role: Payroll Interface
		Privilege: View Person Payroll Process
		Results (Data)
		Resource: Payroll Latest Balance
Payroll Object Group	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Object Group
	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
	payroll object group for	Balancing Management
	legislative data groups in their	Privilege: Manage Payroll Object Group
	legislative data group security	(Data)
	profile	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	Role: Payroll Transaction Analysis
	payroll object group for	Privilege: Report Payroll Object Group (Data)
	legislative data groups in their	Resource: Payroll Object Group
	legislative data group security	Resource. I ayron Object Group
	profile	
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and
	payroll object group for	Balancing Management
	legislative data groups in their	Privilege: View Payroll Object Group (Data)
	legislative data group security	Resource: Payroll Object Group
	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
		Role: Payroll Interface
		Privilege: View Payroll Object Group (Data)
		Resource: Payroll Object Group
Payroll Object Group	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
Rule Type	payroll object group for	Balancing Management
ituic Type	legislative data groups in their	Privilege: Manage Payroll Object Group
	legislative data group security	(Data)
	profile	· · · ·
	Prome	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	Role: Payroll Calculation, Validation, and
	payroll object group for	Balancing Management
	legislative data groups in their	Privilege : View Payroll Object Group (Data)
	legislative data group security	Resource: Payroll Object Group Rule Type
	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
		Role: Payroll Interface
		Privilege: View Payroll Object Group (Data)
		Resource: Payroll Object Group Rule Type
Payroll Payment Cost	A Payroll Manager can manage	Role: Payroll Distribution Calculation
Result	payroll person process results	Administration
	for payrolls in their payroll	Privilege: Manage Payroll Person Process
	security profile	Results (Data)
		Resource: Payroll Payment Cost Result
	A Payroll Manager can view	Role: Payroll Distribution Calculation
	person payroll process results	Administration
	for payrolls in their payroll	Privilege : View Person Payroll Process
	security profile	Results (Data)
		Resource: Payroll Payment Cost Result
Payroll Payment Result	A Payroll Manager can manage	Role: Payroll Distribution Calculation
	payroll person process results	Administration
	for payrolls in their payroll	Privilege : Manage Payroll Person Process
	security profile	Results (Data)
		Resource: Payroll Payment Result
	A Payroll Manager can view	Role: Payroll Distribution Calculation
	person payroll process results	Administration
	for payrolls in their payroll	Privilege : View Person Payroll Process
	security profile	Results (Data)
		Resource: Payroll Payment Result
Payroll Period	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Period
	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll definition for payrolls	Privilege : Manage Payroll Definition (Data)
	in their payroll security profile	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	Role: Payroll Transaction Analysis
	payroll definition for legislative	Privilege : Report Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Period
	data group security profile	•
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for payrolls	Privilege : View Payroll Definition (Data)
	in their payroll security profile	Resource: Payroll Period
		Role: Payroll Implementation View
		Privilege : View Payroll Definition (Data)
		Resource: Payroll Period
Payroll Personal	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Deduction Component	payroll deduction for legislative	Privilege : Manage Payroll Deduction (Data)
Relationship	data groups in their legislative	Resource: Payroll Personal Deduction
_	data group security profile	Component Relationship
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege : View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Personal Deduction
	profile	Component Relationship
Payroll Personal	A Payroll Manager can manage	Role: Manage Payroll Calculation Cards
Deduction Definition	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Personal Deduction
	data group security profile	Definition
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Personal Deduction
	profile	Definition
Payroll Process Action	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Process Action
	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
	payroll process results for	Balancing Management
	legislative data groups in their	Privilege: Manage Payroll Process Results
	legislative data group security	(Data)
	profile and for payrolls in their	Resource: Payroll Process Action
	payroll security profile	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	Role: Payroll Payment Distribution
	payroll process results for	Administration
	legislative data groups in their	Privilege: Manage Payroll Process Results
	legislative data group security	(Data)
	profile and payrolls in their	Resource: Payroll Process Action
	payroll security profile	-
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and

