Oracle Fusion Cloud Sales Automation

Security Reference for Incentive Compensation

Oracle Fusion Cloud Sales Automation
Security Reference for Incentive Compensation

F77848-11

Copyright © 2011, 2025, Oracle and/or its affiliates.

Author: Oracle Sales Security Reference for Incentive Compensation

Contents

Get Help i

1 Introduction 1

Overview of Security Reference 1
Sales and Fusion Service Offerings 1
Advisory Note on Subscription Impact 2

2 What's New 3

Overview 3
New Aggregate Privileges 3
New Privileges 3

3 Roles 5

Contingent Worker (Abstract Role) 5
Employee (Abstract Role) 84
Incentive Compensation Analyst (Job Role) 182
Incentive Compensation Application Administrator (Job Role) 225
Incentive Compensation Integration Specialist (Job Role) 236
Incentive Compensation Manager (Job Role) 239
Incentive Compensation Participant (Abstract Role) 284
Incentive Compensation Participant Manager (Abstract Role) 291
Incentive Compensation Plan Administrator (Job Role) 304
Line Manager (Abstract Role) 321

Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

Get Support

You can get support at *My Oracle Support*. For accessible support, visit *Oracle Accessibility Learning and Support*.

Get Training

Increase your knowledge of Oracle Cloud by taking courses at *Oracle University*.

Join Our Community

Use *Cloud Customer Connect* to get information from industry experts at Oracle and in the partner community. You can join forums to connect with other customers, post questions, suggest *ideas* for product enhancements, and watch events.

Learn About Accessibility

For information about Oracle's commitment to accessibility, visit the *Oracle Accessibility Program*. Videos included in this guide are provided as a media alternative for text-based topics also available in this guide.

Share Your Feedback

We welcome your feedback about Oracle Applications user assistance. If you need clarification, find an error, or just want to tell us what you found helpful, we'd like to hear from you.

You can email your feedback to *oracle_fusion_applications_help_ww_grp@oracle.com*.

Thanks for helping us improve our user assistance!

1 Introduction

Overview of Security Reference

If you are an IT Security Manager, this guide is for you. Use the reference information for implementing security for an offering in Oracle Applications Cloud. Depending on the needs of your enterprise, determine what works best for your offering, and make the required configuration changes.

Broadly, the reference information includes these details:

- Abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges that are required to perform duties defined by a duty role
- Data security policies for each job role or abstract role
- Policies that protect personally identifiable information

To know more about the roles, privileges, and polices and to learn how to implement and administer security for your offering, refer to your product security guide.

How to Use This Guide

You can review the information in this guide to decide how to assign roles and privileges to specific users. For each role, you will find these details:

- The role hierarchy that lists the other inherited roles
- A list of duties assigned to that role
- Privileges granted to that role
- Data security policies and their implementation scope

Note: The changes you make to the security reference implementation are preserved during upgrades or maintenance patches.

Sales and Fusion Service Offerings

This guide describes the security reference implementation for the Sales and Fusion Service offerings.

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 Cloud Applications Security Reference for Common Features* guide.

Advisory Note on Subscription Impact

Assigning predefined roles and privileges as is to users may impact subscription usage, even if you haven't purchased the subscription. Privileges that are assigned but remain unused can still account for subscription consumption.

Before you assign predefined roles with privileges, evaluate the business needs of your users. Do your users need the entire role and all its privileges in full scope? Or, do they need the role but only a few of its privileges? Evaluating what your users need will help you avoid potential security risks and also keep a check on the subscription consumption.

