



Glossary

GA@WORK HCM Security Role - Glossary

Overview

The Glossary provides a comprehensive overview of assignable roles and their associated security groups within the organization. It outlines key attributes for each role, including their descriptions, security group classifications, assignment guidelines, applicable organization types, and access rights. Additionally, the document details the business process types that each security group is authorized to initiate. This information serves as a reference for managing role assignments, ensuring appropriate access controls, and supporting effective organizational governance. **To quickly locate specific fields or terms within the Glossary, use the Ctrl + F keyboard shortcut to search and navigate directly to the information you need.**

Fields

Assignable Role: Specifies the role that can be assigned to individuals within the organization, indicating their responsibilities and permissions.
Security Group Type: Describes the category of security group, such as role-based or constrained, which determines access control and permissions.
Security Group: Identifies the specific security group associated with the role, defining access rights and security settings.
Description: Provides a detailed explanation of the role's functions and responsibilities within the organization.
Context Type: Describes how the role's access is constrained, such as by role access, indicating the scope and limits of the role's permissions.
All Security Groups for Role: Lists all security groups that encompass the role, showing the broader context of access and permissions.
Role Enabled for Organization Type(s): Lists the types of organizations where the role is applicable, such as supervisory or departmental.
Role Restricted to Single Assignment: Indicates whether the role can be assigned to only one individual or position at a time.



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Is Supporting or Is Leadership: Identifies whether the role is a supporting function or a leadership position, clarifying its place within the organizational hierarchy.
Hide Role on View if Not Assigned: States whether the role remains hidden unless it is actively assigned to a user, maintaining a clean user interface.
Access Rights to Organization(s): Specifies the scope of access rights granted to the role, such as current organization or subordinates.
Access Rights to Multiple Job Workers: Describes whether the role allows access to multiple positions or workers, indicating flexibility in role assignment
Other Usages: Lists additional functionalities or processes the role can configure or access, providing insight into the role's extended capabilities.
Critical Administration/Definition Usages: Highlights critical administrative functions or definitions that the role can access or manage, indicating areas of significant responsibility.



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Domains Granted to Security Group: Lists the data domains or functional areas the security group can access, outlining the breadth of information available to the role.
Business Process Types granted to Security Group - Initiate Access: Details the business processes that the security group can initiate, relevant to the assigned role.
Business Process Types granted to Security Group - Enrichment Access: Details processes the security group can enhance or modify, showing its role in process improvement.
Business Process Types granted to Security Group - View Access: Lists processes the security group can view, providing access to information without modification rights.



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Business Process Types granted to Security Group - View Completed Access: Indicates completed processes the security group can review, ensuring oversight and analysis capabilities.
Reports Explicitly Shared with Group: Identifies reports that are specifically shared with the security group, indicating the information available for analysis and decision-making.
Business Process Types granted to Security Group - Approve Access: Details processes the security group can approve, highlighting its role in decision-making and governance.
Business Process Types granted to Security Group - Cancel Access: Specifies processes the security group can cancel, showing its authority to halt operations.



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- Business Process Types granted to Security Group - Rescind Access:** Lists processes the security group can rescind, indicating its ability to reverse decisions.
- Business Process Types granted to Security Group - Reassign Access:** Details processes the security group can reassign, indicating flexibility in task allocation.

Support

Please reach out to nextgen_secmap@sao.ga.gov if you have any questions.

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
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Role-Based Security Group (Constrained)	Affiliation Manager	Affiliation Manager	Perform actions on members of assigned extended enterprise affiliations. Examples include finding and viewing extended enterprise learners. No approval authority.	Constrained by Role Access	Affiliation Manager			Leadership		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Role Access (Extended Enterprise Learner Approve) Role Access (Extended Enterprise Learner View and Modify)	Manage: Extended Enterprise Affiliation Learners Manage: Facilitated Enrollments Manage: Self-Learner Registration Person Data: Certifications Reports: Extended Enterprise Affiliation Learners Reports: Extended Enterprise Affiliations Reports: My Leadership Roles							
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Role-Based Security Group (Constrained)	Background Check Partner	Background Check Partner	Perform background check functions for assigned organizations.		Background Check Partner Background Check Partner (Unconstrained)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support			Candidate Data: Background Check History Candidate Data: Job Application Job Requisition Data Manage Pre-Hire Process Manage Pre-Hire Process: Worker Hire Eligibility Pre-Hire Data: Name and Contact Information Pre-Hire Personal Data Worker Data: Background Check Status	Background Check	Background Check	Background Check			Background Check	Background Check
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Role-Based Security Group (Constrained)	Benefits Partner (Local)	Benefits Partner (Local)	Perform benefits management functions for assigned location hierarchies. Examples include initiating open enrollment, changing benefit elections, and maintaining dependents and beneficiaries. Approval authority for benefits business processes.	Constrained by Role Access	Benefits Partner (Local)	Location Hierarchy		Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support		Benefits Partner	Worker Data: Benefit Elections Worker Data: Benefit Eligibility Worker Data: Benefits Worker Data: Benefits Annual Rate Worker Data: Retirement Savings					
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Role-Based Security Group (Constrained)	Benefits Partner (Supervisory)	Benefits Partner (Supervisory)	Perform benefits management functions for assigned supervisory organizations. Examples include initiating open enrollment, changing benefit elections, and maintaining dependents and beneficiaries. Approval authority for benefits business processes.	Constrained by Role Access	Benefits Partner (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Benefits Partner	Custom Domain 2 Worker Data: Benefit Elections Worker Data: Benefit Eligibility Worker Data: Benefits Worker Data: Retirement Savings	Edit Worker Additional Data Event		Change Retirement Savings	Edit Worker Additional Data Event	
Role-Based Security Group (Constrained)	Candidate Pool Manager	Candidate Pool Manager	Perform maintenance tasks for assigned candidate pools. Examples include maintaining candidate pools and membership. No approval authority.	Constrained by Role Access	Candidate Pool Manager			Leadership		Current Organization Only	Role has access to the positions they support			Candidate Pool: Manage Membership Candidate Pool: My Private Pools Candidate Pool: Private Pool View and Modify Candidate Pool: View and Modify Pool Reports: My Leadership Roles					

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Role-Based Security Group (Constrained)	Compensation Partner (Supervisory)	Compensation Partner (Supervisory)	Perform compensation management functions for assigned supervisory organizations. Examples include approving worker compensation plans, packages, and salary ranges. Approval authority for compensation and staffing business processes.	Constrained by Role Access	Compensation Partner (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Compensation Partner		Distribute Pools	Distribute Pools			Distribute Pools
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Role-Based Security Group (Constrained)	Drug Testing Partner	Drug Testing Partner	Perform drug test functions for assigned organizations.	Constrained by Role Access	Drug Testing Partner (Unconstrained)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Candidate Data: Background Check History Candidate Data: Job Application Job Requisition Data Manage Pre-Hire Process Manage Pre-Hire Process: Worker Hire Eligibility Pre-Hire Data: Name and Contact Information Pre-Hire Personal Data Worker Data: Background Check Status	Background Check	Background Check	Background Check			Background Check	Background Check			

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Role-Based Security Group (Constrained)	0 Employee Relations	Responsible for actions on PIPs and Disciplinary Actions since that role will sometimes be different than the Talent Partner role.	Constrained by Role Access	Employee Relations	Supervisory			Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures Performance Review Status worklet for Home	Talent Statement (View)	Compare Mentors	Complete Manager Evaluation for Disciplinary Action	Complete Manager Evaluation for Disciplinary Action	Assess My Team's Potential		CRHCM - TD - Employee Reviews in Progress		Start Disciplinary Action	Assess My Team's Potential	
														Compare Workers			Assess Potential			Start Performance Improvement Plan	Assess Potential		
												Configures Performance Review Status worklet for Team Performance		Person Data: Competencies	Complete Manager Plan for Performance Improvement	Complete Manager Plan for Performance Improvement Plan	Cascade Goals		CRHCM - TD - Performance Review Ratings		Cascade Goals		
														Pre-Hire: Skills and Experience	Manager Plan for Performance Improvement	Manager Plan for Performance Improvement Plan	Complete Additional Evaluation for Performance Review			Complete Additional Evaluation for Performance Review			
														Process: Employee Reviews and Plans	Manage Goals				CRHCM - TD - Performance Review Ratings Summary		Get Additional Manager Evaluation for Performance Review		
														Retention Risk			Complete Additional Manager Evaluation for Performance Review				Get Additional Reviewers for Performance Review		
												Configures Track My Team's Goals worklet for Team Performance		Retention Risk Factors	Start Disciplinary Action						Get Additional Feedback on Self		
														Search: Find Succession Plans	Start Performance Improvement Plan						Get Feedback on Worker		
														Set Up: Employee Reviews			Complete Employee Plan for Development Plan				Give Requested Feedback		
														Set Up: Succession			Complete Manager Evaluation for Disciplinary Action				Launch Talent Reviews		
														Set Up: Talent									
														Talent Pool: Communications									
														Talent Pool: Create			Complete Manager Evaluation for Performance						
														Talent Pool: Performance									

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Security Group														Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access
													Business Process Types granted to Security Group - View Completed Access		
														Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access
															Business Process Types granted to Security Group - Cancel Access
															Business Process Types granted to Security Group - Rescind Access
															Business Process Types granted to Security Group - Reassign Access

Talent Pool: Manage Membership	Performance Review	Reviews
Talent Pool: View and Edit	Complete Manager Plan for Performance Improvement Plan	Manage Awards and Activities
Talent Review		Manage Career Interests
Talent Review: Potential	Complete Self Evaluation for Performance Review	Manage Certifications
View: Talent Matrix		Manage Education
Worker Data: Anytime Feedback	Get Additional Manager Evaluation for Performance Review	Manage Goals
Worker Data: Career		Manage Interests
Worker Data: Career Hub	Get Additional Reviewers for Performance Review	Manage Internal Projects
Worker Data: Check-Ins		Manage Job History
Worker Data: Delete Development Item	Get Feedback on Self	Manage Job Interests
Worker Data: Disciplinary Action	Get Feedback on Worker	Manage Mentorship
Worker Data: Employee Reviews	Give Requested Feedback	Manage Professional Affiliations
	Launch Talent	Manage

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													Worker Data: Interests			Reviews						Publications	
													Worker Data: Mentoring			Manage Awards and Activities						Manage Relocation Preferences	
													Worker Data: Performance Improvement Plan			Manage Career Interests						Manage Talent Statements	
													Worker Data: Review Event			Manage Certifications						Manage Training	
													Worker Data: Role Requested Feedback			Manage Education						Manage Travel Preferences	
													Worker Data: Self Requested Feedback			Manage Goals						Manage Work Experience	
													Worker Data: Succession			Manage Interests						Start Development Plan	
													Worker Data: Talent			Manage Internal Projects						Start Disciplinary Action	
													Worker Data: Talent Card			Manage Job History						Start Performance Improvement Plan	
													Worker Data: Upload My Experience			Manage Job Interests						Start Performance Review	
																Manage Languages						Start Potential Assessment	
																Manage Mentorship							
																Manage Professional Assessment							

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													Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access
													Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access
													Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access
													Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access
													Business Process Types granted to Security Group - Reassign Access	

													Professional Affiliations	Assessment
													Manage Publications	Talent Review
													Manage Relocation Preferences	
													Manage Succession Plan	
													Manage Talent Statements	
													Manage Training	
													Manage Travel Preferences	
													Manage Work Experience	
													Set Review Content for Performance Review	
													Start Development Plan	
													Start Disciplinary Action	

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Role-Based Security Group (Constrained)	HR Analyst (Local)	HR Analyst (Local)	View all HR setup and operational data for assigned location hierarchies. No approval authority.	Constrained by Role Access	HR Analyst (Local)	Location Hierarchy		Supporting	Yes	Current Organization And All Subordinates	Role has access to the positions they support		HR Analyst	Trended Worker Data Worker Data: Benefit Elections Worker Data: Benefit Eligibility Worker Data: Benefits Worker Data: Benefits Annual Rate Worker Data: Retirement Savings									
Role-Based Security Group (Constrained)	HR Analyst (Supervisory)	HR Analyst (Supervisory)	View all HR setup and operational data for assigned supervisory organizations. No approval authority.	Constrained by Role Access	HR Analyst (Supervisory)	Supervisory		Supporting		Current Organization And All Subordinates	Role has access to the positions they support	Configures Extract Supervisory Organizations worklet for Validation Reports for Supervisory Organization Validation	HR Analyst	Manage: Supervisory Organization Trended Worker Data Worker Data: Connections		Distribute Pools	Edit Worker Additional Data Event						
Role-Based Security Group (Constrained)	HR Director (Supervisory)	HR Director (Supervisory)	HR Director with access to enter and approve all Core HR and Compensation transactions	Constrained by Role Access	HR Director (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Director	Compare Mentors Worker Data: Career Connections				Edit Worker Additional Data Event					

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Role-Based Security Group (Constrained)	HR Executive (Local)	HR Executive (Local)	View all HR operational data for assigned location hierarchies. Approval authority for all HCM business processes.	Constrained by Role Access	HR Executive (Local)	Location Hierarchy		Yes		Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Executive	Trended Worker Data									
Role-Based Security Group (Constrained)	HR Executive (Supervisory)	HR Executive (Supervisory)	View all HR operational data for assigned supervisory organizations. Approval authority for all HCM business processes.	Constrained by Role Access	HR Executive (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Executive	Manage: Supervisory Organization Trended Worker Data Worker Data: Connections			Distribute Pools						