Business Object	Policy Description	Policy Store Implementation
3	payroll process results for	Balancing Management
	legislative data groups in their	Privilege: View Payroll Process Results
	legislative data group security	(Data)
	profile and for payrolls in their	Resource: Payroll Process Action
	payroll security profile	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	Role: Payroll Payment Distribution
	payroll process results for	Administration
	legislative data groups in their	Privilege: View Payroll Process Results
	legislative data group security	(Data)
	profile and payrolls in their	Resource: Payroll Process Action
	payroll security profile	Resource. Fayron Frocess Action
Payroll Process Action	A Payroll Manager can manage	Role: Payroll Completeness Confirmation
Message Line	payroll process results for	Privilege: Manage Payroll Process Results
Wessage Line	payrolls in their payroll security	(Data)
	profile	Resource: Payroll Process Action Message
	prome	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	Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results
	people and assignments in	(Data)
	person and assignment security	
	profile	Resource: Payroll Process Action Message Line
	prome	
		Role: Payroll Interface Privilege: View Payroll Process Results
		•
		(Data) Resource: Payroll Process Action Message
Payroll Process Action	A Payroll Manager can manage	Polo: Payroll Completeness Confirmation
Payron Process Action Population Range	payroll process results for	Role: Payroll Completeness Confirmation
i opulation Kange	people and assignments in	Privilege: Manage Payroll Process Results
	person and assignment security	(Data) Regerment Payrell Process Action Population
	profile	Resource: Payroll Process Action Population
	prome	Range
		Role: Payroll Interface
		Privilege: Manage Payroll Process Results
		(Data) Resource: Powell Process Action Population
		Resource: Payroll Process Action Population
	A Dougott Managar	Range Poles Pourell Completeness Confirmation
	A Payroll Manager can view	Role: Payroll Completeness Confirmation
	payroll process results for	Privilege: View Payroll Process Results
	payrolls in their payroll security	(Data)
	profile	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	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Processing Rule
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Processing Rule
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege : View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Processing Rule
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Processing Rule
Payroll Relationship	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data group security profile	Parameters (Data)
	A Payroll Manager can manage	Resource: Payroll Relationship
	payroll dashboard for	Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data)
	legislative data groups in their	Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Relationship
	legislative data group security	Resource. Fayron Relationship
	profile and people and	
	assignments in person and	
	assignment security profile and	
	for payroll statutory units in	
	their organization security	
	profile	
	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
	payroll person process results	Balancing Administration
	for legislative data groups in	Privilege: Manage Payroll Person Process
	their legislative data group security profile and people and	Results (Data)
	assignments in person and	Resource: Payroll Relationship
	assignment security profile and	Role: Payroll Completeness Confirmation Privilege: Manage Payroll Person Process
	for payroll statutory units in	Results (Data)
	their organization security	Resource: Payroll Relationship
	profile	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	Role: Manage Payroll Calculation Cards
	payroll personal calculation	Privilege: Manage Payroll Personal
	card for people and	Calculation Card (Data)
	assignments in their person and	Resource: Payroll Relationship
	assignment security profile.	1
	A Payroll Manager can manage	Role: Adjust Individual Payroll Balance
	payroll relationship for	Privilege : Manage Payroll Relationship (Data)
	legislative data groups in their	Resource: Payroll Relationship
	legislative data group security	Role: Manage Costing for a Person
	profile and people and	Privilege : Manage Payroll Relationship (Data)
	assignments in person and	Resource: Payroll Relationship
	assignment security profile and	Role: Manage Payroll Element Entry
	for payroll statutory units in	Privilege: Manage Payroll Relationship (Data)
	their organization security	Resource: Payroll Relationship
	profile	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	Role: Manage Payroll Third-Party Person
	payroll third-party person	Payment Method
	payment method for people and	Privilege: Manage Payroll Third-Party Person
	assignments in their person and	Payment Method (Data)
	assignment security profile	Resource: Payroll Relationship
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll relationship for	Privilege : Report Payroll Relationship (Data)
	legislative data groups in their	Resource: Payroll Relationship
	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	D. D. H.
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	person process result for people	Privilege: Report Person Process Result
	and assignments in person and	(Data)
	assignment security profile	Resource: Payroll Relationship
	A Payroll Manager can view	Role: Access Payroll Dashboard
	payroll dashboard for	Privilege: View Payroll Dashboard (Data)
	legislative data groups in their	Resource: Payroll Relationship
	legislative data group security	_
	profile and people and	
	assignments in person and	

Business Object	Policy Description	Policy Store Implementation
	assignment security profile and	F
	for payroll statutory units in	
	their organization security	
	profile	
	A Payroll Manager can view	Role: Manage Payroll Calculation Cards
	payroll personal calculation	Privilege: View Payroll Personal Calculation
	card for people and	Card (Data)
	assignments in their person and	Resource: Payroll Relationship
	assignment security profile.	
	A Payroll Manager can view	Role: Adjust Individual Payroll Balance
	payroll relationship for	Privilege : View Payroll Relationship (Data)
	legislative data groups in their	Resource: Payroll Relationship
	legislative data group security	Role: Manage Costing for a Person
	profile and people and	Privilege: View Payroll Relationship (Data)
	assignments in person and assignment security profile and	Resource: Payroll Relationship
	for payroll statutory units in	Role: Manage Payroll Element Entry
	their organization security	Privilege : View Payroll Relationship (Data)
	profile	Resource: Payroll Relationship
	F	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
	A Payroll Manager can view	Role: Payroll Calculation, Validation, and
	person payroll process results	Balancing Administration
	for legislative data groups in	Privilege: View Person Payroll Process
	their legislative data group	Results (Data)
	security profile and people and	Resource: Payroll Relationship
	assignments in person and	Role: Payroll Completeness Confirmation
	assignment security profile and	Privilege: View Person Payroll Process
	for payroll statutory units in	Results (Data)
	their organization security	Resource: Payroll Relationship
	profile	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	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Group	payroll process and report	Parameter Parameter
	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Relationship Group
	A Payroll Manager can manage	Role: Manage Payroll Relationship
	payroll relationship for legal	
		Privilege: Manage Payroll Relationship (Data)
	employers in their organization	Resource: Payroll Relationship Group
	security profile	D 1 M D 11D 1 (' 1'
	A Payroll Manager can view	Role: Manage Payroll Relationship
	payroll relationship for legal	Privilege : View Payroll Relationship (Data)
	employers in their organization	Resource: Payroll Relationship Group
	security profile	
Payroll Retropay	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Component Usage	payroll element for legislative	Privilege: Manage Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Retropay Component
	data group security profile	Usage
		Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Retropay Component
		Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Retropay Component
	data group security profile	Usage
		Role: Payroll Implementation View
		Privilege : View Payroll Element (Data)
		Resource: Payroll Retropay Component
		Usage
Payroll Retropay	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Definition	payroll process and report	Parameter
Bermitton	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Retropay Definition
Payroll Retropay	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Element Span Usage	payroll element for legislative	1
Element Span Osage	data groups in their legislative	Privilege: Manage Payroll Element (Data)
	data group security profile	Resource: Payroll Retropay Element Span
	data group security profile	Usage
		Role: Payroll Implementation
		Privilege: Manage Payroll Element (Data)
		Resource: Payroll Retropay Element Span
		Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll element for legislative	Privilege: View Payroll Element (Data)
	data groups in their legislative	Resource: Payroll Retropay Element Span
	data group security profile	Usage
		Role: Payroll Implementation View
		Privilege: View Payroll Element (Data)
		Resource: Payroll Retropay Element Span
		Usage