If you want users to have the predefined role in full scope and have purchased all the impacted cloud services, you can assign the role with privileges as is. For example, only while setting up an application, you may need to assign the predefined Application Implementation Consultant role as is. Once the setup is complete, you can unassign it. Otherwise, Oracle recommends that you make a copy of that predefined role, remove the privileges you don't need, and assign only the required privileges. For a list of all predefined roles with privileges that impact subscription usage, see the spreadsheet *Predefined Roles with Subscription Impact*. To give you an example, here's an indicative list of the top three roles that impact subscription usage:

- Employee (ORA_PER_EMPLOYEE_ABSTRACT)
- Application Implementation Consultant (ORA_ASM_APPLICATION_IMPLEMENTATION_CONSULTANT_JOB)
- Contingent Worker (ORA_PER_CONTINGENT_WORKER_ABSTRACT)

For insights into how Oracle measures and counts Oracle Fusion licenses, see *Metrics Description for Fusion Offerings*

Related Topics

- Guidance for Assigning Predefined Roles

2 What's New

Overview

This release of the offering includes new job roles, abstract roles, duties, aggregate privileges, or privileges.

New Aggregate Privileges

This table lists the new aggregate privileges for the Incentive Compensation offering.

Aggregate Privilege	Description
Manage Attendance Violations by Line Manager	Lets line managers manage worker attendance violations.
View US Tax Jurisdictions by Worker	Allows a US employee to view their tax jurisdictions.

New Privileges

This table lists the new privileges for the Incentive Compensation offering.

Granted Role	Privilege	Description
Line Manager	Manage Time Card Templates by Line Manager	Lets the line manager manage time card templates.
Receiving Management Requester	Process Inventory Nudges	Privilege to process nudges in inventory management.
Receiving Self Service Responsive Application User	Process Inventory Nudges	Privilege to process nudges in inventory management.
View Item Redwood	View Item Redwood Associations	Allow access to view the item associations tab in the View Item Redwood page.
View Item Redwood	View Item Redwood Attachments	Allow access to view the attachment tab in the View Item Redwood page.

Granted Role	Privilege	Description
View Item Redwood	View Item Redwood Changes	Allow access to view the item changes tab in the View Item Redwood page.
View Item Redwood	View Item Redwood Item Categories	Allow access to view the item category tab in the View Item Redwood page.
View Item Redwood	View Item Redwood Items	Allow access to view the View Item Redwood page.
View Item Redwood	View Item Redwood Quality	Allow access to view the quality tab in the View Item Redwood page.
View Item Redwood	View Item Redwood Relationships	Allow access to view the relationships tab in the View Item Redwood page.
View Item Redwood	View Item Redwood Structures	Allow access to view the item structures tab in the View Item Redwood page.

3 Roles

Contingent Worker (Abstract Role)

Identifies the person as a contingent worker.

Role Hierarchy

The Contingent Worker abstract role directly and indirectly inherits these roles.

- Contingent Worker
  - Access Family and Emergency Contacts by Worker
  - Access Journey by Worker
    - Use REST Service - All Tasks in Journey Task Library Read Only
    - Use REST Service - HR Document Types List of Values
    - Use REST Service - Public Workers Read Only
    - Use REST Service - Worker Journeys
    - Use REST Service - Workers List of Values
  - Access Learning Common Components
  - Access Person Contact Information by Worker
  - Access Person Extra Information by Worker
  - Access Person Gallery
  - Access Person Identification Information by Worker
  - Access Personal Details by Worker
  - Access Portrait Payslip
  - Access Portrait Personal Payment Method
  - Access Skills Center
    - Assign Public Skill as Worker
    - Use REST Service - Talent Person Profiles
    - Use REST Service - Talent Person Public Skill Activities Read Only
    - Use REST Service - Talent Person Public Skills Read Only
  - Access Touchpoints by Worker
    - Manage HCM Person Note
    - Request Feedback
    - Use REST Service - Development Goals Read Only
    - Use REST Service - Feedback Requests by Worker or Manager
    - Use REST Service - Performance Goals Read Only

