



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 reoports 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
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-Registration Person Data: Certifications Reports: Extended Enterprise Affiliation Learners Reports: Extended Enterprise Affiliations Reports: My Leadership Roles	--	--	--	--	--	--	--	--	
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	--
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	--	--	--	--	--	--	--	--	--
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	--	--	--	--	--

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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	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	--	Candidate Data: Background Check History	Background Check	Background Check	Background Check	--	--	--	Background Check	Background Check	--						
					Drug Testing Partner (Unconstrained)																								
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 worksheet for Home Configures Performance Review Status worksheet for Team Performance Configures Track My Team's Goals worksheet for Team Performance	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	Start Performance Improvement Plan	Assess My Team's Potential	--					
														Compare Workers	Complete Manager Plan for Performance Improvement Plan	Complete Manager Plan for Performance Improvement Plan	Assess Potential												
														Person Data: Competencies	Complete Manager Plan for Performance Improvement Plan	Complete Manager Plan for Performance Improvement Plan	Cascade Goals												
														Pre-Hire: Skills and Experience	Manage Goals		Complete Additional Evaluation for Performance Review												
														Process: Employee Reviews and Plans	Start Disciplinary Action		Complete Additional Manager Evaluation for Performance Review												
														Retention Risk	Start Performance Improvement Plan														
														Retention Risk Factors			Complete Employee Plan for Development Plan												
														Search: Find Succession Plans			Complete Manager Evaluation for Disciplinary Action												
														Set Up: Employee Reviews			Complete Manager Evaluation for Performance Review												
														Set Up: Succession			Complete Manager Evaluation for Performance Review												
														Set Up: Talent			Complete Manager Plan for Performance Improvement Plan												
														Talent Pool: Communications			Complete Self Evaluation for Performance Review												
														Talent Pool: Create			Get Additional Manager Evaluation for Performance Review												
														Talent Pool: Manage Membership															
														Talent Pool: View and Edit			Get Additional Reviewers for Performance Review												
														Talent Review			Get Feedback on Self												
														Talent Review: Potential			Get Feedback on Worker												
														View: Talent Matrix			Give Requested Feedback												
														Worker Data: Anytime Feedback			Launch Talent Reviews												
														Worker Data: Career			Manage Awards and Activities												
														Worker Data: Career Hub			Manage Career Interests												
														Worker Data: Check-Ins			Manage Certifications												
														Worker Data: Delete Development Item			Manage Education												
														Worker Data: Disciplinary Action			Manage Goals												
														Worker Data: Employee Reviews			Manage Interests												
														Worker Data: Interests			Manage Internal Projects												
														Worker Data: Mentoring			Manage Job History												
														Worker Data: Performance Improvement Plan			Manage Job Interests												
																	Manage Languages												
																	Manage Mentorship												

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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 worksheet 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	--	--	--	--	--
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	--	--	--	--	--	--
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 Participate: Org Designs Set Up: Organization Set Up: Reorganization Staffing Actions: Move Manager's Team Worker Data: All Positions Worker Position: View	Activation Assign Superior Create Subordinate Divide Organization Reorganization with Org Studio	Reorganization with Org Studio	Activation Assign Superior Change Organization Assignments for Worker Change Organization Assignments for Workers by Organization Create Subordinate Divide Organization Move Worker (By Organization) Move Worker (Supervisory) Move Workers (By Organization) Move Workers (Supervisory) Reorganization with Org Studio	--	--	Request	--	--	--

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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 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	--	--	--	--	--	--	--	--	--
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 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	--	Distribute Pools	Distribute Pools	Edit Worker Additional Data Event	--	--	Distribute Pools	--	--
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	--	--	--	--	--	--	--	--	--	--
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: 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																										
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	Supervisory	Yes	Leadership	--	Current Organization And All Subordinates	Role has access to the positions they support	Configures Candidate Pipeline worksheet for Recruiting	Document Category Access (Candidate Resume and Cover Letter View Only)	Add Compensation Management Plans	Assign Employee Collective Agreement	Add Additional Job	Accept Shift Swap	--	CRHCM - LRN - Certification Completion Certificate [Admin]	Accept Shift Swap	--	--	--																	
					Manager									Add Compensation Plans	Change Default Compensation	Assign Matrix Organizations	Add Additional Job			Add Additional Job																				
					Manager (Unconstrained)									Add Compensation Plans: Add Allowance	Change Organization Assignments for Worker	Bulk Change Published Schedule for Worker Event	Add Flex Team Member			Add Flex Team Member																				
														Add Compensation Plans: Add Merit	Change Organization Assignments for Workers by Organization	Change Default Compensation	Add Retiree Status			Assign Matrix Organizations																				
														Configures Compare Reported and Scheduled Hours worksheet for Time and Absence	Manager Recruiting Access	Change Default Compensation	Assess Candidate			Assign Shift Profiles to Worker																				
														Configures Internal Sourced Candidates worksheet for Recruiting	Public Profile Access (Birthday)	Candidate Data: Language Skills	Complete Manager Plan for Development Plan	Change Order	Assess Potential		Change Default Compensation																			
														Talent Statement (View)									Candidate Data: Offer Initiation	End Collective Agreement Assignment	Change Organization Assignments for Workers by Organization	Assign Employee Collective Agreement		Change Default Compensation												
																							Configures Job Requisition Aging worksheet for Recruiting	Candidate Data: Questionnaires	End Flexible Work Arrangement	Change Published Schedule	Assign Matrix Organizations		Change Emergency Contacts											
																							Configures Manage Job Requisitions worksheet for Recruiting	Candidate Data: Questionnaire Total Score	Get Additional Reviewers for Development Plan	Change Worker Schedule Tags	Assign Shift Profiles to Worker		Change Order											
																							Configures My Team's Reported Time worksheet for Time and Absence	Candidate Data: Reference Check Results	Manage Probation Period	Change Work Space	Assign Work Schedule		Change Organization Assignments for Worker											
																							Configures My Team's Scheduled Hours worksheet for Time and Absence	Candidate Pool: Restricted View	Move Worker (Supervisory)	Complete Manager Plan for Development Plan	Automatic Compensation Change for Position Change Event		Change Organization Assignments for Workers by Organization											
																							Candidates for My Jobs	New Hire Provisioning	Contract Contingent Worker	Automatic Employee Compensation Event for End Assignment														
																							Change Compensation	One-Time Payment for	Correct Time Off															