Business Object	Policy Description	Policy Store Implementation
	payroll costing for legislative	Privilege: Manage Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Rule
	data group security profile	
	A Payroll Manager can view	Role: Payroll Implementation View
	payroll costing for legislative	Privilege : View Payroll Costing (Data)
	data groups in their legislative	Resource: Payroll Rule
	data group security profile	
Payroll Run Balance	A Payroll Manager can manage	Role: Payroll Calculation, Validation, and
Validation	payroll person process results	Balancing Administration
	for legislative data groups in	Privilege : Manage Payroll Person Process
	their legislative data group	Results (Data)
	security profile	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	Role: Payroll Calculation, Validation, and
	person payroll process results	Balancing Administration
	for legislative data groups in	Privilege: View Person Payroll Process
	their legislative data group	Results (Data)
	security profile	Resource: Payroll Run Balance Validation
		Role: Payroll Interface
		Privilege: View Person Payroll Process
		Results (Data)
D 11 D 15	1.0	Resource: Payroll Run Balance Validation
Payroll Run Type	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Run Type
	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege : Manage Payroll Definition (Data)
	data groups in their legislative data group security profile	Resource: Payroll Run Type
	data group security profile	Role: Payroll Implementation
		Privilege : Manage Payroll Definition (Data)
	A Doywell Manager	Resource: Payroll Run Type
	A Payroll Manager can report	Role: Payroll Transaction Analysis
	payroll definition for legislative	Privilege: Report Payroll Definition (Data)
	data groups in their legislative data group security profile	Resource: Payroll Run Type
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege: View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type
	data group security profile	Role: Payroll Implementation View
	and Brook security bround	Privilege: View Payroll Definition (Data)
		Resource: Payroll Run Type
Payroll Run Type	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Classification Rule	payroll definition for legislative	Privilege: Manage Payroll Definition (Data)
CIMODITICATION RAIL	data groups in their legislative	Resource: Payroll Run Type Classification
	data group security profile	Rule
	and Stock security bround	Role: Payroll Implementation
		Privilege: Manage Payroll Definition (Data)
		Resource: Payroll Run Type Classification
		7 7 2
	A Downell Monggan can view	Rule Poles Payroll Common HCM Implementation
	A Payroll Manager can view	Role: Payroll Common HCM Implementation

Business Object	Policy Description	Policy Store Implementation
	payroll definition for legislative	Privilege: View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type Classification
	data group security profile	Rule
		Role: Payroll Implementation View
		Privilege : View Payroll Definition (Data)
		Resource: Payroll Run Type Classification
		Rule
Payroll Run Type	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Element Type Usage	payroll definition for legislative	Privilege : Manage Payroll Definition (Data)
	data groups in their legislative	Resource : Payroll Run Type Element Type
	data group security profile	Usage
		Role: Payroll Implementation
		Privilege : Manage Payroll Definition (Data)
		Resource : Payroll Run Type Element Type
		Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege : View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type Element Type
	data group security profile	Usage
		Role: Payroll Implementation View
		Privilege : View Payroll Definition (Data)
		Resource: Payroll Run Type Element Type
		Usage
Payroll Run Type	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
Organization Method	payroll definition for legislative	Privilege : Manage Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type Organization
	data group security profile	Method
		Role: Payroll Implementation
		Privilege : Manage Payroll Definition (Data)
		Resource: Payroll Run Type Organization
		Method
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege: View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type Organization
	data group security profile	Method
		Role: Payroll Implementation View
		Privilege: View Payroll Definition (Data)
		Resource: Payroll Run Type Organization
Danuall D T	A Desmall Manager	Method Dela Describe Grand HGM Local Control of the Control of th
Payroll Run Type Usage	A Payroll Manager can manage	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege: Manage Payroll Definition (Data)
	data groups in their legislative data group security profile	Resource: Payroll Run Type Usage
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Definition (Data)
	A Desiral Manager 2	Resource: Payroll Run Type Usage
	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll definition for legislative	Privilege: View Payroll Definition (Data)
	data groups in their legislative	Resource: Payroll Run Type Usage
	data group security profile	Role: Payroll Implementation View
		Privilege: View Payroll Definition (Data)
D11 Cr. r. r. 77 *:	A.D11.N.f.	Resource: Payroll Run Type Usage
Payroll Statutory Unit	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report