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Role-Based Security Group (Constrained)	HR Organization Configurator	Agencies need to ability to update their own organization and not other organizations.	Constrained by Role Access	HR Organization Configurator	HR Organization Configurator	Supervisory				Current Organization And Unassigned Subordinates	Role has access to the positions they support		Manage: Organization Edit and Reorganization Action	Activation Assign Superior	Reorganization with Org Studio	Activation Assign Superior			Request				
													Participate: Org Designs	Create Subordinate		Change Organization Assignments for Worker							
													Set Up: Organization	Divide Organization		Change Organization Assignments for Workers by Organization							
													Set Up: Reorganization	Reorganization with Org Studio		Change Organization Assignments for Workers by Organization							
													Staffing Actions: Move Manager's Team			Create Subordinate							
													Worker Data: All Positions			Divide Organization							
													Worker Position: View			Move Worker (By Organization)							
																Move Worker (Supervisory)							
																Move Workers (By Organization)							
																Move Workers (Supervisory)							
																Reorganization with Org Studio							

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Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access						

Role-Based Security Group (Constrained)	HR Partner (Local)	HR Partner (Local)	Initiate actions on members of assigned supervisory organizations such as create position, hire, change job, compensation change, performance review, recruiting, leaves, time off and termination. Review and approval authority for some HCM business processes.	Constrained by Role of Access	HR Partner (Local)	Location Hierarchy		Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Partner	Trended Worker Data
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Role-Based Security Group (Constrained)	HR Partner (Supervisory)	HR Partner (Supervisory)	Initiate actions on members of assigned supervisory organizations such as create position, hire, change job, compensation change, performance review, recruiting, leaves, time off and termination. Review and approval authority for some HCM business processes.	Constrained by Role Access	HR Partner (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Partner	Compare Mentors		Distribute Pools	Distribute Pools	Edit Worker Additional Data Event	Distribute Pools
														Manage: Supervisory Organization					
														Participate: Headcount Planning					
														Participate: Org Designs					
														Search: Find Succession Plans					
														Talent Pool: Communications					
														Trended Worker Data					
														View: Talent Matrix					
														Worker Data: Career Connections					
														Worker Data: Connections					

Role-Based Security Group (Constrained)	HR Specialist (Local)	HR Specialist (Local)	Initiate HR transactions and basic HR functions for assigned organizations. Examples include creating new positions, job assignments, and managing compensation events. No approval authority.	Constrained by Role Access	HR Specialist (Local)	Location Hierarchy		Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Specialist						
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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access

Role-Based Security Group (Constrained)	HR Specialist (Supervisory)	HR Specialist (Supervisory)	Initiate HR transactions and basic HR functions for assigned organizations. Examples include creating new positions, job assignments, and managing compensation events. No approval authority.	Constrained by Role Access	HR Specialist (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		HR Specialist	Manage: Supervisory Organization				Edit Worker Additional Data Event						
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Role-Based Security Group (Constrained)	I-9 Partner	I-9 Partner	Perform employment verification functions for assigned organizations.	Constrained by Role Access	I-9 Partner (Unconstrained)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Audit: Worker IDs	Amend Form I-9	Amend Form I-9	Amend Form I-9					Amend Form I-9		
	Person Data: Citizenship Status	Complete Form I-9											Complete Form I-9	Complete Form I-9		Complete Form I-9							
	Person Data: Date of Birth	Manage Form I-9 Assignment												Manage Form I-9 Assignment		Manage Form I-9 Assignment							
	Person Data: Government IDs																						
	Person Data: Home Address																						
	Person Data: Home Contact Information																						
	Person Data: Home Phone																						
	Person Data: ID Information																						
	Person Data: Legal Name																						
	Person Data: Name																						
Person Data: Private Home Address Integration																							
Person Data:																							

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														Business Process Types granted to Security Group - Initiate Access
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Person Data:
Private Work
Address Integration

Person Data: Work
Address

Person Data: Work
Contact
Information

Process: I-9 Forms

Process: Resubmit
Form I-9

Worker Data: Form
I-9: Additional
Information

Worker Data: Form
I-9 Attachments

Worker Data: I-9
Forms

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Role-Based Security Group (Constrained)	Manager	Management Chain	View members of assigned supervisory organizations and subordinates. Management Chain has view permission to all domains where Manager exists. Approval authority for HCM, expense, and procurement business processes.	Constrained by Role Access	Management Chain Manager Manager (Unconstrained)	Supervisory	Yes	Leadership		Current Organization And All Subordinates	Role has access to the positions they support	Configures Candidate Pipeline worklet for Recruiting Configures Candidate Time Per Stage worklet for Recruiting Configures Compare Reported and Scheduled Hours worklet for Time and Absence Configures Internal Sourced Candidates worklet for Recruiting Configures Job Requisition Aging worklet for	Document Category Access (Candidate Resume and Cover Letter View Only) Document Category Access (Interview Documentation and Recruiting Attachments View Only) Manager Recruiting Access Public Profile Access (Birthday) Talent Statement (View)	Add Compensation Management Plans Add Compensation Plans: Add Allowance Add Compensation Plans: Add Merit Candidate Data: Bundle Resumes Candidate Data: Language Skills Candidate Data: Offer Initiation Candidate Data: Questionnaires Candidate Data: Questionnaire Total Score Candidate Data: Reference Check Results Candidate Pool: Restricted View	Assign Employee Collective Agreement Change Default Compensation Change Organization Assignments for Worker Change Organization Assignments for Workers by Organization Close Position Complete Manager Plan for Development Plan End Collective Agreement Assignment End Flexible Work Arrangement Get Additional Reviewers for	Add Additional Job Assign Matrix Organizations Bulk Change Published Schedule for Worker Event Change Default Compensation Change Job Change Order Change Organization Assignments for Organization Change Published Schedule Change Worker Schedule Tags Change Work Space Complete	Accept Shift Swap Add Additional Job Add Flex Team Member Add Retiree Status Assess Candidate Assess My Team's Potential Assess Potential Assign Employee Collective Agreement Assign Matrix Organizations Assign Roles Assign Shift Profiles to Worker Assign Work Schedule		CRHCM - LRN - Certification Completion Certificate [Admin] CRHCM - LRN - Course Completion [Admin] Assign Shift Swap Add Additional Job Add Flex Team Member Assign Matrix Organizations Assign Shift Profiles to Worker Bulk Change Published Schedule for Worker Event Change Default Compensation Change Emergency Contacts Change Job Change Order Change Organization Assignments for				

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Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
											Worker for Recruiting	Restricted View	Candidates for My Jobs	Reviewers for Development Plan	Complete Manager Plan for Development Plan	Schedule Automatic Compensation Change for Position Change Event		Assignments for Worker					
											Configures Manage Job Requisition s worklet for Recruiting	Change Compensation Management Plans	Manage Probation Period	Contract Contingent Worker				Change Organization Assignments for Workers by Organization					
											Compare Mentors	New Hire Provisioning	Correct Time Off	Automatic Employee Compensation Event for End Assignment				Change Published Schedule					
											Configures My Team's Reported Time worklet for Time and Absence	Compensation Change	One-Time Payment for Referral	Create Position				Change Schedule Preferences					
											Compensation Change: Allowance	Pre-Hire Collective Agreement Details	Edit Hiring Restrictions	Bulk Change Published Schedule for Worker Event				Change Work Availability					
											Configures My Team's Scheduled Hours worklet for Time and Absence	Compensation Change: Guidelines	Pre-Hire Contract Details	Effort Certification				Change Worker Schedule Tags					
											Compensation Change: Merit	Pre-Hire Notice Period Details	End Additional Job	Change Default Compensation				Change Worker Scheduling Settings					
											Configures My Team's Upcoming Time Off worklet for Time and Absence	Compensation Change: Total Base Pay	Pre-Hire Probation Period Details	End Contingent Worker Contract				Change Work Space					
											Custom Domain 5	Project Resource Plan Line	End Flexible Work Arrangement	Change Job				Close Position					
											Document Generation Results	Expense Report	Change Order					Complete Additional Evaluation for Development					

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											Configures Performance Review Status worklet for Team Performance	Exit Interview	Propose Compensation Change	Event	Freeze Position	Organization Assignments for Worker			Plan				
												External Student Data	Propose Compensation Hire	Get Additional Reviewers for Development Plan	Change Organization Assignments for Workers by Organization				Complete Employee Plan for Performance Improvement Plan				
											Configures Recruiting worklet for Home	External Student Data: Student Public Reports	Request Flexible Work Arrangement	Goods Delivery Event	Hire	Change Published Schedule			Complete Manager Plan for Development Plan				
											Configures Source Effectiveness worklet for Recruiting	External Student Data: Student Work-Study	Request One-Time Payment Offer/Employment Agreement	Hiring Restrictions	Change Schedule Preferences			Complete Self Evaluation for Disciplinary Action					
											Facilitate Calibration	Indexed Data Source: Job Requisitions	Request Quality Step Increase	Internal Service Delivery Event	Change Work Availability			Contract Contingent Worker					
											Configures Source to Pipeline worklet for Recruiting	Indexed Data Source: Positions	Request Stock Grant Offer/Employment Agreement	Inventory Count Event	Change Worker Schedule Tags			Correct Time Off					
											Configures Track My Team's Goals worklet for Team Performance	Indexed Data Source: Workers	Request Worker Request Event	Inventory Stock Request Event	Change Worker Scheduling Settings			Cover Shift					
												Job Directory	Review Employee Contracts	Manage Competencies	Change Work Space			Create Idea					
												Job Information	Review Probation Period	Manage Probation Period	Close Evergreen Requisition			Delegate Task					
												Job Profile						Drop Learning Enrollment					

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Configures Weekly Average Hours Worked worklet for Time and Absence	Configures Job Profile: Compensation	Period	Move Workers (Supervisory)	Requisition	Configures Workers Currently on Leave worklet for Time and Absence	Edit Hiring Restrictions
	Manage Job Profile	Switch Primary Job	New Purchase	Close Position		
	Events	Title Change	Items Request	Compensation Change for Compensation Plan Event		
	Job Profile: Pay	Update Performance	One-Time Payment for Referral	Complete Additional Evaluation for Development Plan		
	Job Profile: View	Review Ratings for Manager Evaluation	Procurement Card Transaction Verification Event	End Additional Job		
	Job Requisition Data	Veteran Status Identification	Professional Profile	Complete Additional Evaluation for Performance Review		
	Job Requisitions for Recruiting	Wage Theft Prevention Notice	Propose Compensation Change	Complete Employee Plan for Development Plan		
	Manage: Candidate Job Application Notes		Propose Compensation Hire	Employee Plan for Performance Improvement Plan		
	Manage: Candidate Notes		Propose Compensation Offer/Employment Agreement	Complete Form I-9 Section 3		
	Manage: Expense Report for Pre-Hire		Quick Issue			
	Manage: External References		Rate Work			
	Manage: Job Requisition Notes					

Configures Workers Currently on Leave worklet for Time and Absence	Configures Job Profile: Compensation	Period	Move Workers (Supervisory)	Requisition	Configures Workers Currently on Leave worklet for Time and Absence	Edit Hiring Restrictions
	Manage Job Profile	Switch Primary Job	New Purchase	Close Position		
	Events	Title Change	Items Request	Compensation Change for Compensation Plan Event		
	Job Profile: Pay	Update Performance	One-Time Payment for Referral	Complete Additional Evaluation for Development Plan		
	Job Profile: View	Review Ratings for Manager Evaluation	Procurement Card Transaction Verification Event	End Additional Job		
	Job Requisition Data	Veteran Status Identification	Professional Profile	Complete Additional Evaluation for Performance Review		
	Job Requisitions for Recruiting	Wage Theft Prevention Notice	Propose Compensation Change	Complete Employee Plan for Development Plan		
	Manage: Candidate Job Application Notes		Propose Compensation Hire	Employee Plan for Performance Improvement Plan		
	Manage: Candidate Notes		Propose Compensation Offer/Employment Agreement	Complete Form I-9 Section 3		
	Manage: Expense Report for Pre-Hire		Quick Issue			
	Manage: External References		Rate Work			
	Manage: Job Requisition Notes					

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													Manage: Membership Rule Edit		Request Compensation Change	Complete Manager Evaluation for Disciplinary Action		Multiple Recipients		Hire			
												Manage: Project Labor Cost Accounting			Request Delegation Change	Complete Manager		Hiring Restrictions					
												Manage: Supervisory Organization			Request Flexible Work Arrangement	Evaluation for Performance Review		Home Contact Change					
												Management Dashboard: Absence			Request One-Time Payment	Complete Manager Plan for Development Plan		Internal Service Delivery Event					
												Management Dashboard: Calibration			Request One-Time Payment Offer/Employment Agreement	Complete Manager Plan for Performance Improvement Plan		Internal Service Delivery Intercompany Event					
												Management Dashboard: Committees			Request Quality Step Increase	Complete Self Evaluation for Disciplinary Action		Inventory Count Event					
												Management Dashboard: Compensation and Benefits			Request Reference Letter	Complete Self Evaluation for Disciplinary Action		Inventory Put-Away Adjustment Event					
												Management Dashboard: Compensation Review			Request Stock Grant	Complete Self Evaluation for Performance Review		Inventory Return Event					
															Request Stock Grant Offer/Employment Agreement	Complete Self Evaluation for Performance Review		Inventory Stock Request Event					
															Request Time Off	Contract Contingent		Legal Name Change					