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												Configures My Team's Upcoming Time Off worksheet for Time and Absence		Management Plans	Referral	Create Idea	Bulk Change Published Schedule for Worker Event		Change Published Schedule				
												Compares Mentors		Compare Mentors	Pre-Hire Collective Agreement Details	Create Position			Change Schedule Preferences				
												Compares Workers		Compare Workers	Pre-Hire Contract Details	Edit Hiring Restrictions	Calibrate Team		Change Work Availability				
												Configures Performance Review Status worksheet for Team Performance		Compensation Change	Pre-Hire Notice Period Details	Edit Position Restrictions	Cascade Goals		Change Worker Schedule Tags				
												Configures Recruiting worksheet for Home		Compensation Change: Allowance	Effort Certification	Change Default Compensation		Change Worker Scheduling Settings					
												Configures Recruiting worksheet for Home		Compensation Change: Guidelines	Pre-Hire Probation Period Details	End Additional Job	Change Emergency Contacts		Change Work Space				
												Configures Source Effectiveness worksheet for Recruiting		Compensation Change: Merit	Project Resource Plan Line	End Contingent Worker Contract	Change Job		Close Position				
												Configures Source to Pipeline worksheet for Recruiting		Compensation Change: Total Base Pay	Propose Compensation Change	End Flexible Work Arrangement	Change Organization Assignments for Worker		Complete Additional Evaluation for Development Plan				
												Configures Track My Team's Goals worksheet for Team Performance		Custom Domain 5	Propose Compensation Hire	Expense Report Event	Change Organization Assignments for Workers by Organization		Complete Employee Plan for Performance Improvement Plan				
												Configures Weekly Average Hours Worked worksheet for Time and Absence		Document Generation Results	Request	Get Additional Reviewers for Development Plan		Complete Manager Plan for Development Plan					
												Configures Weekly Average Hours Worked worksheet for Time and Absence		Exit Interview	Request Flexible Work Arrangement	Goods Delivery Event	Change Published Schedule		Complete Self Evaluation for Disciplinary Action				
												Configures Workers Currently on Leave worksheet for Time and Absence		External Student Data	Request One-Time Payment Offer/Employment Agreement	Hire	Change Schedule Preferences		Contract Contingent Worker				
												Configures Workers Currently on Leave worksheet for Time and Absence		External Student Data: Academic Progress	Request Quality Step Increase	Hiring Restrictions	Change Work Availability		Correct Time Off				
												Configures Workers Currently on Leave worksheet for Time and Absence		External Student Data: Student Public Reports	Internal Service Delivery Event	Change Worker Schedule Tags		Cover Shift					
												Configures Workers Currently on Leave worksheet for Time and Absence		External Student Data: Student Work-Study	Request Stock Grant Offer/Employment Agreement	Inventory Count Event	Change Worker Scheduling Settings		Create Idea				
												Configures Workers Currently on Leave worksheet for Time and Absence		Facilitate Calibration	Inventory Return Event	Change Work Space		Create Position					
												Configures Workers Currently on Leave worksheet for Time and Absence		Indexed Data Source: Job Requisitions	Request Worker	Inventory Stock Request Event	Change Work Space		Delegate Task				
												Configures Workers Currently on Leave worksheet for Time and Absence		Indexed Data Source: Positions	Review Employee Contracts	Manage Competencies	Close Job Requisition		Drop Learning Enrollment				
												Configures Workers Currently on Leave worksheet for Time and Absence		Indexed Data Source: Positions	Review Probation Period	Manage Probation Period	Close Position		Edit Hiring Restrictions				
												Configures Workers Currently on Leave worksheet for Time and Absence		Indexed Data Source: Workers	Switch Primary Job	Move Workers (Supervisory)	Compensation Change for Compensation Plan Event		Edit Position				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Directory	Title Change	New Purchase Items Request	Complete Additional Evaluation for Development Plan		Edit Position Restrictions				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Information	Update Performance Review Ratings for Manager Evaluation	One-Time Payment for Referral	Complete Manager Evaluation for Performance Review		Effort Certification				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Profile: Compensation	Veteran Status Identification	Procurement Card	Complete Additional Evaluation for Performance Review		End Additional Job				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Profile: Manage Job Profile Events	Wage Theft Prevention Notice	Transaction Verification Event	Complete Employee Plan for Development Plan		End Contingent Worker Contract				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Profile: Pay		Professional Profile	Complete Employee Plan for Development Plan		End Flexible Work Arrangement				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Profile: View		Propose Compensation Change	Complete Form I-9 Section 3		Enroll in Content				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Requisition Data		Propose Compensation Hire	Complete Manager Evaluation for Disciplinary Action		Expense Report Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Requisitions for Recruiting		Propose Compensation Hire	Complete Manager Evaluation for Performance Review		Freeze Position				
												Configures Workers Currently on Leave worksheet for Time and Absence		Job Requisition Workspace		Propose Compensation Agreement	Complete Manager Evaluation for Performance Review		Get Additional Reviewers for Development Plan				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Candidate Job Application Notes		Quick Issue	Complete Manager Evaluation for Performance Review		Give Feedback to Multiple Recipients				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Candidate Notes		Rate Work	Complete Manager Evaluation for Performance Review		Hire				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Expense Report for Pre-Hire		Request Compensation Change	Complete Manager Evaluation for Performance Review		Hiring Restrictions				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: External References		Request Delegation Change	Complete Manager Evaluation for Performance Review		Home Contact Change				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Job Requisition Notes		Request Flexible Work Arrangement	Complete Manager Evaluation for Performance Review		Internal Service Delivery Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Membership Rule Edit		Request One-Time Payment	Complete Manager Evaluation for Performance Review		Internal Service Delivery Intercompany Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Project Labor Cost Accounting		Request One-Time Payment Offer/Employment Agreement	Complete Manager Evaluation for Performance Review		Inventory Count Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Manage: Supervisory Organization		Request Quality Step Increase	Convert / Donate		Inventory Put-Away Adjustment Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Management Dashboard: Absence		Request Reference Letter	Correct Time Off		Inventory Stock Request Event				
												Configures Workers Currently on Leave worksheet for Time and Absence		Management Dashboard: Calibration		Request Stock Grant	Correct Worker Start Date		Legal Name Change				
												Configures Workers Currently on Leave worksheet for Time and Absence		Management Dashboard: Committees		Request Stock Grant Offer/Employment Agreement	Cover Shift		Manaae Competencies				
												Configures Workers Currently on Leave worksheet for Time and Absence		Management Dashboard: Compensation and		Request Time Off	Create Position						

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														Benefits	Requisition Event	Delegate Task				Manage Flex Team			
														Management Dashboard: Compensation Review	Return to Supplier Event	Drop Learning Enrollment				Manage Lesson			
														Management Dashboard: Distribution Trends and Analysis	Review Employee Contracts	Edit Hiring Restrictions				Manage Probation Period			
														Management Dashboard: Diversity	Review Probation Period	Edit Position				Mass Change Shifts Event			
														Management Dashboard: Expenses	Set Plan Content for Performance Improvement Plan	Edit Position Restrictions				Mass Enroll			
														Management Dashboard: Headcount Movement	Set Review Content for Disciplinary Action	Effort Certification				Move Job Requisition (Job Management)			
														Management Dashboard: Labor Cost Analysis	Spend Authorization	Employee Bonus for Bonus Process				Move Worker (Supervisory)			
														Management Dashboard: Management Reporting Dashboard	Submit Resignation	End Additional Job				Move Workers (By Organization)			
														Management Dashboard: My Team	Swap Positions	End Collective Agreement Assignment				Move Workers (Supervisory)			
														Management Dashboard: Performance and Potential	Switch Primary Job	End Contingent Worker Contract				New Hire Provisioning			
														Management Dashboard: Recruiting	Termination	End Flexible Work Arrangement				New Purchase Items Request			
														Management Dashboard: Structure Dynamics	Title Change	Enroll in Content				No Show			
														Management Dashboard: Student Employment	Within Grade Increase Notification	Enter Time				One-Time Payment for Referral			
														Management Dashboard: Talent Management		Evergreen Requisition				Open Shift			
														Management Dashboard: Time Tracking		Evergreen Requisition Change				Photo Change			
														Management Dashboard: Workforce Planning		Expense Report Event				Preferred Name Change			
														Manage Pre-Hire Process		Freeze Job Requisition				Pre-Hire Collective Agreement Details			
														Manage Pre-Hire Process: View Pre-Hire Interviews		Freeze Position				Pre-Hire Contract Details			
														Manage Pre-Hire Process: Worker Hire Eligibility		Get Additional Manager Evaluation for Performance Review				Pre-Hire Notice Period Details			
														Manager: Time Tracking Manager Approval		Get Additional Reviewers for Development Plan				Pre-Hire Probation Period Details			
														Manager: Time Tracking Manager Edit and Approve		Get Additional Reviewers for Performance Review				Procurement Card Transaction Verification Event			
														Manager Reports: Grants		Get Feedback on Self				Procurement Card Transaction Verification Intercompany Event			
														Move Candidate from Evergreen to Evergreen		Get Feedback on Worker				Professional Profile			
														Non-Worker Data: Compensation		Give Award and Activity				Propose Compensation Change			
														Non-Worker Data: Compensation by Organization		Give Feedback				Propose Compensation Hire			
														Offer / Employment Agreement: Collective Agreement		Give Feedback to Multiple Recipients				Publish Schedule			
														Offer / Employment Agreement : Employee Contracts		Give Requested Feedback				Purchase Order Intercompany Event			
														Offer/Employment Agreement: Probation Period		Goods Delivery Event				Quick Issue			
														Person Data: Achievements		Goods Delivery Group				Rate Work			
														Person Data: Certifications		Goods Delivery Run				Receipt Adjustment			
														Person Data: Competencies		Hire				Remove from Matrix Organization			
														Person Data: Education		Hiring Restrictions				Request Compensation Change			
														Person Data: Emergency Contacts		Home Contact Change				Request Delegation Change			
																Internal Service Delivery Event				Request Flexible Work Arrangement			
																Internal Service Delivery Intercompany Event				Request One-Time Payment			
																Interview				Request One-Time Payment Offer/Employment Agreement			
																Inventory Adjustment Event							
																Inventory Cost Adjustment Event							
																Inventory Count Event							
																Inventory Move Event							
																Inventory Pick List Event							
																Inventory Put-Away Adjustment Event							
																Inventory Put-Away Event							
																Inventory Receipt Put-Away Event							
		Inventory Return Event																					

