

Oracle® Sales Cloud Security Reference for Oracle Incentive Compensation

Release 11

Part Number E67305-01

This guide also applies to on-premise implementations

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Oracle Sales Cloud Security Reference for Oracle Incentive Compensation

Release 11

Part Number E67305-01

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Contents

<u>Preface</u>	<u>6</u>
<u>Introduction</u>	<u>9</u>
<u>What's New</u>	<u>11</u>
<u>New Duties</u>	<u>11</u>
<u>New Aggregate Privileges</u>	<u>11</u>
<u>New Privileges</u>	<u>11</u>
<u>Abstract Role: Contingent Worker</u>	<u>13</u>
<u>Duties</u>	<u>13</u>
<u>Role Hierarchy and required role membership</u>	<u>14</u>
<u>Aggregate Privileges</u>	<u>16</u>
<u>Privileges</u>	<u>18</u>
<u>Data Security Policies</u>	<u>21</u>
<u>Segregation of Duties Policies Respected</u>	<u>38</u>
<u>Abstract Role: Employee</u>	<u>39</u>
<u>Duties</u>	<u>39</u>
<u>Role Hierarchy and required role membership</u>	<u>40</u>
<u>Aggregate Privileges</u>	<u>42</u>
<u>Privileges</u>	<u>44</u>
<u>Data Security Policies</u>	<u>47</u>
<u>Segregation of Duties Policies Respected</u>	<u>67</u>
<u>Job Role: Incentive Compensation Analyst</u>	<u>69</u>
<u>Duties</u>	<u>69</u>
<u>Role Hierarchy</u>	<u>69</u>
<u>Aggregate Privileges</u>	<u>70</u>
<u>Privileges</u>	<u>71</u>
<u>Data Security Policies</u>	<u>74</u>
<u>Job Role: Incentive Compensation Application Administrator</u>	<u>87</u>
<u>Duties</u>	<u>87</u>
<u>Role Hierarchy</u>	<u>87</u>
<u>Aggregate Privileges</u>	<u>88</u>
<u>Privileges</u>	<u>89</u>
<u>Job Role: Incentive Compensation Integration Specialist</u>	<u>91</u>
<u>Duties</u>	<u>91</u>
<u>Role Hierarchy</u>	<u>91</u>
<u>Aggregate Privileges</u>	<u>92</u>
<u>Privileges</u>	<u>93</u>
<u>Job Role: Incentive Compensation Manager</u>	<u>94</u>
<u>Duties</u>	<u>94</u>
<u>Role Hierarchy</u>	<u>94</u>
<u>Aggregate Privileges</u>	<u>96</u>
<u>Privileges</u>	<u>97</u>
<u>Data Security Policies</u>	<u>101</u>

<u>Abstract Role: Incentive Compensation Participant.....</u>	<u>113</u>
<u>Duties.....</u>	<u>113</u>
Role Hierarchy.....	113
Aggregate Privileges.....	114
Privileges.....	115
<u>Abstract Role: Incentive Compensation Participant Manager....</u>	<u>116</u>
<u>Duties.....</u>	<u>116</u>
Role Hierarchy.....	116
Aggregate Privileges.....	117
Privileges.....	118
Data Security Policies.....	119
<u>Job Role: Incentive Compensation Plan Administrator.....</u>	<u>131</u>
<u>Duties.....</u>	<u>131</u>
Role Hierarchy.....	131
Aggregate Privileges.....	132
Privileges.....	133
Data Security Policies.....	135
<u>Abstract Role: Line Manager.....</u>	<u>144</u>
<u>Duties.....</u>	<u>144</u>
Role Hierarchy and required role membership.....	145
Aggregate Privileges.....	147
Privileges.....	148
Data Security Policies.....	151
<u>Data Role Templates.....</u>	<u>176</u>

Preface

This Preface introduces the guides, online help, and other information sources available to help you more effectively use Oracle Fusion Applications.

Oracle Fusion Applications Help

You can access Oracle Fusion Applications Help for the current page, section, activity, or task by clicking the help icon.

With a local installation of help, you can add custom help files to replace or supplement the provided content. Help content patches are regularly made available to ensure you have access to the latest information. Patching does not affect your custom content.

Oracle Fusion Applications Guides

Oracle Fusion Applications guides are a structured collection of the help topics, examples, and FAQs from the help system packaged for easy download and offline reference, and sequenced to facilitate learning.

Guides are designed for specific audiences:

- **User Guides** address the tasks in one or more business processes. They are intended for users who perform these tasks, and managers looking for an overview of the business processes. They are organized by the business process activities and tasks.
- **Implementation Guides** address the tasks required to set up an offering, or selected features of an offering. They are intended for implementors. They are organized to follow the task list sequence of the offerings, as displayed within the Setup and Maintenance work area provided by Oracle Fusion Functional Setup Manager.
- **Concept Guides** explain the key concepts and decisions for a specific area of functionality. They are intended for decision makers, such as chief financial officers, financial analysts, and implementation consultants. They are organized by the logical flow of features and functions.
- **Security Reference Manuals** describe the predefined data that is included in the security reference implementation for one offering. They are intended for implementors, security administrators, and auditors. They are organized by role.

These guides cover specific business processes and offerings. Common areas are addressed in the guides listed in the following table:

Guide	Intended Audience	Purpose
Common User Guide	All users	Explains tasks performed by most users.
Common Implementation Guide	Implementors	Explains tasks within the Define Common Applications Configuration task list, which is included in all offerings.
Functional Setup Manager User's Guide	Implementors	Explains how to use Oracle Fusion Functional Setup

Guide	Intended Audience	Purpose
		Manager to plan, manage, and track your implementation projects, migrate setup data, and validate implementations.
Technical Guides	System administrators, application developers, and technical members of implementation teams	Explain how to install, patch, administer, and customize Oracle Fusion Applications. Note: Limited content applicable to Oracle Cloud implementations.

For other guides, go to Oracle Technology Network at <http://www.oracle.com/technetwork/indexes/documentation>.

Other Information Sources

My Oracle Support

Oracle customers have access to electronic support through My Oracle Support. For information, visit <http://www.oracle.com/support/contact.html> or visit <http://www.oracle.com/accessibility/support.html> if you are hearing impaired. Use the My Oracle Support Knowledge Browser to find documents for a product area. You can search for release-specific information, such as patches, alerts, white papers, and troubleshooting tips. Other services include health checks, guided lifecycle advice, and direct contact with industry experts through the My Oracle Support Community.

Oracle Enterprise Repository for Oracle Fusion Applications

Oracle Enterprise Repository for Oracle Fusion Applications provides details on service-oriented architecture assets to help you manage the lifecycle of your software from planning through implementation, testing, production, and changes.

In Oracle Fusion Applications, you can use Oracle Enterprise Repository at <http://fusionappsoer.oracle.com> for:

- Technical information about integrating with other applications, including services, operations, composites, events, and integration tables. The classification scheme shows the scenarios in which you use the assets, and includes diagrams, schematics, and links to other technical documentation.
- Other technical information such as reusable components, policies, architecture diagrams, and topology diagrams.

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at <http://www.oracle.com/us/corporate/accessibility/index.html>.

Comments and Suggestions

Your comments are important to us. We encourage you to send us feedback about Oracle

Fusion Applications Help and guides. Please send your suggestions to oracle_fusion_applications_help_ww_grp@oracle.com. You can use **Send Feedback to Oracle** from the Settings and Actions menu in Oracle Fusion Applications Help.

Introduction

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

Security Reference Implementation

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

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

- The abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges required to perform each duty defined by a duty role
- Data security policies for each job role, abstract role, or data role
- Policies that protect personally identifiable information
- Data security policies on fact and dimension to ensure enforcement across tools and access methods
- Segregation of duties policies respected in the design of duties for the job role
- Segregation of duties conflicts in some job role definitions
- Templates for generating data roles and data security policies defined for those data roles

For a mapping of duties and privileges to roles across all offerings, see *Document ID 1459828.1* on My Oracle Support.

For information about how duty roles and privileges map to top-level menus, see *Document ID 1460486.1* on My Oracle Support.

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

How to Use this Security Reference Manual

Enterprises address needs specific to their organization by changing or extending the role definitions, role hierarchies, and data security and segregation of duties policies of the reference implementation.

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

Note:

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

Review which duty roles a job role inherits. Before making changes, consider the segregation of duties policies defined for the role. Violations may be introduced by or may dictate a change in included duties.

Tip:

From the entitlement of a role as expressed by privileges, you can deduce the function security enforced by a role. If your enterprise needs certain functions removed from access by certain roles, change the data security policies or duties carried by the role.

Review the data security policies conferred on job roles by their inherited duty roles. Review data role templates to determine what data roles are generated when you setup the dimensions of your enterprise such as business units or inventory organization.

Review the privacy in effect for a job or abstract role based on its data security policies. Privacy is additionally protected by security components, as described in the Oracle Fusion Applications Security Guide.

Important:

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

Offering: Incentive Compensation

Configure how you manage incentive compensation, including incentive plans, performance monitoring, credit and rollup rules, earnings calculations, and payment determination.

This manual describes the security reference implementation for the Incentive Compensation offering.

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

Note:

Privileges granted to Business Intelligence duties are not described in this manual. For information about these privileges, see the My Oracle Support document *Oracle Business Intelligence Applications Duty Role Security Assignments for Oracle Fusion Applications (Doc ID 1333454.1)*.

What's New

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

New Duties

Duty Role	Description
Career Development Transaction Analysis	Analyzes Career Development transactional information
Workforce Scheduling Transaction Analysis	Analyzes workforce scheduling transactional information

New Aggregate Privileges

Aggregate Privilege	Description
Create Succession Plan for Worker	Create succession plans.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Submit Resignation	Allows worker to submit their own resignation.
View Talent Ratings	Grants access to view the talent ratings.

New Privileges

Granted Role	Privilege	Description
Contingent Worker	Report Time by Web Clock	Allows the worker to report time within a web clock.
Employee	Report Time by Web Clock	Allows the worker to report time within a web clock.
Incentive Compensation Application Administrator	Manage Data Access for Users	Manage data access for user provisioned roles.
Line Manager	View Succession Candidates Card	Allows viewing of succession candidates card in the organization chart.
	View Succession Membership	Allows viewing of succession

Granted Role	Privilege	Description
	Card	memberships card in the organization chart.
	View Talent Ratings Card	Allows viewing of talent ratings card in the organization chart.

Abstract Role: Contingent Worker

Identifies the person as a contingent worker.

Duties

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

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

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

Role Hierarchy and required role membership

Fusion applications ship the role memberships assuming you have deployed all offerings, options and features. Role memberships marked with a "+" in the "All" column are required for all options and features in this offering. If you are not deploying a particular offering, option or feature, remove those role memberships that are marked with a "*" for that offering, option or feature in Authorization Policy Manager.

If you are deploying other offerings, refer to the Security Reference Manual for those offerings before removing any role memberships.

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

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Access Person Gallery	
Attachments User	+
CRM Stage Write	
Business Intelligence Consumer	
Change Person Address	
Change Person Marital Status	
Compare HCM Information	
Employee Enrollment	
Expense Entry	
Business Intelligence Consumer	
Payee Bank Account Management	
Manage My Account	

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Manage Person Documentation by Worker	
Manage Person Name	
Manage Personal Compensation	
Manage Worker Information Sharing	
Performance Management Worker	
Person National Identifier View	
Portrait Benefits	
Print Worker Portrait	
Procurement Requester	
Business Intelligence Applications Worker	
Business Intelligence Applications Analysis	
Payables Invoice Inquiry	
Receiving Management Requester	
Item Inquiry	
Requester Analysis	
Business Intelligence Authoring	
Procurement Analysis Currency Preference	
Requisition Business Unit Data Security	
Requisition Self Service User	
Social Connection Worker	
Use User Details Service	
View Compensation Portrait Card	
View Portrait Availability Card	
View Portrait Contact Card	
View Portrait Personal Information Card	
View Portrait User Account Details Card	
View Secured Custom Help	
View Total Compensation Statements	
Business Intelligence Consumer	
Payee Bank Account Management	
Workforce Profile Worker	

Aggregate Privileges

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

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Indian Employee Portrait Gallery	Allows an employee within an Indian legal employer to submit their tax investment declaration.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation	Manages documents.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manage Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.

Aggregate Privilege	Description
View Chinese Accounts	Allows an employee within a Chinese legal employer to view their PHF and social insurance account numbers.
View Compensation Portrait Card	Views compensation data for a worker in the portrait.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Career Planning Card	Grants access to the career planning card in the portrait.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Development and Growth Card	Grants access to the development and growth card in the portrait.
View Portrait Experience and Qualifications Card	Grants access to the experience and qualifications card in the portrait.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
Worker Time Card Entry	Reports time by time card, as a worker.