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Management Dashboard: Distribution Trends and Analysis	Request Time On Contingent Worker	Convert / Donate	Manage Competencies
Management Dashboard: Diversity	Review Employee Contracts	Correct Worker Start Date	Manage Lesson
Management Dashboard: Expenses	Review Probation Period	Cover Shift	Manage Probation Period
Management Dashboard: Headcount Movement	Set Plan Content for Performance Improvement Plan	Create Position	Mass Change Shifts Event
	Delegate Task		Mass Enroll
Management Dashboard: Labor Cost Analysis	Drop Learning Enrollment		Move Job Requisition (Job Management)
	Edit Hiring Restrictions		Move Worker (Supervisory)
Management Dashboard: Management Reporting Dashboard	Spend Authorization	Edit Position	Move Workers (By Organization)
	Edit Position Restrictions		Move Workers (Supervisory)
Management Dashboard: My Team	Submit Resignation	Effort	
	Swap Positions	Certification	New Hire Provisioning
Management Dashboard:	Switch Primary Job	Employee Bonus for Bonus Process	
			New Purchase Items Request

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														Hire Interviews			Get Additional Manager Evaluation for Performance Review		Card Transaction Verification Intercompany Event				
														Manage Pre-Hire Process: Worker Hire Eligibility			Get Additional Manager Evaluation for Performance Review		Professional Profile				
														Manager: Time Tracking Manager Approval			Get Additional Reviewers for Development Plan		Propose Compensation Change				
														Manager: Time Tracking Manager Edit and Approve			Get Additional Reviewers for Performance		Propose Compensation				

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Role-Based Security Group (Constrained)	Manager	Manager	Perform actions on members of assigned supervisory organizations. Examples include hiring employees or contingent workers, compensation changes, job changes, performance reviews, creating positions and headcount, compensation reviews, staffing, recruiting, leaves, and time off. Approval authority for HCM, expense	Constrained by Role Access	Management Chain Manager Manager (Unconstrained)	Supervisory	Yes	Leadership		Current Organization And Unassigned Subordinates	Role has access to the positions they support	Canceled, or Completed, or Corrected, or Denied, or Rescinded notifies Budget Partner	Document Category Access (Candidate Resume and Cover Letter View Only)	Add Compensation Management Plans	Add Additional Job	Add Additional Job	Accept Shift Swap	CRHCM - LRN - Certification Completion Certificate [Admin]	Accept Shift Swap	Assess My Team's Potential	Assess My Team's Potential		
													Document Category Access (Interview Documentation and Recruiting Attachments View Only)	Add Compensation Plans: Add Allowance	Assess Potential	Assess My Team's Potential	Add Flex Team Member	CRHCM - LRN - Course Completion [Admin]	Add Flex Team Member	Assign Work Schedule	Assign Work Schedule		
													Document Category Access (Interview Documentation and Recruiting Attachments View Only)	Add Compensation Plans: Add Merit	Assign Employee Collective Agreement	Assess Potential	Add Retiree Status	CRHCM - TD - Employee Reviews in Progress	Assess My Team's Potential	Calibrate Team	Get Additional Manager	Get Additional Manager	
													Manager DBHDD Intersection	Candidate Data: Bundle Resumes	Assign Work Schedule	Assign Matrix Organizations	Assess Candidate	CRHCM - TD - Performance Review Ratings	Assess Potential	Correct Time Off	Evaluation for Performance Review	Evaluation for Performance Review	
													Manager DJJ Intersection	Candidate Data: Offer Initiation	Change Default Compensation	Bulk Change Published Schedule for Worker Event	Assess My Team's Potential	CRHCM - TD - Performance Review Ratings	Assign Shift Profiles to Worker	Get Additional Reviewers for Performance	Get Additional Reviewers for Performance		
													Manager DNR Intersection	Candidate Data: Questionnaires	Change Organization Assignments for Worker	Change Job	Assign Costing Allocation	CRHCM - TD - Performance Review Ratings Summary	Bulk Change Published Schedule for Worker Event	Get Additional Reviewers for Performance	Get Feedback on Self	Get Feedback on Self	
													Manager - DOAA Intersection	Candidate Data: Questionnaire Total Score	Change Organization Assignments for Workers by Organization	Change Order	Assign Employee Collective Agreement		Change Default Compensation	Get Feedback on Self	Give Requested Feedback	Give Requested Feedback	
													Manager GCI Intersection	Candidate Data: Reference Check Results	Change Organization Assignments for Workers by Organization	Change Organization Assignments for Workers by Organization	Assign Matrix Organizations		Change Emergency Contacts	Give Requested Feedback	Manage Goals	Manage Goals	
													Manager GDL Intersection	Candidate Pool: Private Pool Create	Complete Employee Plan	Change Published Schedule	Assign Shift Profiles to Worker		Change Job	Job Requisition	Start Development	Start Development	

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	expense, and procurement business processes.											Canceled, or Completed, or Corrected, or Denied, or Rescinded notifies HR Partner	Manager - General Assembly	Private Pool: Restricted View	Create Employee Plan for Development	Schedule Worker	Assign Work Schedule		Change Order	Manage Goals	Development Plan		
												Canceled notifies Initiator	Manager GVRA Intersection	Candidate Pools	Complete Manager Evaluation for Disciplinary Action	Change Worker Schedule Tags	Automatic Compensation Change for Position Change Event		Change Organization Assignments for Worker	Onboarding Setup	Talent Review		
												Canceled notifies Initiator	Manager OIG Intersection	Candidates for My Jobs	Complete Manager Evaluation for Disciplinary Action	Change Worker Space	Automatic Compensation Change for Position Change Event		Change Organization Assignments for Workers by Organization	Request Time Off	Start Development Plan		
												Canceled notifies Initiator	Manager OPB Intersection	Change Compensation Management Plans	Complete Manager Evaluation for Performance Review	Assign Work Schedule	Automatic Compensation Event for End Assignment		Change Organization Assignments for Workers by Organization	Start Disciplinary Action			
												Canceled notifies Initiator	Manager PACSG Intersection	Compare Mentors	Complete Manager Evaluation for Performance Review	Change Worker Schedule	Automatic Compensation Event for End Assignment		Change Published Schedule	Start Performance Improvement Plan			
												Canceled notifies Initiator	Manager Recruiting Access	Compare Workers	Complete Manager Plan for Development	Assign Work Schedule	Bulk Change Published Schedule for Worker Event		Change Schedule Preferences	Talent Review			
												Canceled notifies Initiator	MSS(WD Absence)	Compensation Change: Allowance	Complete Manager Plan for Development	Assign Work Schedule	Calibrate Team		Change Work Availability				
												Canceled notifies Initiator	Primary Recruiter	Compensation Change: Guidelines	Complete Manager Plan for Development	Contract Contingent Worker	Cascade Goals		Change Worker Schedule Tags				
												Canceled notifies Initiator	Primary Recruiting Coordinator	Compensation Change: Merit	Contract Contingent Worker	Correct Time Off	Change Default Compensation		Change Worker Scheduling Settings				
												Canceled notifies Initiator	Public Profile Access (Birthday)	Compensation Change: Total Base Pay	Correct Worker Start Date	Create Idea	Change Emergency Contacts		Change Work Space				
												Canceled notifies Initiator	Search Committee		Create Position	Create Position	Change Job		Close Position				

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												Member	Custom Domain 1										
												Canceled notifies Initiator	Talent Statement (View)	Custom Domain 5	Edit Position Restrictions	Edit Hiring Restrictions					Complete Additional Evaluation for Development Plan		
												Collect Badge/Parking Pass	Document Generation Results	Edit Position Restrictions Additional Data	Edit Position Restrictions	Effort Certification	Change Organization Assignments for Worker						
												Exit Interview	End Additional Job	End Additional Job	End Additional Job	Change Organization Assignments for Workers by Organization				Complete Employee Plan for Development Plan			
												Completed notifies Benefits Partner	External Student Data	End Collective Agreement Assignment	End Contingent Worker Contract	End Contingent Worker Contract	Change Published Schedule			Complete Employee Plan for Performance Improvement Plan			
												Completed notifies Benefits Partner	External Student Data: Student Public Reports	End Contingent Worker Contract	End Flexible Work Arrangement	End Flexible Work Arrangement	Change Schedule Preferences						
												Completed notifies Contingent Worker As Self	External Student Data: Student Work-Study	End Flexible Work Arrangement	Expense Report Event	Expense Report Event	Change Work Availability			Complete Manager Plan for Development Plan			
												Facilitate Calibration	Expense Report Event	Enter Time	Freeze Position	Change Worker Schedule Tags				Complete Self Evaluation for Disciplinary Action			
												Completed notifies Manager	Indexed Data Source: Job Requisitions	Expense Report Event	Get Additional Reviewers for Development Plan	Get Additional Reviewers for Development Plan	Change Worker Scheduling Settings			Contract Contingent Worker			
												Completed notifies Manager	Indexed Data Source: Positions	Get Additional Reviewers for Development Plan	Get Feedback on Self	Get Feedback on Self	Change Work Space						
												Completed notifies	Indexed Data	Get Additional Reviewers for Development Plan	Get Feedback on Worker	Get Feedback on Worker	Close Evergreen Requisition			Correct Time Off			

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											Notifies Manager	Indexed Data Source: Workers	Reviewers for Development Plan	Goods Delivery Event	Requisition				Cover Shift				
											Completed notifies Manager	Job Directory	Get Additional Reviewers for Performance Review	Hire	Close Job Requisition				Create Idea				
											Completed notifies Primary Recruiting Coordinator	Job Profile: Compensation	Get Feedback on Worker	Hiring Restrictions	Close Position				Create Position				
											Completed notifies Recruiter	Job Profile: Manage Job Profile Events	Hire	Interview	Compensation Change for Compensation Plan Event				Delegate Task	Drop Learning Enrollment			
											Completed notifies Recruiter	Job Profile: Pay Change	Home Contact Change	Inventory Count Event	Evaluation for Development Plan				Edit Government IDs	Edit Hiring Restrictions			
											Completed notifies Recruiter	Job Profile: View	Job Requisition Data	Inventory Return Event	Complete Additional Evaluation for Performance Review				Edit Position	Edit Position Restrictions			
											Completed notifies Recruiter	Job Requisitions for Recruiting	Manage Competencies	Inventory Stock Request Event	Complete Additional Manager Evaluation for Performance Review				Effort Certification				
											Completed notifies Recruiter	Job Requisition Workspace	Manage Flex Team	Job Application	Complete Additional Manager Evaluation for Performance Review				End Additional Job				
											Completed notifies Recruiter	Manage: Candidate Job Application Notes	Manage Mentorship	Manage Goals	Complete Additional Manager Evaluation for Performance Review				End Contingent Worker Contract				
											Completed notifies Recruiter	Manage: Candidate Notes	Manage Probation Period	Manage Mentorship	Complete Employee Plan for Development Plan				End Flexible Work Arrangement				
											Completed notifies	Manage:	Mass Enroll	Manage Probation Period									

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											Recruiter	Evergreen Requisitions	Move Job Requisition (Job Management)	Mass Change Shifts Event	Complete Employee Plan for Performance Improvement Plan				Enroll in Content				
											Completed notifies Recruiter	Manage: Expense Report for Pre-Hire	Move Worker (Supervisory)	Move Workers (Supervisory)					Enter Time				
											Configures Candidate Pipeline	Manage: External References (By Organization)	Move Workers (Supervisory)	New Purchase Items Request	Complete Form I-9 Section 3				Expense Report Event				
											worklet for Recruiting	Manage: Facilitated Enrollments	Move Workers (Supervisory)	One-Time Payment for Referral	Complete Manager Evaluation for Disciplinary Action				Freeze Position				
											Configures Candidate Time Per Stage	Manage: Job Requisition Notes	New Hire Provisioning	Procurement Card Transaction	Complete Manager Evaluation for Disciplinary Action				Get Additional Reviewers for Development Plan				
											worklet for Recruiting	Manage: Machine Learning for Job Descriptions	No Show	Verification Event	Complete Manager Evaluation for Performance Review				Get Feedback on Self				
											Configures Compare Reported and Scheduled Hours	Manage: Manager Insights Hub	Onboarding Setup	Professional Profile	Complete Manager Evaluation for Performance Review				Get Feedback on Worker				
											worklet for Time and Absence	Manage: Membership Rule Create	One-Time Payment for Referral	Propose Compensation Change	Complete Manager Plan for Development Plan				Give Feedback to Multiple Recipients				
											worklet for Time and Absence	Manage: Membership Rule Edit	Photo Change	Propose Compensation	Complete Manager Plan for Performance Improvement Plan				Hire				
											Configures Internal Sourced Candidates	Manage: Project Labor Cost Accounting	Pre-Hire Collective Agreement Details	Propose Compensation Offer/Employment	Complete Self Evaluation for				Hiring Restrictions				
											worklet for Recruiting	Manage: Pre-Hire Contract Details	Pre-Hire Contract Agreement	Propose Compensation Offer/Employment	Complete Self Evaluation for				Home Contact Change				
											worklet for Recruiting	Manage: Pre-Hire Contract Details	Pre-Hire Contract Agreement	Propose Compensation Offer/Employment	Complete Self Evaluation for				Internal Service Delivery Event				