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														Person Data: Job History				Inventory Return to Supplier Event		Request Quality Step Increase			
														Person Data: Languages				Inventory Shipment Event		Request Reference Letter			
														Person Data: Learning				Inventory Stock Request Event		Request Stock Grant			
														Person Data: Professional Affiliations				Job Requisition		Request Stock Grant Offer/Employment			
														Person Data: Skills									

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												Canceled notifies Initiator	Intersection	Candidate Pools	Review	Complete Manager Evaluation for Disciplinary Action	Compensation Event for End Assignment			Change Organization Assignments for Workers by Organization	Start Disciplinary Action		
												Canceled notifies Initiator	Manager OIG Intersection	Candidates for My Jobs	Complete Manager Plan for Development Plan		Bulk Change Published Schedule for Worker Event			Start Performance Improvement Plan			
												Canceled notifies Initiator	Manager OPB Intersection	Change Compensation Management Plans	Complete Manager Plan for Performance Improvement Plan	Complete Manager Evaluation for Performance Review	Calibrate Team			Change Published Schedule	Talent Review		
												Canceled notifies Initiator	Manager PACSG Intersection	Compare Mentors	Contract Contingent Worker	Complete Manager Plan for Development Plan	Cascade Goals			Change Schedule Preferences			
												Collect Badge/Parking Pass	Manager Recruiting Access	Compensation Change	Correct Worker Start Date	Contract Contingent Worker	Change Default Compensation			Change Work Availability			
												Completed notifies Benefits Partner	MSS(WD Absence)	Compensation Change: Allowance	Create Position	Correct Time Off	Change Emergency Contacts			Change Worker Schedule Tags			
												Completed notifies Benefits Partner	Primary Recruiter	Compensation Change: Guidelines	Edit Position Restrictions	Create Idea	Change Job			Change Worker Scheduling Settings			
												Completed notifies Contingent Worker As Self	Primary Recruiting Coordinator	Compensation Change: Merit	Edit Position Restrictions Additional Data	Create Position	Change Order			Change Work Space			
												Completed notifies Manager	Public Profile Access (Birthday)	End Additional Job	Edit Hiring Restrictions	Change Organization Assignments for Worker			Close Position				
												Completed notifies Manager	Search Committee Member	Compensation Change: Total Base Pay	End Collective Agreement Assignment	Edit Position Restrictions	Change Organization Assignments for Workers by Organization			Complete Additional Evaluation for Development Plan			
												Completed notifies Manager	Member	Custom Domain 1	End Contingent Worker Contract	Effort Certification	Change Organization Assignments for Workers by Organization			Complete Additional Evaluation for Development Plan			
												Completed notifies Manager	Talent Statement (View)	Custom Domain 5	End Additional Job	End Contingent Worker Contract	Change Published Schedule			Complete Employee Plan for Development Plan			
												Completed notifies Manager		Document Generation Results	End Flexible Work Arrangement	End Contingent Worker Contract	Change Schedule Preferences			Complete Employee Plan for Performance Improvement Plan			
												Completed notifies Manager		Exit Interview	Enter Time	End Flexible Work Arrangement	Change Work Availability			Complete Employee Plan for Development Plan			
												Completed notifies Primary Recruiting Coordinator		Expense Report Event	Expense Report Event	Change Worker Schedule Tags			Complete Manager Plan for Development Plan				
												Completed notifies Recruiter	External Student Data: Academic Progress	Get Additional Manager Evaluation for Performance Review	Freeze Position	Change Worker Scheduling Settings			Complete Self Evaluation for Disciplinary Action				
												Completed notifies Recruiter	External Student Data: Student Public Reports	Get Additional Reviewers for Development Plan	Get Feedback on Self	Change Worker Scheduling Settings			Contract Contingent Worker				
												Completed notifies Recruiter	External Student Data: Student Work-Study	Get Additional Reviewers for Performance Review	Get Feedback on Worker	Close Evergreen Requisition			Correct Time Off				
												Completed notifies Recruiter	Facilitate Calibration	Get Feedback on Worker	Goods Delivery Event	Close Job Requisition			Cover Shift				
												Completed notifies Recruiter	Indexed Data Source: Job Requisitions	Hire	Hiring Restrictions	Compensation Change for Compensation Plan Event			Create Idea				
												Completed notifies Recruiter	Indexed Data Source: Positions	Home Contact Change	Internal Service Delivery Event	Complete Additional Evaluation for Development Plan			Create Position				
												Completed notifies Recruiter	Indexed Data Source: Workers	Job Requisition	Interview	Complete Additional Evaluation for Development Plan			Delegate Task				
												Completed notifies Recruiter	Job Directory	Manage Competencies	Inventory Count Event	Complete Additional Evaluation for Performance Review			Drop Learning Enrollment				
												Configures Candidate Pipeline worksheet for Recruiting	Job Information	Manage Goals	Inventory Return Event	Complete Additional Manager Evaluation for Performance Review			Edit Government IDs				
												Configures Candidate Time Per Stage worksheet for Recruiting	Job Profile: Compensation	Manage Mentorship	Inventory Stock Request Event	Complete Additional Manager Evaluation for Performance Review			Edit Hiring Restrictions				
												Configures Candidate Time Per Stage worksheet for Recruiting	Job Profile: Manage Job Profile Events	Manage Probation Period	Job Application	Complete Additional Manager Evaluation for Performance Review			Edit Position Restrictions				
												Configures Compare Reported and Scheduled Hours worksheet for Time and Absence	Job Profile: Pay	Mass Enroll	Manage Competencies	Complete Employee Plan for Development Plan			Edit Position Restrictions				
												Configures Internal Sourced Candidates worksheet for Recruiting	Job Profile: View	Move Job Requisition (Job Management)	Manage Goals	Complete Employee Plan for Performance Improvement Plan			Effort Certification				
												Configures Job Requisition Aging worksheet for Recruiting	Job Requisition Data	Move Worker (Supervisory)	Manage Mentorship	Complete Form I-9 Section 3			End Additional Job				
												Configures Internal Sourced Candidates worksheet for Recruiting	Job Requisitions for Recruiting	Move Workers (By Organization)	Manage Probation Period	Complete Manager Evaluation for Disciplinary Action			End Contingent Worker Contract				
												Configures Job Requisition Aging worksheet for Recruiting	Job Requisition Workspace	Move Workers (Supervisory)	Inventory Count Event	Complete Manager Evaluation for Performance Review			Enroll in Content				
												Configures Manage Job Requisitions worksheet for Recruiting	Manage: Candidate Job Application Notes	New Hire Provisioning	New Purchase Items Request	Complete Manager Evaluation for Performance Review			Expense Report Event				
												Configures Manager Insights Hub worksheet for Home	Manage: Candidate Notes	No Show	One-Time Payment for Referral	Complete Manager Plan for Development Plan			Freeze Position				
												Configures My Team's Reported Time worksheet for Time and Absence	Manage: Evergreen Requisitions	Onboarding Setup	Procurement Card Transaction Verification Event	Complete Manager Plan for Performance Improvement Plan			Get Additional Reviewers for Development Plan				
												Configures My Team's Scheduled Hours worksheet for Time and Absence	Manage: Expense Report for Pre-Hire	Photo Change	Professional Profile	Complete Self Evaluation for Disciplinary Action			Get Feedback on Self				
												Configures My Team's Upcoming Time Off worksheet for Time and Absence	Manage: External References	Pre-Hire Collective Agreement Details	Propose Compensation Change	Complete Self Evaluation for Performance Review			Get Feedback on Worker				
												Confiaures	Manage: Facilitated Enrollments	Pre-Hire Contract Details	Propose Compensation Hire	Contract Contingent Worker			Give Feedback to Multiple Recipients				
													Manage: Job Requisition Notes	Pre-Hire Notice Period Details	Propose Compensation Offer/Employment Agreement	Convert / Donate			Hire				
													Manage: Machine Learning for Job Descriptions	Pre-Hire Probation Period Details	Quick Issue	Correct Time Off			Hiring Restrictions				
													Manage: Manager Insights Hub	Project Resource Plan Line	Correct Worker Start Date			Home Contact Change					
														Propose Compensation Chance	Rate Work	Internal Service Delivery							