Privileges

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

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

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

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

Granted Role	Granted Role Description	Privilege
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Application Attachment	A Contingent Worker can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Delete Application Attachment Resource: Application Attachment	
	A Contingent Worker can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment	
	A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment	
	A Contingent Worker can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Update Application Attachment Resource: Application Attachment	
Application Reference Territory	A Contingent Worker can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory	
Beneficiary	A Contingent Worker can view	Role: Portrait Benefits	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Organization	worker benefits portrait card for themselves	Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization	
Benefit Covered Dependent	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent	
Benefit Participant Enrollment Action	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action	
Benefit Participant Enrollment Result	A Contingent Worker can review benefit participant enrollment result for themselves	Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result	
	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result	
Benefit Participant Rate	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate	
Benefit Relation	A Contingent Worker can manage benefit relation for themselves	Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation	
Cash Advance Approval Note	A Contingent Worker can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note	
Corporate Card	A Contingent Worker can	Role: Expense Entry	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Transaction Dispute Note	manage expense for themselves	Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note	
Expense	A Contingent Worker can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense	
Expense Report	A Contingent Worker can manage expense report for themselves	Role: Expense Entry Privilege: Manage Expense Report (Data) Resource: Expense Report	
Expense Report Approval Note	A Contingent Worker can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note	
HR Job	A Contingent Worker can choose hr job for all jobs in the enterprise	Role: Contingent Worker Privilege: Choose HR Job (Data) Resource: HR Job	
Help Topic	A Contingent Worker can view secured custom help content for all secured help content they are authorized	Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic	
Idea	A Contingent Worker can manage product idea where they are a member of the idea team	Role: Contingent Worker Privilege: Manage Product Idea (Data) Resource: Idea	
	A Contingent Worker can review product idea where they are a member of the idea team	Role: Contingent Worker Privilege: Review Product Idea (Data) Resource: Idea	
Payment Card	A Contingent Worker can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card	
Payroll Personal Deduction	A Contingent Worker can update US W-4 for themselves if they are employed by a US legal employer	Role: US Employee Portrait Gallery Privilege: Update US W-4 (Data) Resource: Payroll Personal Deduction	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Contingent Worker can view chinese accounts for themselves if they are employed by a chinese legal employer	Role: View Chinese Accounts Privilege: View Chinese Accounts (Data) Resource: Payroll Personal Deduction	
	A Contingent Worker can view indian tax investment declaration for themselves if they are employed by an indian legal employer	Role: Indian Employee Portrait Gallery Privilege: View Indian Tax Investment Declaration Resource: Payroll Personal Deduction	
	A Contingent Worker can view us end of year tax form for themselves if they are employed by a us legal employer	Role: US Employee Portrait Gallery Privilege: View US End of Year Tax Form (Data) Resource: Payroll Personal Deduction	
Person	A Contingent Worker can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person	
	A Contingent Worker can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person	
	A Contingent Worker can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person	
	A Contingent Worker can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person	
	A Contingent Worker can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person	
	A Contingent Worker can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Contingent Worker can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person	
	A Contingent Worker can manage person visa or permit for themselves	Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person	
	A Contingent Worker can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person	
	A Contingent Worker can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person	
	A Contingent Worker can report person for themselves	Role: Contingent Worker Privilege: Report Person (Data) Resource: Person	
	A Contingent Worker can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person	
	A Contingent Worker can view talent profile experience and qualifications for themselves	Role: View Portrait Experience and Qualifications Card Privilege: View Talent Profile Experience and Qualifications (Data) Resource: Person	
	A Contingent Worker can view worker availability portrait card for themselves	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person	
	A Contingent Worker can view worker career planning portrait card for themselves	Role: View Portrait Career Planning Card Privilege: View Worker Career Planning Portrait Card (Data) Resource: Person	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person	
	A Contingent Worker can view worker current and completed tasks portrait card for themselves	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person	
	A Contingent Worker can view worker development and growth portrait card for themselves	Role: View Portrait Development and Growth Card Privilege: View Worker Development and Growth Portrait Card (Data) Resource: Person	
	A Contingent Worker can view worker personal and employment portrait card for themselves	Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) Resource: Person	
Person Absence Entry	A Contingent Worker can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry	
	A Contingent Worker can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry	
Person Address	A Contingent Worker can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address	
Person Assignment	A Contingent Worker can view person assignment for persons	Role: Contingent Worker	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	and assignments in their person and assignment security profile	Privilege: View Person Assignment (Data) Resource: Person Assignment	
Person Communication Method	A Contingent Worker can manage person communication method for themselves	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method	
	A Contingent Worker can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method	
Person Contact Relationship	A Contingent Worker can manage person contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship	
	A Contingent Worker can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship	
Person Disability	A Contingent Worker can manage person disability for themselves	Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability	
Person Documentation	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation	
		Role: Manage Person Documentation by	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation	
	A Contingent Worker can search person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation	
Person Email	A Contingent Worker can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email	
	A Contingent Worker can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email	
Person Image	A Contingent Worker can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image	
	A Contingent Worker can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image	
Person Life Event	A Contingent Worker can manage person life event for themselves	Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event	
Person Name	A Contingent Worker can change person name for themselves	Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name	
Person National Identifier	A Contingent Worker can view person national identifier for	Role: Person National Identifier View	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	themselves	Privilege: View Person National Identifier (Data) Resource: Person National Identifier	
Person Phone	A Contingent Worker can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone	
	A Contingent Worker can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone	
Person Plan Accrual	A Contingent Worker can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
	A Contingent Worker can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
Plan Beneficiary Designation	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation	
Portrait Private Note	A Contingent Worker can manage portrait private note for themselves	Role: Contingent Worker Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note	
Position	A Contingent Worker can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Role: Contingent Worker Privilege: Choose Position (Data) Resource: Position	
Primary Care Provider	A Contingent Worker can define plan primary care provider for themselves	Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider	
Public Person	A Contingent Worker can choose public person for all workers in the enterprise	Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person	
	A Contingent Worker can choose public person for persons and assignments in their person and assignment security profile	Role: Contingent Worker Privilege: Choose Public Person (Data) Resource: Public Person	
	A Contingent Worker can compare hcm information for themselves	Role: Compare HCM Information Privilege: Compare HCM Information Resource: Public Person	
	A Contingent Worker can search person deferred for persons and assignments in their person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person	
	A Contingent Worker can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person	
	A Contingent Worker can view worker contact portrait card for themselves	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person	
Requisition	A Contingent Worker can manage requisition for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Unit	
		Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit	
	A Contingent Worker can manage requisition for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit	
Salary	A Contingent Worker can view worker compensation portrait card for themselves	Role: View Compensation Portrait Card Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary	
Talent Profile	A Contingent Worker can match talent profile person for themselves	Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data) Resource: Talent Profile	
	A Contingent Worker can view talent profile model for jobs in their job security profile	Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile	
	A Contingent Worker can view talent profile person for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile	
Talent Profile Item	A Contingent Worker can view talent profile item worker for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item	
Time Record Group Summary	A Contingent Worker can manage time cards for themselves	Role: Worker Time Card Entry Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary	
Total Compensation Statement	A Contingent Worker can view total compensation statement already generated for	Role: View Total Compensation Statements	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	themselves	Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement	
Trading Community Org Address Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
Trading Community Org Address Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
Trading Community Organization Address Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	

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

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

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	preferences not of type legal.	Preference (Data) Resource: Trading Community Person Address Phone Contact Preference Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	
Trading Community Person Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	
Trading Community Relationship	A Contingent Worker can view trading community relationship	Role: Procurement Requester	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	for all trading community relationships in the enterprise	Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
	A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
		Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
User Role	A Contingent Worker can self request roles for themselves	Role: Manage My Account Privilege: Self Request Roles (Data) Resource: User Role	
	A Contingent Worker can view own account details for themselves	Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role	
Variable Compensation Allocation	A Contingent Worker can manage variable compensation allocation by worker for themselves	Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation	
Work Relationship	A Contingent Worker can submit resignation for themselves	Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship	
	A Contingent Worker can view employment information summary for themselves	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data)	

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

Segregation of Duties Policies Respected

Segregation of duties policy is a toxic combination of GRC entitlements.

Segregation of duties policies respected during the development of duties for the abstract role **Contingent Worker**

GRC Entitlement	Conflicting GRC Entitlement
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GRC entitlements used above are mapped to Fusion applications roles or privileges as follows:

GRC Entitlement Type	GRC Entitlement	Duty Role	Privilege
Duty	Assets Workbench	Fixed Asset Addition Duty	Load File to Interface
			Load Interface File for Import
			Transfer File

Abstract Role: Employee

Identifies the person as an employee.

Duties

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

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

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

Role Hierarchy and required role membership

Fusion applications ship the role memberships assuming you have deployed all offerings, options and features. Role memberships marked with a "+" in the "All" column are required for all options and features in this offering. If you are not deploying a particular offering, option or feature, remove those role memberships that are marked with a "*" for that offering, option or feature in Authorization Policy Manager.

If you are deploying other offerings, refer to the Security Reference Manual for those offerings before removing any role memberships.

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

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Access Person Gallery	
Attachments User	+
CRM Stage Write	
Business Intelligence Consumer	
Change Person Address	
Change Person Marital Status	
Compare HCM Information	
Employee Enrollment	
Expense Entry	
Business Intelligence Consumer	
Payee Bank Account Management	
Manage My Account	

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Manage Person Documentation by Worker	
Manage Person Name	
Manage Personal Compensation	
Manage Personal Payment Method	
Manage Worker Information Sharing	
Payee Bank Account Management	
Performance Management Worker	
Person National Identifier View	
Portrait Benefits	
Print Worker Portrait	
Procurement Requester	
Business Intelligence Applications Worker	
Business Intelligence Applications Analysis	
Payables Invoice Inquiry	
Receiving Management Requester	
Item Inquiry	
Requester Analysis	
Business Intelligence Authoring	
Procurement Analysis Currency Preference	
Requisition Business Unit Data Security	
Requisition Self Service User	
Social Connection Worker	
US Employee Portrait Gallery	
Use User Details Service	
View Chinese Accounts	
View Compensation Portrait Card	
View Payslip	
View Portrait Availability Card	
View Portrait Contact Card	
View Portrait Personal Information Card	
View Portrait User Account Details Card	
View Secured Custom Help	
View Total Compensation Statements	
Business Intelligence Consumer	
Payee Bank Account Management	
Workforce Profile Worker	

Aggregate Privileges

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

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Indian Employee Portrait Gallery	Allows an employee within an Indian legal employer to submit their tax investment declaration.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation	Manages documents.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manage Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.
Use User Details Service	Creates or updates users during person synchronizations.

Aggregate Privilege	Description
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Chinese Accounts	Allows an employee within a Chinese legal employer to view their PHF and social insurance account numbers.
View Compensation Portrait Card	Views compensation data for a worker in the portrait.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Payslip	Views payslips.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Career Planning Card	Grants access to the career planning card in the portrait.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Development and Growth Card	Grants access to the development and growth card in the portrait.
View Portrait Experience and Qualifications Card	Grants access to the experience and qualifications card in the portrait.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
Worker Time Card Entry	Reports time by time card, as a worker.

Privileges

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

Granted Role	Granted Role Description	Privilege
Employee	Identifies the person as an employee.	Absence Entry Using Calendar
		Access Competition Page
		Access FUSE Directory Page
		Access FUSE Performance and Career Planning Page
		Access FUSE Personal Information Page
		Access FUSE Time Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Approve Transactions
		Create Product Idea
		Enter Project Unprocessed Expenditure Batch
		Launch Oracle Social Network
		Manage Development Goal
		Manage Favorite Colleagues
		Manage Mentorship
		Manage My Contact Information Mobile
		Manage My Documents Mobile
		Manage My Personal Information Mobile
		Manage My Portrait Work Area
		Manage My Wellness
		Manage Performance Goal
		Manage Person Documentation
		Manage Product Idea
		Manage Reputation Overview
		Manage Reputation Scores
		Manage Social Roles
		Record and View Issue
		Report Time by Web Clock
		Review Product Ideas
		View Notification Details
		View Performance Goal
View Person Gallery Work Area		
View Team Schedule		
View Time by Calendar		
Employee Enrollment	Manages employee enrollments.	Define Benefit Participant Enrollment Result
		Elect Benefits

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

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

Granted Role	Granted Role Description	Privilege
	are subject to budgetary control, such as accounts payable manager.	Review Budget Impact
		Review Budget Period Statuses
		Review Budgetary Control Balances
		Review Budgetary Control Transactions
		Transfer Budget Balances to Budget Cubes Continuously
		View Funds Available Balances
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