        - Use REST Service - Talent Worker Check-Ins
        - Use REST Service - Talent Worker Engagements by Worker Read Only
        - Use REST Service - Worker Journeys
    - Attachments User
        - CRM Stage Write
    - Business Intelligence Consumer
    - Career Growth Access by Worker
        - Use REST Service - Journeys Read Only
        - Use REST Service - Learning Record Searches by Learner
        - Use REST Service - Worker Journeys
        - View Role Guide
        - View Role Guide Assignment
    - Change Person Address
    - Change Person Marital Status
    - Change Worker Location By Worker
    - Change Worker Working Hour by Worker
    - Compare HCM Information
    - Delete Time Cards by Worker
    - Edit Person Career Planning
    - Edit Person Skills and Qualifications
    - Employee Enrollment
        - Manage Benefit Participant Enrollment Result by Worker
        - Manage Benefits Questionnaire Responses by Worker
        - Self Report a Life Event
        - Use REST Service - Person Benefit Balances
        - Use REST Service - Person Benefit Groups
        - View Benefit Participant Enrollment Result by Worker
        - View Benefits Questionnaire Responses by Worker
    - Expense Entry
        - Business Intelligence Consumer
        - Employee Bank Account Management
        - Transaction Entry with Budgetary Control
            - Business Intelligence Consumer
    - Generate Time Entries by Worker
    - HCM Connections REST Services
        - Use REST Service - Person Notes
        - Use REST Service - Public Workers Read Only
        - Use REST Service - Talent Person Profiles
        - Use REST Service - Talent Person Profiles Read Only
        - Use REST Service - Worker Connections Read Only
    - Maintain Absence Records
    - Manage Availability Patterns

- Manage Cash Disbursements
- Manage Contextual Journey by Worker
  - Use REST Service - HR Document Types List of Values
  - Use REST Service - Journeys Read Only
  - Use REST Service - Public Workers Read Only
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
- Manage Development Goal by Worker
- Manage Donations
- Manage My Account
  - Manage Approval Delegations
  - Manage Role Delegations
- Manage My Voluntary Learning
- Manage Onboarding by Worker
- Manage Performance Goal by Worker
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by Worker
- Manage Person Documentation by Worker
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by Worker
- Manage Person Image
- Manage Person Legislative
- Manage Person Name
- Manage Person National Identifier
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Personal Compensation
- Manage Scheduling Availability Preferences by Worker
- Manage Worker Information Sharing
- Performance Management Worker
  - Create Anytime Performance Document
  - Manage Check-In Document
  - Request Feedback
  - View Performance Summary
  - View Requested Feedback

- Person Communication Methods Management
- Person Communication Methods View
- Portrait Benefits
- Portrait Current and Completed Tasks
- Print Worker Portrait
- Procurement Requester
  - Payables Invoice Inquiry
  - Procurement Folder Reporting
  - Receiving Management Requester
    - Item Inquiry
      - Product Search
      - View Item Redwood
        - Supply Chain Common View Web Service
  - Receiving Self Service Responsive Application User
    - Use REST Service - Guided Journey Responses
    - Use REST Service - Guided Journeys Read Only
  - Requisition Self Service User
    - Use REST Service - Locations List of Values
    - Use REST Service - Locations Read Only
  - Requisition Viewing
    - Payables Invoice Inquiry
  - Transaction Entry with Budgetary Control
    - Business Intelligence Consumer
  - Use REST Service - Guided Journey Responses
  - Use REST Service - Guided Journeys Read Only
- Project Time Entry Mobile
  - Use REST Service - Time Record Events
  - Use REST Service - Time Record Groups Read Only
  - Use REST Service - Time Records Read Only
- Request Time Change
- Share Personal Data Access
- Share Personal Information
- Social Connection Worker
- Submit Absence Bid
- Submit Resignation
- Submit Time Cards by Worker
- Time and Labor Worker
  - Use REST Service - Time Card Entry Details Read Only
  - Use REST Service - Time Cards by Worker
  - Worker Time Card Entry
- Use REST Service - Absence Business Titles List of Values