Business Object	Policy Description	Policy Store Implementation
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Statutory Unit
	A Payroll Manager can choose	Role: Payroll Administrator
	payroll statutory unit for	Privilege: Choose Payroll Statutory Unit
	payroll statutory units in their	(Data)
	organization security profile	Resource: Payroll Statutory Unit
		Role: Payroll Manager
		Privilege: Choose Payroll Statutory Unit
		(Data)
		Resource: Payroll Statutory Unit
Payroll Task	A Payroll Manager can manage	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile	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 Powell Flow (Data)
		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	Role: HCM Extract Definition
	payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Task
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : Manage Payroll Flow Patten (Data)
		Resource: Payroll Task
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege : View Payroll Flow (Data)
	group security profile	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
Business Object	1 oney Description	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	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: Manage Payroll Flow (Data)
	group security profile	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	Role: HCM Extract Definition
	payroll flow patten for	Privilege : Manage Payroll Flow Patten (Data)
	legislative data groups in their	Resource: Payroll Task Parameter
	legislative data group security	Role: Payroll Implementation
	profile	Privilege : Manage Payroll Flow Patten (Data)
		Resource: Payroll Task Parameter
	A Payroll Manager can view	Role: Access Payment Distribution Work
	payroll flow for legislative data	Area
	groups in their legislative data	Privilege: View Payroll Flow (Data)
	group security profile	Resource: Payroll Task Parameter
	g - Fr	Role: Access Payroll Accounting Distribution
		Work Area
		Privilege: View Payroll Flow (Data)
		Resource: Payroll Task Parameter
		Role: Access Payroll Administration Work
		Area Printle View Provide Flor (Data)
		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
J.		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	Role: Manage Value Defined by Criteria
	payroll deduction for legislative	Privilege: Manage Payroll Deduction (Data)
	data groups in their legislative	Resource: Payroll Taxability Rule
	data group security profile	Role: Payroll Implementation
		Privilege: Manage Payroll Deduction (Data)
		Resource: Payroll Taxability Rule
	A Payroll Manager can view	Role: Manage Value Defined by Criteria
	payroll deduction group for	Privilege: View Payroll Deduction Group
	legislative data groups in their	(Data)
	legislative data group security	Resource: Payroll Taxability Rule
	profile	Role: Payroll Implementation View
		Privilege: View Payroll Deduction Group
		(Data)
		Resource: Payroll Taxability Rule
Payroll Template Rule	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Group	payroll template for legislative	Privilege: View Payroll Template (Data)
	data groups in their legislative	Resource: Payroll Template Rule Group
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Group Usage	payroll template for legislative	Privilege: View Payroll Template (Data)
- T	data groups in their legislative	Resource: Payroll Template Rule Group
	data group security profile	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	A Payroll Manager can choose	Role: Choose Payroll Report and Process
Solution	payroll process and report	Parameter Parameter
	parameters for legislative data	Privilege: Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Payroll Template Solution
	J 1 J 1	

Business Object	Policy Description	Policy Store Implementation
v	A Payroll Manager can view	Role: Payroll Common HCM Implementation
	payroll template for legislative	Privilege : View Payroll Template (Data)
	data groups in their legislative	Resource: Payroll Template Solution
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Classification	payroll template for legislative	Privilege : View Payroll Template (Data)
Usage	data groups in their legislative	Resource: Payroll Template Solution
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Column	payroll template for legislative	Privilege : View Payroll Template (Data)
Information	data groups in their legislative	Resource : Payroll Template Solution Column
	data group security profile	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
2 11 27 1	17.	Information
Payroll Template	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Column	payroll template for legislative	Privilege: View Payroll Template (Data)
Instance	data groups in their legislative	Resource: Payroll Template Solution Column
	data group security profile	Instance
		Role: Payroll Implementation
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution Column
		Instance Poles Payroll Implementation View
		Role: Payroll Implementation View
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template Solution Column Instance
Payroll Template	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Design Pattern	payroll template for legislative	Privilege: View Payroll Template (Data)
Solution Design Lattern	data groups in their legislative	Resource: Payroll Template (Data)
	data group security profile	Pattern
	and group security proffic	Role: Payroll Implementation
		Privilege: View Payroll Template (Data)
		Resource: Payroll Template (Data)
		Pattern
		Role: Payroll Implementation View
		Note. Fayron implementation view