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											Configure Performance Review Status worksheet for Home	Manage: Membership Rule Create	Propose Compensation Hire	Request	Cover Shift	Internal Service Delivery Event							
											Configures Performance Review Status worksheet for Team Performance	Manage: Membership Rule Edit	Rate Work	Request Compensation Change	Create Idea	Internal Service Delivery Intercompany Event							
											Configures Recruiting worksheet for Home	Manage: Project Labor Cost Accounting	Remove from Matrix Organization	Request Delegation Change	Create Position	Inventory Count Event							
											Configures Source Effectiveness worksheet for Recruiting	Manage: Supervisory Organization	Request	Request Flexible Work Arrangement	Delegate Task	Inventory Put-Away Adjustment Event							
											Configures Source to Pipeline worksheet for Recruiting	Manage: Talent Optimization in Manager Insights Hub	Request Compensation Change	Request One-Time Payment	Drop Learning Enrollment	Inventory Return Event							
											Configures Time and Absence worksheet for Home	Management Dashboard: Absence	Request Flexible Work Arrangement	Request One-Time Payment	Edit Government IDs	Inventory Stock Request Event							
											Configures Track My Team's Goals worksheet for Team Performance	Management Dashboard: Calibration	Request One-Time Payment	Request One-Time Payment	Edit Hiring Restrictions	Legal Name Change							
											Configures Weekly Average Hours Worked worksheet for Time and Absence	Management Dashboard: Committees	Request One-Time Payment	Request One-Time Payment	Edit Position Restrictions	Manage Competencies							
											Configures Workers Currently on Leave worksheet for Time and Absence	Management Dashboard: Compensation and Benefits	Request Quality Step Increase	Request Quality Step Increase	Edit Position Restrictions Additional Data	Manage Flex Team							
											Corrected notifies Benefits Partner	Management Dashboard: Distribution Trends and Analysis	Request Reference Letter	Request Reference Letter	Effort Certification	Manage Goals							
											Corrected notifies Benefits Partner	Management Dashboard: Diversity	Request Stock Grant	Request Stock Grant	Employee Bonus for Bonus Process	Manage Lesson							
											Corrected notifies Initiator	Management Dashboard: Labor Cost Analysis	Request Quality Step Increase	Request Quality Step Increase	End Additional Job	Manage Mentorship							
											Corrected notifies Initiator	Management Dashboard: Management Reporting Dashboard	Request Reference Letter	Request Reference Letter	End Collective Agreement Assignment	Manage Probation Period							
											Corrected notifies Initiator	Management Dashboard: My Team	Request Stock Grant Offer/Employment Agreement	Request Stock Grant Offer/Employment Agreement	End Contingent Worker Contract	Mass Change Shifts Event							
											Corrected notifies Initiator	Management Dashboard: Performance and Potential	Request Worker	Request Worker	Mass Enroll								
											Corrected notifies Initiator	Management Dashboard: Recruiting	Review Employee Contracts	Review Employee Contracts	End Flexible Work Arrangement	Move Job Requisition (Job Management)							
											Corrected notifies Initiator	Management Dashboard: Structure Dynamics	Review Probation Period Expenses	Review Probation Period	Enroll in Content	Move Worker (Supervisory)							
											Denied notifies Initiator	Management Dashboard: Student Employment	Screen	Screen	Enter Time	Move Workers (By Organization)							
											Denied notifies Initiator	Management Dashboard: Talent Management	Set Plan Content for Performance Improvement Plan	Set Plan Content for Performance Improvement Plan	Evergreen Requisition	Move Workers (Supervisory)							
											Denied notifies Initiator	Management Dashboard: Time Tracking	Start Development Plan	Start Development Plan	Expense Report Event	New Hire Provisioning							
											Denied notifies Initiator	Management Dashboard: Workforce Planning	Start Disciplinary Action	Start Disciplinary Action	Freeze Job Requisition	Move Purchase Items Request							
											Exit of a - Close Position notifies Manager	Management Dashboard: Workforce Planning	Start Performance Improvement Plan	Start Performance Improvement Plan	Freeze Position	No Show							
											Exit of a - Close Position notifies Manager	Management Dashboard: Workforce Planning	Swap Positions	Swap Positions	Get Additional Manager Evaluation for Performance Review	One-Time Payment for Referral							
											Exit of a - Close Position notifies Manager	Management Dashboard: Workforce Planning	Spend Authorization	Spend Authorization	Get Additional Reviewers for Development Plan	Open Shift							
											Exit of a - Edit Hiring Restrictions notifies Manager	Management Dashboard: Workforce Planning	Termination	Termination	Get Additional Reviewers for Performance Review	Personal Information Change							
											Exit of a - Edit Position Restrictions notifies Manager	Management Dashboard: Workforce Planning	Title Change	Title Change	Get Feedback on Self	Photo Change							
											Exit of a - End Contingent Worker	Management Dashboard: Workforce Planning	Update Performance Review Ratings for Manager Evaluation	Update Performance Review Ratings for Manager Evaluation	Get Feedback on Worker	Preferred Name Change							
												Management Dashboard: Student Employment	Within Grade Increase Notification	Within Grade Increase Notification	Give Award and Activity	Pre-Hire Collective Agreement Details							
												Management Dashboard: Talent Management	Give Feedback	Give Feedback	Give Feedback to Multiple Recipients	Pre-Hire Contract Details							
												Management Dashboard: Time Tracking	Give Requested Feedback	Give Requested Feedback	Give Requested Feedback	Pre-Hire Notice Period Details							
												Management Dashboard: Workforce Planning	Goods Delivery Event	Goods Delivery Event	Goods Delivery Event	Pre-Hire Probation Period Details							
												Management Dashboard: Workforce Planning	Goods Delivery Group	Goods Delivery Group	Goods Delivery Group	Procurement Card Transaction Verification Event							
												Management Dashboard: Workforce Planning	Goods Delivery Run	Goods Delivery Run	Goods Delivery Run	Procurement Card Transaction Verification Intercompany Event							
												Management Dashboard: Workforce Planning	Hire	Hire	Hire	Professional Profile							
												Management Dashboard: Workforce Planning	Hiring Restrictions	Hiring Restrictions	Hiring Restrictions	Propose Compensation Change							
												Management Dashboard: Workforce Planning	Home Contact Change	Home Contact Change	Home Contact Change	Propose Reimbursable Allowance Plan Assignments							
												Management Dashboard: Workforce Planning	Internal Service Delivery Event	Internal Service Delivery Event	Internal Service Delivery Event	Publish Schedule							
												Management Dashboard: Workforce Planning	Inventory Adjustment Event	Inventory Adjustment Event	Inventory Adjustment Event	Purchase Order Intercompany Event							
												Management Dashboard: Workforce Planning	Inventory Cost Adjustment Event	Inventory Cost Adjustment Event	Inventory Cost Adjustment Event	Quick Release							
												Management Dashboard: Workforce Planning	Inventory Count Event	Inventory Count Event	Inventory Count Event								
												Management Dashboard: Workforce Planning	Inventory Move Event	Inventory Move Event	Inventory Move Event								
												Management Dashboard: Workforce Planning	Inventory Put-Away Adjustment Event	Inventory Put-Away Adjustment Event	Inventory Put-Away Adjustment Event								
												Management Dashboard: Workforce Planning	Inventory Return Event	Inventory Return Event	Inventory Return Event								
												Management Dashboard: Workforce Planning	Inventory Stock Request Event	Inventory Stock Request Event	Inventory Stock Request Event								
												Management Dashboard: Workforce Planning	Legal Name Change	Legal Name Change	Legal Name Change								
												Management Dashboard: Workforce Planning	Manage Competencies	Manage Competencies	Manage Competencies								
												Management Dashboard: Workforce Planning	Manage Flex Team	Manage Flex Team	Manage Flex Team								
												Management Dashboard: Workforce Planning	Manage Goals	Manage Goals	Manage Goals								
												Management Dashboard: Workforce Planning	Manage Lesson	Manage Lesson	Manage Lesson								
												Management Dashboard: Workforce Planning	Manage Mentorship	Manage Mentorship	Manage Mentorship								
												Management Dashboard: Workforce Planning	Manage Probation Period	Manage Probation Period	Manage Probation Period								
												Management Dashboard: Workforce Planning	Mass Change Shifts Event	Mass Change Shifts Event	Mass Change Shifts Event								
												Management Dashboard: Workforce Planning	Mass Enroll	Mass Enroll	Mass Enroll								
												Management Dashboard: Workforce Planning	Move Job Requisition (Job Management)	Move Job Requisition (Job Management)	Move Job Requisition (Job Management)								
												Management Dashboard: Workforce Planning	Move Worker (Supervisory)	Move Worker (Supervisory)	Move Worker (Supervisory)								
												Management Dashboard: Workforce Planning	Move Workers (By Organization)	Move Workers (By Organization)	Move Workers (By Organization)								
												Management Dashboard: Workforce Planning	Move Workers (Supervisory)	Move Workers (Supervisory)	Move Workers (Supervisory)								
												Management Dashboard: Workforce Planning	New Hire Provisioning	New Hire Provisioning	New Hire Provisioning								
												Management Dashboard: Workforce Planning	New Purchase Items Request	New Purchase Items Request	New Purchase Items Request								
												Management Dashboard: Workforce Planning	No Show	No Show	No Show								
												Management Dashboard: Workforce Planning	One-Time Payment for Referral	One-Time Payment for Referral	One-Time Payment for Referral								
												Management Dashboard: Workforce Planning	Open Shift	Open Shift	Open Shift								
												Management Dashboard: Workforce Planning	Personal Information Change	Personal Information Change	Personal Information Change								
												Management Dashboard: Workforce Planning	Photo Change	Photo Change	Photo Change								
												Management Dashboard: Workforce Planning	Preferred Name Change	Preferred Name Change	Preferred Name Change								
												Management Dashboard: Workforce Planning	Pre-Hire Collective Agreement Details	Pre-Hire Collective Agreement Details	Pre-Hire Collective Agreement Details								
												Management Dashboard: Workforce Planning	Pre-Hire Contract Details	Pre-Hire Contract Details	Pre-Hire Contract Details								
												Management Dashboard: Workforce Planning	Pre-Hire Notice Period Details	Pre-Hire Notice Period Details	Pre-Hire Notice Period Details								
												Management Dashboard: Workforce Planning	Pre-Hire Probation Period Details	Pre-Hire Probation Period Details	Pre-Hire Probation Period Details								
												Management Dashboard: Workforce Planning	Procurement Card Transaction Verification Event	Procurement Card Transaction Verification Event	Procurement Card Transaction Verification Event								
												Management Dashboard: Workforce Planning	Procurement Card Transaction Verification Intercompany Event	Procurement Card Transaction Verification Intercompany Event	Procurement Card Transaction Verification Intercompany Event								
												Management Dashboard: Workforce Planning	Professional Profile	Professional Profile	Professional Profile								
												Management Dashboard: Workforce Planning	Propose Compensation Change	Propose Compensation Change	Propose Compensation Change								
												Management Dashboard: Workforce Planning	Propose Reimbursable Allowance Plan Assignments	Propose Reimbursable Allowance Plan Assignments	Propose Reimbursable Allowance Plan Assignments								
												Management Dashboard: Workforce Planning	Publish Schedule	Publish Schedule	Publish Schedule								
												Management Dashboard: Workforce Planning	Purchase Order Intercompany Event	Purchase Order Intercompany Event	Purchase Order Intercompany Event								
												Management Dashboard: Workforce Planning	Quick Release	Quick Release	Quick Release								