- Use REST Service - Absence Types List of Values
- Use REST Service - Eligible Contacts List of Values
- Use REST Service - Grades List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HCM Countries List of Values
- Use REST Service - HR Document Types List of Values
- Use REST Service - Jobs List of Values
- Use REST Service - Locations List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Performance Goals List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Recruiting Hierarchy Lists of Values
- Use REST Service - Representatives Read Only
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Compensation Details for Worker
- View Development Goal by Worker
- View Eligible Jobs
- View Employment Information Summary
- View Learning Communities
- View My Recommended Learning
- View My Required Learning
- View Performance Goal by Worker
- View Person Address
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by Worker
- View Person Driver License
- View Person Ethnicity
- View Person Legislative
- View Person Name
- View Person National Identifier
- View Person Passport

- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Scheduling Availability Preferences by Worker
- View Secured Help Content
- View Total Compensation Statements
- View Worker Assignment History Details
- View Worker Calendar by Worker
- View Worker Contract
- View Workforce Schedule by Worker
- Withdraw Resignation
- Workforce Profile Worker

Duties

This table lists the duties assigned directly and indirectly to the Contingent Worker abstract role.

Duty Role	Description
Access Journey by Worker	Allows workers to access their own journeys.
Access Learning Common Components	Access common learning components.
Access Skills Center	Allows the user to access skills center.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
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.

Duty Role	Description
CRM Stage Write	Allows uploading CRM content to stage area on content server
Career Growth Access by Worker	Allows workers to access the Grow page.
Employee Bank Account Management	Manages employee bank accounts and other payment details.
Employee Enrollment	Manages employee enrollments.
Expense Entry	Creates and updates expense items and expense reports.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI
Item Inquiry	Queries and views items in the enterprise.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.
Manage My Account	Manages worker roles.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
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.
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 Folder Reporting	Grants access to the Procurement web catalog folder.
Product Search	Manages product searches.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.

Duty Role	Description
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.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.
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.
Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Item Redwood	Allows users to view item details.
View Secured Help Content	Views help content that was added or edited, containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Contingent Worker abstract role.

Aggregate Privilege	Description
Access Family and Emergency Contacts by Worker	Grants access to persons to view their own contacts.

Aggregate Privilege	Description
Access Person Contact Information by Worker	Allows access to Person contact information such as phones, emails, other communication accounts, and addresses.
Access Person Extra Information by Worker	Allows access to a person's extensible flexfields.
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Person Identification Information by Worker	Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses.
Access Personal Details by Worker	Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information.
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.
Assign Public Skill as Worker	Allows a worker to assign public skills to themselves.
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.
Change Worker Location By Worker	Allows workers to change their work locations.
Change Worker Working Hour by Worker	Allows workers to change their working hours.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Create Anytime Performance Document	Allows creation of anytime performance documents
Delete Time Cards by Worker	Allows the worker to delete time cards. Applies only to the Redwood experience.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Enter Indian Investment Declaration	Allows India employees to enter the investment declaration details.
Enter Indian Previous Employment	Allows India employees to enter their previous employment details when joining in the middle of the financial year.

Aggregate Privilege	Description
Enter Indian Social Insurance	Allows India employees to enter the social insurance details.
Generate Time Entries by Worker	Lets the worker generate time entries from their scheduled hours. Applies only to the Redwood experience.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Approval Delegations	Allows management of user approval delegations.
Manage Availability Patterns	Allows users to create, delete, and update availability patterns.
Manage Benefit Participant Enrollment Result by Worker	Allows workers to access benefits pages where they can manage their own enrollment results.
Manage Benefits Questionnaire Responses by Worker	Allows workers to manage their benefit questionnaire responses.
Manage Cash Disbursements	Allows administrator to dispense part of an accrual plan balance for payment.
Manage Check-In Document	Allows to create, view, edit and delete check-in document for a worker.
Manage Development Goal by Worker	Manages worker's own development goals.
Manage Donations	Allows creation and viewing of absence donations.
Manage HCM Person Note	Views and manages all types of HCM person notes
Manage Indian Employee Flexible Benefit Plan	Allows India employees to restructure their salary components to optimize their personal tax liability.
Manage My Voluntary Learning	Allows users join and manage their voluntary learning assignments.
Manage Onboarding by Worker	Allows worker to complete the onboarding tasks.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Biographical Information	Allows management of a person's biographical information.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Contact Details	Allows management of a person's contacts.
Manage Person Disability by Worker	Allows worker to manage their own disability information.