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

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	to approver, and to payables	Attachment	
Application Reference Territory	An Employee can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory	
Beneficiary Organization	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization	
Benefit Covered Dependent	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent	
Benefit Participant Enrollment Action	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action	
Benefit Participant Enrollment Result	An Employee can review benefit participant enrollment result for themselves	Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result	
	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result	
Benefit Participant Rate	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate	
Benefit Relation	An Employee can manage benefit relation for themselves	Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Relation	
Cash Advance Approval Note	An Employee can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note	
Corporate Card Transaction Dispute Note	An Employee can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note	
Expense	An Employee can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense	
Expense Report	An Employee can manage expense report for themselves	Role: Expense Entry Privilege: Manage Expense Report (Data) Resource: Expense Report	
Expense Report Approval Note	An Employee can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note	
HR Job	An Employee can choose hr job for all jobs in the enterprise	Role: Employee Privilege: Choose HR Job (Data) Resource: HR Job	
Help Topic	An Employee can view secured custom help content for all secured help content they are authorized	Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic	
Idea	An Employee can manage product idea where they are a member of the idea team	Role: Employee Privilege: Manage Product Idea (Data) Resource: Idea	
	An Employee can review product idea where they are a member of the idea team	Role: Employee Privilege: Review Product Idea (Data) Resource: Idea	
Item	An Employee can maintain item asset maintenance group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Asset Maintenance Group (Data) Resource: Item	
	An Employee can maintain item attribute for the items they	Role: Employee Privilege: Maintain	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	have access to in item and inventory organizations	Item Attribute (Data) Resource: Item	
	An Employee can maintain item basic for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Basic (Data) Resource: Item	
	An Employee can maintain item costing group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Costing Group (Data) Resource: Item	
	An Employee can maintain item general planning group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item General Planning Group (Data) Resource: Item	
	An Employee can maintain item inventory group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Inventory Group (Data) Resource: Item	
	An Employee can maintain item invoicing group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Invoicing Group (Data) Resource: Item	
	An Employee can maintain item lead times group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Lead Times Group (Data) Resource: Item	
	An Employee can maintain item mrp and mps group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item MRP and MPS Group (Data) Resource: Item	
	An Employee can maintain item order management group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Order Management Group (Data) Resource: Item	
	An Employee can maintain item pack for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Pack (Data) Resource: Item	
	An Employee can maintain item people for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item People (Data) Resource: Item	
	An Employee can maintain item physical group for the items they have access to in item and inventory	Role: Employee Privilege: Maintain Item Physical Group (Data)	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	organizations	Resource: Item	
	An Employee can maintain item primary group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Primary Group (Data) Resource: Item	
	An Employee can maintain item process manufacturing group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Process Manufacturing Group (Data) Resource: Item	
	An Employee can maintain item purchasing group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Purchasing Group (Data) Resource: Item	
	An Employee can maintain item receiving group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Receiving Group (Data) Resource: Item	
	An Employee can maintain item revision for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Revision (Data) Resource: Item	
	An Employee can maintain item service group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Service Group (Data) Resource: Item	
	An Employee can maintain item structure for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Structure (Data) Resource: Item	
	An Employee can maintain item structure group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Structure Group (Data) Resource: Item	
	An Employee can maintain item web option group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Web Option Group (Data) Resource: Item	
	An Employee can maintain item work in process group for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Work in Process Group (Data) Resource: Item	
	An Employee can view item attribute for the items they have access to in item and inventory organizations	Role: Employee Privilege: View Item Attribute (Data) Resource: Item	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	An Employee can view item basic for the items they have access to in item and inventory organizations	Role: Employee Privilege: View Item Basic (Data) Resource: Item	
	An Employee can view item pack for the items they have access to in item and inventory organizations	Role: Employee Privilege: View Item Pack (Data) Resource: Item	
	An Employee can view item structure for the items they have access to in item and inventory organizations	Role: Employee Privilege: View Item Structure (Data) Resource: Item	
Payment Card	An Employee can view employee credit card for any employee corporate cards in the enterprise	Role: Payee Bank Account Management Privilege: View Employee Credit Card (Data) Resource: Payment Card	
Payroll Archive Information	An Employee can view worker payslip portrait card for themselves	Role: Access Portrait Payslip Privilege: View Worker Payslip Portrait Card (Data) Resource: Payroll Archive Information	
Payroll Personal Deduction	An Employee can update US W-4 for themselves if they are employed by a US legal employer	Role: US Employee Portrait Gallery Privilege: Update US W-4 (Data) Resource: Payroll Personal Deduction	
	An Employee can view chinese accounts for themselves if they are employed by a chinese legal employer	Role: View Chinese Accounts Privilege: View Chinese Accounts (Data) Resource: Payroll Personal Deduction	
	An Employee can view indian tax investment declaration for themselves if they are employed by an indian legal employer	Role: Indian Employee Portrait Gallery Privilege: View Indian Tax Investment Declaration Resource: Payroll Personal Deduction	
	An Employee can view us end of year tax form for themselves if they are employed by a us legal employer	Role: US Employee Portrait Gallery Privilege: View US End of Year Tax Form (Data) Resource: Payroll Personal Deduction	
Payroll Relationship	An Employee can manage	Role: View Payslip	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	payroll person process results for themselves	Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship	
	An Employee can manage payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship	
	An Employee can view payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship	
	An Employee can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: View Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship	
Person	An Employee can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person	
	An Employee can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person	
	An Employee can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person	
	An Employee can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person	
	An Employee can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Person Ethnicity (Data) Resource: Person	
	An Employee can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person	
	An Employee can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person	
	An Employee can manage person visa or permit for themselves	Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person	
	An Employee can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person	
	An Employee can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person	
	An Employee can report person for themselves	Role: Employee Privilege: Report Person (Data) Resource: Person	
	An Employee can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person	
	An Employee can view talent profile experience and qualifications for themselves	Role: View Portrait Experience and Qualifications Card Privilege: View Talent Profile Experience and Qualifications (Data) Resource: Person	
	An Employee can view worker availability portrait card for themselves	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person	
	An Employee can view worker	Role: View Portrait	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	career planning portrait card for themselves	Career Planning Card Privilege: View Worker Career Planning Portrait Card (Data) Resource: Person	
	An Employee can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person	
	An Employee can view worker current and completed tasks portrait card for themselves	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person	
	An Employee can view worker development and growth portrait card for themselves	Role: View Portrait Development and Growth Card Privilege: View Worker Development and Growth Portrait Card (Data) Resource: Person	
	An Employee can view worker personal and employment portrait card for themselves	Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) Resource: Person	
Person Absence Entry	An Employee can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry	
	An Employee can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry	
Person Address	An Employee can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Person Private Address Details (Data) Resource: Person Address	
Person Assignment	An Employee can view person assignment for persons and assignments in their person and assignment security profile	Role: Employee Privilege: View Person Assignment (Data) Resource: Person Assignment	
Person Communication Method	An Employee can manage person communication method for themselves	Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method	
	An Employee can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method	
Person Contact Relationship	An Employee can manage person contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship	
	An Employee can manage person private contact details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship	
Person Disability	An Employee can manage person disability for themselves	Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability	
Person Documentation	An Employee can manage person documentation for document types in their document types security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	for themselves	(Data) Resource: Person Documentation	
		Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation	
	An Employee can search person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation	
Person Email	An Employee can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email	
	An Employee can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email	
Person Image	An Employee can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image	
	An Employee can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image	
Person Life Event	An Employee can manage person life event for themselves	Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event	
Person Name	An Employee can change person name for themselves	Role: Manage Person Name Privilege: Change	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Person Name (Data) Resource: Person Name	
Person National Identifier	An Employee can view person national identifier for themselves	Role: Person National Identifier View Privilege: View Person National Identifier (Data) Resource: Person National Identifier	
Person Phone	An Employee can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone	
	An Employee can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone	
Person Plan Accrual	An Employee can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
	An Employee can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
Personal Payment Method	An Employee can manage payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method	
	An Employee can manage personal payment method for themselves	Role: Manage Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	An Employee can view payroll relationship for legislative data groups in their legislative data group security profile	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method	
	An Employee can view worker payment method portrait card for themselves	Role: Access Portrait Personal Payment Method Privilege: View Worker Payment Method Portrait Card (Data) Resource: Personal Payment Method	
Plan Beneficiary Designation	An Employee can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation	
Portrait Private Note	An Employee can manage portrait private note for themselves	Role: Employee Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note	
Position	An Employee can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position	
		Role: Employee Privilege: Choose Position (Data) Resource: Position	
Primary Care Provider	An Employee can define plan primary care provider for themselves	Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider	
Public Person	An Employee can choose public person for all workers in the enterprise	Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person	
	An Employee can choose public person for persons and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Public Person (Data) Resource: Public	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Person	
	An Employee can compare hcm information for themselves	Role: Compare HCM Information Privilege: Compare HCM Information Resource: Public Person	
	An Employee can search person deferred for persons and assignments in their person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person	
	An Employee can view person deferred for persons and assignments in their person and assignment security profile	Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person	
	An Employee can view worker contact portrait card for themselves	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person	
Requisition	An Employee can manage requisition for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit	
		Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit	
	An Employee can manage requisition for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit	
Salary	An Employee can view worker compensation portrait card for themselves	Role: View Compensation Portrait Card Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary	
Talent Profile	An Employee can match talent profile person for themselves	Role: Workforce Profile Worker Privilege: Match Talent	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Profile Person (Data) Resource: Talent Profile	
	An Employee can view talent profile model for jobs in their job security profile	Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile	
	An Employee can view talent profile person for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile	
Talent Profile Item	An Employee can view talent profile item worker for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item	
Time Record Group Summary	An Employee can manage time cards for themselves	Role: Worker Time Card Entry Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary	
Total Compensation Statement	An Employee can view total compensation statement already generated for themselves	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement	
Trading Community Org Address Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Community Org Address Email Contact Preference	
Trading Community Org Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
Trading Community Organization Address Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	
Trading Community Organization Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact	

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Contact Preference	
Trading Community Party	An Employee can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	Role: Procurement Requester Privilege: View Trading Community Contact (Data) Resource: Trading Community Party	
	An Employee can view trading community person for all people in the enterprise	Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Employee can view trading community person for all resources in the enterprise	Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
Trading Community Person Address Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
Trading Community Person Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	
Trading Community Person Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	
		Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	
Trading Community Relationship	An Employee can view trading community relationship for all trading community relationships in the enterprise	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
	An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
		Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
User Role	An Employee can self request	Role: Manage My	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	roles for themselves	Account Privilege: Self Request Roles (Data) Resource: User Role	
	An Employee can view own account details for themselves	Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role	
Variable Compensation Allocation	An Employee can manage variable compensation allocation by worker for themselves	Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation	
Work Relationship	An Employee can submit resignation for themselves	Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship	
	An Employee can view employment information summary for themselves	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship	
Worker	An Employee can choose worker for people and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Worker (Data) Resource: Worker	
	An Employee can compare worker employment information for themselves	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker	
	An Employee can review worker availability for themselves	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker	

Segregation of Duties Policies Respected

Segregation of duties policy is a toxic combination of GRC entitlements.

Segregation of duties policies respected during the development of duties for the abstract role **Employee**

GRC Entitlement	Conflicting GRC Entitlement
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GRC entitlements used above are mapped to Fusion applications roles or privileges as follows:

GRC Entitlement Type	GRC Entitlement	Duty Role	Privilege
Duty	Assets Workbench	Fixed Asset Addition Duty	Load File to Interface
			Load Interface File for Import
			Transfer File

Job Role: Incentive Compensation Analyst

Manage participant data, exceptions, and reports

Duties

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

Duty Role	Description
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.
Incentive Compensation Transaction Analysis	Analyzes Incentive Compensation transactional information
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users

Role Hierarchy

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

Inherited Roles
Incentive Compensation Analyst Incentive Compensation Credits and Earnings Incentive Compensation Participant Assignments Incentive Compensation Participant Snapshot Management Incentive Compensation Payments Incentive Compensation Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis

Aggregate Privileges

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

Aggregate Privilege	Description
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Privileges

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

Granted Role	Granted Role Description	Privilege		
Incentive Compensation Analyst	Manage participant data, exceptions, and reports	Manage Sales Resource Quota Notification		
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.	Import Incentive Compensation Transaction		
		Maintain Incentive Compensation Classification Batch		
		Maintain Incentive Compensation Transaction		
		Manage Incentive Compensation Calculation Batch		
		Manage Incentive Compensation Credit and Earnings Processes		
		Manage Incentive Compensation Credit and Rollup Group Batch		
		Manage Incentive Compensation Logged Change Event		
		Manage Incentive Compensation Transaction Collection Batch		
		Run File Import Scheduler		
		Set Up File Import Activity		
		Submit Incentive Compensation Calculation Batch		
		Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups	Assign Incentive Compensation Payment Plan
				Create Incentive Compensation Role
				Create Incentive Compensation Team
Import Incentive Compensation Participant Goals				
Manage File Import and Export				
Manage Incentive Compensation Analyst Group				
Manage Incentive Compensation Calendar Period				
Manage Incentive Compensation Credit Batch				
Manage Incentive Compensation Credit Rule				
Manage Incentive				

Granted Role	Granted Role Description	Privilege
		Compensation File Import Jobs
		Manage Incentive Compensation Participant Detail
		Manage Incentive Compensation Pay Group
		Manage Incentive Compensation Payment Plan
		Manage Incentive Compensation Plan Assignment
		Manage Incentive Compensation Plan Assignment to Role
		Manage Incentive Compensation Plan Terms and Conditions
		Manage Incentive Compensation Processes and Workload
		Manage Incentive Compensation Role
		Manage Incentive Compensation Rollup Group
		Manage Incentive Compensation Team
		Perform Incentive Compensation Pay Group Assignment to Role
		Perform Incentive Compensation Payment Plan Assignment to Role
		Perform Incentive Compensation Plan Assignment to Role
		Register Incentive Compensation Participant
		Review Incentive Compensation Expression
		Review Incentive Compensation Measure
		Review Incentive Compensation Participant Plan for Assignment
		Review Incentive Compensation Plan
		Review Incentive Compensation Plan Component
		Review Incentive Compensation Process Log Detail
		Review Incentive Compensation Rate

Granted Role	Granted Role Description	Privilege
		Dimension
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Rate Table
		Approve Incentive Compensation Dispute
		Create Incentive Compensation Dispute for Participant
		Customize Incentive Compensation Participant Compensation Plan
		Customize Incentive Compensation Participant Goal
		Customize Incentive Compensation Participant Pay Group Assignment
		Customize Incentive Compensation Participant Payment Plan
		Maintain Incentive Compensation Participant Detail
		Maintain Incentive Compensation Participant Paysheet
		Maintain Incentive Compensation Payment Transaction
		Maintain Incentive Compensation Transaction
		Manage Incentive Compensation Dispute
		Manage Sales Resource Quota Notification
		Review Incentive Compensation Expression
		Review Incentive Compensation Measure
		Review Incentive Compensation Participant Compensation Plan
		Review Incentive Compensation Plan
		Review Incentive Compensation Plan Component
		Review Incentive Compensation Rate Dimension
		Review Incentive Compensation Rate Table
		Review Participant Earnings and Attainment Report
Incentive Compensation	Create and maintain payment batches.	Create Incentive

Granted Role	Granted Role Description	Privilege
Payments	Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Compensation Payment Batch
		Create Incentive Compensation Paysheet
		Delete Incentive Compensation Payment Batch
		Delete Incentive Compensation Paysheet
		Import Incentive Compensation Payment Transaction
		Maintain Incentive Compensation Payment Transaction
		Manage Incentive Compensation Calendar Period
		Manage Incentive Compensation Payment Batch
		Manage Incentive Compensation Paysheet
		Review Incentive Compensation Pay Group
		Review Incentive Compensation Payment Batch
		Review Incentive Compensation Payment Plan
		Review Incentive Compensation Payment Transaction
		Review Incentive Compensation Paysheet
		Submit Incentive Compensation Paysheet for Approval