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/Default on 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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[illegible]

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)	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 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 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	--	--	--
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 Planning Workforce Planning Action Event	--	--	Headcount Plan Event Headcount Planning	Headcount Planning	--	--
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	--	--	--	--

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 Staffing Actions: Additional Job Classifications Staffing Actions: Administrator Staffing Actions: Attachments Staffing Actions: Business Title Staffing Actions: Change Job Date and Reason Staffing Actions: Contract Details Staffing Actions: Job Profile Staffing Actions: Job Requisition Job Compensation Staffing Actions: Location Staffing Actions: Move Manager's 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	--	Global Payroll Reconciliation	Change Job Edit Government IDs Global Payroll Reconciliation Hire Maintain Local Payroll Data Payroll Interface Data Review Event Driven Integration for Third Party Payroll Severance Worksheet	--	--	Payroll Interface Data	Global Payroll Reconciliation Maintain Local Payroll Data Payroll Interface Data	--	--
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 worksheet for Accounts Payables Lead for Accounts Payable Dashboard Configures Payroll Audit Exception Summary worksheet for Pay Cycle Command Center Configures Payroll Results Accounting Summary worksheet for Pay Cycle Command Center Configures Payroll Results Period Trending worksheet for Pay Cycle Command Center Configures Payroll Results Retro Differences Targeted worksheet for Pay Cycle	--	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 Options) Reports: Pay Calculation Results (Reports: Indexed Data Source Filters)	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 Event	Assign Costing Allocation Assign Pay Group End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Convert / Donate Copy Tax Elections for Worker Correct Time Off Create Payroll Accounting Adjustments Edit Government IDs End Payroll Inputs Enter Time Hire 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 Copy Tax Elections for Workers End Payroll Inputs Maintain Payroll Reporting Codes for Worker On Demand Event Payment Election Enrollment Event Termination	--	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 - Employees Checks Sorted by Maildrop CRHCM - PY - Employee State Allowances and Tax Update CRHCM - PY - Flex Deduction Exception Report CRHCM - PY - Imputed Income Taxes by Company CRHCM - PY - Other Earnings Register CRHCM - PY - Payroll Advice Register	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 Pay On-Demand	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 Pay On-Demand	--	

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												Command Center		Reports: Pay Calculation Results (Results - Reports based on Pay Component Security)			On Demand Event		CRHCM - PY - Payroll Register Summary				
												Configures Payroll Results Status worklet for Pay Cycle		Reports: Pay Calculation Results (Results - Security based on Pay Component Security)			Payment Election Enrollment Event		CRHCM - PY - Pre Complete General Deductions				
												Command Center		Reports: Pay Calculation Results for Organization (Accounting Results)			Pay On-Demand		CRHCM - PY - Pre-Confirm Payroll Change Report (Earnings + Deductions)				
														Reports: Pay Calculation Results for Pay Group			Request Leave of Absence		CRHCM - PY - Retirement Report				
														Reports: Pay Calculation Results for Pay Group (Accounting Results)			Request Return from Leave of Absence		CRHCM – PY – Retirement Variance report				
														Reports: Pay Calculation Results for Pay Group (Results)					CRHCM - PY - Teacher Retirement System Monthly Report				
														Reports: Pay Calculation Results for Pay Group (Results) - FRA					CRHCM - PY - Year to Date Balance Report				
														Reports: Pay Calculation Results for Pay Group (Results) - USA					PRHCM - PY - EE ER Deduction				
														Reports: Pay Calculation Results for Worker					PRHCM - PY - Employee Garnishment Specification				
														Reports: Pay Calculation Results for Worker (Payslips)					PRHCM - PY - Employee General Deduction Detail				
														Reports: Pay Calculation Results for Worker (Results)					PRHCM - PY - Employee US Deduction Balance				
														Reports: Pay Calculation Results for Worker (US Territory Year End Forms)					PRHCM - PY - Employee US Tax Balance				
														Reports: Pay Calculation Results for Worker - USA					PRHCM - PY - Garnishment Deductions Reported				
														Reports: Pay On-Demand					PRHCM - PY - Garnishment Employee Deductions				
														Set Up: Payroll (Off Cycle)					PRHCM - PY - Paycheck Deductions				
														Staffing Actions: Academic Pay					PRHCM - PY - Payroll Deduction Definition				
														View: Payroll (Payslip Printing Elections)					PRHCM - PY - Payroll Earnings				
														Worker Data: Academic Pay					PRHCM - PY - Payroll Other Earnings				
														Worker Data: Compensation					PRHCM - PY - Payroll Paygroups				
														Worker Data: Compensation Basis					PRHCM - PY - Payroll Page				
														Worker Data: Compensation Grade					PRHCM - PY - Payroll Special Accumulator				
														Worker Data: Compensation Management					PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed				
														Worker Data: Compensation Pay Range					PRHCM - PY - Rehired Retirees				
														Worker Data: Historical Staffing Information					PRHCM - PY - Update Tax Distribution				
														Worker Data: Leave of Absence					SRHCM - PY - Deduction YTD				
														Worker Data: Payroll					SRHCM - PY - Earnings YTD				
														Worker Data: Payroll (Company Specific) - USA					SRHCM - PY - Other Deductions YTD				
														Worker Data: Payroll (Costing Override)					SRHCM - PY - Payroll Employer Paid Deductions				
														Worker Data: Payroll (Income Withholding Orders)					SRHCM - PY - Payroll Other Earnings				
														Worker Data: Payroll (Income Withholding Orders) - USA					SRHCM - PY - Payroll Regular Earnings				
														Worker Data: Pavroll					SRHCM - PY - Post Tax Deduction YTD				
																			SRHCM - PY - Pre Tax Deduction YTD				