Aggregate Privilege	Description
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 Extra Information by Worker	Allows access to a person's extensible flexfields.
Manage Person Image	Grants access to manage a person's own image.
Manage Person Legislative	Grants access to persons to manage their own legislative information.
Manage Person Name	Maintains persons' name related attributes.
Manage Person National Identifier	Grants access to persons to manage their own national identifier.
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 Role Delegations	Allows management of user roles delegations.
Manage Scheduling Availability Preferences by Worker	Allows workers to manage their scheduling availability preferences in their calendar.
Manage Worker Information Sharing	Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.
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.
Request Feedback	Allows to request feedback
Request Time Change	Allows the worker to create a time change request.
Self Report a Life Event	Allows employees to report life events for themselves.

Aggregate Privilege	Description
Share Personal Data Access	Allows sharing of access to personal data.
Share Personal Information	Allows sharing of personal information.
Submit Absence Bid	Allows workers to submit absence bids.
Submit Indian Tax Exemption for Allowances	Allows India employees to submit expense bills to claim tax exemptions for their allowances.
Submit Resignation	Allows worker to submit their own resignation.
Submit Time Cards by Worker	Allows the worker to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
Use REST Service - Absence Business Titles List of Values	Allows users to call the GET method associated with the Absence Business Titles REST service.
Use REST Service - Absence Types List of Values	Allows users to call the GET method associated with the Absence Types REST service.
Use REST Service - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library REST Service.
Use REST Service - Development Goals Read Only	Allows users to call GET and describe methods with the Development Goals REST service.
Use REST Service - Feedback Requests by Worker or Manager	Allows the user to call the POST method associated with the Feedback Requests REST service.
Use REST Service - Grades List of Values	Allows the user to call the GET method associated with the grades list of values REST Service.
Use REST Service - Guided Journey Responses	Allows the user to call all methods associated with the Guided Journey Responses REST service.
Use REST Service - Guided Journeys Read Only	Allows the user to call the GET method associated with the Guided Journeys REST service.
Use REST Service - HCM Countries List of Values	Allows the user to call the GET method associated with the HCM Countries list of values REST Service.
Use REST Service - Jobs List of Values	Allows the user to call the GET method associated with the Jobs list of values REST Service.
Use REST Service - Journeys Read Only	Allows the user to call the GET method associated with the Journeys REST Service.

Aggregate Privilege	Description
Use REST Service - Learning Record Searches by Learner	Allows learner to search learning records as a learner.
Use REST Service - Locations List of Values	Allows the user to call the GET method associated with the Locations LOV REST Service.
Use REST Service - Locations Read Only	Allows the user to call the GET method associated with the Locations REST Service.
Use REST Service - Nudge Cards	Allows the user to call all methods associated with the Nudge Cards REST service.
Use REST Service - Performance Goals List of Values	Allows the user to call the GET method associated with the Performance Goals List of Values REST Service.
Use REST Service - Performance Goals Read Only	Allows the user to call the GET method associated with the Performance Goals REST service.
Use REST Service - Person Benefit Balances	Allows users to call all methods associated with the person benefit balances REST service.
Use REST Service - Person Benefit Groups	Allows users to call all methods associated with the person benefit groups REST service.
Use REST Service - Person Notes	Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service.
Use REST Service - Person Reference Data Lists of Values	Allows the user to call the GET method associated with the person reference data lists of values REST services.
Use REST Service - Public Workers Read Only	Allows the user to call the GET method associated with the Public Workers REST Service.
Use REST Service - Recruiting Hierarchy Lists of Values	Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services.
Use REST Service - Representatives Read Only	Allows the user to call the GET method associated with the Representatives REST Service.
Use REST Service - Talent Person Profiles	Allows the user to call all methods associated with the Talent Person Profile REST Service. Areas of interest, areas of expertise, favorite links and tags can be managed using this aggregate privilege.
Use REST Service - Talent Person Profiles Read Only	Allows the user to call the GET method associated with the Talent Person Profile REST Service.
Use REST Service - Talent Person Public Skill Activities Read Only	Allows the user to call the GET method associated with the Public Skill Activities REST Service.