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Application Attachment Category	An Incentive Compensation Analyst can delete application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Delete Application Attachment Resource: Application Attachment Category	
		Role: Incentive Compensation Credits	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		and Earnings Privilege: Delete Application Attachment Resource: Application Attachment Category	
	An Incentive Compensation Analyst can read application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Read Application Attachment Resource: Application Attachment Category	
		Role: Incentive Compensation Credits and Earnings Privilege: Read Application Attachment Resource: Application Attachment Category	
	An Incentive Compensation Analyst can update application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Update Application Attachment Resource: Application Attachment Category	
Role: Incentive Compensation Credits and Earnings Privilege: Update Application Attachment Resource: Application Attachment Category			
Incentive Compensation Analyst Group	An Incentive Compensation Analyst can manage incentive compensation analyst group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Analyst Group (Data) Resource: Business Unit	
Incentive Compensation Calculation Batch	An Incentive Compensation Analyst can manage incentive compensation calculation batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Calculation Batch (Data) Resource: Business Unit	
Incentive Compensation Calculation Process Audit Line	An Incentive Compensation Analyst can review incentive compensation process log detail	Role: Incentive Compensation Credits and Earnings	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	for the business units for which they are authorized	Privilege: Review Incentive Compensation Process Log Detail (Data) Resource: Business Unit	
Incentive Compensation Calendar Period Status	An Incentive Compensation Analyst can manage incentive compensation calendar period for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Calendar Period (Data) Resource: Business Unit	
		Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Calendar Period (Data) Resource: Business Unit	
Incentive Compensation Credit Batch	An Incentive Compensation Analyst can manage incentive compensation credit batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Credit Batch (Data) Resource: Business Unit	
Incentive Compensation Credit Rule	An Incentive Compensation Analyst can manage incentive compensation credit rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Credit Rule (Data) Resource: Business Unit	
Incentive Compensation Credit Rule Participant	An Incentive Compensation Analyst can assign incentive compensation credit rule for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy	Role: Incentive Compensation Analyst Privilege: Assign Incentive Compensation Credit Rule (Data) Resource: Business Unit	
Incentive Compensation Currency Exchange Rate	An Incentive Compensation Analyst can manage incentive compensation currency	Role: Incentive Compensation Credits	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	exchange rate for the business units for which they are authorized	and Earnings Privilege: Manage Incentive Compensation Currency Exchange Rate (Data) Resource: Incentive Compensation Currency Exchange Rate	
Incentive Compensation Dispute	An Incentive Compensation Analyst can manage incentive compensation dispute for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Dispute (Data) Resource: Business Unit	
Incentive Compensation Goal	An Incentive Compensation Analyst can manage incentive compensation goal for the business units for which they are authorized	Role: Incentive Compensation Participant Snapshot Management Privilege: Manage Incentive Compensation Goal (Data) Resource: Business Unit	
Incentive Compensation Logged Change Event	An Incentive Compensation Analyst can manage incentive compensation logged change event for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Logged Change Event (Data) Resource: Business Unit	
Incentive Compensation Measure	An Incentive Compensation Analyst can review incentive compensation measure for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Measure (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review Incentive Compensation Measure (Data)	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Resource: Business Unit	
Incentive Compensation Participant	An Incentive Compensation Analyst can manage incentive compensation participant detail for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can register incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Register Incentive Compensation Participant (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can review incentive compensation participant for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Participant (Data) Resource: Business Unit	
Incentive Compensation Participant Attainment Balance	An Incentive Compensation Analyst can review incentive compensation participant attainment balance for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Participant Attainment Balance (Data) Resource: Business Unit	
Incentive Compensation Participant Earning Balance	An Incentive Compensation Analyst can review incentive compensation participant earning balance for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Participant Earning Balance (Data) Resource: Business Unit	
Incentive Compensation Participant Goal	An Incentive Compensation Analyst can import incentive compensation participant goal for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Import Incentive Compensation	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Participant Goal (Data) Resource: Business Unit	
Incentive Compensation Participant Subledger	An Incentive Compensation Analyst can review incentive compensation participant subledger for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Participant Subledger (Data) Resource: Business Unit	
Incentive Compensation Pay Group	An Incentive Compensation Analyst can manage incentive compensation pay group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Pay Group (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can manage incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Payment Batch (Data) Resource: Business Unit	
Incentive Compensation Payment Batch	An Incentive Compensation Analyst can create incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payments Privilege: Create Incentive Compensation Payment Batch (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can manage incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Payment Batch (Data) Resource: Business Unit	
Incentive Compensation Payment Plan	An Incentive Compensation Analyst can manage incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Incentive Compensation Payment Plan (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can review incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Payment Plan (Data) Resource: Business Unit	
Incentive Compensation Payment Transaction	An Incentive Compensation Analyst can review incentive compensation payment transaction for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Payment Transaction (Data) Resource: Business Unit	
Incentive Compensation Paysheet	An Incentive Compensation Analyst can maintain incentive compensation participant paysheet for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Maintain Incentive Compensation Participant Paysheet (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can manage incentive compensation paysheet for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Paysheet (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can review incentive compensation paysheet for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Review Incentive Compensation Paysheet (Data) Resource: Business Unit	
Incentive Compensation Plan	An Incentive Compensation Analyst can review incentive compensation plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Compensation Plan (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review Incentive Compensation Plan (Data) Resource: Business Unit	
Incentive Compensation Plan Component	An Incentive Compensation Analyst can review incentive compensation plan component for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit	
Incentive Compensation Plan Role Assignment	An Incentive Compensation Analyst can manage incentive compensation plan assignment to role for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Plan Assignment to Role (Data) Resource: Business Unit	
Incentive Compensation Role	An Incentive Compensation Analyst can manage incentive compensation role for all incentive compensation roles in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Role (Data) Resource: Incentive Compensation Role	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Rollup Group	An Incentive Compensation Analyst can manage incentive compensation rollup group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Rollup Group (Data) Resource: Business Unit	
Incentive Compensation Rollup Group Participant	An Incentive Compensation Analyst can assign incentive compensation rollup group for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy	Role: Incentive Compensation Analyst Privilege: Assign Incentive Compensation Rollup Group (Data) Resource: Business Unit	
Incentive Compensation Staged Transaction File Import Activity	An Incentive Compensation Analyst can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Activity (Data) Resource: Incentive Compensation Staged Transaction File Import Activity	
Incentive Compensation Staged Transaction File Import Mapping	An Incentive Compensation Analyst can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Mapping (Data) Resource: Incentive Compensation Staged Transaction File Import Mapping	
Incentive Compensation Staged Transaction File Import Object	An Incentive Compensation Analyst can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Object (Data) Resource: Incentive Compensation Staged Transaction File Import Object	
Incentive Compensation	An Incentive Compensation	Role: Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Team	Analyst can manage incentive compensation team for the business units for which they are authorized	Compensation Participant Assignments Privilege: Manage Incentive Compensation Team (Data) Resource: Business Unit	
Incentive Compensation Transaction	An Incentive Compensation Analyst can maintain incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Maintain Incentive Compensation Transaction (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can manage incentive compensation participant transaction for the business units for which they are authorized	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Participant Transaction (Data) Resource: Business Unit	
	An Incentive Compensation Analyst can review incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Review Incentive Compensation Transaction (Data) Resource: Business Unit	
Incentive Compensation Transaction Collection Batch	An Incentive Compensation Analyst can manage incentive compensation transaction collection batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Transaction Collection Batch (Data) Resource: Business Unit	
Sales Resource Quota	An Incentive Compensation Analyst can view sales resource quota for all resource quota records in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: View Sales Resource Quota (Data) Resource: Sales Resource Quota	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Trading Community Org Address Email Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
Trading Community Org Address Phone Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
Trading Community Organization Address Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	
Trading Community Organization Email Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference	
Trading Community Organization Party	An Incentive Compensation Analyst can view trading community organization for all organizations in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party	
Trading Community Organization Phone Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Community Organization Phone Contact Preference	
Trading Community Party	An Incentive Compensation Analyst can view trading community person for all people in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Analyst can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Analyst can view trading community person for all resources in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
Trading Community Person Address Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
Trading Community Person Address Phone Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Trading Community Person Phone Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	

Job Role: Incentive Compensation Application Administrator

Set up incentive compensation application

Duties

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

Duty Role	Description
Business Process Engineering Human Taskflow Administration	This role grants a user the privilege to perform administrative actions in the workflow functionality via the worklist UI. A user in this role will be able to view all tasks in the system, recover errored (incorrectly assigned) tasks, create approval groups and edit task configuration / rules DT@RT UI (both AMX functionality) This is a business administrator type role. This role is granted to SOAdmin.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.

Role Hierarchy

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

Inherited Roles
Incentive Compensation Application Administrator Business Process Human Taskflow Administration Duty Business Process Engineering Human Taskflow Administration Functional Setups

Aggregate Privileges

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

Aggregate Privilege	Description
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Privileges

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

Granted Role	Granted Role Description	Privilege
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks
		Review Applications Offering
		Review Setups Functional User Overview
		Setup and Maintain Applications
Incentive Compensation Application Administrator	Set up incentive compensation application	Configure Incentive Compensation Tables and Columns
		Customize Help Topics
		Customize Incentive Compensation UI
		Maintain Reports and Analytics Region
		Manage All Application Profile Values
		Manage Application Common Lookup
		Manage Application Descriptive Flexfield
		Manage Application Extensible Flexfield
		Manage Application Flexfield Value Set
		Manage Application Profile Option
		Manage Application Set-Enabled Lookup
		Manage Application Standard Lookup
		Manage Data Access for Users
		Manage Incentive Compensation Bulk Export Jobs
		Manage Incentive Compensation Bulk Export Objects
		Manage Incentive Compensation Calendar
		Manage Incentive Compensation Calendar Period
		Manage Incentive Compensation Currency Conversion Rate Type
		Manage Incentive Compensation Currency Conversions

Granted Role	Granted Role Description	Privilege
		Manage Incentive Compensation Earning Types
		Manage Incentive Compensation File Import Activities
		Manage Incentive Compensation File Import Jobs
		Manage Incentive Compensation Intervals
		Manage Incentive Compensation Rule Qualifier and Lookups
		Manage My Application Profile Values
		Populate Incentive Compensation Rules Report Tables
		Purge Incentive Compensation Data
		Register Incentive Compensation Participant
		Run CRM Export Process
		Run File Import Scheduler
		Set Up CRM Objects for Export
		Set Up File Import Activity
		Set Up File Import Object and Mapping
		Set Up Incentive Compensation Parameters
		Set Watchlist Options
		View Administration Link

Job Role: Incentive Compensation Integration Specialist

Individual responsible for planning, coordinating, and supervising all activities related to the integration of incentive compensation information systems.

Duties

Duties assigned directly and indirectly to the job role **Incentive Compensation Integration Specialist**

Duty Role	Description
Upload data for Incentive Compensation Currency Exchange Rates	Allows to upload data file to import incentive compensation currency exchange rates.
Upload data for Incentive Compensation Participant Goal Import	Allows upload of data file to import and update incentive compensation participant goals.
Upload data for Incentive Compensation Participant Import	Allows upload of data file to import and update incentive compensation participant, and participant detail lines.
Upload data for Incentive Compensation Transaction Import	Allows to upload data file to import incentive compensation transactions.

Role Hierarchy

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

Inherited Roles
Incentive Compensation Integration Specialist Upload data for Incentive Compensation Currency Exchange Rates Upload data for Incentive Compensation Participant Goal Import Upload data for Incentive Compensation Participant Import Upload data for Incentive Compensation Transaction Import

Aggregate Privileges

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

Aggregate Privilege	Description
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Privileges

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

Granted Role	Granted Role Description	Privilege
Incentive Compensation Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of incentive compensation information systems.	Manage File Import and Export

Job Role: Incentive Compensation Manager

Manage processes and workloads, assignments, and payments

Duties

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

Duty Role	Description
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.
Incentive Compensation Transaction Analysis	Analyzes Incentive Compensation transactional information
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users
Upload data for Incentive Compensation Currency Exchange Rates	Allows to upload data file to import incentive compensation currency exchange rates.
Upload data for Incentive Compensation Participant Goal Import	Allows upload of data file to import and update incentive compensation participant goals.
Upload data for Incentive Compensation Participant Import	Allows upload of data file to import and update incentive compensation participant, and participant detail lines.

Role Hierarchy

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

Inherited Roles
Incentive Compensation Manager Incentive Compensation Credits and Earnings Incentive Compensation Participant Assignments Incentive Compensation Participant Snapshot Management Incentive Compensation Payment Control Incentive Compensation Payments Incentive Compensation Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker

Inherited Roles
Transactional Analysis
Upload data for Incentive Compensation Currency Exchange Rates
Upload data for Incentive Compensation Participant Goal Import
Upload data for Incentive Compensation Participant Import

Aggregate Privileges

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

Aggregate Privilege	Description
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Privileges

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

Granted Role	Granted Role Description	Privilege
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.	Import Incentive Compensation Transaction
		Maintain Incentive Compensation Classification Batch
		Maintain Incentive Compensation Transaction
		Manage Incentive Compensation Calculation Batch
		Manage Incentive Compensation Credit and Earnings Processes
		Manage Incentive Compensation Credit and Rollup Group Batch
		Manage Incentive Compensation Logged Change Event
		Manage Incentive Compensation Transaction Collection Batch
		Run File Import Scheduler
		Set Up File Import Activity
		Submit Incentive Compensation Calculation Batch
		Incentive Compensation Manager
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups	Assign Incentive Compensation Payment Plan
		Create Incentive Compensation Role
		Create Incentive Compensation Team
		Import Incentive Compensation Participant Goals
		Manage File Import and Export
		Manage Incentive Compensation Analyst Group
		Manage Incentive Compensation Calendar Period
		Manage Incentive Compensation Credit Batch
		Manage Incentive Compensation Credit Rule
		Manage Incentive

Granted Role	Granted Role Description	Privilege
		Compensation File Import Jobs
		Manage Incentive Compensation Participant Detail
		Manage Incentive Compensation Pay Group
		Manage Incentive Compensation Payment Plan
		Manage Incentive Compensation Plan Assignment
		Manage Incentive Compensation Plan Assignment to Role
		Manage Incentive Compensation Plan Terms and Conditions
		Manage Incentive Compensation Processes and Workload
		Manage Incentive Compensation Role
		Manage Incentive Compensation Rollup Group
		Manage Incentive Compensation Team
		Perform Incentive Compensation Pay Group Assignment to Role
		Perform Incentive Compensation Payment Plan Assignment to Role
		Perform Incentive Compensation Plan Assignment to Role
		Register Incentive Compensation Participant
		Review Incentive Compensation Expression
		Review Incentive Compensation Measure
		Review Incentive Compensation Participant Plan for Assignment
		Review Incentive Compensation Plan
		Review Incentive Compensation Plan Component
		Review Incentive Compensation Process Log Detail
		Review Incentive Compensation Rate

Granted Role	Granted Role Description	Privilege
		Dimension
		Review Incentive Compensation Rate Table
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Approve Incentive Compensation Dispute
		Create Incentive Compensation Dispute for Participant
		Customize Incentive Compensation Participant Compensation Plan
		Customize Incentive Compensation Participant Goal
		Customize Incentive Compensation Participant Pay Group Assignment
		Customize Incentive Compensation Participant Payment Plan
		Maintain Incentive Compensation Participant Detail
		Maintain Incentive Compensation Participant Paysheet
		Maintain Incentive Compensation Payment Transaction
		Maintain Incentive Compensation Transaction
		Manage Incentive Compensation Dispute
		Manage Sales Resource Quota Notification
		Review Incentive Compensation Expression
		Review Incentive Compensation Measure
		Review Incentive Compensation Participant Compensation Plan
		Review Incentive Compensation Plan
		Review Incentive Compensation Plan Component
		Review Incentive Compensation Rate Dimension
		Review Incentive Compensation Rate Table
		Review Participant Earnings and Attainment Report
Incentive Compensation	Review payment batches, paysheets,	Approve Incentive

Granted Role	Granted Role Description	Privilege
Payment Control	payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Compensation Paysheet
		Manage Incentive Compensation Bulk Export Jobs
		Pay Incentive Compensation Payment Batch
		Review Incentive Compensation Pay Group
		Review Incentive Compensation Payment Batch
		Review Incentive Compensation Payment Plan
		Review Incentive Compensation Payment Transaction
		Review Incentive Compensation Paysheet
		Run CRM Export Process
		Set Up CRM Objects for Export
		Incentive Compensation Payments
Create Incentive Compensation Paysheet		
Delete Incentive Compensation Payment Batch		
Delete Incentive Compensation Paysheet		
Import Incentive Compensation Payment Transaction		
Maintain Incentive Compensation Payment Transaction		
Manage Incentive Compensation Calendar Period		
Manage Incentive Compensation Payment Batch		
Manage Incentive Compensation Paysheet		
Review Incentive Compensation Pay Group		
Review Incentive Compensation Payment Batch		
Review Incentive Compensation Payment Plan		
Review Incentive Compensation Payment Transaction		

Granted Role	Granted Role Description	Privilege
		Review Incentive Compensation Paysheet
		Submit Incentive Compensation Paysheet for Approval