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

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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Row Instance	payroll template for legislative	Privilege : View Payroll Template (Data)
	data groups in their legislative	Resource: Payroll Template Solution Row
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Rule	payroll template for legislative	Privilege : View Payroll Template (Data)
	data groups in their legislative	Resource: Payroll Template Solution Rule
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Rule	payroll template for legislative	Privilege : View Payroll Template (Data)
Dependency	data groups in their legislative	Resource: Payroll Template Solution Rule
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation
Solution Table	payroll template for legislative	Privilege : View Payroll Template (Data)
Information	data groups in their legislative	Resource: Payroll Template Solution Table
	data group security profile	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	A Payroll Manager can view	Role: Payroll Common HCM Implementation	
Solution Table Relation	payroll template for legislative	Privilege : View Payroll Template (Data)	
	data groups in their legislative	Resource: Payroll Template Solution Table	
	data group security profile	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	
D 11 m D 6 1 1	1.7	Relation	
Payroll Time Definition	A Payroll Manager can manage	Role: Payroll Common HCM Implementation	
	payroll definition for legislative	Privilege: Manage Payroll Definition (Data)	
	data groups in their legislative data group security profile	Resource: Payroll Time Definition	
	data group security prome	Role: Payroll Implementation	
		Privilege: Manage Payroll Definition (Data)	
	A Payroll Manager can view	Resource: Payroll Time Definition	
	payroll definition for legislative	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data)	
	data groups in their legislative	Resource: Payroll Time Definition	
	data group security profile	Role: Payroll Implementation View	
	ann gerup reens, person	Privilege: View Payroll Definition (Data)	
		Resource: Payroll Time Definition	
Payroll Time Period	A Payroll Manager can report	Role: Payroll Transaction Analysis	
Type	payroll definition for legislative	Privilege: Report Payroll Definition (Data)	
31	data groups in their legislative	Resource: Payroll Time Period Type	
	data group security profile	J. J	
Payroll Usage	A Payroll Manager can manage	Role: Manage Payroll Relationship	
	payroll relationship for payroll	Privilege : Manage Payroll Relationship (Data)	
	flows in their payroll flow	Resource: Payroll Usage	
	security profile		
	A Payroll Manager can view	Role: Manage Payroll Relationship	
	payroll relationship for payroll	Privilege: View Payroll Relationship (Data)	
	flows in their payroll flow security profile	Resource: Payroll Usage	
Person	A Payroll Manager can report	Role: Payroll Transaction Analysis	
1 613 611	person for persons and	Privilege: Report Person (Data)	
	assignments in their person and	Resource: Person	
	assignment security profile		
	A Payroll Manager can search	Role: Person View	
	person live for persons and	Privilege: Search Person Live (Data)	
	assignments in their person and	Resource: Person	
	assignment security profile		
	A Payroll Manager can view	Role: Person View	
	person for persons and	Privilege: View Person (Data)	
	assignments in their person and	Resource: Person	
Person Contact	assignment security profile A Payroll Manager can view	Role: Person View	
1 CISOII COIIIACI		Privilege: View Person Contact (Data)	
		THE PROPERTY OF THE PROPERTY O	
	person contact for persons and assignments in their person and		
	assignments in their person and	Resource: Person Contact	
Person Disability	assignments in their person and assignment security profile		
Person Disability	assignments in their person and	Resource: Person Contact	

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 Personal Payment	A Payroll Manager can view person national identifier for persons and assignments in their person and assignment security profile A Payroll Manager can manage	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier Role: Payroll Common HCM Implementation	
Method	payroll payment for legislative data groups in their legislative data group security profile	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	A Payroll Manager can manage	Role: Subledger Accounting Manager
Balance	subledger accounting balance	Privilege: Manage Subledger Accounting
	for the subsidiaries or	Balance (Data)
	management segment values	Resource: Subledger Accounting Balance
	whose account balance they	resource. Subjected Fleedunting Burance
	manage	
Subledger Application	A Payroll Manager can manage	Role: Subledger Accounting Manager
	subledger application for the	Privilege: Manage Subledger Application
	owning oracle fusion	(Data)
	accounting generating	Resource: Subledger Application
	subledger application.	
Subledger Application	A Payroll Manager can manage	Role: Payroll Manager
Setup	subledger application setup for	Privilege: Manage Subledger Application
1	the subledger application data	(Data)
	created by oracle fusion global	Resource: Subledger Application Setup
	payroll	
Subledger Application	A Payroll Manager can manage	Role: Payroll Manager
Transaction	subledger application	Privilege: Manage Subledger Source
	transaction for subledger	Transaction (Data)
	accounting data for payrolls in	Resource: Subledger Application Transaction
	their payroll security profile	
Subledger Journal Entry	A Payroll Manager can manage	Role: Subledger Accounting Manager
l s	subledger source transaction for	Privilege: Manage Subledger Source
	the business units, cost	Transaction (Data)
	organizations, asset books or	Resource: Subledger Journal Entry
	legislative data groups, and the	
	subledger applications for	
	which they are authorized	
Subledger Ledger	A Payroll Manager can manage	Role: Payroll Manager
Attribute	subledger ledger attribute for	Privilege: Manage Ledger for Subledger
	ledgers that are derived from	(Data)
	payrolls in their payroll security	Resource: Subledger Ledger Attribute
	profile	
Subledger Source	A Payroll Manager can manage	Role: Subledger Accounting Manager
Transaction	subledger source transaction for	Privilege: Manage Subledger Source
	the business units, cost	Transaction (Data)
	organizations, asset books or	Resource: Subledger Source Transaction
	legislative data groups, and the	
	subledger applications for	
	which they are authorized	
Tax Exemption	A Payroll Manager can manage	Role: Customer Account Inquiry
	tax exemption for the tax setup	Privilege: Manage Tax Exemption (Data)
	applicable to the business units	Resource: Business Unit
	for which they are responsible	
Tax Reporting Unit	A Payroll Manager can choose	Role: Choose Payroll Report and Process
	payroll process and report	Parameter
	parameters for legislative data	Privilege : Choose Payroll Process and Report
	groups in their legislative data	Parameters (Data)
	group security profile	Resource: Tax Reporting Unit
	A Payroll Manager can choose	Role: Payroll Administrator
	tax reporting unit for tax	Privilege : Choose Tax Reporting Unit (Data)
	reporting units in their	Resource: Tax Reporting Unit
	organization security profile	Role: Payroll Manager
		Privilege: Choose Tax Reporting Unit (Data)
		Resource: Tax Reporting Unit
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry
Trading Community	111 ayron manager can view	Actor Account Inquiry