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											Recruiting		Manage: Supervisory Organization		Pre-Hire Notice Period Details	Quick Issue							
											Configures Job Requisition Aging worklet for Recruiting		Manage: Talent Optimization in Manager Insights Hub		Pre-Hire Probation Period Details	Request	Complete Self Evaluation for Performance Review			Internal Service Delivery Intercompany Event			
											Configures Manage Job Requisition s worklet for Recruiting		Management Dashboard: Absence		Project Resource Plan Line	Request Compensation Change	Contract Contingent Worker			Inventory Count Event			
											Configures Manage Job Requisition s worklet for Recruiting		Management Dashboard: Calibration		Propose Compensation Change	Request Flexible Work Arrangement	Convert / Donate			Inventory Put-Away Adjustment Event			
											Configures Manager Insights Hub worklet for Home		Management Dashboard: Committees		Propose Compensation Hire	Request One-Time Payment	Correct Worker Start Date			Inventory Stock Request Event			
											Configures My Team's Reported Time worklet for Time and Absence		Management Dashboard: Compensation and Benefits		Remove from Matrix Organization	Request One-Time Payment Offer/Employment Agreement	Cover Shift			Legal Name Change			
													Management Dashboard: Compensation Review		Request	Request Quality Step Increase	Create Idea			Manage Competencies			
													Management Dashboard: Distribution Trends and Analysis		Request	Request Flexible Work Arrangement	Delegate Task			Manage Flex Team			
															Request Compensation Change	Request Reference Letter	Drop Learning Enrollment			Manage Goals			
															Request Flexible Work Arrangement	Request Stock Grant	Edit Government IDs			Manage Lesson			
																	Edit Hiring			Manage Mentorship			

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worklet for Time and Absence	Management Dashboard: Diversity	Request One-Time Payment	Request Stock Grant Offer/Employment Agreement	Restrictions	Manage Probation Period
Configures My Team's Upcoming Time Off	Management Dashboard: Expenses	Request One-Time Payment Offer/Employment Agreement	Request Time Off	Edit Position Restrictions	Mass Change Shifts Event
worklet for Time and Absence	Management Dashboard: Headcount Movement	Request Quality Step Increase	Requisition Event	Edit Position Restrictions Additional Data	Mass Enroll
Configures Performance Review Status worklet for Home	Management Dashboard: Labor Cost Analysis	Request Reference Letter	Return to Supplier Event	Effort Certification	Move Job Requisition (Job Management)
Configures Performance Review Status worklet for Team Performance	Management Dashboard: Management Reporting Dashboard	Request Stock Grant Offer/Employment Agreement	Review Employee Contracts	Employee Bonus for Bonus Process	Move Worker (Supervisory)
	Management Dashboard: My Team	Request Worker	Review Probation Period	End Additional Job	Move Workers (Supervisory)
Configures Recruiting worklet for Home	Management Dashboard: Performance and Potential	Review Employee Contracts	Screen	End Collective Agreement Assignment	New Hire Provisioning
	Management Dashboard: My Team	Service Dates Change	Set Plan Content for Performance Improvement Plan	End Contingent Worker Contract	New Purchase Items Request
	Management Dashboard: Performance and Potential	Severance Worksheet	Set Review Content for Performance Review	End Flexible Work Arrangement	No Show
Configures Source	Management Dashboard: Start		Enter Time		One-Time Payment for Referral
					Open Shift

GA@WORK HCM Security Role Glossary														
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group
Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access						

Source Effectiveness worklet for Recruiting	Dashboard: Recruiting Management	Start Development Plan	Review Spend Authorization	Enter Time Requisition		Personal Information Change
Configures Source to Pipeline worklet for Recruiting	Dashboard: Structure Dynamics	Start Disciplinary Action	Submit Resignation	Evergreen Requisition Change		Photo Change
	Management Dashboard: Student Employment	Start Performance Improvement Plan	Swap Positions	Expense Report Event		Preferred Name Change
Configures Time and	Management Dashboard: Talent	Swap Positions	Switch Primary Job	Freeze Job Requisition		Pre-Hire Collective Agreement Details

GA@WORK HCM Security Role Glossary																			
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Role-Based Security Group (Constrained)	Matrix Manager	Matrix Manager	Primary manager for assigned matrix organizations. Approval authority for staffing, compensation, and talent management business processes.	Constrained by Role Access	Matrix Manager	Matrix	Yes	Leadership		Current Organization Only	Role has access to the positions they support			Reports: Matrix Manager	Complete Manager Plan for Development Plan	Assign Matrix Organizations	Assign Matrix Organizations		Assign Matrix Organizations
														Reports: My Leadership Roles	Remove from Matrix Organization	Complete Manager Plan for Development Plan	Complete Additional Evaluation for Development Plan	Complete Additional Evaluation for Development Plan	
															Update Performance Review Ratings for Manager Evaluation		Complete Employee Plan for Performance Improvement Plan	Complete Employee Plan for Performance Improvement Plan	
																	Complete Manager Plan for Development Plan	Complete Manager Plan for Development Plan	
																	Complete Self Evaluation for Disciplinary Action	Complete Self Evaluation for Disciplinary Action	
																	Get Additional Reviewers for Development Plan	Get Additional Reviewers for Development Plan	
																	Remove from Matrix Organization	Remove from Matrix Organization	
																	Set Plan Content for Performance Improvement Plan	Set Plan Content for Performance Improvement Plan	
																	Set Review Content for Disciplinary Action	Set Review Content for Disciplinary Action	
																	Update Performance Review Ratings for Manager Evaluation		

GA@WORK HCM Security Role Glossary																							
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Role-Based Security Group (Constrained)	Miscellaneous Data Entry Specialist	Miscellaneous Payment Data Entry Specialist	Perform miscellaneous payment data entry functions for assigned organizations. No approval authority.	Constrained by Role Access	Miscellaneous Payment Data Entry Specialist	Company Hierarchy		Yes		Current Organization And All Subordinates	Role has access to the positions they support		Miscellaneous Payment Data Entry Specialist as Self Payment Request - EIBs	Process: Miscellaneous Payee Process: Miscellaneous Payment Request Set Up: Custom Validations	Miscellaneous Payment Request Event		Miscellaneous Payment Request Event						
Role-Based Security Group (Constrained)	OPB Approver	OPB Approver	For Agency 42200 Only - OPB Manager will be used as the second level of approval for certain budget amendments initiated by Agencies.	Constrained by Role Access	OPB Approver	Company Hierarchy		Yes		Current Organization And Unassigned Subordinates	Role has access to the positions they support						Budget Amendment Event Customer Invoice Event Plan Event			Budget Amendment Event Customer Invoice Event Plan Event			
Role-Based Security Group (Constrained)	OPB Reviewer	OPB Reviewer	For Agency 42200 Only - OPB Reviewers will be the first level of approval for certain budget amendments submitted by agencies.	Constrained by Role Access	OPB Reviewer	Company Hierarchy		Yes		Current Organization And Unassigned Subordinates	Role has access to the positions they support				Budget Amendment Event		Budget Amendment Event Customer Invoice Event Plan Event			Budget Amendment Event Customer Invoice Event Plan Event			

GA@WORK HCM Security Role Glossary																			
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group

Role-Based Security Group (Constrained)	Organization Planner (Supervisory)	Organization Planner (Supervisory)	Perform planning functions for assigned supervisory organizations. Examples include creating plan workbooks and maintaining headcount plans. Approval authority for headcount plan business processes.	Constrained by Role Access	Organization Planner (Supervisory)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Plan Access (Headcount)		Headcount Plan Event	Headcount Planning	Headcount Plan Event		Headcount Plan Event
																	Headcount Planning		Headcount Planning
																	Workforce Planning Action Event		

GA@WORK HCM Security Role Glossary																							
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Payroll Accountant	Payroll Accountant	Ability to view payroll details on the payroll journal and other payroll-related reports as well as initiator of payroll liability payments.	Constrained by Role Access	Payroll Accountant	Company Company Hierarchy		Yes		Current Organization And All Subordinates	Role has access to the positions they support	Configures CRPROC - AP - Find Payments worklet for Accounts Payables Lead for Accounts Payable Dashboard Configures Payroll Reconciliation (Results/Payments) worklet for Pay Cycle Command Center	Plan Access (Headcount)	Process: Budget Date Process: Manager Budget Amendments Process: Payroll Payment Escheatment Process: Payroll Settlement Process: Payroll Third-Party Payments Escheatment Process: Payroll Third-Party Payments Settlement Reports: Company Position Budgets Set Up: Position Commitment Accounting	Ad Hoc Payment Event Create Payroll Accounting Adjustments		Ad Hoc Payment Event Create Payroll Accounting Adjustments		CRHCM - PY - Checks by Status CRHCM - PY - Payroll Advice Register				

GA@WORK HCM Security Role Glossary																								
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access	
Role-Based Security Group (Constrained)	Payroll Interface Partner	Payroll Interface Partner	Perform payroll interface review functions for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll interface business processes.	Constrained by Role Access	Payroll Interface Partner	Pay Group		Supporting	Yes	Current Organization Only	Role has access to the positions they support			Request: One-Time Payment		Global Payroll Reconciliation	Change Job			Payroll Interface Data	Global Payroll Reconciliation			
														Staffing Actions: Additional Job Classifications			Edit Government IDs				Maintain Local Payroll Data			
														Staffing Actions: Administrator			Global Payroll Reconciliation				Payroll Interface Data			
														Staffing Actions: Attachments			Hire							
														Staffing Actions: Business Title			Maintain Local Payroll Data							
														Staffing Actions: Change Job Date and Reason			Payroll Interface Data							
														Staffing Actions: Contract Details			Review Event Driven Integration for Third Party Payroll							
														Staffing Actions: Job Profile			Severance Worksheet							
														Staffing Actions: Job Requisition Job Compensation										
														Staffing Actions: Location										
														Staffing Actions: Move Manager's										

GA@WORK HCM Security Role Glossary

Security Group Type
Assignable Role
Security Group
Description
Context Type
All Security Groups for Role
Role Enabled for Organization Type(s)
Role Restricted to Single Assignment
Is Supporting or Is Leadership
Hide Role on View if Not Assigned
Access Rights to Organization(s)
Access Rights to Multiple Job Workers
Other Usages
Critical Administration/Definition Usages
Domains granted to Security Group
Business Process Types granted to Security Group - Initiate Access
Business Process Types granted to Security Group - Enrichment Access
Business Process Types granted to Security Group - View Access
Business Process Types granted to Security Group - View Completed Access
Reports Explicitly Shared with Group
Business Process Types granted to Security Group - Approve Access
Business Process Types granted to Security Group - Cancel Access
Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

Team

Staffing Actions:
Primary Job

Staffing Actions:
Select or Create
Position

Staffing Organizations

Worker Data:
Compensation

Worker Data:
Compensation
Basis

Worker Data:
Compensation
Grade

Worker Data:
Compensation
Management

Worker Data:
Compensation Pay
Range

Worker Data:
Leave of Absence

GA@WORK HCM Security Role Glossary

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Role-Based Security Group (Constrained)	Payroll Liaison	Payroll Liaison	Designed for HR users who need access to see payroll data for their agencies that are not day to day payroll partners.	Constrained by Role Access	Payroll Liaison	Pay Group		Yes		Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures CRPROC - AP - Find Payments worklet for Accounts Payables Lead for Accounts Payable Dashboard	Audit: Compensation for Organizations Indexed Data Source: Workers Management Dashboard: Pay Cycle Command Center Manager Reports: Grants Pay Calculation: Ad-Hoc Actions Pay Calculation: Ad-Hoc Actions (Re-Calculate) Process: Flexible Payments and Deduction Options Management Process: Off-Cycle Process: Off Cycle (On Demand) Report: Payroll (Flexible Payments and Deduction	Audit: Compensation for Organizations Indexed Data Source: Workers Management Dashboard: Pay Cycle Command Center Manager Reports: Grants Pay Calculation: Ad-Hoc Actions Pay Calculation: Ad-Hoc Actions (Re-Calculate) Process: Flexible Payments and Deduction Options Management Process: Off-Cycle Process: Off Cycle (On Demand) Report: Payroll (Flexible Payments and Deduction	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Create Payroll Accounting Adjustments End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand	Assign Costing Allocation Assign Pay Group End Payroll Inputs Maintain Payroll Reporting Codes for Worker Pay On-Demand Termination Copy Tax Elections for Worker Copy Tax Elections for Workers Correct Time Off Create Payroll Accounting Adjustments Edit Government IDs	Assign Costing Allocation Assign Pay Group Change Job Complete Federal Withholding Elections Complete State and Local Withholding Elections Convert / Donate Copy Tax Elections for Worker Copy Tax Elections for Workers	CRHCM - PY - Benefits Register CRHCM - PY - Current Employee W4 Version by Company CRHCM - PY - Deductions Register CRHCM - PY - Employee Goal Amount Report CRHCM - PY - Employees By Maildrop CRHCM - PY - Checks Sorted by Maildrop CRHCM - PY - Employee State Allowances and Tax Update	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Payment Election Enrollment Event	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Pay On-Demand			

GA@WORK HCM Security Role Glossary

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												Payroll Results Accounting Summary worklet for Pay Cycle Command Center	and Deduction Options) Reports: Pay Calculation Results (Reports: Indexed Data Source Filters)	On Demand Event		End Payroll Inputs Enter Time Hire Maintain Payroll Reporting Codes for Worker On Demand Event Payment Election Enrollment Event Pay On-Demand Request Leave of Absence Request Return from Leave of Absence Request Time Off Severance Worksheet Termination	CRHCM - PY - Flex Deduction Exception Report CRHCM - PY - Imputed Income Taxes by Company CRHCM - PY - Other Earnings Register CRHCM - PY - Payroll Advice Register CRHCM - PY - Payroll Register Summary CRHCM - PY - Pre Complete General Deductions CRHCM - PY - Pre-Confirm Payroll Change	Termination					

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Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access								