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												Compliance Updates Effective Next Month with Employee Impact worklet for Payroll Compliance Updates		Custom Domain 1			Home Contact Change		CRHCM - PY - Pre Complete General Deductions				
														Custom Domain 2			Maintain Payroll Reporting Codes for Worker						
												Configures Payroll Compliance Updates worklet for Home		Custom Domain 3			On Demand Event		CRHCM - PY - Pre-Confirm Payroll Change Report (Earnings + Deductions)				
												Configures Payroll Results Accounting Summary worklet for Pay Cycle Command Center		Custom Domain 5			Payment Election Enrollment Event		CRHCM - PY - Retirement Report				
													Employment Demographics by Location				Pay On-Demand		CRHCM – PY – Retirement Variance report				
												Configures Payroll Work Area worklet for Home		Employment Demographics by Organization			Request Return from Leave of Absence		CRHCM - PY - Teacher Retirement System Monthly Report				
												Configures Workers Currently on Leave worklet for Time and Absence		Exit Interview			Request Time Off		CRHCM - PY - Year to Date Balance Report				
													Former Worker Documents				Severance Worksheet		PRHCM - PY - EE ER Deduction				
												Exit of a - Termination notifies Payroll Partner		Indexed Data Source: Positions			Termination		PRHCM - PY - Employee Garnishment Specification				
														Indexed Data Source: Workers					PRHCM - PY - Employee General Deduction Detail				
														Job Directory					PRHCM - PY - Employee US Deduction Balance				
														Job Information					PRHCM - PY - Employee US Tax Balance				
														Job Profile: Compensation					PRHCM - PY - Employee US Tax Balance				
														Job Profile: Manage Job Profile Events					PRHCM - PY - Garnishment Deductions Reported				
														Job Profile: Pay					PRHCM - PY - Garnishment Employee Deductions				
														Job Profile: View					PRHCM - PY - Garnishment Employee Deductions				
														Manage: Benefits for Organizations					PRHCM - PY - Paycheck Deductions				
														Manage: Enrollment Event Remarks					PRHCM - PY - Payroll Deduction Definition				
														Manage: Expense Report for Pre-Hire					PRHCM - PY - Payroll Earnings				
														Manage: Flex Teams					PRHCM - PY - Payroll Line				
														Manage: Standard Forms					PRHCM - PY - Payroll Other Earnings				
														Management Dashboard: Calibration					PRHCM - PY - Payroll Paygroups				
														Management Dashboard: Compensation and Benefits					PRHCM - PY - Payroll Pay Page				
														Management Dashboard: Compensation Review					PRHCM - PY - Payroll Special Accumulator				
														Management Dashboard: Pay Cycle Command Center					PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed				
														Manage Pre-Hire Process: Pre-Hire Eligibility					PRHCM - PY - Rehired Retirees				
														Manage Pre-Hire Process: View Pre-Hire Interviews					PRHCM - PY - Update Tax Distribution				
														Non-Worker Data: Compensation					SRHCM - PY - Deduction YTD				
														Non-Worker Data: Compensation by Organization					SRHCM - PY - Earnings YTD				
														Offer / Employment Agreement: Collective Agreement					SRHCM - PY - Other Deductions YTD				
														Offer / Employment Agreement : Employee Contracts					SRHCM - PY - Payroll Employer Paid Deductions				
														Offer/Employment Agreement: Probation Period					SRHCM - PY - Payroll Other Earnings				
														Pay Calculation: Ad-Hoc Actions					SRHCM - PY - Payroll Regular Earnings				
														Pay Calculation: Ad-Hoc Actions (Re-Calculate)					SRHCM - PY - Post Tax Deduction YTD				
																			SRHCM - PY - Pre Tax Deduction YTD				

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														Person Data: Work Phone Pre-Hire Data: Employment Agreement Process: Compensation Review Events Process: Employee									
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 Last Week or Effective Next Month worklet for Payroll Compliance Updates Configures Payroll Compliance Updates Delivered Last Week worklet for Payroll Compliance Updates Configures Payroll Compliance Updates Effective Next Month with Employee Impact	--	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 Process: Off-Cycle Process: Off Cycle (On Demand) Process: Run Batch Calculations	Assign Costing Allocation Assign Pay Group Complete Federal Withholding Elections End Payroll Inputs 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 Complete Federal Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Copy Tax Elections for Workers Edit Government IDs End Payroll Inputs Maintain Payroll Reporting Codes for Worker Payment Election Enrollment Event Service Dates Change Severance Worksheet	Assign Costing Allocation Assign Pay Group Change Default Compensation Complete Federal Withholding Elections Complete State and Local Withholding Elections Complete State and Local Withholding Elections Copy Tax Elections for Worker Copy Tax Elections for Workers Copy Tax Elections for Workers Create Payroll Accounting Adjustments Edit Government IDs End Payroll Inputs Maintain Payroll Reporting Codes for Worker Payment Election Enrollment Event Service Dates Change Severance Worksheet	--	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 CRHCM - PY - Payroll Advice Register CRHCM - PY - Pre Complete General Deductions CRHCM - PY - Retirement Variance report CRHCM - PY - Teacher Retirement System Monthly Report PRHCM - PY - EE ER Deduction PRHCM - PY - Employee	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 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	Assign Costing Allocation

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worklet for Payroll Compliance Updates	Process: Run Batch Calculations (Pay Calculation)	Garnishment Specification
Configures Payroll Compliance Updates worklet for Home	Process: Run Batch Cancel	PRHCM - PY - Employee General Deduction Detail
Configures Payroll Reconciliation (Results/Payments) worklet for Pay Cycle Command Center	Process: Run Batch Complete	PRHCM - PY - Employee US Deduction Balance
Configures Payroll Results Accounting Summary worklet for Pay Cycle Command Center	Process: Run Batch Complete (Pay Complete)	PRHCM - PY - Employee US Tax Balance
Configures Payroll Results Compare Periods worklet for Pay Cycle Command Center	Process: Run Batch Payroll Accounting	PRHCM - PY - Garnishment Deductions Reported
Configures Payroll Results Period Trending worklet for Pay Cycle Command Center	Report: Payroll (Flexible Payments and Deduction Options)	PRHCM - PY - Garnishment Employee Deductions
Configures Payroll Results Retro Differences Targeted worklet for Pay Cycle Command Center	Reports: Pay Calculation Results (Reports: Indexed Data Source Filters)	PRHCM - PY - Paycheck Deductions
Configures Payroll Results Status worklet for Pay Cycle Command Center	Reports: Pay Calculation Results (Results - Reports based on Pay Component Security)	PRHCM - PY - Payroll Deduction Definition
Configures Payroll Work Area worklet for Home	Reports: Pay Calculation Results (Results - Security based on Pay Component Security)	PRHCM - PY - Payroll Earnings
	Reports: Pay Calculation Results for Organization (Accounting Results)	PRHCM - PY - Payroll Line
	Reports: Pay Calculation Results for Pay Group	PRHCM - PY - Payroll Other Earnings
	Reports: Pay Calculation Results for Pay Group (Accounting Results)	PRHCM - PY - Payroll Paygroups
	Reports: Pay Calculation Results for Pay Group (Results)	PRHCM - PY - Payroll Pay Page
	Reports: Pay Calculation Results for Pay Group (Results) - USA	PRHCM - PY - Payroll Special Accumulator
	Reports: Pay Calculation Results for Worker	PRHCM - PY - PY414 Garnishment Deductions On/Off Cycle Confirmed
	Reports: Pay Calculation Results for Worker (Payslips)	PRHCM - PY - Rehired Retirees
	Reports: Pay Calculation Results for Worker (Results)	PRHCM - PY - Update Tax Distribution
	Reports: Pay Calculation Results for Worker (US Territory Year End Forms)	
	Reports: Pay Calculation Results for Worker - USA	
	Reports: Pay On-Demand	
	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: Compensation Basis	
	Worker Data:	