Business Object	Policy Description	Policy Store Implementation	
Customer Account	customer account for all	Privilege: View Customer Account (Data)	
	customer accounts in the	Resource: Trading Community Customer	
	enterprise	Account	
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry	
Customer Account	customer account relationship	Privilege: View Customer Account	
Relationship	for all customer account	Relationship (Data)	
r	relationships in the enterprise	Resource: Trading Community Customer	
	r r	Account Relationship	
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry	
Customer Account Site	customer account site for all	Privilege: View Customer Account Site (Data)	
	customer account sites in the	Resource: Trading Community Customer	
	enterprise	Account Site	
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry	
Customer Account Site	customer account site use for	Privilege: View Customer Account Site Use	
Use	all customer account site uses	(Data)	
C S C	in the enterprise	Resource: Trading Community Customer	
	in the enterprise	Account Site Use	
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry	
Organization Party	trading community	Privilege: View Trading Community	
Organization rarty	organization for all	Organization (Data)	
	organization in the enterprise	Resource: Trading Community Organization	
	organizations in the enterprise	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	
To die Generali	A D 11 M	Party	
Trading Community	A Payroll Manager can view	Role: Customer Account Inquiry	
Party	trading community person for	Privilege : View Trading Community Person	
	all people in the enterprise	(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	A Payroll Manager can view	Role: Customer Account Inquiry	
Relationship	trading community relationship	Privilege : View Trading Community	
	for all trading community	Relationship (Data)	
	relationships in the enterprise	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	Role: Customer Account Inquiry	
	party tax profile for any party	Privilege : Manage Party Tax Profile (Data)	
	tax profile defined in the enterprise	Resource: Party Tax Profile	
	A Payroll Manager can manage	Role: Customer Account Inquiry	
	party tax profile taxpayer	Privilege: Manage Party Tax Profile	
	identifier for organizations of	Taxpayer Identifier (Data)	
	type individual party tax profile	Resource: Party Tax Profile	
	taxpayer identifier defined in	·	
	the enterprise.		
Tax Registration	A Payroll Manager can manage	Role: Customer Account Inquiry	
	tax registration for any tax	Privilege : Manage Tax Registration (Data)	
	registration defined in the	Resource: Tax Registration	
	enterprise		
Withholding Party Tax	A Payroll Manager can manage	Role: Customer Account Inquiry	
Profile	party tax profile taxpayer	Privilege: Manage Party Tax Profile	
	identifier for organizations of	Taxpayer Identifier (Data)	
	type individual party tax profile	Resource : Withholding Party Tax Profile	
	taxpayer identifier defined in		
	the enterprise.		

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	Access Oracle Taleo
	Recruiting Cloud Service, identifies	Recruiting Cloud Service
	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.	

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	Execute Setup Tasks
	assigned tasks, and task lists.	Review Applications
		Offering
		Review Setups Functional
		User Overview
		Setup and Maintain
		Applications
Recruiting Administrator	Supports integration with Oracle Taleo	Access Oracle Taleo
	Recruiting Cloud Service, identifies	Recruiting Cloud Service
	workers with responsibilities in Oracle	Manage Application
	Taleo Recruiting Cloud Service, but	Attachment Category
	without privileges in HCM. In Oracle	Manage Geography Tree
	Taleo Recruiting Cloud Service, a	Manage Job Requisition
	Recruiting Administrator has permissions	Templates
	on almost all recommended features and	Manage Organization Tree
	functions in the Recruiting and	Manage Questionnaire
	Configuration centers.	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	Analyzes Time and Labor transactional information.	
Analysis		
Workforce Scheduling Transaction	Analyses workforce scheduling transactional information	
Analysis		