Pay Cycle Command Center	for Pay Group (Accounting Results)	Report (Earnings + Deductions)
	Reports: Pay Calculation Results for Pay Group (Results)	CRHCM - PY - Retirement Report
	Reports: Pay Calculation Results for Pay Group (Results) - FRA	CRHCM – PY – Retirement Variance report
	Reports: Pay Calculation Results for Pay Group (Results) - USA	CRHCM - PY - Teacher Retirement System Monthly Report
	Reports: Pay Calculation Results for Worker	CRHCM - PY - Year to Date Balance Report
	Reports: Pay Calculation Results for Worker (Payslips)	PRHCM - PY - EE ER Deduction
	Reports: Pay Calculation Results for Worker (Results)	PRHCM - PY - Employee Garnishment Specification
	Reports: Pay Calculation Results	PRHCM - PY

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Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access						

													Calculation Results for Worker (US Territory Year End Forms)		PRHCM - PY - Employee General Deduction Detail
													Reports: Pay Calculation Results for Worker - USA		PRHCM - PY - Employee US Deduction Balance
													Reports: Pay On-Demand		PRHCM - PY - Employee US Tax Balance
													Set Up: Payroll (Off Cycle)		PRHCM - PY - Garnishment Deductions Reported
													Staffing Actions: Academic Pay		PRHCM - PY - Garnishment Employee Deductions
													View: Payroll (Payslip Printing Elections)		PRHCM - PY - Paycheck Deductions
													Worker Data: Academic Pay		PRHCM - PY - Payroll Deduction Definition
													Worker Data: Compensation		PRHCM - PY -
													Worker Data: Compensation Basis		
													Worker Data: Compensation Grade		

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													Worker Data: Compensation Management						Payroll Earnings				
													Worker Data: Compensation Pay Range						PRHCM - PY - Payroll Line				
													Worker Data: Historical Staffing Information						PRHCM - PY - Payroll Paygroups				
													Worker Data: Leave of Absence						PRHCM - PY - Payroll Pay Page				
													Worker Data: Payroll						PRHCM - PY - Payroll Special Accumulator				
													Worker Data: Payroll (Company Specific) - USA						PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed				
													Worker Data: Payroll (Costing Override)						PRHCM - PY - Rehired Retirees				
													Worker Data: Payroll (Income Withholding Orders)						PRHCM - PY - Payroll Line				
													Worker Data: Payroll (Income Withholding Orders)						PRHCM - PY - Payroll Line				

GA@WORK HCM Security Role Glossary

Security Group Type	Assignables	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
													Withholding Orders) - USA						PRHCM - PY - Update Tax Distribution				
													Worker Data: Payroll (Input by Batch ID)						SRHCM - PY - Deduction YTD				
													Worker Data: Payroll (Pay Group Specific)						SRHCM - PY - Earnings YTD				
													Worker Data: Payroll (Payment Elections)						SRHCM - PY - Other Deductions YTD				
													Worker Data: Payroll (Payroll Input)						SRHCM - PY - Payroll Employer Paid Deductions				
													Worker Data: Terminations						SRHCM - PY - Payroll Other Earnings				
													Worklet: Payroll						SRHCM - PY - Payroll Regular Earnings				
																			SRHCM - PY - Post Tax Deduction YTD				

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Security Group Type
Assignable Role
Security Group
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Context Type
All Security Groups for Role
Role Enabled for Organization Type(s)
Role Restricted to Single Assignment
Is Supporting or Is Leadership
Hide Role on View if Not Assigned
Access Rights to Organization(s)
Access Rights to Multiple Job Workers
Other Usages
Critical Administration/Definition Usages
Domains granted to Security Group
Business Process Types granted to Security Group - Initiate Access
Business Process Types granted to Security Group - Enrichment Access
Business Process Types granted to Security Group - View Access
Business Process Types granted to Security Group - View Completed Access
Reports Explicitly Shared with Group
Business Process Types granted to Security Group - Approve Access
Business Process Types granted to Security Group - Cancel Access
Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

SRHCM - PY -
Pre Tax
Deduction
YTD

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Role-Based Security Group (Constrained)	Payroll Partner	Payroll Partner	Perform payroll review functions and time entry for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll business processes and ability to manually advance time entry business processes.	Constrained by Role Access	Payroll Partner Payroll Partner (Unconstrained) Payroll Partner USA	Pay Group		Supporting	Yes	Current Organization Only	Role has access to the positions they support	Completed notifies Employee As Self Configures CRPROC - AP - Find Payments worklet for Accounts Payables Lead for Accounts Payable Dashboard Configures Pay Cycle Command Center worklet for Home Configures Payroll Audit Exception Summary worklet for Pay Cycle Command Center Configures		Add Compensation Management Plans Add Compensation Plans Add Compensation Plans: Add Allowance Add Compensation Plans: Add Merit Audit: Compensation for Organizations Audit: Compensation Overall Audit: Worker IDs Change Compensation Management Plans Compensation Change Compensation Change: Allowance Compensation Change:	Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Create Payroll Accounting Adjustments Maintain Payroll Reporting Codes	Assign Pay Group Assign Pay Group End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Pay On-Demand Termination Copy Tax Elections for Worker Home Contact Change Maintain Payroll Reporting Codes	Assign Pay Group Assign Pay Group Change Default Compensation Change Job Complete Federal Withholding Elections Complete State and Local Withholding Elections Convert / Donate Copy Tax Elections for Worker Correct Time Off Create Payroll Accounting Adjustments		CRHCM – BN - Benefit Census CRHCM - PY - Benefits Register CRHCM - PY - Current Employee W4 Version by Company CRHCM - PY - Deductions Register CRHCM - PY - Employees By Maildrop CRHCM - PY - Employees Checks Sorted by Maildrop CRHCM - PY - Employee State Allowances and Tax Update CRHCM - PY -	Assign Pay Group Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Payment Election Enrollment Event	Assign Pay Group Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Pay On-Demand	Assign Pay Group Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Pay On-Demand	Assign Pay Group Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Pay On-Demand	

GA@WORK HCM Security Role Glossary

Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
												Configures Payroll Compliance Other Updates Delivered Last Week or Effective Next Month worklet for Payroll Compliance Updates	Change. Guidelines Compensation Change: Merit Compensation Change: Total Base Pay Custom Domain 1 Custom Domain 2 Custom Domain 3 Custom Domain 5 Document Generation Results Employment Demographics by Location	Change. Guidelines Compensation On Demand Event	Reporting Codes for Worker	Adjustments Edit Government IDs End Payroll Inputs Enter Time Hire Home Contact Change Maintain Payroll Reporting Codes for Worker On Demand Event Payment Election Enrollment Event Pay On-Demand Request Leave of Absence Request Return from Leave of Absence Request Time Off		CRHCM - PY - Flex Deduction Exception Report CRHCM - PY - Imputed Income Taxes by Company CRHCM - PY - Other Earnings Register CRHCM - PY - Payroll Register Summary CRHCM - PY - Pre Complete General Deductions CRHCM - PY - Pre-Confirm Payroll Change Report (Earnings + Deductions) CRHCM - PY -	Termination				

GA@WORK HCM Security Role Glossary														
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Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access						

Payroll Compliance Updates	Source: Positions Indexed Data Source: Workers	Service Dates Change	Retirement Report
Configures Payroll Compliance Updates worklet for Home	Job Directory Job Information Job Profile: Compensation	Severance Worksheet Termination	CRHCM – PY – Retirement Variance report
Configures Payroll Results Accounting Summary worklet for Pay Cycle Command Center	Job Profile: Manage Job Profile Events Job Profile: Pay Job Profile: View		CRHCM - PY - Teacher Retirement System Monthly Report
Configures Payroll Work Area worklet for Home	Manage: Benefits for Organizations Manage: Enrollment Event Remarks		CRHCM - PY - Year to Date Balance Report
Configures Workers Currently on Leave worklet for Time and Absence	Manage: Expense Report for Pre-Hire Manage: Flex Teams Manage: Standard Forms		PRHCM - PY - EE ER Deduction
			PRHCM - PY - Employee General Deduction Detail

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Exit of a - Termination notifies Payroll Partner	Management Dashboard: Calibration	PRHCM - PY - Employee US Deduction Balance
	Management Dashboard: Compensation and Benefits	PRHCM - PY - Employee US Tax Balance
	Management Dashboard: Compensation Review	PRHCM - PY - Garnishment Deductions Reported
	Management Dashboard: Pay Cycle Command Center	PRHCM - PY - Garnishment Employee Deductions
	Manage Pre-Hire Process: Pre-Hire Eligibility	PRHCM - PY - Paycheck Deductions
	Manage Pre-Hire Process: View Pre-Hire Interviews	PRHCM - PY - Payroll Deduction Definition
	Non-Worker Data: Compensation	PRHCM - PY - Payroll Earnings
	Non-Worker Data: Compensation by Organization	PRHCM - PY - Payroll Line

GA@WORK HCM Security Role Glossary

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Access Rights to Multiple Job Workers
Other Usages
Critical Administration/Definition Usages
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Offer / Employment Agreement: Collective Agreement	PRHCM - PY - Payroll Other Earnings
Offer / Employment Agreement : Employee Contracts	PRHCM - PY - Payroll Paygroups
Offer/Employment Agreement: Probation Period	PRHCM - PY - Payroll Pay Page
Pay Calculation: Ad-Hoc Actions	PRHCM - PY - Payroll Special Accumulator
Pay Calculation: Ad-Hoc Actions (Re-Calculate)	PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed
Pay Calculation (History): Ad-Hoc Actions	
Person Data: Achievements	PRHCM - PY - Rehired Retirees
Person Data: Certifications	PRHCM - PY - Update Tax Distribution
Person Data: Citizenship Status	SRHCM - PY - Deduction

GA@WORK HCM Security Role Glossary

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GA@WORK HCM Security Role Glossary	
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Other Usages	
Critical Administration/Definition Usages	
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Business Process Types granted to Security Group - Reassign Access	

Person Data: ID Information

Person Data: Job History

Person Data: Languages

Person Data: Legal Name

Person Data: Licenses

Person Data: Marital Status

Person Data: Military Status

Person Data: Name

Person Data: Name Pronunciation

Person Data: Personal Data

Person Data: Personal Information

GA@WORK HCM Security Role Glossary									
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								Other Usages	
									Critical Administration/Definition Usages
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									Business Process Types granted to Security Group - Enrichment Access
									Business Process Types granted to Security Group - View Access
									Business Process Types granted to Security Group - View Completed Access
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Person Data:
Personal Photo

Person Data:
Preferred
Communication
Language

Person Data:
Private Home
Address Integration

GA@WORK HCM Security Role Glossary																								
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Role-Based Security Group (Constrained)	Payroll Partner	Payroll Partner USA	Perform USA payroll review functions and time entry for assigned pay groups. Examples include setup data for positions, new hires, transfers, and terminations. Approval authority for payroll business processes and ability to manually advance time entry business processes.	Constrained by Role Access	Payroll Partner Payroll Partner (Unconstrained) Payroll Partner USA	Pay Group		Supporting	Yes	Current Organization Only	Role has access to the positions they support	Configures CRPROC - AP - Find Payments worklet for Accounts Payables Lead for Accounts Payable Dashboard Configures Pay Cycle Command Center worklet for Home Configures Payroll Audit Exception Summary worklet for Pay Cycle Command Center Configures Payroll Compliance Other Updates Delivered	Audit: Compensation for Organizations Indexed Data Source: Workers Management Dashboard: Pay Cycle Command Center Manager Reports: Grants Pay Calculation: Ad-Hoc Actions Pay Calculation: Ad-Hoc Actions (Re-Calculate) Pay Calculation (History): Ad-Hoc Actions Process: Flexible Payments and Deduction Options Management Process: Load, Calculate, Cancel, Complete History	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Create Payroll Accounting Adjustments End Payroll Inputs Maintain Payroll Reporting Codes for Worker	Assign Costing Allocation Assign Pay Group End Payroll Inputs Maintain Payroll Reporting Codes for Worker	Assign Costing Allocation Assign Pay Group Change Default Compensation Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Create Payroll Accounting Adjustments Edit Government IDs End Payroll Inputs	CRHCM - PY - Current Employee W4 Version by Company CRHCM - PY - Employee Goal Amount Report CRHCM - PY - Employee State Allowances and Tax Update CRHCM - PY - Garnishment Details CRHCM - PY - Imputed Income Taxes by Company	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker Payment Election Enrollment Event	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker			

GA@WORK HCM Security Role Glossary															
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															Business Process Types granted to Security Group - View Access
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															Business Process Types granted to Security Group - Reassign Access

Delivered Last Week or Effective Next Month worksheet for Payroll Compliance Updates	Process: Off-Cycle Process: Off Cycle (On Demand) Process: Run Batch Calculations	Maintain Payroll Reporting Codes for Worker Payment Election Enrollment Event	CRHCM – PY – Retirement Variance report
Configures Payroll Compliance Updates	Process: Run Batch Calculations (Pay Calculation)	Service Dates Change	CRHCM - PY - Teacher Retirement System Monthly Report
Delivered Last Week worksheet for Payroll Compliance Updates	Process: Run Batch Cancel	Severance Worksheet	PRHCM - PY - EE ER Deduction
Configures Payroll Compliance Updates	Process: Run Batch Complete		PRHCM - PY - Employee Garnishment Specification
Configures Payroll Compliance Updates Effective Next Month with Employee Impact worksheet for Payroll Compliance Updates	Process: Run Batch Payroll Accounting		PRHCM - PY - Employee General Deduction Detail
	Report: Payroll (Flexible Payments and Deduction Options)		PRHCM - PY - Employee US Deduction Balance
	Reports: Pay Calculation Results (Reports: Indexed		PRHCM - PY -
Configures			