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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	Evergreen Requisition		CRHCM - TA - Manage Job Requisitions	Pre-Hire Contract Details	Freeze Job Requisition	Freeze Job Requisition	
												Configures Job Requisition Aging worklet for Recruiting		Candidate Data: Bundle Resumes	Job Requisition Change	Reference Check	Evergreen Requisition Change		CRHCM - TA - Pipeline Diversity Metrics	Pre-Hire Notice Period Details	Move Job Requisition (Job Management)	Job Requisition	
												Configures Manage Job Requisitions worklet for Recruiting	Candidate Data: Edit Job Application	Offer	Request One-Time Payment Offer/Employment Agreement	Interview		CRHCM - TA - Source to Pipeline	Pre-Hire Probation Period Details	Post Job	Post Job		
												Configures Source Effectiveness worklet for Recruiting	Candidate Data: Eligibility Results	Post Job	Offer/Employment Agreement	Job Application	Job Requisition		PRHCM - TA - Requisition Data	Propose Compensation Offer/Employment Agreement	Propose Compensation Offer/Employment Agreement	Refer a Candidate	
												Configures Source to Pipeline worklet for Recruiting	Candidate Data: Interview Feedback Comments	Pre-Hire Collective Agreement Details	Review Candidate	Job Requisition Change			Request One-Time Payment Offer/Employment Agreement	Refer a Candidate	Supplementary Questionnaires for Job Requisition		
													Candidate Data: Interview Feedback Results	Pre-Hire Contract Details	Screen	Job Requisition Change			Request One-Time Payment Offer/Employment Agreement	Regenerate Offer Documents	Update Job Posting		
													Candidate Data: Interview Schedule	Pre-Hire Notice Period Details		Move Job Requisition (Job Management)			Request One-Time Payment Offer/Employment Agreement	Request Stock Grant Offer/Employment Agreement			
													Candidate Data: Job Application	Pre-Hire Probation Period Details		Offer			Request Stock Grant Offer/Employment Agreement				
													Candidate Data: Language Skills	Propose Compensation Offer/Employment Agreement		Post Job			Request Stock Grant Offer/Employment Agreement				
													Candidate Data: Offer Details	Regenerate Offer Documents		Pre-Hire Contract Details			Supplementary Questionnaires for Job Requisition				
													Candidate Data: Offer Initiation	Request One-Time Payment Offer/Employment Agreement		Pre-Hire Notice Period Details			Update Job Posting				
													Candidate Data: One-Time Payment Offer	Agreement		Pre-Hire Probation Period Details							
													Candidate Data: Other Jobs	Request Stock Grant Offer/Employment Agreement		Propose Compensation Offer/Employment Agreement							
													Candidate Data: Questionnaires	Supplementary Questionnaires for Job Requisition		Rate Interview							
													Candidate Data: Questionnaire Total Score	Update Job Posting		Ready for Hire							
													Candidate Data: Quick Stats			Refer a Candidate							
													Candidate Data: Reference Check Results			Reference Check							
													Candidate Data: Sharing			Regenerate Offer Documents							
													Candidate Pool: Private Pool Create			Request One-Time Payment Offer/Employment Agreement							
													Candidate Pool: Restricted View			Request Stock Grant Offer/Employment Agreement							
													Candidate Pools			Review Candidate							
													Candidates for My Jobs			Screen							
													Change Compensation Management Plans			Supplementary Questionnaires for Job Requisition							
													Compensation Change			Update Job Posting							
													Compensation Change: Allowance										
													Compensation Change: Guidelines										
													Compensation Change: Total Base Pay										
													Configure Questionnaires for Business Process										
	Consolidated Candidate Pool																						
	Copy Candidate																						
	Indexed Data Source: Job Requisitions																						
	Job Postings																						
	Job Requisition Data																						
	Job Requisitions for Recruiting																						
	Job Requisition																						

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/Definiti on 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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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/Definiton 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)	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 Manage 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 Manage: Candidate Notes Manage: Evergreen Requisitions Manage: External References Manage: Job Requisition Notes Manage Pre-Hire Process Manage Pre-Hire Process: Hire Eligibility Status Comment Manage Pre-Hire Process: Worker Hire Eligibility Move Candidate from Evergreen to Evergreen Move Candidate to Linked Requisition 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 Staffing Actions: Job Requisition Attachments Staffing Actions: Job Requisition Job Details Staffing Actions: Job Requisition Organizations - Company Staffing Actions: Job Requisition Organizations - Cost Center Staffing Actions: Job Requisition Organizations - Custom Organization Staffing Actions: Job Requisition Organizations - Grant, Fund, Program, Gift Staffing Actions: Job Requisition Organizations - Region	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 Manage: Candidate Notes Manage: Evergreen Requisitions Manage: External References Manage: Job Requisition Notes Manage Pre-Hire Process Manage Pre-Hire Process: Hire Eligibility Status Comment Manage Pre-Hire Process: Worker Hire Eligibility Move Candidate from Evergreen to Evergreen Move Candidate to Linked Requisition 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 Staffing Actions: Job Requisition Attachments Staffing Actions: Job Requisition Job Details Staffing Actions: Job Requisition Organizations - Company Staffing Actions: Job Requisition Organizations - Cost Center Staffing Actions: Job Requisition Organizations - Custom Organization Staffing Actions: Job Requisition Organizations - Grant, Fund, Program, Gift Staffing Actions: Job Requisition Organizations - Region	Close Evergreen Requisition Evergreen Requisition Change Job Application Post Job	Assess Candidate Interview Screen	Assess Candidate Background Check Close Evergreen Requisition Close Job Requisition Evergreen Requisition Evergreen Requisition Change Freeze Job Requisition Interview Job Requisition Job Requisition Change Manage Internal Career Apply Offer Post Job Ready for Hire Refer a Candidate Reference Check Regenerate Offer Documents Review Candidate Screen Supplementary Questionnaires for Job Requisition Update Job Posting	--	--	--	Close Evergreen Requisition Evergreen Requisition Change	Close Evergreen Requisition Evergreen Requisition Evergreen Requisition Change	--

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/Default on 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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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/Definiti on 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 Agency User for Confidential Recruitment	Recruiting Agency User for Confidential Recruitment	View confidential job postings, job applications, and reports for assigned recruiting agencies. No approval authority.	Constrained by Role Access	Recruiting Agency User for Confidential Recruitment		--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	--	--	--	--	--	--	--	--	--	
Role-Based Security Group (Constrained)	Recruiting Coordinator (Local)	Recruiting Coordinator (Local)	Perform recruiting functions for assigned location hierarchies. Examples include sourcing candidates, processing candidate dispositions, and scheduling candidate interviews. No approval authority.	Constrained by Role Access	Recruiting Coordinator (Local) Recruiting Coordinator (Local) (Unconstrained)	Location Hierarchy	--	--	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Recruiting Coordinator	Candidate Communication	--	--	--	--	--	--	--	--	
Role-Based Security Group (Constrained)	Recruiting Coordinator (Supervisory)	Recruiting Coordinator (Supervisory)	Perform recruiting functions for assigned supervisory organizations. Examples include sourcing candidates, processing candidate dispositions, and scheduling candidate interviews. No approval authority.	Constrained by Role Access	Recruiting Coordinator (Supervisory) Recruiting Coordinator (Supervisory) (Unconstrained)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Recruiting Coordinator	Candidate Communication Manage: Supervisory Organization	--	--	--	--	--	--	--	--	
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 Recruiting Manager (Unconstrained)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	Configures Job Requisition Aging worksheet for Recruiting Configures Manage Job Requisitions worksheet 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: Offer Details Candidate Data: Offer	--	--	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 Post Job Ready for Hire Reference Check	--	--	--	--		

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Pre-Hire Personal Data:

Age/Marital Status

Pre-Hire Personal Data:

ID Information

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 Details

Staffing Actions: Job Requisition Job Questionnaires

Staffing Actions: Job Requisition Organizations - Company

Staffing Actions: Job Requisition Organizations - Custom Organization

Staffing Actions: Job Requisition Organizations - Grant, Fund, Program, Gift

Staffing Actions: Job Requisition Organizations - Region

Staffing Actions: Job Requisition Positions

Staffing Actions: Job Requisition Recruiting

Staffing Actions: Job Requisition Role Assignment

Staffing Actions: Job Requisition Skills

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Role-Based Security Group (Constrained)	Restricted Talent Pool Administrator	Restricted Talent Pool Administrator	Utilized for talent management users to access and edit restricted talent pools across supervisory organizations. Recommend assigning to your Talent Partner users.	Constrained by Role Access	Restricted Talent Pool Administrator	Supervisory	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	Talent Pool, Restricted View	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Safety Partner	Safety Partner	Perform safety management functions for assigned location hierarchies. Examples include creating and maintaining safety incident operational data, and viewing safety setup data. Approval authority for safety incident business processes.	Constrained by Role Access	Safety Partner	Location Hierarchy	--	Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	--	--	--	--	--	--	--	--	--	--	--
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	Assign Shift Profiles to Worker	--	--	--
															Change Published Schedule	Assign Shift Profiles to Worker			Assign Shift Profiles to Worker	Bulk Change Published Schedule for Worker Event			
															Change Worker Schedule Tags	Bulk Change Published Schedule for Worker Event			Bulk Change Published Schedule for Worker Event	Change Published Schedule			
															Mass Change Shifts Event	Change Published Schedule			Change Published Schedule	Change Schedule Preferences			
																Change Schedule Preferences			Change Schedule Preferences	Change Work Availability			
																Change Work Availability			Change Work Availability	Change Worker Schedule Tags			
																Change Worker Schedule Tags			Change Worker Schedule Tags	Change Worker Scheduling Settings			
																Change Worker Scheduling Settings			Change Worker Scheduling Settings	Cover Shift			
																Cover Shift			Mass Change Shifts Event	Mass Change Shifts Event			
																Open Shift			Cover Shift	Open Shift			
																Publish Schedule			Open Shift	Publish Schedule			
																Request Shift Swap			Request Shift Swap	Request Shift Swap			
																Take Back Shift			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	Manage: Organization Roles	Edit Workday Account	Request Delegation Change	Assign Roles	--	--	Assign Roles	Create Workday Account	--	--
												Completed notifies Security Partner	Security Partner - DOAA	Manage: Supervisory Organization	Inactivate Service Center Representative	Create Workday Account	Create Workday Account	Edit Workday Account					
												Completed notifies Security Partner	Security Partner - ERS	Request	Delegate Task	Inactivate Service Center Representative	Inactivate Service Center Representative						
												Completed notifies Security Partner	Security Partner - General Assembly	Worker Data: Active and Terminated Workers	Edit Workday Account	Edit Workday Account	Request						
												Completed notifies Security Partner	Security Partner - OPB	Inactivate Service Center Representative	Inactivate Service Center Representative	Request Delegation Change	Request Delegation Change						
												Completed notifies Security Partner		Request	Request	Request Delegation Change	Request Delegation Change						
												Completed notifies Security Partner		Role Assignment Event									
												Denied notifies Security Partner											
												Denied notifies Security Partner											
												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
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	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						
														Talent Pool: Manage Membership			Remove Worker from Talent						
														Talent Pool: View and Edit			Start Potential Assessment						
														Talent Review			Talent Review						
														Talent Review: Potential			Termination						
														Talent Review: Publications									
														Talent Review: Skills									
														Talent Review: Talent									

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														Statements										
														Worker Data: Anytime Feedback										
														Worker Data: Calibration										
														Worker Data: Check-Ins										
														Worker Data: Succession										
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	--	--	Assess My Team's Potential	--	--	--	--	--	--	
														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										
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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Role-Based Security Group (Constrained)	Talent Partner (Supervisory)	Talent Partner (Supervisory)	Perform talent management functions for assigned supervisory organizations. 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 (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Talent Partner	Compare Mentors Search: Find Succession Plans Talent Pool: Communications View: Talent Matrix Worker Data: Career Connections Worker Data: Connections	--	--	--	--	--	--	--	--	
Role-Based Security Group (Constrained)	Talent Pool Manager	Talent Pool Manager (Supervisory)	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 And Unassigned Subordinates	Role has access to the positions they support	--	Talent Pool Manager	Compare Mentors	--	--	--	--	--	--	--	--	
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: Career Worker Data: Career Hub Worker Data: Mentoring Worker Data: Talent Card	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 Complete Manager Plan for Development Plan Complete Self Evaluation for Disciplinary Action Complete Self Evaluation for Performance Review Get Additional Manager Evaluation for Performance Review Get Additional Reviewers for Development Plan Get Additional Reviewers for Performance 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 Evaluation	--	--	--	Get Additional Reviewers for Development Plan Manage Awards and Activities	--	

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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/Definiti on 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)	Time and Absence Partner (Supervisory)	Time and Absence Partner (Supervisory)	Perform absence management functions for assigned supervisory organizations. Examples include adjusting accruals and time off, and viewing employees on leave. Approval authority for time off and leave business processes.	Constrained by Role Access	Time and Absence Partner (Supervisory)	Supervisory	--	Supporting	--	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Time and Absence Partner	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Timekeeper (Local)	Timekeeper (Local)	Perform timesheet management functions for assigned location hierarchies. Examples include submitting, canceling, and deleting timesheets. Approval authority for timesheet business processes.	Constrained by Role Access	Timekeeper (Local)	Location Hierarchy	--	Supporting	Yes	Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Timekeeper	--	--	--	--	--	--	--	--	--	--
Role-Based Security Group (Constrained)	Timekeeper (Supervisory)	Timekeeper (Supervisory)	Perform timesheet management functions for assigned supervisory organizations. Examples include submitting, canceling, and deleting timesheets. Approval authority for timesheet business processes.	Constrained by Role Access	Timekeeper (Supervisory)	Supervisory	--	Supporting		Current Organization And Unassigned Subordinates	Role has access to the positions they support	--	Timekeeper	--	--	--	--	--	--	--	--	--	--
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	--	--	Yes	Current Organization And All Subordinates	Role has access to the positions they support	--	--	--	--	Change Order	Change Order	--	--	Procurement Card Transaction Verification Event	--	--	--
						Company Hierarchy										Expense Report Event	Expense Report Event						
																Procurement Card Transaction Verification Event	Procurement Card Transaction Verification Event			Purchase Order Event			
																Purchase Order Event	Purchase Order Event			Requisition Event			
																Requisition Event	Requisition Event						
																Spend Authorization	Spend Authorization						
																Supplier Invoice Event	Supplier Invoice Event						
Role-Based Security Group (Unconstrained)	Allocation Pool Accountant	Allocation Pool Accountant		Unconstrained	Allocation Pool Accountant	Allocation Pool	--	--	Yes	--	--	--	--	Access Allocation Plan for Pool Creation	Allocation Plan Event	--	Allocation Plan Event	--	--	Allocation Plan Event	--	--	--
						Company								Process: Allocation Plans - Process									
						Company Hierarchy								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									
														Set Up: Allocation Pool Worktag Override Rule									
														View: Allocation Pool Transactions									
Role-Based Security Group (Unconstrained)	Allocation Pool Company Accountant	Allocation Pool Company Accountant		Unconstrained	Allocation Pool Company Accountant	Allocation Pool	--	--	Yes	--	--	--	--	Reports: Allocation Pools	Allocation Plan Event	--	Allocation Plan Event	--	--	--	--	--	
						Company								Reports: Allocation Pool Transactions									
						Company Hierarchy								Reports: Summarized Allocation Pool Transactions									
														Set Up: Allocation Plan									
														Set Up: Allocation Pool									
														Set Up: Allocation Pool Hierarchy									
														Set Up: Allocation Pool Worktag Override Rule									
														View: Allocation Pool Transactions									

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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	--	--
Role-Based Security Group (Unconstrained)	Gig Host	Gig Host (Unconstrained)	Unconstrained version of Gig Host. Access to all gig workers.	Unconstrained	Gig Host Gig Host (Unconstrained)		Yes	Leadership		--	--	--	--	--	--	--	--	--	--	--	--	--	
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 Configures Learner Engagement worklet for Learning Admin Configures Learning Admin worklet for Home	--	Manage: Learning Additional Data Manage: Learning Content Manage: Media Manage: Media Settings Manage: Unrestricted Mass Enrollments Media Reporting Person Data: Certifications Person Data: Learning Person Data: Person Reports Questionnaire Creation and Distribution Questionnaire Results Reports: Archived External Learning Users Reports: Extended Enterprise Affiliation Learners	Cancel Course Offering Drop Learning Enrollment Manage Course Manage Course Offering Manage Equivalency Rule Manage Learning Certification Rule Manage Program Mass Enroll	--	Cancel Course Offering Drop Learning Enrollment Manage Course Manage Course Offering Manage Equivalency Rule Manage Learning Certification Rule Manage Program Mass Enroll	--	CRHCM - LRN - Campaign Assignment CRHCM - LRN - Certification Tracking CRHCM - LRN - Course Completion [Admin] CRHCM - LRN - Credit Unit Tracking CRHCM - LRN - Find External Learners to Enroll CRHCM - LRN - Find Workers to Enroll CRHCM - LRN - GDOT Supplemental Learning CRHCM - LRN - Instructor Training Metrics CRHCM - LRN - Learning Attendance CRHCM - LRN - Learning Course Cost CRHCM - LRN - Learning Enrollment CRHCM - LRN - Learning Survey Courses	--	Cancel Course Offering	--	--

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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) (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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