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	Execute Setup Tasks
•	assigned tasks, and task lists.	Review Applications
		Offering
		Review Setups Functional
		User Overview
		Setup and Maintain
		Applications
Time and Labor Administrator	Manages time and labor system and data,	Access Time Management
	resolves system errors during import of	Work Area
	time, validation, approval and transfer	Create Time Card
	processes. Maintains rules, groups, layout	Enter Project Unprocessed
	sets, and other maintenance tasks.	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	Role: Time and Labor Administrator
	Administrator can choose	Privilege : Choose Assignment Grade (Data)
	assignment grade for all grades	Resource: Assignment Grade
	in the enterprise	
	A Time and Labor	Role: Time and Labor Transaction Analysis
	Administrator can report	Privilege: Report Assignment Grade (Data)
	assignment grade for all grades	Resource: Assignment Grade
	in the enterprise	
Business Unit	A Time And Labor	Role: Time and Labor Administrator
	Administrator can choose	Privilege : Choose Business Unit Organization
	business unit for business units	(Data)
	in their organization security	Resource: Business Unit
	profile	
Department	A Time And Labor	Role: Time and Labor Administrator
	Administrator can choose	Privilege : Choose Department (Data)
	department for departments in	Resource: Department
	their organization security	
	profile	D. I. Ti.
	A Time and Labor	Role: Time and Labor Transaction Analysis
	Administrator can report	Privilege : Report Department (Data)
	department for departments in	Resource: Department
	their organization security profile	
Fast Formula	A Time and Labor	Polos Monago Foot Formula
rast Formula	Administrator can manage fast	Role: Manage Fast Formula Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula
	groups in their legislative data	Resource. Fast Formula
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege: View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula
	groups in their legislative data	Accounted a desired and a second
	group security profile	
Fast Formula Context	A Time and Labor	Role: Manage Fast Formula
	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Context
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege: View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Context
	groups in their legislative data	
	group security profile	
Fast Formula Function	A Time and Labor	Role: Manage Fast Formula

Business Object	Policy Description	Policy Store Implementation
,	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Function
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege: View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Function
	groups in their legislative data	
	group security profile	
Fast Formula Global	A Time and Labor	Role: Manage Fast Formula
	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Global
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege : View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Global
	groups in their legislative data	
	group security profile	
Fast Formula Route	A Time and Labor	Role: Manage Fast Formula
	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Route
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege : View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula Route
	groups in their legislative data	
	group security profile	
Fast Formula Type	A Time and Labor	Role: Manage Fast Formula
Context Usage	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
_	formula for legislative data	Resource: Fast Formula Type Context Usage
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege: View Fast Formula (Data)
	formula for legislative data	Resource : Fast Formula Type Context Usage
	groups in their legislative data	
	group security profile	
Fast Formula User Entity	A Time and Labor	Role: Manage Fast Formula
	Administrator can manage fast	Privilege: Manage Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula User Entity
	groups in their legislative data	
	group security profile	
	A Time and Labor	Role: Manage Fast Formula
	Administrator can view fast	Privilege: View Fast Formula (Data)
	formula for legislative data	Resource: Fast Formula User Entity
	groups in their legislative data	
	group security profile	
HR Job	A Time And Labor	Role: Time and Labor Administrator
	Administrator can choose hr	Privilege: Choose HR Job (Data)
	job for all jobs in the enterprise	Resource: HR Job
	A Time and Labor	Role: Time and Labor Transaction Analysis
	Administrator can report hr job	Privilege: Report HR Job (Data)
	for all jobs in the enterprise	Resource: HR Job
Legal Employer	A Time And Labor	Role: Time and Labor Administrator
Legai Linpioyei	11 Time Time Educat	Avic. Time and Labor Administrator

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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	Analyzes Time and Labor transactional information.
Analysis	
Workforce Scheduling Transaction	Analyses workforce scheduling transactional information
Analysis	

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	Execute Setup Tasks
_	assigned tasks, and task lists.	Review Applications
		Offering
		Review Setups Functional
		User Overview
		Setup and Maintain
		Applications
Time Card Management	Manages time cards that need to be	Manage Time Cards by
	adjusted or submitted for processing,	Administrator
	when a worker cannot access their time	Mass Approve Time Cards
	card.	Withdraw Pending Approval
		Notifications
Time and Labor Administrator	Manages time and labor system and data,	Access Time Management
	resolves system errors during import of	Work Area
	time, validation, approval and transfer	Create Time Card
	processes. Maintains rules, groups, layout	Enter Project Unprocessed
	sets, and other maintenance tasks.	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 Crowns
		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	Access Time Management
	of Time and Labor. Supervises other roles	Work Area
	that support the Time and Labor	Enter Project Unprocessed
	infrastructure.	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	Role: Time and Labor Manager
	can choose assignment grade	Privilege : Choose Assignment Grade (Data)
	for all grades in the enterprise	Resource: Assignment Grade
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose assignment grade for all	Privilege : Choose Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
	A Time and Labor Manager can	Role: Time and Labor Transaction Analysis
	report assignment grade for all	Privilege : Report Assignment Grade (Data)
	grades in the enterprise	Resource: Assignment Grade
Business Unit	A Time And Labor Manager	Role: Time and Labor Manager
	can choose business unit for	Privilege : Choose Business Unit Organization