GA@WORK HCM Security Role Glossary

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												Payroll Compliance Updates worklet for Home		Data Source Filters)					Employee US Tax Balance				
												Configures Payroll Reconciliation (Results/Payments) worklet for Pay Cycle Command Center		Reports: Pay Calculation Results (Results - Reports based on Pay Component Security)					PRHCM - PY - Garnishment Deductions Reported				
												Configures Payroll Results Accounting Summary worklet for Pay Cycle Command Center		Reports: Pay Calculation Results (Results - Security based on Pay Component Security)					PRHCM - PY - Garnishment Employee Deductions				
												Configures Payroll Results Accounting Summary worklet for Pay Cycle Command Center		Reports: Pay Calculation Results for Organization (Accounting Results)					PRHCM - PY - Payroll Deduction Definition				
												Configures Payroll Results Compare Periods worklet for Pay Cycle Command		Reports: Pay Calculation Results for Pay Group					PRHCM - PY - Payroll Earnings				
												Configures Payroll Results Compare Periods worklet for Pay Cycle Command		Reports: Pay Calculation Results for Pay Group (Accounting Results)					PRHCM - PY - Payroll Other Earnings				
												Configures Payroll Results Compare Periods worklet for Pay Cycle Command		Reports: Pay Calculation Results					PRHCM - PY - Payroll				

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Command Center	Calculation Results for Pay Group (Results)	Payroll	Paygroups
Configures Payroll Results Period Trending worklet for Pay Cycle Command Center	Reports: Pay Calculation Results for Pay Group (Results) - USA	PRHCM - PY - Payroll Pay Page	
	Reports: Pay Calculation Results for Worker	PRHCM - PY - Payroll Special Accumulator	
Configures Payroll Results Retro Differences Targeted worklet for Pay Cycle Command Center	Reports: Pay Calculation Results for Worker (Payslips)	PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed	
	Reports: Pay Calculation Results for Worker (Results)	PRHCM - PY - Rehired Retirees	
Configures Payroll Results Status worklet for Pay Cycle Command Center	Reports: Pay Calculation Results for Worker (US Territory Year End Forms)	PRHCM - PY - Update Tax Distribution	
	Reports: Pay Calculation Results for Worker - USA		
Configures Payroll	Reports: Pay On-Demand		

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Work Area
worklet for
Home

Set Up: Pay On-Demand

Set Up: Payroll

Set Up: Payroll
(Calculations - Payroll Specific)

Set Up: Payroll
(Minimum Wages View) - USA

Set Up: Payroll
(Payroll Third-Party Payments)

Set Up: Payroll - Pay Group Specific

Set Up: Payroll - USA

View: Payroll
(Payslip Printing Elections)

Worker Data: Benefits

Worker Data: Compensation

Worker Data:

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Role-Based Security Group (Constrained)	Payroll Settlement Specialist	Payroll Settlement Specialist	Perform payroll settlement functions for assigned companies. Examples include generating payroll payments and settling.	Constrained by Role Access	Payroll Settlement Specialist	Company Company Hierarchy		Yes		Current Organization And All Subordinates	Role has access to the positions they support	Configures CRPROC - AP - Find Payments worklet for Accounts Payables Lead for Accounts Payable Dashboard		Management Dashboard: Settlement Person Data: Bank Account Masking Process: Payroll Payment Escheatment Process: Payroll Settlement Process: Payroll Third-Party Payments Escheatment Process: Payroll Third-Party Payments Settlement Process: Schedule Settlement Run Process: Settlement Set Up: Bank Entity View: Bank Entity View: Tax Authority	Payment Printing Event Prenote Run Event	Print Checks Task	Ad Hoc Payment Intercompany Event Bank Account Event Cash Balance Check Event Express Settlement Run Event		CRFIN - BIRT - AP Payments to Print CRHCM - BIRT - Payroll Payments to Print Report CRHCM - PY - Payroll Advice Register	Ad Hoc Payment Intercompany Event Express Settlement Run Event Payment Printing Event Payment Release Event Prenote Run Event Settlement Run Event			

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Role-Based Security Group (Constrained)	Primary Recruiter	Primary Recruiter	Perform recruiting functions for assigned job requisitions . Examples include creating, qualifying, and evaluating applicants for jobs and positions. Approval authority for pre-hire, recruiting, and staffing events.	Constrained by Role Access	Primary Recruiter Primary Recruiter (Unconstrained)			Yes		Current Organization Only	Role has access to the positions they support	Configures Candidate Pipeline worklet for Recruiting	Document Category Access (Candidate Resume and Cover Letter View Only)	Add Compensation Management Plans	Close Evergreen Requisition	Assess Candidate	Assess Candidate		CRHCM - TA - All Job Requisitions	Move Job Requisition (Job Management)	Close Evergreen Requisition	Close Evergreen Requisition	
												Configures Candidate Time Per Stage worklet for Recruiting	Document Category Access (Interview Documentation and Recruiting Attachments View Only)	Add Compensation Plans: Add Allowance	Evergreen Requisition Change	Interview	Close Evergreen Requisition		CRHCM - TA - Candidate Time Per Stage	Offer	Close Job Requisition	Close Job Requisition	
												Configures Internal Sourced Candidates worklet for Recruiting	Job Application Access	Candidate Data: Background Check History	Freeze Job Requisition	Offer	Close Job Requisition		CRHCM - TA - Job Requisition Aging	Pre-Hire Contract Details	Freeze Job Requisition	Evergreen Requisition Change	
												Configures Job Requisition Aging worklet for Recruiting	Job Application Access	Candidate Data: Bundle Resumes	Job Requisition Change	Propose Compensation Offer/Employment Agreement	Evergreen Requisition Change		CRHCM - TA - Manage Job Requisitions	Pre-Hire Notice Period Details	Job Requisition Change	Freeze Job Requisition	
												Configures Job Requisition Aging worklet for Recruiting	Job Application Access	Candidate Data: Edit Job Application	Move Job Requisition (Job Management)	Request One-Time Payment Offer/Employment Agreement	Freeze Job Requisition		CRHCM - TA - Pipeline Diversity Metrics	Pre-Hire Probation Period Details	Move Job Requisition (Job Management)	Job Requisition Change	
												Configures Job Requisition Aging worklet for Recruiting	Job Application Access	Candidate Data: Eligibility Results	Offer	Interview			CRHCM - TA - Source to Pipeline	Propose Compensation Offer/Employment Agreement	Post Job	Post Job	
												Configures Manage Job Requisitions worklet for Recruiting	Job Application Access	Candidate Data: Interview Feedback Comments	Post Job	Review Candidate	Job Application		CRHCM - TA - Source to Pipeline	Request One-Time Payment Offer/Employment Agreement	Compensation Offer/Employment Agreement	Refer a Candidate	
												Configures Manage Job Requisitions worklet for Recruiting	Job Application Access	Candidate Data: Interview Feedback Results	Pre-Hire Collective Agreement Details	Screen	Job Requisition Change		PRHCM - TA - Requisition Data	Request One-Time Payment Offer/Employment Agreement	Refer a Candidate	Supplementary Questionnaires for Job Requisition	
												Configures Manage Job Requisitions worklet for Recruiting	Job Application Access	Candidate Data: Interview Schedule	Pre-Hire Contract Details	Manage Internal Career Apply				Regenerate Offer Documents	Update Job Posting		
												Configures Manage Job Requisitions worklet for Recruiting	Job Application Access	Candidate Data: Interview Schedule	Pre-Hire Notice	Move Job				Request One-Time Payment			

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Configures Source Effectiveness worklet for Recruiting	Candidate Data: Job Application	Pre-Hire Notice Period Details	Move Job Requisition (Job Management)	Time Payment Offer/Employment Agreement
	Candidate Data: Language Skills	Pre-Hire Probation Period Details	Offer	Request Stock Grant Offer/Employment Agreement
	Candidate Data: Offer Details	Propose Compensation Offer/Employment Agreement	Post Job	
	Candidate Data: Offer Initiation		Pre-Hire Collective Agreement Details	Supplementary Questionnaires for Job Requisition
	Candidate Data: One-Time Payment Offer	Regenerate Offer Documents	Pre-Hire Contract Details	Update Job Posting
	Candidate Data: Other Jobs	Request One-Time Payment Offer/Employment Agreement	Pre-Hire Notice Period Details	
	Candidate Data: Questionnaires	Request Stock Grant Offer/Employment Agreement	Pre-Hire Probation Period Details	
	Candidate Data: Questionnaire Total Score	Supplementary Questionnaires for Job Requisition	Propose Compensation Offer/Employment Agreement	
	Candidate Data: Quick Stats		Rate Interview	
	Candidate Data: Reference Check Results	Update Job Posting	Ready for Hire	
Candidate Data:			Refer a Candidate	

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									Business Process Types granted to Security Group - Reassign Access

	Sharing	Reference Check
	Candidate Pool: Private Pool Create	Regenerate Offer Documents
	Candidate Pool: Restricted View	Request One-Time Payment Offer/Employment Agreement
	Candidate Pools	
	Candidates for My Jobs	Request Stock Grant Offer/Employment Agreement
	Change Compensation Management Plans	Review Candidate
	Compensation Change	Screen
	Compensation Change: Allowance	Supplementary Questionnaires for Job Requisition
	Compensation Change: Guidelines	Update Job Posting
	Compensation Change: Total Base Pay	
	Configure Questionnaires for Business Process	

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Consolidated
Candidate Pool

Copy Candidate

Indexed Data
Source: Job
Requisitions

Job Postings

Job Requisition
Data

Job Requisitions for Recruiting

Job Requisition
Workspace

Manage: Candidate
Job Application
Notes

Manage: Candidate
Notes

Manage: Duplicate Records for a Person

Manage:
Evergreen
Requisitions

GA@WORK HCM Security Role Glossary											
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers
Other Usages											
Critical Administration/Definition Usages											
Domains granted to Security Group											
Business Process Types granted to Security Group - Initiate Access											
Business Process Types granted to Security Group - Enrichment Access											
Business Process Types granted to Security Group - View Access											
Business Process Types granted to Security Group - View Completed Access											
Reports Explicitly Shared with Group											
Business Process Types granted to Security Group - Approve Access											
Business Process Types granted to Security Group - Cancel Access											
Business Process Types granted to Security Group - Rescind Access											
Business Process Types granted to Security Group - Reassign Access											

Manage: External References

Manage: Job Requisition Notes

Management Dashboard: Recruiting

Manage Pre-Hire Process

Manage Pre-Hire Process: Hire Eligibility Status Comment

Manage Pre-Hire Process: Manage Pre-Hires

Manage Pre-Hire Process: Worker Hire Eligibility

Move Candidate

Move Candidate from Evergreen to Evergreen

Move Candidate from .Job

GA@WORK HCM Security Role Glossary

Security Group Type
Assignable Role
Security Group
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Context Type
All Security Groups for Role
Role Enabled for Organization Type(s)
Role Restricted to Single Assignment
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Hide Role on View if Not Assigned
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Business Process Types granted to Security Group - Cancel Access
Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

Requisition to Job
Requisition

Non-Worker Data: Compensation by Organization

Offer / Employment Agreement:
Collective Agreement

Offer / Employment
Agreement :
Employee
Contracts

Offer/Employment
Agreement:
Probation Period

Pre-Hire Data
Employment
Agreement

Pre-Hire Data:
Name and Contact
Information

Pre-Hire Demographics by Organization

Pre-Hire Personal

GA@WORK HCM Security Role Glossary														
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														Business Process Types granted to Security Group - Approve Access
														Business Process Types granted to Security Group - Cancel Access
														Business Process Types granted to Security Group - Rescind Access
														Business Process Types granted to Security Group - Reassign Access

Data

- Pre-Hire Personal
Data: Age/Marital Status
- Pre-Hire Personal
Data: ID Information
- Questionnaire Results
- Reactivate Job Application
- Staffing Actions:
Job Requisition Attachments
- Staffing Actions:
Job Requisition Cost Information
- Staffing Actions:
Job Requisition Job Application Template
- Staffing Actions:
Job Requisition Job Compensation
- Staffing Actions:
Job Requisition

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													Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access
													Business Process Types granted to Security Group - Reassign Access	

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Job Details
Staffing Actions:
Job Requisition
Job Questionnaires

Staffing Actions:
Job Requisition
Organizations -
Company

Staffing Actions:
Job Requisition

GA@WORK HCM Security Role Glossary

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Role-Based Security Group (Constrained)	Primary Recruiting Coordinator	Primary Recruiting Coordinator		Constrained by Role Access	Primary Recruiting Coordinator Primary Recruiting Coordinator (Unconstrained)					Current Organization And Unassigned Subordinates	Role has access to the positions they support	Completed notifies Primary Recruiting Coordinator Configures Job Requisition Aging worklet for Recruiting Configures Manager Recruiting Access Configures Manager Job Requisitions worklet for Recruiting	Document Category Access (Interview Documentation and Recruiting Attachments View Only) Job Application Access Manager Recruiting Access	Candidate Data: Bundle Resumes Candidate Data: Language Skills Candidate Data: Offer Initiation Candidate Data: Questionnaires Candidate Data: Questionnaire Total Score Candidate Data: Reference Check Results Candidate Pools Indexed Data Source: Job Requisitions Job Requisition Data Job Requisition Workspace Manage: Candidate Job Application Notes	Close Evergreen Requisition Evergreen Requisition Change Job Application Screen Post Job	Assess Candidate Interview Job Application Screen	Assess Candidate Background Check Close Evergreen Requisition			Close Evergreen Requisition Evergreen Requisition Change Evergreen Requisition Change Freeze Job Requisition Interview Job Requisition Change Manage Internal Career Apply Offer Post Job	Close Evergreen Requisition Evergreen Requisition Change Evergreen Requisition Change		