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation	
Application Attachment Category	An Incentive Compensation Manager can delete application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Delete Application Attachment Resource: Application Attachment Category		
		Role: Incentive Compensation Manager Privilege: Delete Application Attachment Resource: Application Attachment Category		
	An Incentive Compensation Manager can read application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Read Application Attachment Resource: Application Attachment Category		
		Role: Incentive Compensation Manager Privilege: Read Application Attachment Resource: Application Attachment Category		
	An Incentive Compensation Manager can update application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Update Application Attachment Resource: Application Attachment Category		
		Role: Incentive Compensation Manager Privilege: Update Application Attachment Resource: Application Attachment Category		
	File Export Batch	An Incentive Compensation Manager can view file export	Role: Incentive Compensation Manager	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	batch for all export batches	Privilege: View File Export Batch (Data) Resource: File Export Batch	
File Export Object	An Incentive Compensation Manager can manage export unit test for all export unit test objects	Role: Incentive Compensation Manager Privilege: Manage Export Unit Test (Data) Resource: File Export Object	
Incentive Compensation Analyst Group	An Incentive Compensation Manager can manage incentive compensation analyst group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Analyst Group (Data) Resource: Business Unit	
Incentive Compensation Calculation Batch	An Incentive Compensation Manager can manage incentive compensation calculation batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Calculation Batch (Data) Resource: Business Unit	
Incentive Compensation Calculation Process Audit Line	An Incentive Compensation Manager can review incentive compensation process log detail for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Review Incentive Compensation Process Log Detail (Data) Resource: Business Unit	
Incentive Compensation Calendar Period Status	An Incentive Compensation Manager can manage incentive compensation calendar period for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Calendar Period (Data) Resource: Business Unit	
		Role: Incentive Compensation Payments Privilege: Manage Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Compensation Calendar Period (Data) Resource: Business Unit	
Incentive Compensation Credit Batch	An Incentive Compensation Manager can manage incentive compensation credit batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Credit Batch (Data) Resource: Business Unit	
Incentive Compensation Credit Rule	An Incentive Compensation Manager can manage incentive compensation credit rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Credit Rule (Data) Resource: Business Unit	
Incentive Compensation Currency Exchange Rate	An Incentive Compensation Manager can manage incentive compensation currency exchange rate for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Currency Exchange Rate (Data) Resource: Incentive Compensation Currency Exchange Rate	
Incentive Compensation Dispute	An Incentive Compensation Manager can manage incentive compensation dispute for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Dispute (Data) Resource: Business Unit	
Incentive Compensation Goal	An Incentive Compensation Manager can manage incentive compensation goal for the business units for which they are authorized	Role: Incentive Compensation Participant Snapshot Management Privilege: Manage Incentive Compensation Goal (Data) Resource: Business Unit	
Incentive Compensation Logged Change Event	An Incentive Compensation Manager can manage incentive	Role: Incentive Compensation Credits	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	compensation logged change event for the business units for which they are authorized	and Earnings Privilege: Manage Incentive Compensation Logged Change Event (Data) Resource: Business Unit	
Incentive Compensation Measure	An Incentive Compensation Manager can review incentive compensation measure for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Measure (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review Incentive Compensation Measure (Data) Resource: Business Unit	
Incentive Compensation Participant	An Incentive Compensation Manager can manage incentive compensation participant detail for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit	
	An Incentive Compensation Manager can register incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Register Incentive Compensation Participant (Data) Resource: Business Unit	
	An Incentive Compensation Manager can review incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Participant (Data) Resource: Business Unit	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Participant Attainment Balance	An Incentive Compensation Manager can review incentive compensation participant attainment balance for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Participant Attainment Balance (Data) Resource: Business Unit	
Incentive Compensation Participant Earning Balance	An Incentive Compensation Manager can review incentive compensation participant earning balance for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Participant Earning Balance (Data) Resource: Business Unit	
Incentive Compensation Participant Goal	An Incentive Compensation Manager can import incentive compensation participant goal for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Import Incentive Compensation Participant Goal (Data) Resource: Business Unit	
Incentive Compensation Participant Subledger	An Incentive Compensation Manager can review incentive compensation participant subledger for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Participant Subledger (Data) Resource: Business Unit	
Incentive Compensation Pay Group	An Incentive Compensation Manager can manage incentive compensation pay group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Pay Group (Data) Resource: Business Unit	
	An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Payment Batch (Data) Resource: Business	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Payment Batch	An Incentive Compensation Manager can create incentive compensation payment batch for the business units for which they are authorized	Unit Role: Incentive Compensation Payments Privilege: Create Incentive Compensation Payment Batch (Data) Resource: Business Unit	
	An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Payment Batch (Data) Resource: Business Unit	
	An Incentive Compensation Manager can pay incentive compensation payment batch for the business units for which they are authorized	Role: Incentive Compensation Payment Control Privilege: Pay Incentive Compensation Payment Batch (Data) Resource: Business Unit	
Incentive Compensation Payment Plan	An Incentive Compensation Manager can manage incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Payment Plan (Data) Resource: Business Unit	
	An Incentive Compensation Manager can review incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Payment Plan (Data) Resource: Business Unit	
Incentive Compensation Payment Transaction	An Incentive Compensation Manager can review incentive compensation payment transaction for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Payment Transaction (Data)	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Resource: Business Unit	
Incentive Compensation Payment Transaction Export Object	An Incentive Compensation Manager can view incentive compensation payment transaction export object for the incentive compensation payment transaction export object in the enterprise	Role: Incentive Compensation Payment Control Privilege: View Incentive Compensation Payment Transaction Export Object (Data) Resource: Incentive Compensation Payment Transaction Export Object	
Incentive Compensation Paysheet	An Incentive Compensation Manager can maintain incentive compensation participant paysheet for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Maintain Incentive Compensation Participant Paysheet (Data) Resource: Business Unit	
	An Incentive Compensation Manager can manage incentive compensation paysheet for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Paysheet (Data) Resource: Business Unit	
	An Incentive Compensation Manager can review incentive compensation paysheet for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Review Incentive Compensation Paysheet (Data) Resource: Business Unit	
Incentive Compensation Plan	An Incentive Compensation Manager can review incentive compensation plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Plan (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Incentive Compensation Plan (Data) Resource: Business Unit	
Incentive Compensation Plan Component	An Incentive Compensation Manager can review incentive compensation plan component for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit	
		Role: Incentive Compensation Participant Snapshot Management Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit	
Incentive Compensation Plan Role Assignment	An Incentive Compensation Manager can manage incentive compensation plan assignment to role for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Plan Assignment to Role (Data) Resource: Business Unit	
Incentive Compensation Role	An Incentive Compensation Manager can manage incentive compensation role for all incentive compensation roles in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Role (Data) Resource: Incentive Compensation Role	
Incentive Compensation Rollup Group	An Incentive Compensation Manager can manage incentive compensation rollup group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Rollup Group (Data) Resource: Business	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Staged Transaction File Import Activity	An Incentive Compensation Manager can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise	Unit Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Activity (Data) Resource: Incentive Compensation Staged Transaction File Import Activity	
Incentive Compensation Staged Transaction File Import Mapping	An Incentive Compensation Manager can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Mapping (Data) Resource: Incentive Compensation Staged Transaction File Import Mapping	
Incentive Compensation Staged Transaction File Import Object	An Incentive Compensation Manager can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Object (Data) Resource: Incentive Compensation Staged Transaction File Import Object	
Incentive Compensation Team	An Incentive Compensation Manager can manage incentive compensation team for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Team (Data) Resource: Business Unit	
Incentive Compensation Transaction	An Incentive Compensation Manager can maintain incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Maintain Incentive Compensation Transaction (Data) Resource: Business	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Unit	
	An Incentive Compensation Manager can manage incentive compensation participant transaction for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Participant Transaction (Data) Resource: Business Unit	
	An Incentive Compensation Manager can review incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Review Incentive Compensation Transaction (Data) Resource: Business Unit	
Incentive Compensation Transaction Collection Batch	An Incentive Compensation Manager can manage incentive compensation transaction collection batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Transaction Collection Batch (Data) Resource: Business Unit	
Sales Resource Quota	An Incentive Compensation Manager can view sales resource quota for all resource quota records in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: View Sales Resource Quota (Data) Resource: Sales Resource Quota	
Trading Community Org Address Email Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
Trading Community Org Address Phone Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading	

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	An Incentive Compensation Manager can view trading community person for all resources in the enterprise	Community Party Role: Incentive Compensation Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
Trading Community Person Address Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
Trading Community Person Address Phone Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	
Trading Community Person Phone Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	

Abstract Role: Incentive Compensation Participant

Receive incentive compensation computed by the application and review reports

Duties

Duties assigned directly and indirectly to the abstract role **Incentive Compensation Participant**

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

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Incentive Compensation Participant**

Inherited Roles
Incentive Compensation Participant Incentive Compensation Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Incentive Compensation Participant**

Aggregate Privilege	Description
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Privileges

Privileges granted to duties of the abstract role **Incentive Compensation Participant**.

Granted Role	Granted Role Description	Privilege
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Participant Compensation Plan
		Accept Incentive Compensation Plan Document
		Create Incentive Compensation Dispute
		Dispute Incentive Compensation Transaction
		Project Incentive Compensation Commission Line
		Review Incentive Compensation Dispute
		Review Incentive Compensation Transaction
		Verify Incentive Compensation Transaction
		Verify Participant Earnings and Attainment Report

Abstract Role: Incentive Compensation Participant Manager

Manage participants who receive incentive compensation and review reports

Duties

Duties assigned directly and indirectly to the abstract role **Incentive Compensation Participant Manager**

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

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Incentive Compensation Participant Manager**

Inherited Roles
Incentive Compensation Participant Manager Incentive Compensation Participant Incentive Compensation Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis Incentive Compensation Transaction Analysis Business Intelligence Authoring Transactional Business Intelligence Worker Transactional Analysis

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Incentive Compensation Participant Manager**

Aggregate Privilege	Description
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Privileges

Privileges granted to duties of the abstract role **Incentive Compensation Participant Manager**.

Granted Role	Granted Role Description	Privilege
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Participant Compensation Plan
		Accept Incentive Compensation Plan Document
		Create Incentive Compensation Dispute
		Dispute Incentive Compensation Transaction
		Project Incentive Compensation Commission Line
		Review Incentive Compensation Dispute
		Review Incentive Compensation Transaction
		Verify Incentive Compensation Transaction
		Verify Participant Earnings and Attainment Report
		Incentive Compensation Participant Manager
Approve Incentive Compensation Dispute		
Approve and Monitor Compensation Plan Documents		
Create Incentive Compensation Dispute		
Create Incentive Compensation Dispute for Participant		
Dispute Incentive Compensation Transaction		
Manage Incentive Compensation Dispute		
Project Incentive Compensation Commission Line		
Review Incentive Compensation Dispute		
Review Incentive Compensation Team Attainment		
Review Incentive Compensation Transaction		
Verify Incentive Compensation Transaction		

Granted Role	Granted Role Description	Privilege
		Verify Participant Earnings and Attainment Report

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Incentive Compensation Participant Manager**

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Dispute	An Incentive Compensation Participant Manager can create incentive compensation dispute for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Create Incentive Compensation Dispute (Data) Resource: Incentive Compensation Dispute	
	An Incentive Compensation Participant Manager can create incentive compensation dispute for themselves	Role: Incentive Compensation Participant Privilege: Create Incentive Compensation Dispute (Data) Resource: Incentive Compensation Dispute	
Incentive Compensation Measure	An Incentive Compensation Participant Manager can review incentive compensation measure for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Measure (Data) Resource: Incentive Compensation Measure	
	An Incentive Compensation Participant Manager can review incentive compensation measure for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Measure (Data) Resource: Incentive Compensation Measure	
Incentive Compensation Participant	An Incentive Compensation Participant Manager can review incentive compensation participant for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Participant (Data) Resource: Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	An Incentive Compensation Participant Manager can review incentive compensation participant for themselves	Compensation Participant Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Participant (Data) Resource: Incentive Compensation Participant	
Incentive Compensation Participant Attainment Balance	An Incentive Compensation Participant Manager can review incentive compensation participant attainment balance for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Participant Attainment Balance (Data) Resource: Incentive Compensation Participant Attainment Balance	
	An Incentive Compensation Participant Manager can review incentive compensation participant attainment balance for themselves and the period enabled for reporting	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Participant Attainment Balance (Data) Resource: Incentive Compensation Participant Attainment Balance	
Incentive Compensation Participant Compensation Plan	An Incentive Compensation Participant Manager can accept incentive compensation plan document for themselves	Role: Incentive Compensation Participant Privilege: Accept Incentive Compensation Plan Document (Data) Resource: Incentive Compensation Participant Compensation Plan	
	An Incentive Compensation Participant Manager can approve and monitor compensation plan documents for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Approve and Monitor Compensation Plan Documents (Data) Resource: Incentive Compensation	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Participant Compensation Plan	
Incentive Compensation Participant Earning Balance	An Incentive Compensation Participant Manager can review incentive compensation participant earning balance for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Participant Earning Balance (Data) Resource: Incentive Compensation Participant Earning Balance	
	An Incentive Compensation Participant Manager can review incentive compensation participant earning balance for themselves and the period enabled for reporting	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Participant Earning Balance (Data) Resource: Incentive Compensation Participant Earning Balance	
Incentive Compensation Participant Subledger	An Incentive Compensation Participant Manager can review incentive compensation participant subledger for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Participant Subledger (Data) Resource: Incentive Compensation Participant Subledger	
	An Incentive Compensation Participant Manager can review incentive compensation participant subledger for themselves and the period enabled for reporting	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Participant Subledger (Data) Resource: Incentive Compensation Participant Subledger	
Incentive Compensation Payment Plan	An Incentive Compensation Participant Manager can review incentive compensation payment plan for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Payment Plan (Data)	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Resource: Incentive Compensation Payment Plan	
	An Incentive Compensation Participant Manager can review incentive compensation payment plan for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Payment Plan (Data) Resource: Incentive Compensation Payment Plan	
Incentive Compensation Payment Transaction	An Incentive Compensation Participant Manager can review incentive compensation payment transaction for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Payment Transaction (Data) Resource: Incentive Compensation Payment Transaction	
	An Incentive Compensation Participant Manager can review incentive compensation payment transaction for themselves and the paysheet that is at least submitted	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Payment Transaction (Data) Resource: Incentive Compensation Payment Transaction	
Incentive Compensation Paysheet	An Incentive Compensation Participant Manager can review incentive compensation paysheet for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Paysheet (Data) Resource: Incentive Compensation Paysheet	
	An Incentive Compensation Participant Manager can review incentive compensation paysheet for themselves and the paysheet that is at least submitted	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Paysheet (Data) Resource: Incentive Compensation Paysheet	
Incentive Compensation Plan	An Incentive Compensation Participant Manager can review incentive compensation plan for subordinates in their person	Role: Incentive Compensation Participant Manager	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	and assignment security profile	Privilege: Review Incentive Compensation Plan (Data) Resource: Incentive Compensation Plan	
	An Incentive Compensation Participant Manager can review incentive compensation plan for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Plan (Data) Resource: Incentive Compensation Plan	
Incentive Compensation Plan Component	An Incentive Compensation Participant Manager can review incentive compensation plan component for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Plan Component (Data) Resource: Incentive Compensation Plan Component	
	An Incentive Compensation Participant Manager can review incentive compensation plan component for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Plan Component (Data) Resource: Incentive Compensation Plan Component	
Incentive Compensation Transaction	An Incentive Compensation Participant Manager can review incentive compensation transaction for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Transaction (Data) Resource: Incentive Compensation Transaction	
	An Incentive Compensation Participant Manager can review incentive compensation transaction for themselves and the period enabled for reporting	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Transaction (Data) Resource: Incentive Compensation Transaction	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Trading Community Org Address Email Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
		Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference	
Trading Community Org Address Phone Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
		Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference	
Trading Community Organization Address Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference	
Trading Community Organization Email Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference	
		Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference	
Trading Community Organization Party	An Incentive Compensation Participant Manager can view trading community organization for a trading community organization that is a partner and the user is a member of the partner organization	Role: Incentive Compensation Participant Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party	
	An Incentive Compensation Participant Manager can view trading community organization for all	Role: Incentive Compensation Participant Privilege: View	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	organizations in the enterprise	Trading Community Organization (Data) Resource: Trading Community Organization Party Role: Incentive Compensation Participant Manager Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party	
Trading Community Organization Phone Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference	
Trading Community Party	An Incentive Compensation Participant Manager can view trading community person for all people in the enterprise	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party Role: Incentive Compensation Participant Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Participant Manager can view trading community person for	Role: Incentive Compensation Participant	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	all people in the enterprise other than sales accounts and sales prospects.	Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Participant Manager can view trading community person for all persons who are a member of their partner organization	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Participant Manager can view trading community person for all resources in the enterprise	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Participant Manager can view trading community person for their trading community person record	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
		Role: Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Compensation Participant Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	An Incentive Compensation Participant Manager can view trading community resource for all trading community resources.	Role: Incentive Compensation Participant Privilege: View Trading Community Resource (Data) Resource: Trading Community Party	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Resource (Data) Resource: Trading Community Party	
Trading Community Person Address Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
		Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
Trading Community Person Address Phone Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Preference Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	
Trading Community Person Phone Contact Preference	An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Preference	
Trading Community Relationship	An Incentive Compensation Participant Manager can view trading community relationship for trading community partner contact relationships with their company	Role: Incentive Compensation Participant Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	
		Role: Incentive Compensation Participant Manager Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship	