Aggregate Privilege	Description
Use REST Service - Talent Person Public Skills Read Only	Allows the user to call the GET method associated with the Public Skills REST Service.
Use REST Service - Talent Worker Check-Ins	Allows users to call all methods with the Talent Worker Check-Ins REST service.
Use REST Service - Talent Worker Engagements by Worker Read Only	Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a worker.
Use REST Service - Time Card Entry Details Read Only	Lets the person call the Time Card Entry Details REST Service.
Use REST Service - Time Cards by Worker	Lets the worker call the Time Cards REST Service.
Use REST Service - Time Record Events	Allows users to call all methods on time record events associated with the time records REST service.
Use REST Service - Time Record Groups Read Only	Allows users to call the GET method on time record groups associated with the time records REST service.
Use REST Service - Time Records Read Only	Allows users to call the GET method on time records associated with the time records REST service.
Use REST Service - Worker Assignments List of Values	Allows the user to call the GET method associated with the Assignments list of values REST Service.
Use REST Service - Worker Connections Read Only	Allows the user to call the GET method associated with the Worker Connections REST Service.
Use REST Service - Worker Journeys	Allows the user to call all methods associated with the Worker Journeys REST Service.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Additional Assignment Info	Allows viewing of additional assignment info.
View Benefit Participant Enrollment Result by Worker	Allows workers to access benefits pages where they can view their own enrollment results.
View Benefits Questionnaire Responses by Worker	Allows workers to view their benefit questionnaire responses.
View Compensation Details for Worker	Views compensation data for a worker.
View Development Goal by Worker	View worker's own development goals.

Aggregate Privilege	Description
View Eligible Jobs	Allows viewing of eligible jobs for relief in higher class.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Learning Communities	Allows users to view learning communities they are members of.
View My Recommended Learning	Allows users to view learning items recommended to them.
View My Required Learning	Allows users to view their required learning assignments.
View Performance Goal by Worker	View worker's own performance goals.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Address	Grants access to persons to view their own address data.
View Person Biographical Information	Allows access to a person's biographical information.
View Person Citizenship	Grants access to persons to view their own citizenship.
View Person Disability by Worker	Allows access to a person's disability information.
View Person Driver License	Grants access to persons to view their own driver licenses.
View Person Ethnicity	Grants access to persons to view their own ethnicity.
View Person Legislative	Grants access to persons to view their own legislative information.
View Person Name	Views persons' name related attributes.
View Person National Identifier	Grants access to persons to view national identifier.
View Person Passport	Grants access to persons to view their own passports.
View Person Religion	Grants access to persons to view their own religion.
View Person Visa or Permit	Grants access to persons to view their own visas and permits.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.