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														Business Process Types granted to Security Group - Reassign Access

Agreement:
Collective
Agreement

Offer / Employment
Agreement :
Employee
Contracts

Offer/Employment
Agreement:
Probation Period

Pre-Hire Data:
Employment
Agreement

Pre-Hire Data:
Name and Contact
Information

Pre-Hire
Demographics by
Organization

Staffing Actions:
Job Requisition
Attachments

Staffing Actions:
Job Requisition
Job Details

Staffing Actions:
Job Requisition

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Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access						

Role-Based Security Group (Constrained)	Recruiter (Local)	Recruiter (Local)	Perform recruiting functions for assigned location hierarchies. Examples include creating, qualifying, and evaluating applicants for jobs and positions. No approval authority.	Constrained by Role Access	Recruiter (Local) Recruiter (Local) (Unconstrained)	Location Hierarchy	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	Recruiter	Job Requisition Recruiting
											Staffing Actions: Job Requisition Role Assignment
											Staffing Actions: Job Requisition Skills

GA@WORK HCM Security Role Glossary

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GA@WORK HCM Security Role Glossary

Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Recruiting Manager	Recruiting Manager	Assigned on the sup org to provide visibility into the Recruiting process.	Constrained by Role Access	Recruiting Manager (Unconstrained)	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures Job Requisition Aging worklet for Recruiting Configures Manage Job Requisitions worklet for Recruiting	Candidate Communication Candidate Data: Background Check History Candidate Data: Bundle Resumes Candidate Data: Edit Job Application Candidate Data: Eligibility Results Candidate Data: Interview Feedback Comments Candidate Data: Interview Feedback Results Candidate Data: Interview Schedule Candidate Data: Job Application Candidate Data: Language Skills Candidate Data:		Assess Candidate Background Check Close Evergreen Requisition Close Job Requisition Evergreen Requisition Evergreen Requisition Change Freeze Job Requisition Interview Job Application Job Requisition Job Requisition Change Manage Internal Career Apply Offer			CRHCM - TA - All Job Requisitions CRHCM - TA - Candidate Time Per Stage CRHCM - TA - Job Requisition Aging CRHCM - TA - Manage Job Requisitions CRHCM - TA - Pipeline Diversity Metrics CRHCM - TA - Source to Pipeline PRHCM - TA - Requisition Data					

GA@WORK HCM Security Role Glossary

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														Candidate Data: Offer Details			Offer						
														Candidate Data: Offer Initiation			Post Job						
														Candidate Data: One-Time Payment Offer			Ready for Hire						
														Candidate Data: Other Jobs			Reference Check						
														Candidate Data: Questionnaires			Regenerate Offer Documents						
														Candidate Data: Questionnaire Total Score			Review Candidate						
														Candidate Data: Quick Stats			Screen						
														Candidate Data: Reference Check Results			Supplementary Questionnaires for Job Requisition						
														Candidate Data: Sharing			Update Job Posting						
														Candidate Pools									
														Consolidated Candidate Pool									

GA@WORK HCM Security Role Glossary

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Domains granted to Security Group
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Business Process Types granted to Security Group - Enrichment Access
Business Process Types granted to Security Group - View Access
Business Process Types granted to Security Group - View Completed Access
Reports Explicitly Shared with Group
Business Process Types granted to Security Group - Approve Access
Business Process Types granted to Security Group - Cancel Access
Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

Manage Pre-Hire Process
Manage Pre-Hire Process: Hire Eligibility Status Comment
Manage Pre-Hire Process: Manage Pre-Hires
Manage Pre-Hire Process: View Pre-Hire Interviews
Manage Pre-Hire Process: Worker Hire Eligibility
Move Candidate
Move Candidate from Evergreen to Evergreen
Move Candidate from Job Requirement to Job Requirement
Move Candidate to Linked Requirement
Offer / Employment

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														Business Process Types granted to Security Group - Cancel Access
														Business Process Types granted to Security Group - Rescind Access
														Business Process Types granted to Security Group - Reassign Access

Agreement:
Collective Agreement

Offer / Employment Agreement :
Employee Contracts

Offer/Employment Agreement:
Probation Period

Pre-Hire Data:
Employment Agreement

Pre-Hire Demographics by Organization

Pre-Hire Personal Data

Pre-Hire Personal Data: Age/Marital Status

Pre-Hire Personal Data: ID Information

Reactivate Job Application

GA@WORK HCM Security Role Glossary

Security Group Type
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Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

Staffing Actions:
Job Requisition
Attachments

Staffing Actions:
Job Requisition
Cost Information

Staffing Actions:
Job Requisition
Job Application
Template

Staffing Actions:
Job Requisition
Job Details

Staffing Actions:
Job Requisition
Job Questionnaires

Staffing Actions:
Job Requisition
Organizations -
Company

Staffing Actions:
Job Requisition
Organizations -
Custom
Organization

Staffing Actions:
Job Requisition
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GA@WORK HCM Security Role Glossary

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GA@WORK HCM Security Role Glossary																			
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Role-Based Security Group (Constrained)	Scheduling Partner	Scheduling Partner	Perform scheduling functions for assigned supervisory organizations. Examples include creating and maintaining scheduling operational data, and viewing scheduling setup data. Approval authority for scheduling business processes.	Constrained by Role Access	Scheduling Partner	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support				Bulk Change Published Schedule for Worker Event	Accept Shift Swap			Accept Shift Swap
															Change Published Schedule	Assign Shift Profiles to Worker			Assign Shift Profiles to Worker
															Change Worker Schedule Tags	Bulk Change Published Schedule for Worker Event			Bulk Change Published Schedule for Worker Event
															Mass Change Shifts Event	Change Published Schedule			Change Published Schedule
																Change Schedule Preferences			Change Schedule Preferences
																Change Work Availability			Change Work Availability
																Change Worker Schedule Tags			Change Worker Schedule Tags
																Change Worker Scheduling Settings			Change Worker Scheduling Settings
																Cover Shift			Cover Shift
																Mass Change Shifts Event			Mass Change Shifts Event
																Open Shift			Open Shift
																Publish Schedule			Publish Schedule
																Request Shift Swap			Request Shift Swap
																Take Back Shift			Take Back Shift

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Role-Based Security Group (Constrained)	Security Partner	Security Partner	Perform security management functions for assigned supervisory organizations. Examples include setting up users and changing passwords. Approval authority for organization and system business processes.	Constrained by Role Access	Security Partner	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support	Completed notifies Security Partner	Manager - ERS Security Partner - DOAA	Manage: Organization Roles Manage: Supervisory Organization	Edit Workday Account Inactivate Service Center Representative	Request Delegation Change	Assign Roles Create Workday Account Delegate Task		Assign Roles Create Workday Account Delegate Task	Create Workday Account Edit Workday Account			
												Completed notifies Security Partner	Security Partner - ERS Security Partner - General Assembly	Worker Data: Active and Terminated Workers	Request		Edit Workday Account		Edit Workday Account	Inactivate Service Center Representative			
												Completed notifies Security Partner	Security Partner - OPB				Inactivate Service Center Representative		Inactivate Service Center Representative	Request Delegation Change			
												Completed notifies Security Partner					Request		Request				
												Completed notifies Security Partner					Request Delegation Change		Request Delegation Change				
												Completed notifies Security Partner					Role Assignment Event						
												Denied notifies Security Partner											

GA@WORK HCM Security Role Glossary																							
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Role-Based Security Group (Constrained)	Service Center Manager	Service Center Manager	Perform service center functions for assigned service centers. Examples include maintaining service centers and service center representatives. Approval authority for service center business processes.	Constrained by Role Access	Service Center Manager	Yes	Leadership			Current Organization Only	Role has access to the positions they support		Denied notifies Security Partner										
													Denied notifies Security Partner										
													Denied notifies Security Partner										
													Denied notifies Security Partner										

Role-Based Security Group (Constrained)	Service Center Manager	Service Center Manager	Perform service center functions for assigned service centers. Examples include maintaining service centers and service center representatives. Approval authority for service center business processes.	Constrained by Role Access	Service Center Manager	Yes	Leadership			Current Organization Only	Role has access to the positions they support		Manage: Service Center Reports: My Leadership Roles	Inactivate Service Center Representative		Inactivate Service Center Representative			Inactivate Service Center Representative	Inactivate Service Center Representative			
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Role-Based Security Group (Constrained)	Succession Partner	Succession Partner	Perform succession management functions for assigned supervisory organizations. Examples include maintaining positions for succession and talent pools. Approval authority for succession business processes.	Constrained by Role Access	Succession Partner	Supervisory		Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support		Facilitate Calibration	Launch Calibration	Launch Calibration	Assess My Team's Potential		Manage Succession Plan	Calibrate Team
													Person Data: Competencies	Manage Succession Plan	Manage Succession Plan	Assess Potential			Launch Calibration
													Retention Risk			Calibrate Team			Manage Succession Plan
													Retention Risk Factors			Cascade Goals			Remove Worker from Talent
													Search: Find Succession Plans			Launch Calibration			
													Set Up: Succession			Launch Talent Reviews			
													Talent Pool: Communications			Manage Goals			
													Talent Pool: Create			Manage Succession Plan			Remove Worker from Talent
													Talent Pool: Manage Membership			Remove Worker from Talent			Start Potential Assessment
													Talent Pool: View and Edit			Talent Review			
													Talent Review			Termination			
													Talent Review: Potential						
													Talent Review						

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Business Process Types granted to Security Group - View Completed Access											
Reports Explicitly Shared with Group											
Business Process Types granted to Security Group - Approve Access											
Business Process Types granted to Security Group - Cancel Access											
Business Process Types granted to Security Group - Rescind Access											
Business Process Types granted to Security Group - Reassign Access											

Talent Review: Publications
Talent Review: Skills
Talent Review: Talent Statements
Worker Data: Anytime Feedback
Worker Data: Calibration
Worker Data: Check-Ins
Worker Data: Succession

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Role-Based Security Group (Constrained)	Succession Pool Manager	Succession Pool Manager	Perform succession management functions for assigned succession pools. Examples include creating and maintaining succession and talent pools. No approval authority.	Constrained by Role Access	Succession Pool Manager	Yes		Leadership		Current Organization Only	Role has access to the positions they support			Person Data: Certifications Person Data: Competencies Person Data: Education Person Data: Languages Reports: My Leadership Roles Set Up: Succession Talent Pool: Create Talent Pool: Manage Membership Talent Pool: View and Edit Talent Review Talent Review: Potential Worker Data: Anytime Feedback Worker Data: Current Job Profile Information Worker Data: Succession Worker Data: Talent		Assess My Team's Potential Launch Talent Reviews Manage Succession Plan Talent Review							

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Role-Based Security Group (Constrained)	Talent Partner (Local)	Talent Partner (Local)	Perform talent management functions for assigned location hierarchies. Examples include processing employee reviews, creating talent and succession pools, and launching calibration. Approval authority for talent, performance, and succession business processes.	Constrained by Role Access	Talent Partner (Local)	Location Hierarchy		Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support		Talent Partner						
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GA@WORK HCM Security Role Glossary																							
Security Group Type	Assignable Role	Security Group	Description	Context Type	All Security Groups for Role	Role Enabled for Organization Type(s)	Role Restricted to Single Assignment	Is Supporting or Is Leadership	Hide Role on View if Not Assigned	Access Rights to Organization(s)	Access Rights to Multiple Job Workers	Other Usages	Critical Administration/Definition Usages	Domains granted to Security Group	Business Process Types granted to Security Group - Initiate Access	Business Process Types granted to Security Group - Enrichment Access	Business Process Types granted to Security Group - View Access	Business Process Types granted to Security Group - View Completed Access	Reports Explicitly Shared with Group	Business Process Types granted to Security Group - Approve Access	Business Process Types granted to Security Group - Cancel Access	Business Process Types granted to Security Group - Rescind Access	Business Process Types granted to Security Group - Reassign Access
Role-Based Security Group (Constrained)	Talent Pool Manager	Talent Pool Manager (Talent Pool)	Perform talent management functions for assigned talent pools. Examples include maintaining positions for succession and talent pools. No approval authority.	Constrained by Role Access	Talent Pool Manager (Supervisory) Talent Pool Manager (Talent Pool)	Supervisory		Supporting		Current Organization Only	Role has access to the positions they support	Talent Pool Manager	Compare Workers Management Dashboard: Calibration Reports: My Leadership Roles Talent Pool: Communications Talent Pool: Create Talent Pool: Manage Membership Talent Pool: View and Edit Talent Review Talent Review: Publications Talent Review: Skills Talent Review: Talent Statements View: Talent Matrix Worker Data Review	Get Additional Reviewers for Development Plan Give Award and Activity Manage Awards and Activities Manage Competencies		Assess My Team's Potential Cascade Goals Complete Additional Evaluation for Development Plan Complete Additional Evaluation for Performance Review Complete Additional Manager Evaluation for Performance Review Complete Employee Plan for Performance Improvement Plan Complete Manager Evaluation for Performance Review			Get Additional Reviewers for Development Plan Give Award and Activity Give Feedback to Multiple Recipients Manage Awards and Activities Manage Competencies	Manage Awards and Activities			