Job Role: Incentive Compensation Plan Administrator

Configure and manage incentive plans, plan components, and classification rules

Duties

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

Duty Role	Description
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups

Role Hierarchy

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

Inherited Roles
Incentive Compensation Plan Administrator Incentive Compensation Credits and Earnings Incentive Compensation Participant Assignments

Aggregate Privileges

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

Aggregate Privilege	Description
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Privileges

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

Granted Role	Granted Role Description	Privilege
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.	Import Incentive Compensation Transaction
		Maintain Incentive Compensation Classification Batch
		Maintain Incentive Compensation Transaction
		Manage Incentive Compensation Calculation Batch
		Manage Incentive Compensation Credit and Earnings Processes
		Manage Incentive Compensation Credit and Rollup Group Batch
		Manage Incentive Compensation Logged Change Event
		Manage Incentive Compensation Transaction Collection Batch
		Run File Import Scheduler
		Set Up File Import Activity
		Submit Incentive Compensation Calculation Batch
		Incentive Compensation Participant Assignments
Create Incentive Compensation Role		
Create Incentive Compensation Team		
Import Incentive Compensation Participant Goals		
Manage File Import and Export		
Manage Incentive Compensation Analyst Group		
Manage Incentive Compensation Calendar Period		
Manage Incentive Compensation Credit Batch		
Manage Incentive Compensation Credit Rule		
Manage Incentive Compensation File Import		

Granted Role	Granted Role Description	Privilege
		Jobs
		Manage Incentive Compensation Participant Detail
		Manage Incentive Compensation Pay Group
		Manage Incentive Compensation Payment Plan
		Manage Incentive Compensation Plan Assignment
		Manage Incentive Compensation Plan Assignment to Role
		Manage Incentive Compensation Plan Terms and Conditions
		Manage Incentive Compensation Processes and Workload
		Manage Incentive Compensation Role
		Manage Incentive Compensation Rollup Group
		Manage Incentive Compensation Team
		Perform Incentive Compensation Pay Group Assignment to Role
		Perform Incentive Compensation Payment Plan Assignment to Role
		Perform Incentive Compensation Plan Assignment to Role
		Register Incentive Compensation Participant
		Review Incentive Compensation Expression
		Review Incentive Compensation Measure
		Review Incentive Compensation Participant Plan for Assignment
		Review Incentive Compensation Plan
		Review Incentive Compensation Plan Component
		Review Incentive Compensation Process Log Detail
		Review Incentive Compensation Rate Dimension

Granted Role	Granted Role Description	Privilege
		Review Incentive Compensation Rate Table
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Import Incentive Compensation Payment Transaction
		Manage Incentive Compensation Classification Rule Hierarchy
		Manage Incentive Compensation Credit Category
		Manage Incentive Compensation Earning Types
		Manage Incentive Compensation Expression
		Manage Incentive Compensation Goal
		Manage Incentive Compensation Measure
		Manage Incentive Compensation Plan
		Manage Incentive Compensation Plan Component
		Manage Incentive Compensation Plan Import and Export
		Manage Incentive Compensation Rate Dimension
		Manage Incentive Compensation Rate Table
		View Administration Link

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Application Attachment Category	An Incentive Compensation Plan Administrator can delete application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Delete Application Attachment Resource: Application Attachment Category	
	An Incentive Compensation Plan Administrator can read application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Read Application Attachment	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	An Incentive Compensation Plan Administrator can update application attachment for all miscellaneous category attachments data	Resource: Application Attachment Category Role: Incentive Compensation Credits and Earnings Privilege: Update Application Attachment Resource: Application Attachment Category	
Incentive Compensation Analyst Group	An Incentive Compensation Plan Administrator can manage incentive compensation analyst group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Analyst Group (Data) Resource: Business Unit	
Incentive Compensation Calculation Batch	An Incentive Compensation Plan Administrator can manage incentive compensation calculation batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Calculation Batch (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation calculation batch for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Review Incentive Compensation Calculation Batch (Data) Resource: Business Unit	
Incentive Compensation Calculation Process Audit Line	An Incentive Compensation Plan Administrator can review incentive compensation process log detail for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Review Incentive Compensation Process Log Detail (Data) Resource: Business Unit	
Incentive Compensation Calendar Period Status	An Incentive Compensation Plan Administrator can manage incentive compensation calendar period for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Compensation Calendar Period (Data) Resource: Business Unit	
Incentive Compensation Classification Rule	An Incentive Compensation Plan Administrator can manage incentive compensation classification rule hierarchy for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Classification Rule Hierarchy (Data) Resource: Business Unit	
Incentive Compensation Credit Batch	An Incentive Compensation Plan Administrator can manage incentive compensation credit batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Credit Batch (Data) Resource: Business Unit	
Incentive Compensation Credit Category	An Incentive Compensation Plan Administrator can manage incentive compensation category hierarchy for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Category Hierarchy (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can manage incentive compensation credit category for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Credit Category (Data) Resource: Business Unit	
Incentive Compensation Credit Rule	An Incentive Compensation Plan Administrator can manage incentive compensation credit rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Credit Rule (Data) Resource: Business Unit	
Incentive Compensation Currency Exchange Rate	An Incentive Compensation Plan Administrator can manage incentive compensation currency exchange rate for the	Role: Incentive Compensation Credits and Earnings	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	business units for which they are authorized	Privilege: Manage Incentive Compensation Currency Exchange Rate (Data) Resource: Incentive Compensation Currency Exchange Rate	
Incentive Compensation Earnings Type	An Incentive Compensation Plan Administrator can manage incentive compensation earning types for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Earning Types (Data) Resource: Business Unit	
Incentive Compensation Expression	An Incentive Compensation Plan Administrator can manage incentive compensation expression for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Expression (Data) Resource: Business Unit	
Incentive Compensation Goal	An Incentive Compensation Plan Administrator can manage incentive compensation goal for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Goal (Data) Resource: Business Unit	
Incentive Compensation Interval Type	An Incentive Compensation Plan Administrator can manage incentive compensation intervals for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Intervals (Data) Resource: Business Unit	
Incentive Compensation Logged Change Event	An Incentive Compensation Plan Administrator can manage incentive compensation logged change event for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Logged Change Event (Data) Resource: Business Unit	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Measure	An Incentive Compensation Plan Administrator can manage incentive compensation measure for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Measure (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation measure for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Measure (Data) Resource: Business Unit	
Incentive Compensation Participant	An Incentive Compensation Plan Administrator can manage incentive compensation participant detail for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can register incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Register Incentive Compensation Participant (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Review Incentive Compensation Participant (Data) Resource: Business Unit	
Incentive Compensation Participant Goal	An Incentive Compensation Plan Administrator can import incentive compensation participant goal for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Import Incentive Compensation	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Participant Goal (Data) Resource: Business Unit	
Incentive Compensation Pay Group	An Incentive Compensation Plan Administrator can manage incentive compensation pay group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Pay Group (Data) Resource: Business Unit	
Incentive Compensation Payment Plan	An Incentive Compensation Plan Administrator can manage incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Payment Plan (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation payment plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Payment Plan (Data) Resource: Business Unit	
Incentive Compensation Plan	An Incentive Compensation Plan Administrator can manage incentive compensation plan for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Plan (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation plan for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Plan (Data) Resource: Business Unit	
Incentive Compensation Plan Component	An Incentive Compensation Plan Administrator can manage incentive compensation plan	Role: Incentive Compensation Plan Administrator	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	component for the business units for which they are authorized	Privilege: Manage Incentive Compensation Plan Component (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation plan component for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit	
Incentive Compensation Plan Role Assignment	An Incentive Compensation Plan Administrator can manage incentive compensation plan assignment to role for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Plan Assignment to Role (Data) Resource: Business Unit	
Incentive Compensation Rate Dimension	An Incentive Compensation Plan Administrator can manage incentive compensation rate dimension for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Rate Dimension (Data) Resource: Business Unit	
Incentive Compensation Rate Table	An Incentive Compensation Plan Administrator can manage incentive compensation rate table for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Rate Table (Data) Resource: Business Unit	
Incentive Compensation Role	An Incentive Compensation Plan Administrator can manage incentive compensation role for all incentive compensation roles in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Role (Data) Resource: Incentive Compensation Role	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Rollup Group	An Incentive Compensation Plan Administrator can manage incentive compensation rollup group for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Rollup Group (Data) Resource: Business Unit	
Incentive Compensation Staged Transaction File Import Activity	An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Activity (Data) Resource: Incentive Compensation Staged Transaction File Import Activity	
Incentive Compensation Staged Transaction File Import Mapping	An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Mapping (Data) Resource: Incentive Compensation Staged Transaction File Import Mapping	
Incentive Compensation Staged Transaction File Import Object	An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise	Role: Incentive Compensation Credits and Earnings Privilege: View Incentive Compensation Staged Transaction File Import Object (Data) Resource: Incentive Compensation Staged Transaction File Import Object	
Incentive Compensation Tables and Columns Setup	An Incentive Compensation Plan Administrator can configure incentive compensation tables and columns for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Configure Incentive Compensation Tables and Columns (Data) Resource: Business Unit	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Incentive Compensation Team	An Incentive Compensation Plan Administrator can manage incentive compensation team for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Team (Data) Resource: Business Unit	
Incentive Compensation Transaction	An Incentive Compensation Plan Administrator can maintain incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Maintain Incentive Compensation Transaction (Data) Resource: Business Unit	
	An Incentive Compensation Plan Administrator can review incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Review Incentive Compensation Transaction (Data) Resource: Business Unit	
Incentive Compensation Transaction Collection Batch	An Incentive Compensation Plan Administrator can manage incentive compensation transaction collection batch for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings Privilege: Manage Incentive Compensation Transaction Collection Batch (Data) Resource: Business Unit	

Abstract Role: Line Manager

Identifies the person as a line manager.

Duties

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

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

Duty Role	Description
Vacancy Transaction Analysis	Analyses Vacancy Transactional Information.
Worker Prediction Reporting	This duty role is used to view worker predictions
Workforce Deployment Analysis	This duty role is used for analyzing headcount staffing, employee turnover, workforce diversity, internal mobility and employee performance
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information
Workforce Transaction Analysis	Analyses Workforce transactional information

Role Hierarchy and required role membership

Fusion applications ship the role memberships assuming you have deployed all offerings, options and features. Role memberships marked with a "+" in the "All" column are required for all options and features in this offering. If you are not deploying a particular offering, option or feature, remove those role memberships that are marked with a "*" for that offering, option or feature in Authorization Policy Manager.

If you are deploying other offerings, refer to the Security Reference Manual for those offerings before removing any role memberships.

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

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Absence Management Transaction Analysis	
Business Intelligence Authoring	
Absence and Leave Accrual Analysis	
Business Intelligence Authoring	
Employee Data Security	
Human Resources Analysis Currency Preference	
Supervisor Hierarchy Data Security	
Access Person Gallery	
Business Intelligence Applications Worker	+

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
Business Intelligence Applications Analysis	
Change Worker Location	
Change Worker Manager	
Change Worker Working Hour	
Compare HCM Information	
Compensation Analysis	
Business Intelligence Authoring	
Employee Data Security	
Human Resources Analysis Currency Preference	
Supervisor Hierarchy Data Security	
Compensation Transaction Analysis	
Business Intelligence Authoring	
Contingent Worker Addition	
Create Work Relationship	
Employee Hire	
Expense Approval	
Goal Management Line Manager	
Line Manager Expense Analysis	
Business Intelligence Authoring	
Employee Expense Business Unit Data Security	
Financial Analysis Currency Preference	
Procurement Analysis Currency Preference	
Manage Person Documentation	
Manage Schedules and Exceptions Assignment	
Manage User Account	
Manage Worker Checklist	
Manage Worker Information Sharing	
Manage Workforce Compensation Budgets by Line Manager	
Manage Workforce Compensation by Line Manager	
Nonworker Addition	
Pending Worker Addition and Hire	
Performance Management Line Manager	
Print Worker Portrait	
Promote Worker	
Report Manager Transaction Dashboard	
Submit a Payroll Flow	
Terminate Work Relationship	
Transfer Worker	

Inherited roles by Offering, Option and Feature	Incentive Compensation
	All
View Compensation Portrait Card	
View Portrait Availability Card	
View Portrait Contact Card	
View Portrait Employment Information Card	
View Portrait User Account Details Card	
Worker Prediction Reporting	
Workforce Deployment Analysis	
Business Intelligence Authoring	
Employee Data Security	
Human Resources Analysis Currency Preference	
Supervisor Hierarchy Data Security	
Workforce Profile Line Manager	
Workforce Transaction Analysis	
Business Intelligence Authoring	

Aggregate Privileges

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

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Change Worker Location	Changes persons' locations.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Direct Report	Manages direct reports.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Salaries	Privilege to manage off-cycle salary adjustments as

Aggregate Privilege	Description
	a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Succession Plan Candidate	Manages succession plan candidates.
Manage User Account	Manages user roles.
Manage Vacancy	Allows management of vacancies.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Manage Workforce Compensation Budgets by Line Manager	Manages compensation budgets by distributing and publishing budgets to lower manager.
Manage Workforce Compensation by Line Manager	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Report Manager Transaction Dashboard	Report Manager Transaction Dashboard
Submit a Payroll Flow	Submits new payroll flows.
Terminate Work Relationship	Terminates work relationships.
Transfer Worker	Transfers persons.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Compensation Portrait Card	Views compensation data for a worker in the portrait.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Career Planning Card	Grants access to the career planning card in the portrait.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Development and Growth Card	Grants access to the development and growth card in the portrait.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait Experience and Qualifications Card	Grants access to the experience and qualifications card in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.