Business Object	Policy Description	Policy Store Implementation
	business units in their	(Data)
	organization security profile	Resource: Business Unit
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose business unit	Privilege: Choose Business Unit Organization
	organization for business units	(Data)
	in their organization security	Resource: Business Unit
	profile	200000000000000000000000000000000000000
Department	A Time And Labor Manager	Role: Time and Labor Manager
	can choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose department for	Privilege: Choose Department (Data)
	departments in their	Resource: Department
	organization security profile	
	A Time and Labor Manager can	Role: Time and Labor Transaction Analysis
	report department for	Privilege: Report Department (Data)
	departments in their	Resource: Department
	organization security profile	•
Fast Formula	A Time and Labor Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula
	data group security profile	
Fast Formula Context	A Time and Labor Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Context
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Context
	data group security profile	
Fast Formula Function	A Time and Labor Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Function
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Function
	data group security profile	
Fast Formula Global	A Time and Labor Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Global
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Global
	data group security profile	Ziesouree. I ust I official Offoodi
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Business Object	Policy Description	Policy Store Implementation
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Route
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Route
	data group security profile	
Fast Formula Type	A Time and Labor Manager can	Role: Manage Fast Formula
Context Usage	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula Type Context Usage
	legislative data group security	71
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula Type Context Usage
	data group security profile	71
Fast Formula User Entity	A Time and Labor Manager can	Role: Manage Fast Formula
	manage fast formula for	Privilege: Manage Fast Formula (Data)
	legislative data groups in their	Resource: Fast Formula User Entity
	legislative data group security	, in the second
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege: View Fast Formula (Data)
	data groups in their legislative	Resource: Fast Formula User Entity
	data group security profile	, and the second
HR Job	A Time And Labor Manager	Role: Time and Labor Manager
	can choose hr job for all jobs in	Privilege: Choose HR Job (Data)
	the enterprise	Resource: HR Job
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose hr job for all jobs in the	Privilege: Choose HR Job (Data)
	enterprise	Resource: HR Job
	A Time and Labor Manager can	Role: Time and Labor Transaction Analysis
	report hr job for all jobs in the	Privilege: Report HR Job (Data)
	enterprise	Resource: HR Job
Legal Employer	A Time And Labor Manager	Role: Time and Labor Manager
g	can choose legal employer for	Privilege: Choose Legal Employer (Data)
	legal employers in their	Resource: Legal Employer
	organization security profile	2000 Dogai Emprojei
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose legal employer for legal	Privilege: Choose Legal Employer (Data)
	employers in their organization	Resource: Legal Employer
	security profile	
Legislative Data Group	A Time And Labor Manager	Role: Time and Labor Manager
	can choose legislative data	Privilege : Choose Legislative Data Group
	group for legislative data	(Data)
	groups in their legislative data	Resource: Legislative Data Group
	group security profile	
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose legislative data group	Privilege: Choose Legislative Data Group
	choose registative data group	
	for legislative data groups in	(Data)
		(Data)
	for legislative data groups in	_ = = = = = = = = = = = = = = = = = = =
Location	for legislative data groups in their legislative data group	(Data)
Location	for legislative data groups in their legislative data group security profile	(Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
		Resource: Location
Payroll Database Item	A Time and Labor Manager can	Role: Manage Fast Formula
Group	manage fast formula for	Privilege : Manage Fast Formula (Data)
	legislative data groups in their	Resource: Payroll Database Item Group
	legislative data group security	
	profile	
	A Time and Labor Manager can	Role: Manage Fast Formula
	view fast formula for legislative	Privilege : View Fast Formula (Data)
	data groups in their legislative	Resource: Payroll Database Item Group
	data group security profile	
Person	A Time and Labor Manager can	Role: Time and Labor Transaction Analysis
	report person for persons and	Privilege: Report Person (Data)
	assignments in their person and	Resource: Person
	assignment security profile	
	A Time and Labor Manager can	Role: Manage Time Entry
	search person live for persons	Privilege: Search Person Live (Data)
	and assignments in their person	Resource: Person
	and assignment security profile	Role: Manage Time Event
	and analy frame	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	Role: Time and Labor Transaction Analysis
	report position for positions in	Privilege: Report Position (Data)
	their position security profile	Resource: Position
Public Person	A Time And Labor Manager	Role: Time and Labor Manager
Tuble Terson	can choose public person for	Privilege: Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	Resource. I done I cison
	security profile	
	A Time and Labor Manager can	Role: Time and Labor Administrator
	choose public person for	Privilege: Choose Public Person (Data)
	persons and assignments in	Resource: Public Person
	their person and assignment	ACSOUTCE. I HOME I CISOH
	security profile	
Time Card	A Time and Labor Manager can	Role: Generate Time Card
Time Card	generate time cards for persons	Privilege: Generate Time Cards (Data)
	and assignments in their person	Resource: Time Card
	and assignment security profile	ACOURCE. THE CARU
Time Entry	A Time and Labor Manager can	Role: Generate Time Entry
Time Linuy	generate time entries for	Privilege: Generate Time Entries (Data)
	persons and assignments in	
	their person and assignment	Resource: Time Entry
	security profile	
		Pole: Managa Tima Enter
	A Time and Labor Manager can	Role: Manage Time Entry
	manage time entries for persons	Privilege : Manage Time Entries (Data)

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

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	Schedules the certification process, which assesses
Scheduling	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 administrating 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.