GA@WORK HCM Security Role Glossary	
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Role Restricted to Single Assignment	
Is Supporting or Is Leadership	
Hide Role on View if Not Assigned	
Access Rights to Organization(s)	
Access Rights to Multiple Job Workers	
Other Usages	
Critical Administration/Definition Usages	Worker Data: Career
Domains granted to Security Group	Worker Data: Career Hub
Business Process Types granted to Security Group - Initiate Access	Worker Data: Mentoring
Business Process Types granted to Security Group - Enrichment Access	Worker Data: Talent Card
Business Process Types granted to Security Group - View Access	Review Complete Manager Plan for Development Plan
Business Process Types granted to Security Group - View Completed Access	Complete Self Evaluation for Disciplinary Action
Reports Explicitly Shared with Group	Complete Self Evaluation for Performance Review
Business Process Types granted to Security Group - Approve Access	Get Additional Manager Evaluation for Performance Review
Business Process Types granted to Security Group - Cancel Access	Get Additional Reviewers for Development Plan
Business Process Types granted to Security Group - Rescind Access	Get Additional Reviewers for Performance Review
Business Process Types granted to Security Group - Reassign Access	

GA@WORK HCM Security Role Glossary

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Access Rights to Multiple Job Workers
Other Usages
Critical Administration/Definition Usages
Domains granted to Security Group
Business Process Types granted to Security Group - Initiate Access
Business Process Types granted to Security Group - Enrichment Access
Business Process Types granted to Security Group - View Access
Business Process Types granted to Security Group - View Completed Access
Reports Explicitly Shared with Group
Business Process Types granted to Security Group - Approve Access
Business Process Types granted to Security Group - Cancel Access
Business Process Types granted to Security Group - Rescind Access
Business Process Types granted to Security Group - Reassign Access

Review

Get Feedback on Self

Get Feedback on Worker

Give Award and Activity

Give Feedback

Give Feedback to Multiple Recipients

Give Requested Feedback

Manage Awards and Activities

Manage Career Interests

Manage Certifications

Manage Competencies

Manage Education

Manage Employment

Manage Job

Manage Job History

Manage Job Offer

Manage Job Posting

Manage Job Requisition

Manage Job Vacancy

Manage Job Workflow

Manage Job Workflow Step

Manage Job Workflow Step Group

Manage Job Workflow Step Group Step

Manage Job Workflow Step Group Step Group

GA@WORK HCM Security Role Glossary

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Other Usages	
Critical Administration/Definition Usages	
Domains granted to Security Group	
Business Process Types granted to Security Group - Initiate Access	
Business Process Types granted to Security Group - Enrichment Access	
Business Process Types granted to Security Group - View Access	
Business Process Types granted to Security Group - View Completed Access	
Reports Explicitly Shared with Group	
Business Process Types granted to Security Group - Approve Access	
Business Process Types granted to Security Group - Cancel Access	
Business Process Types granted to Security Group - Rescind Access	
Business Process Types granted to Security Group - Reassign Access	

Manage Interests

Manage Internal Projects

Manage Job History

Manage Job Interests

Manage Languages

Manage Mentorship

Manage Professional Affiliations

Manage Publications

Manage Relocation Preferences

Manage Talent Statements

Manage Training

Manage Travel Preferences

GA@WORK HCM Security Role Glossary

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Business Process Types granted to Security Group - Reassign Access

Manage Work Experience

Professional Profile

Set Plan Content for Performance Improvement Plan

Set Review Content for Disciplinary Action

Set Review Content for Performance Review

Start Development Plan

Start Performance Review

Talent Review

Update Performance Review Ratings for Manager Evaluation

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Role-Based Security Group (Constrained)	Union Representative	Union Representative	Perform union liaison function for assigned unions. Examples include viewing union definitions and membership. No approval authority.	Constrained by Role Access	Union Representative			Supporting	Yes	Current Organization Only	Role has access to the positions they support				
Role-Based Security Group (Constrained)	Warrant Officer	Warrant Officer	Warrant Officer will be responsible for approving allotment requests. Can be assigned to a company hierarchy if this user will be approving all agencies.	Constrained by Role Access	Warrant Officer	Company Company Hierarchy			Yes	Current Organization And All Subordinates	Role has access to the positions they support			Customer Invoice Event	Customer Invoice Event

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Role-Based Security Group (Constrained)	Worktag Reviewer	Worktag Reviewer	A role specifically assigned to review Worktags for transactions like supplier invoice or expense reports.	Constrained by Role Access	Worktag Reviewer	Company Company Hierarchy		Yes		Current Organization And All Subordinates	Role has access to the positions they support				Change Order Expense Report Event Procurement Card Transaction Verification Event Purchase Order Event Requisition Event Spend Authorization Supplier Invoice Event	Change Order Expense Report Event Procurement Card Transaction Verification Event Purchase Order Event Requisition Event			Procurement Card Transaction Verification Event Purchase Order Event Requisition Event				
Role-Based Security Group (Unconstrained)	Allocation Pool Accountant	Allocation Pool Accountant		Unconstrained	Allocation Pool Accountant	Allocation Pool Company Company Hierarchy		Yes						Access Allocation Plan for Pool Creation Process: Allocation Plans - Process Process: Allocation Plans - Reporting Process: Allocation Plans - Reprocess Process: Allocation Plans - View Reports: Allocation Pools Reports: Allocation Pool Transactions Reports: Summarized Allocation Pool Transactions Set Up: Allocation Plan Set Up: Allocation Pool Set Up: Allocation Pool Hierarchy	Allocation Plan Event	Allocation Plan Event		Allocation Plan Event					

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Role-Based Security Group (Unconstrained)	Allocation Pool Company Accountant	Allocation Pool Company Accountant	Unconstrained	Allocation Pool Company Accountant	Allocation Pool Company	Allocation Pool Company Hierarchy	Yes							Pool Hierarchy																				
														Set Up: Allocation Pool Worktag Override Rule																				
														View: Allocation Pool Transactions																				

GA@WORK HCM Security Role Glossary																							
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Role-Based Security Group (Unconstrained)	Award Contract Specialist	Award Contract Specialist (Unconstrained)	Unconstrained version of Award Contract Specialist. Access to create grants and grant hierarchies. Assign grant roles.	Unconstrained	Award Contract Specialist Award Contract Specialist (Unconstrained)	Company Company Hierarchy		Yes					Award Contract Analyst Grant Financial Analyst Grant Manager Lead Principal Investigator Principal Investigator Principal Investigator (Grant)	Manage: Grant Manage: Grant / Grant Hierarchies - Edit Manage: Grants - View									
Role-Based Security Group (Unconstrained)	Buyer	Buyer (Unconstrained)	Unconstrained version of Buyer. Access to recall reporting.	Unconstrained	Buyer Buyer (Unconstrained)	Company Company Hierarchy		Yes									Recall Event						
Role-Based Security Group (Unconstrained)	Cash Specialist	Cash Specialist (Unconstrained)	Unconstrained version of Cash Specialist. Access to run cash forecast data automation.	Unconstrained	Cash Specialist Cash Specialist (Unconstrained)	Company Company Hierarchy								Process: Cash Forecast Data Automation									
Role-Based Security Group (Unconstrained)	Security Partner (Unconstrained)	CSC-Security Partner (Unconstrained)	This will help users to View only access to Security Request Forms and Reset Passwords for CSC.	Unconstrained	CSC-Security Partner (Unconstrained) Security Partner (Unconstrained)	Supervisory		Supporting						Manage: Service Center Set Up: Requests	Edit Workday Account				Edit Workday Account	Edit Workday Account			

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Role-Based Security Group (Unconstrained)	Gig Host	Gig Host (Unconstrained)	Unconstrained version of Gig Host. Access to all gig workers.	Unconstrained	Gig Host (Unconstrained)		Yes	Leadership											
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Role-Based Security Group (Unconstrained)	Learning Analyst	Learning Analyst	Requested from DOAS to view learning records	Unconstrained	Learning Analyst	Supervisory							Person Data: Certifications						
													Person Data: Learning						
													Reports: Learning Record						
													Worker Data: Training and Development						

Role-Based Security Group (Unconstrained)	Learning Partner	Learning Partner	Unconstrained access to create and maintain course catalog, course enrollment. Approval authority for learning business processes.	Unconstrained	Learning Partner	Company Company Hierarchy		Supporting	Yes			Configures Learner Engagement worklet for Learning Admin	Manage: Learning Additional Data	Cancel Course Offering		Cancel Course Offering	CRHCM - LRN - Campaign Assignment		Cancel Course Offering
												Configures Learner Engagement worklet for Learning Admin	Manage: Learning Content	Drop Learning Enrollment		Drop Learning Enrollment	CRHCM - LRN - Certification Tracking		
												Configures Learner Engagement worklet for Learning Admin	Manage: Media Settings	Manage Course Offering		Manage Course Offering	CRHCM - LRN - Course Completion [Admin]		
												Configures Learning Admin worklet for Home	Manage: Unrestricted Mass Enrollments	Manage Equivalency Rule		Manage Equivalency Rule	CRHCM - LRN - Credit Unit Tracking		
													Media Reporting	Manage Learning Certification Rule		Manage Learning Certification Rule			
													Person Data: Certifications	Manage Program		Manage Program	CRHCM - LRN - Find External Learners to Enroll		
													Person Data: Learning	Mass Enroll		Mass Enroll			
													Person Data: Person Reports				CRHCM - LRN - Find Workers to Enroll		
													Questionnaire Creation and Distribution				CRHCM - LRN - GDOT Supplemental Learning		
													Questionnaire Results				CRHCM - LRN - Instructor Training		
													Reports: Archived External Learning				Matrics		

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Role-Based Security Group (Unconstrained)	Manager	Manager (Unconstrained)	Unconstrained version of Manager. Access to all prospects and candidates.	Unconstrained	Management Chain Manager Manager (Unconstrained)	Supervisory	Yes	Leadership					Document Category Access (Prospect Resume and Cover Letter View and Modify)	Candidate: Global Search Candidate Data: Other Information Candidate Drop Off Data Candidate Reporting Candidate Tags Manage: Candidates Manage: Workteam Manage: Workteam Membership History Worklet: Recruiting									

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GA@WORK HCM Security Role Glossary

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Role-Based Security Group (Unconstrained)	Recruiter (Local)	Recruiter (Local) (Unconstrained)	Unconstrained version of Recruiter (Local). Access to all prospects and candidates.	Unconstrained	Recruiter (Local) Recruiter (Local) (Unconstrained)	Location Hierarchy		Yes					Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Communication Candidate Data: Employee Referrals Candidate Data: Other Information Candidate Drop Off Data Candidate Merge Candidate Reporting Candidate Tags Consolidate Tasks Create External Prospects Find Candidates: External Find Candidates: Internal and External Manage: Candidates Manage: Duplicate Records for the Tenant Prospects Recruiting Hub Worklet: Recruiting									

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Role-Based Security Group (Unconstrained)	Recruiter (Supervisory)	Recruiter (Supervisory) (Unconstrained)	Unconstrained version of Recruiter (Supervisory). Access to all prospects and candidates.	Unconstrained	Recruiter (Supervisory) Recruiter (Supervisory) (Unconstrained)	Supervisory		Supporting					Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Communication Candidate Data: Employee Referrals Candidate Data: Other Information Candidate Drop Off Data Candidate Merge Candidate Reporting Candidate Tags Consolidate Tasks Create External Prospects Discovery Boards: Administration Discovery Boards: Create									

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Other Usages											
Critical Administration/Definition Usages											
Domains granted to Security Group											
Business Process Types granted to Security Group - Initiate Access											
Business Process Types granted to Security Group - Enrichment Access											
Business Process Types granted to Security Group - View Access											
Business Process Types granted to Security Group - View Completed Access											
Reports Explicitly Shared with Group											
Business Process Types granted to Security Group - Approve Access											
Business Process Types granted to Security Group - Cancel Access											
Business Process Types granted to Security Group - Rescind Access											
Business Process Types granted to Security Group - Reassign Access											

	Create
	Find Candidates: External
	Find Candidates: Internal and External
	Invite to Apply
	Manage: Candidate Engagement
	Manage: Candidates
	Manage: Duplicate Records for the Tenant
	Prospects
	Recruiting Hub
	Set Up: Candidate Engagement
	Set up: Recruiting Events for Candidate Engagement
	Worklet: Recruiting

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Role-Based Security Group (Unconstrained)	Recruiting Coordinator (Local)	Recruiting Coordinator (Local) (Unconstrained)	Unconstrained version of Recruiting Coordinator (Local). Access to all prospects and candidates.	Unconstrained	Recruiting Coordinator (Local) Recruiting Coordinator (Local) (Unconstrained)	Location Hierarchy		Yes					Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Data: Other Information Candidate Drop Off Data Candidate Reporting Candidate Tags Find Candidates: External Find Candidates: Internal and External Manage: Candidates Worklet: Recruiting									

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Role-Based Security Group (Unconstrained)	Recruiting Coordinator (Supervisory)	Recruiting Coordinator (Supervisory) (Unconstrained)	Unconstrained version of Recruiting Coordinator (Supervisory). Access to all prospects and candidates.	Unconstrained	Recruiting Coordinator (Supervisory) Recruiting Coordinator (Supervisory) (Unconstrained)	Supervisory		Supporting					Document Category Access (Prospect Resume and Cover Letter View and Modify)	All Prospects Candidate: Global Search Candidate Data: Other Information Candidate Drop Off Data Candidate Reporting Candidate Tags Find Candidates: External Find Candidates: Internal and External Manage: Candidates Worklet: Recruiting									
Role-Based Security Group (Unconstrained)	Security Partner (Unconstrained)	Security Partner (Unconstrained)	This will help users to View only access to Security Request Forms and Reset Passwords	Unconstrained	CSC-Security Partner (Unconstrained) Security Partner (Unconstrained)	Supervisory		Supporting															
Staffing Actions: Move Manager's Team																							