Privileges

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

Granted Role	Granted Role Description	Privilege
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker
		Create User
		Renew Placement
Employee Hire	Hires employees.	Create User
		Hire Employee
		Rehire Employee
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Expense Report
		Approve Travel Authorization or Cash Advance
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Assign Development Goal to Groups of Workers
		Assign Workers Goals Mass Process
		Manage Development Goal
		Manage Development Goal in Goal Library
		Manage Development Goal of Other Workers
		Manage Performance Goal
		Manage Performance Goal of Others
		View Development Goal
Line Manager	Identifies the person as a line manager.	Absence Entry Using Calendar
		Access FUSE Hiring Page
		Access FUSE My Team Page
		Access FUSE Team Talent Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Access Time Work Area
		Analytical view of team's compliance violations
		Analyze Team Compensation
		Assign Performance Goal to Groups of Workers
		Assign Workers Goals Mass Process
		Change Manager Mobile
		Copy Personal Data to LDAP
		Create and Update Competition
		Manage Outstanding Corporate Card Transaction
		Manage Performance Goal
		Manage Performance Goal for Organization
		Manage Questionnaires
		Manage Questions

Granted Role	Granted Role Description	Privilege
		Manage Salary Mobile Manage Social Network Connections Manage Talent Review Content Manage Team Compensation Manage Team Compliance Violations List View Manage Team Reputation Scores List View Manage Team Reputation Tasks Manager Suggest Mentorship Relationships Manager's View of Employee's Reputation Scores Manager's View of Employee's Social Roles New Person Work Area As Line Manager Perform Performance Evaluations Mobile Promote Worker Mobile Run Talent Profile Summary Report Search and Review Skills Send User Name Request to LDAP Use Assignment Status Type Service Use Position lookup Service View Compensation History View Employee Social Connections View Person Gallery Work Area View Succession Candidates Card View Succession Membership Card View Talent Ratings Card View Team Compliance Outlier Reports View Team Reputation Outlier Reports View Team Reputation Scores Analytic View
Nonworker Addition	Adds nonworkers.	Create Person Nonworker Create User
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire Hire Pending Worker
Performance Management Line Manager	Views performance documents from line manager dashboard.	Approve Worker Performance Document

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

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Application Reference Territory	A Line Manager can choose application reference territory for countries in their country security profile	Role: Line Manager Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory	
Applied Cash Advance	A Line Manager can view employee expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Applied Cash Advance	
Assignment Grade	A Line Manager can choose assignment grade for all grades in the enterprise	Role: Line Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade	
	A Line Manager can report assignment grade for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade	
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade	
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade	
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade	
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Grade Ladder	
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder	
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder	
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder	
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate	
		Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate	
		Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate	
		Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate	
Business Unit	A Line Manager can choose business unit organization for business units in their	Role: Line Manager Privilege: Choose Business Unit	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	organization security profile	Organization (Data) Resource: Business Unit	
Cash Advance	A Line Manager can view employee expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Cash Advance	
Compensation Allocation	A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile	Role: Manage Workforce Compensation by Line Manager Privilege: Allocate Compensation Person Rate by Line Manager (Data) Resource: Compensation Allocation	
	A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile	Role: Manage Workforce Compensation by Line Manager Privilege: Approve and Submit Compensation Allocation by Line Manager (Data) Resource: Compensation Allocation	
	A Line Manager can report compensation allocation for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation	
Compensation History	A Line Manager can view compensation history for subordinates in their person and assignment security profile	Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History	
Compensation Note	A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own	Role: Manage Workforce Compensation by Line Manager Privilege: Manage Compensation Note (Data) Resource:	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Compensation Note	
Compensation Promotion	A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile	Role: Manage Workforce Compensation by Line Manager Privilege: Award Compensation Promotion by Line Manager (Data) Resource: Compensation Promotion	
Compensation Stock Grant	A Line Manager can report compensation stock grant for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant	
	A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile	Role: Manage Workforce Compensation by Line Manager Privilege: View Compensation Stock Grant by Line Manager (Data) Resource: Compensation Stock Grant	
Corporate Card Transaction	A Line Manager can manage outstanding corporate card transaction for the employees for whom they are responsible	Role: Line Manager Privilege: Manage Outstanding Corporate Card Transaction (Data) Resource: Corporate Card Transaction	Fact: Employee Expenses Corporate Card Dimension(s): Security Manager
Department	A Line Manager can choose department for departments in their organization security profile	Role: Line Manager Privilege: Choose Department (Data) Resource: Department	
	A Line Manager can report department for departments in their organization security profile	Role: Absence Management Transaction Analysis Privilege: Report Department (Data) Resource: Department	
		Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department	
		Role: Vacancy Transaction Analysis	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Privilege: Report Department (Data) Resource: Department	
		Role: Workforce Transaction Analysis Privilege: Report Department (Data) Resource: Department	
Expense	A Line Manager can view employee expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense	Fact: Employee Expenses Overview Dimension(s): Security Manager
			Fact: Employee Expenses Violation Dimension(s): Security Manager
Expense Report	A Line Manager can view employee expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense Report	
Expense Report Approval Note	A Line Manager can manage expense report approval note for the employees for whom they are responsible	Role: Expense Approval Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note	
HR Document Type	A Line Manager can report document type for document types in their document type security profile	Role: Documents of Record Transaction Analysis Privilege: Report Document Type (Data) Resource: HR Document Type	
HR Job	A Line Manager can choose hr job for all jobs in the enterprise	Role: Line Manager Privilege: Choose HR Job (Data) Resource: HR Job	
	A Line Manager can report hr job for all jobs in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job	
		Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job	
		Role: Vacancy	

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	group security profile	Flow (Data) Resource: Payroll Checklist Annotation	
Payroll Definition	A Line Manager can choose payroll for payrolls in their payroll security profile	Role: Line Manager Privilege: Choose Payroll (Data) Resource: Payroll Definition	
Payroll Flow Definition	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition	
Payroll Flow Definition Parameter	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter	
Performance Document	A Line Manager can create performance document for subordinates in their person and assignment security profile	Role: Performance Management Line Manager Privilege: Create Performance Document (Data) Resource: Performance Document	
	A Line Manager can manage performance document for subordinates in their person and assignment security profile	Role: Performance Management Line Manager Privilege: Manage Performance Document (Data) Resource: Performance Document	
Performance Goal	A Line Manager can manage development goal for subordinates in their person security profile	Role: Goal Management Line Manager Privilege: Manage Development Goal (Data) Resource: Performance Goal	
	A Line Manager can manage performance goal for subordinates in their person and assignment security profile	Role: Goal Management Line Manager Privilege: Manage Performance Goal (Data) Resource: Performance Goal	
	A Line Manager can report career development for	Role: Career Development	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	subordinates in their person and assignment security profile	Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal	
Person	A Line Manager can add pending worker for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Add Pending Worker (Data) Resource: Person	
		Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person	
	A Line Manager can compare person for subordinates in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person	
	A Line Manager can hire pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person	
	A Line Manager can print worker portrait for subordinates in their person and assignment security profile	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person	
	A Line Manager can rehire employee for subordinates in their person and assignment security profile	Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person	
	A Line Manager can renew placement for subordinates in their person and assignment security profile	Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person	
	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person	
		Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person	
	Role: Workforce Transaction Analysis Privilege: Report Person (Data)		

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Resource: Person	
	A Line Manager can search person live for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Search Person Live (Data) Resource: Person	
	A Line Manager can share worker information for subordinates in their person and assignment security profile	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person	
	A Line Manager can view talent profile experience and qualifications for subordinates in their person and assignment security profile	Role: View Portrait Experience and Qualifications Card Privilege: View Talent Profile Experience and Qualifications (Data) Resource: Person	
	A Line Manager can view worker availability portrait card for subordinates in their person and assignment security profile	Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person	
	A Line Manager can view worker career planning portrait card for subordinates in their person and assignment security profile	Role: View Portrait Career Planning Card Privilege: View Worker Career Planning Portrait Card (Data) Resource: Person	
	A Line Manager can view worker development and growth portrait card for subordinates in their person and assignment security profile	Role: View Portrait Development and Growth Card Privilege: View Worker Development and Growth Portrait Card (Data) Resource: Person	
	A Line Manager can view worker employment information portrait card for subordinates in their person and assignment security profile	Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person	
	Person Absence Entry	A Line Manager can maintain self service absence record for people and assignments in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Line Manager can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry	
Person Address	A Line Manager can create new hire person address for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire Person Address (Data) Resource: Person Address	
		Role: Create Work Relationship Privilege: Create New Hire Person Address (Data) Resource: Person Address	
		Role: Employee Hire Privilege: Create New Hire Person Address (Data) Resource: Person Address	
		Role: Nonworker Addition Privilege: Create New Hire Person Address (Data) Resource: Person Address	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire Person Address (Data) Resource: Person Address	
		A Line Manager can report person address for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Address (Data) Resource: Person Address
Person Assignment	A Line Manager can promote worker for subordinates in their person and assignment security profile	Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment	
	A Line Manager can report person assignment for persons	Role: Compensation Transaction Analysis	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	and assignments in their person and assignment security profile	Privilege: Report Person Assignment (Data) Resource: Person Assignment	
		Role: Workforce Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment	
	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment	
		Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment	
	A Line Manager can transfer worker for subordinates in their person and assignment security profile	Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment	
	A Line Manager can view person assignment for persons and assignments in their person and assignment security profile	Role: Line Manager Privilege: View Person Assignment (Data) Resource: Person Assignment	
Person Checklist	A Line Manager can report person checklist for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Checklist (Data) Resource: Person Checklist	
Person Communication Method	A Line Manager can report person communication method for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Communication Method (Data) Resource: Person Communication Method	
Person Contact	A Line Manager can report person contact for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Contact (Data) Resource: Person Contact	
Person Document of Record	A Line Manager can report worker documents of record for	Role: Documents of Record Transaction	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	people and assignments in their person assignment security profile and for documents in their document types security profile	Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Document of Record	
Person Documentation	A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation	
	A Line Manager can search person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	Role: Manage Person Documentation Privilege: Search Person Documentation (Data) Resource: Person Documentation	
Person Driver License	A Line Manager can create new hire driver license for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire Driver License (Data) Resource: Person Driver License	
		Role: Create Work Relationship Privilege: Create New Hire Driver License (Data) Resource: Person Driver License	
		Role: Employee Hire Privilege: Create New Hire Driver License (Data) Resource: Person Driver License	
		Role: Nonworker Addition Privilege: Create New Hire Driver License (Data) Resource: Person Driver License	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire Driver License (Data) Resource: Person Driver License	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Line Manager can report driver license for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Driver License (Data) Resource: Person Driver License	
Person Email	A Line Manager can create new hire e-mail for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire E-mail (Data) Resource: Person Email	
		Role: Create Work Relationship Privilege: Create New Hire E-mail (Data) Resource: Person Email	
		Role: Employee Hire Privilege: Create New Hire E-mail (Data) Resource: Person Email	
		Role: Nonworker Addition Privilege: Create New Hire E-mail (Data) Resource: Person Email	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire E-mail (Data) Resource: Person Email	
		Role: Compensation Transaction Analysis Privilege: Report Person Email (Data) Resource: Person Email	
Person Identifier for External Applications	A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications	
Person National Identifier	A Line Manager can create new hire national identifier for people they are hiring	Role: Contingent Worker Addition Privilege: Create New	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Hire National Identifier (Data) Resource: Person National Identifier	
	Role: Create Work Relationship Privilege: Create New Hire National Identifier (Data) Resource: Person National Identifier		
	Role: Employee Hire Privilege: Create New Hire National Identifier (Data) Resource: Person National Identifier		
	Role: Nonworker Addition Privilege: Create New Hire National Identifier (Data) Resource: Person National Identifier		
	Role: Pending Worker Addition and Hire Privilege: Create New Hire National Identifier (Data) Resource: Person National Identifier		
	A Line Manager can report person national identifier for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person National Identifier (Data) Resource: Person National Identifier	
Person Passport	A Line Manager can create new hire passport for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire Passport (Data) Resource: Person Passport	
		Role: Create Work Relationship Privilege: Create New Hire Passport (Data) Resource: Person Passport	
		Role: Employee Hire Privilege: Create New Hire Passport (Data) Resource: Person	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Passport	
		Role: Nonworker Addition Privilege: Create New Hire Passport (Data) Resource: Person Passport	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire Passport (Data) Resource: Person Passport	
	A Line Manager can report person passport for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Passport (Data) Resource: Person Passport	
Person Phone	A Line Manager can create new hire phone for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire Phone (Data) Resource: Person Phone	
		Role: Create Work Relationship Privilege: Create New Hire Phone (Data) Resource: Person Phone	
		Role: Employee Hire Privilege: Create New Hire Phone (Data) Resource: Person Phone	
		Role: Nonworker Addition Privilege: Create New Hire Phone (Data) Resource: Person Phone	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire Phone (Data) Resource: Person Phone	
	A Line Manager can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Phone (Data) Resource: Person Phone	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
Person Plan Accrual	A Line Manager can view accrual plan balance for people and assignments in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
	A Line Manager can view accrual plan balance for themselves	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual	
Person Type	A Line Manager can choose person type for any person type	Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type	
	A Line Manager can choose person type for person types in their person type security profile	Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type	
		Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type	
		Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type	
		Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type	
Person Visa	A Line Manager can create new hire visa for people they are hiring	Role: Contingent Worker Addition Privilege: Create New Hire Visa (Data) Resource: Person Visa	
		Role: Create Work Relationship Privilege: Create New Hire Visa (Data) Resource: Person Visa	
		Role: Employee Hire Privilege: Create New Hire Visa (Data) Resource: Person Visa	
		Role: Nonworker	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Addition Privilege: Create New Hire Visa (Data) Resource: Person Visa	
		Role: Pending Worker Addition and Hire Privilege: Create New Hire Visa (Data) Resource: Person Visa	
	A Line Manager can report person visa for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Visa (Data) Resource: Person Visa	
Position	A Line Manager can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position	
		Role: Line Manager Privilege: Choose Position (Data) Resource: Position	
	A Line Manager can report position for positions in their position security profile	Role: Absence Management Transaction Analysis Privilege: Report Position (Data) Resource: Position	
		Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position	
		Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position	
		Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position	
Public Person	A Line Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Line Manager Privilege: Choose Public Person (Data) Resource: Public Person	
		Role: Workforce Model Plan Line Manager Privilege: Choose Public Person (Data) Resource: Public	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	A Line Manager can compare hcm information for subordinates in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare HCM Information Resource: Public Person	
	A Line Manager can report public person for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person	
	A Line Manager can view worker contact portrait card for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person	
	A Line Manager can view worker contact portrait card for subordinates in their person and assignment security profile	Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person	
Salary	A Line Manager can enter salary details for subordinates in their person and assignment security profile	Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary	
	A Line Manager can report salary for subordinates in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary	
	A Line Manager can view salary details for people and assignments in their person and assignment security profile	Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary	
	A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile	Role: View Compensation Portrait Card Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary	
Schedule Assignment	A Line Manager can manage work schedule assignment for persons and assignments in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Assignment	
	A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment	
Succession Plan Candidate	A Line Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager	Role: Manage Succession Plan Candidate Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate	
	A Line Manager can view succession plan candidate for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate	
	A Line Manager can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate	
Succession Plan Detail	A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile	Role: Manage Succession Plan Candidate Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail	
	A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile	Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Succession Plan Detail	
	A Line Manager can view succession plan for all public succession plans	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail	
	A Line Manager can view	Role: View Succession	

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

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

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
	other than sales accounts and sales prospects.	Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
	A Line Manager can view trading community person for all resources in the enterprise	Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party	
Trading Community Person Address Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference	
Trading Community Person Address Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference	
Trading Community Person Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference	
Trading Community Person Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference	
User	A Line Manager can create user name for subordinates in their person security profile.	Role: Link User Name to Person	

Business Object	Policy Description	Policy Store Implementation	Analytics Implementation
		Privilege: Create User Name (Data) Resource: User	
	A Line Manager can link user account for subordinates in their person security profile.	Role: Link User Name to Person Privilege: Link User Account (Data) Resource: User	
User Role	A Line Manager can assign user roles for subordinates in their person and assignment security profile	Role: Manage User Account Privilege: Assign User Roles (Data) Resource: User Role	
	A Line Manager can view person account details for subordinates in their person and assignment security profile	Role: View Portrait User Account Details Card Privilege: View Person Account Details (Data) Resource: User Role	
Vacancy Requisition	A Line Manager can manage vacancy for subordinates in their person and assignment security profile	Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition	
	A Line Manager can report vacancy for subordinates in their person and assignment security profile	Role: Vacancy Transaction Analysis Privilege: Report Vacancy (Data) Resource: Vacancy Requisition	
	A Line Manager can view vacancy for subordinates in their person and assignment security profile	Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition	
Variable Compensation Allocation	A Line Manager can enter variable compensation allocation for subordinates in their person and assignment security profile	Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation	
Work Relationship	A Line Manager can terminate work relationship for subordinates in their person and assignment security profile	Role: Terminate Work Relationship Privilege: Terminate Work Relationship (Data) Resource: Work Relationship	
Worker	A Line Manager can change worker location for subordinates in their person and	Role: Change Worker Location Privilege: Change	

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

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

Data Role Templates

You use data role templates to create new roles that are authorized to specific data. For example, creating an Accounts Payable Manager authorized to the Suppliers,

Invoices and Payments within a specific business unit. These types of roles are called data roles.

The data role template specifies which base roles to combine with which dimension values for a set of data security policies. The template generates the data roles using a naming convention specified by the template's naming rule. Data role templates are invoked automatically on the creation of a new dimension value.

Data role templates for the offering **Incentive Compensation**.

Template Display Name	Incentive Compensation Template for Business Function Incentive Compensation
Template Name	IncentiveCompensation
Template Description	Incentive Compensation Template for Business Function Incentive Compensation
Dimension Column Names	BU_ID, BUSINESS_UNIT_CODE, BUSINESS_UNIT_NAME
Role Name Naming Rule	ROLE_CODE '_' BUSINESS_UNIT_CODE
Role Display Name Naming Rule	ROLE_NAME ' ' BUSINESS_UNIT_NAME
Role Description Naming Rule	Role [ROLE_NAME] implementing business function BFunc.bf_name for business unit [BUSINESS_UNIT_NAME]
Template Base Roles	
Incentive Compensation Analyst Incentive Compensation Application Administrator Incentive Compensation Manager Incentive Compensation Plan Administrator	
Template Policy Business Object	Template Policy Description
Incentive Compensation Analyst Group	An Incentive Compensation Manager can manage incentive compensation analyst group for the business units for which they are authorized
Incentive Compensation Calculation Batch	An Incentive Compensation Manager can manage incentive compensation calculation batch for the business units for which they are authorized
Incentive Compensation Calculation Batch	An Incentive Compensation Plan Administrator can manage incentive compensation calculation batch for the business units for which they are authorized
Incentive Compensation Calculation Batch	An Incentive Compensation Plan Administrator can review incentive compensation calculation batch for the business units for which they are authorized
Incentive Compensation Calendar Period Status	An Incentive Compensation Application Administrator can manage incentive compensation calendar period for the business units for which they are authorized
Incentive Compensation Calendar Period Status	An Incentive Compensation Manager can manage incentive compensation calendar period for the business units for which they are authorized
Incentive Compensation Classification Rule	An Incentive Compensation Plan Administrator can manage incentive compensation classification rule hierarchy for the business units for which they are authorized
Incentive Compensation Credit Batch	An Incentive Compensation Manager can manage incentive compensation credit batch for the business units for which they are authorized
Incentive Compensation Credit Batch	An Incentive Compensation Plan Administrator can manage incentive compensation credit batch for the business units for which they are authorized

Template Policy Business Object	Template Policy Description
Incentive Compensation Credit Category	An Incentive Compensation Plan Administrator can manage incentive compensation category hierarchy for the business units for which they are authorized
Incentive Compensation Credit Category	An Incentive Compensation Plan Administrator can manage incentive compensation credit category for the business units for which they are authorized
Incentive Compensation Credit Rule	An Incentive Compensation Manager can manage incentive compensation credit rule for the business units for which they are authorized
Incentive Compensation Credit Rule Participant	An Incentive Compensation Analyst can assign incentive compensation credit rule for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation Dispute	An Incentive Compensation Analyst can manage incentive compensation dispute for the business units for which they are authorized
Incentive Compensation Dispute	An Incentive Compensation Analyst can manage incentive compensation dispute for the participants assigned to them directly, or indirectly
Incentive Compensation Dispute	An Incentive Compensation Manager can manage incentive compensation dispute for the business units for which they are authorized
Incentive Compensation Dispute	An Incentive Compensation Manager can manage incentive compensation dispute for the participants assigned to them directly, or indirectly
Incentive Compensation Earnings Type	An Incentive Compensation Application Administrator can manage incentive compensation earning types for the business units for which they are authorized
Incentive Compensation Earnings Type	An Incentive Compensation Plan Administrator can manage incentive compensation earning types for the business units for which they are authorized
Incentive Compensation Expression	An Incentive Compensation Plan Administrator can manage incentive compensation expression for the business units for which they are authorized
Incentive Compensation Goal	An Incentive Compensation Analyst can manage incentive compensation goal for the business units for which they are authorized
Incentive Compensation Goal	An Incentive Compensation Manager can manage incentive compensation goal for the business units for which they are authorized
Incentive Compensation Goal	An Incentive Compensation Plan Administrator can manage incentive compensation goal for the business units for which they are authorized
Incentive Compensation Interval Type	An Incentive Compensation Application Administrator can manage incentive compensation intervals for the business units for which they are authorized
Incentive Compensation Interval Type	An Incentive Compensation Plan Administrator can manage incentive compensation intervals for the business units for which they are authorized
Incentive Compensation Logged Change Event	An Incentive Compensation Manager can manage incentive compensation logged change event for the business units for which they are authorized
Incentive Compensation Logged Change Event	An Incentive Compensation Plan Administrator can manage incentive compensation logged change event for the business units for which they are authorized
Incentive Compensation Measure	An Incentive Compensation Analyst can review incentive compensation measure for the business units for which they are

Template Policy Business Object	Template Policy Description
	authorized
Incentive Compensation Measure	An Incentive Compensation Manager can review incentive compensation measure for the business units for which they are authorized
Incentive Compensation Measure	An Incentive Compensation Plan Administrator can manage incentive compensation measure for the business units for which they are authorized
Incentive Compensation Modeling Scenario	An Incentive Compensation Plan Administrator can manage incentive compensation scenario for the business units for which they are authorized
Incentive Compensation Participant	An Incentive Compensation Analyst can manage incentive compensation participant detail for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation Participant	An Incentive Compensation Analyst can review incentive compensation participant for the participants assigned to them directly, or indirectly
Incentive Compensation Participant	An Incentive Compensation Application Administrator can manage incentive compensation participant for the business units for which they are authorized
Incentive Compensation Participant	An Incentive Compensation Manager can manage incentive compensation participant detail for the business units for which they are authorized
Incentive Compensation Participant	An Incentive Compensation Manager can register incentive compensation participant for the business units for which they are authorized
Incentive Compensation Participant	An Incentive Compensation Manager can review incentive compensation participant for the business units for which they are authorized
Incentive Compensation Participant	An Incentive Compensation Plan Administrator can register incentive compensation participant for the business units for which they are authorized
Incentive Compensation Participant Attainment Balance	An Incentive Compensation Analyst can review incentive compensation participant attainment balance for the participants assigned to them directly, or indirectly
Incentive Compensation Participant Attainment Balance	An Incentive Compensation Manager can review incentive compensation participant attainment balance for the business units for which they are authorized
Incentive Compensation Participant Earning Balance	An Incentive Compensation Analyst can review incentive compensation participant earning balance for the participants assigned to them directly, or indirectly
Incentive Compensation Participant Earning Balance	An Incentive Compensation Manager can review incentive compensation participant earning balance for the business units for which they are authorized
Incentive Compensation Participant Subledger	An Incentive Compensation Analyst can review incentive compensation participant subledger for the participants assigned to them directly, or indirectly
Incentive Compensation Participant Subledger	An Incentive Compensation Manager can review incentive compensation participant subledger for the business units for which they are authorized
Incentive Compensation Pay Group	An Incentive Compensation Manager can manage incentive compensation pay group for the business units for which they are authorized
Incentive Compensation Pay Group	An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized

Template Policy Business Object	Template Policy Description
Incentive Compensation Payment Batch	An Incentive Compensation Manager can create incentive compensation payment batch for the business units for which they are authorized
Incentive Compensation Payment Batch	An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized
Incentive Compensation Payment Batch	An Incentive Compensation Manager can pay incentive compensation payment batch for the business units for which they are authorized
Incentive Compensation Payment Plan	An Incentive Compensation Manager can manage incentive compensation payment plan for the business units for which they are authorized
Incentive Compensation Payment Plan	An Incentive Compensation Manager can review incentive compensation payment plan for the business units for which they are authorized
Incentive Compensation Payment Transaction	An Incentive Compensation Analyst can review incentive compensation payment transaction for the participants assigned to them directly, or indirectly
Incentive Compensation Payment Transaction	An Incentive Compensation Manager can review incentive compensation payment transaction for the business units for which they are authorized
Incentive Compensation Paysheet	An Incentive Compensation Analyst can maintain incentive compensation participant paysheet for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation Paysheet	An Incentive Compensation Analyst can manage incentive compensation paysheet for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation Paysheet	An Incentive Compensation Analyst can review incentive compensation paysheet for the participants assigned to them directly, or indirectly
Incentive Compensation Paysheet	An Incentive Compensation Manager can maintain incentive compensation participant paysheet for the business units for which they are authorized
Incentive Compensation Paysheet	An Incentive Compensation Manager can manage incentive compensation paysheet for the business units for which they are authorized
Incentive Compensation Paysheet	An Incentive Compensation Manager can review incentive compensation paysheet for the business units for which they are authorized
Incentive Compensation Plan	An Incentive Compensation Analyst can review incentive compensation plan for the business units for which they are authorized
Incentive Compensation Plan	An Incentive Compensation Manager can review incentive compensation plan for the business units for which they are authorized
Incentive Compensation Plan	An Incentive Compensation Plan Administrator can manage incentive compensation plan for the business units for which they are authorized
Incentive Compensation Plan Component	An Incentive Compensation Analyst can review incentive compensation plan component for the business units for which they are authorized
Incentive Compensation Plan Component	An Incentive Compensation Manager can review incentive compensation plan component for the business units for which they are authorized
Incentive Compensation Plan	An Incentive Compensation Plan Administrator can manage

Template Policy Business Object	Template Policy Description
Component	incentive compensation plan component for the business units for which they are authorized
Incentive Compensation Plan Role Assignment	An Incentive Compensation Manager can manage incentive compensation plan assignment to role for the business units for which they are authorized
Incentive Compensation Rate Dimension	An Incentive Compensation Plan Administrator can manage incentive compensation rate dimension for the business units for which they are authorized
Incentive Compensation Rate Table	An Incentive Compensation Plan Administrator can manage incentive compensation rate table for the business units for which they are authorized
Incentive Compensation Rollup Group	An Incentive Compensation Manager can manage incentive compensation rollup group for the business units for which they are authorized
Incentive Compensation Rollup Group Participant	An Incentive Compensation Analyst can assign incentive compensation rollup group for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation System Parameter	An Incentive Compensation Application Administrator can set up incentive compensation parameters for the business units for which they are authorized
Incentive Compensation Tables and Columns Setup	An Incentive Compensation Application Administrator can configure incentive compensation tables and columns for the business units for which they are authorized
Incentive Compensation Tables and Columns Setup	An Incentive Compensation Plan Administrator can configure incentive compensation tables and columns for the business units for which they are authorized
Incentive Compensation Team	An Incentive Compensation Analyst can manage incentive compensation team for the business units for which they are authorized
Incentive Compensation Team	An Incentive Compensation Manager can manage incentive compensation team for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Analyst can maintain incentive compensation transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Analyst can manage incentive compensation participant transaction for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy
Incentive Compensation Transaction	An Incentive Compensation Analyst can review incentive compensation transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Manager can maintain incentive compensation transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Manager can manage incentive compensation participant transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Manager can review incentive compensation transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Plan Administrator can maintain incentive compensation transaction for the business units for which they are authorized
Incentive Compensation Transaction	An Incentive Compensation Plan Administrator can review incentive compensation transaction for the business units for

Template Policy Business Object	Template Policy Description
	which they are authorized
Incentive Compensation Transaction Collection Batch	An Incentive Compensation Manager can manage incentive compensation transaction collection batch for the business units for which they are authorized
Incentive Compensation Transaction Collection Batch	An Incentive Compensation Plan Administrator can manage incentive compensation transaction collection batch for the business units for which they are authorized