Aggregate Privilege	Description
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Requested Feedback	Allows workers and line managers to view requested feedback
View Role Guide	Allows the user to view role guides.
View Role Guide Assignment	Allows the user to view role guide assignments.
View Scheduling Availability Preferences by Worker	Allows workers to view their scheduling availability preferences in their calendar.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
View US Tax Jurisdictions by Worker	Allows a US employee to view their tax jurisdictions.
View Worker Assignment History Details	Allows viewing of worker's assignment history details.
View Worker Calendar by Worker	Allows workers to view their calendar.
View Worker Contract	Allows viewing of worker's employment contract details and contract extensions.
View Workforce Schedule by Worker	Allows workers to view their own workforce schedules.
Withdraw Resignation	Allows a worker to withdraw their own resignation

Privileges

This table lists privileges granted to duties of the Contingent Worker abstract role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Access Journey by Worker	Allows workers to access their own journeys.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks Read Only	Allows the user to call the GET method associated with the Workers Journey Tasks REST Service, to retrieve journey tasks assigned to them.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Skills Center	Allows the user to access skills center.	Access Skills Center	Allows the user to access skills center.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Skill Suggestions Read Only	Allows the user to call the GET method associated with the Talent Skill Suggestions REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the Feedback Templates List of Values REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Career Growth Access by Worker	Allows workers to access the Grow page.	Access Career Growth by Worker	Allows workers to access the Grow page.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Directory Page	Allows access to the FUSE directory page.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Performance and Career Planning Page	Allows access to the FUSE performance and career planning page.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Personal Information Page	Allows access to the FUSE personal information page.
Contingent Worker	Identifies the person as a contingent worker.	Access HCM Common Components	Allows access to HCM common components.
Contingent Worker	Identifies the person as a contingent worker.	Access Internal Candidate Experience	Allows access to internal career sites.
Contingent Worker	Identifies the person as a contingent worker.	Access Knowledge from HCM	Allows accessing knowledge articles from HCM pages.
Contingent Worker	Identifies the person as a contingent worker.	Access Learner Self-Service Work Area	Allows access to the My Learning tab in the learning self-service work area.
Contingent Worker	Identifies the person as a contingent worker.	Access My Career and Performance	Allows access to My Career and Performance page.
Contingent Worker	Identifies the person as a contingent worker.	Access My Pay	Allows access to My Pay page
Contingent Worker	Identifies the person as a contingent worker.	Access My Time and Absences	Allows users to access the Time and Absences landing page under Me.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Contingent Worker	Identifies the person as a contingent worker.	Access What to Learn	Allows access to the What to Learn tab in learning self-service work area.
Contingent Worker	Identifies the person as a contingent worker.	Align Performance Goals	Allows aligning of performance goals.
Contingent Worker	Identifies the person as a contingent worker.	Approve Transactions	Allows ability to approve transactions
Contingent Worker	Identifies the person as a contingent worker.	Cancel Performance Goals	Allows performance goals to be cancelled.
Contingent Worker	Identifies the person as a contingent worker.	Claim Shifts	Allows workers to view and claim open shifts
Contingent Worker	Identifies the person as a contingent worker.	Copy Development Goals	Allows copying of development goals.
Contingent Worker	Identifies the person as a contingent worker.	Copy Performance Goals	Allows copying of performance goals.
Contingent Worker	Identifies the person as a contingent worker.	Create Service Request from HCM	Allows the creation of service requests from HCM pages.
Contingent Worker	Identifies the person as a contingent worker.	Delete Development Goals	Allow development goals to be deleted.
Contingent Worker	Identifies the person as a contingent worker.	Delete Performance Goals	Allow performance goals to be deleted.
Contingent Worker	Identifies the person as a contingent worker.	Download Desktop Integrator	Allows to download and install Desktop Integrator.
Contingent Worker	Identifies the person as a contingent worker.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Contingent Worker	Identifies the person as a contingent worker.	Give Anytime Feedback	Allows a user to give anytime feedback.
Contingent Worker	Identifies the person as a contingent worker.	Manage Development Goal	Allows management of development goals of direct reports.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Manage Favorite Colleagues	Allows management of favorite colleagues identified by users for career guidance.
Contingent Worker	Identifies the person as a contingent worker.	Manage Goal Management Notifications	Manage Goal Management Notifications
Contingent Worker	Identifies the person as a contingent worker.	Manage Mentorship	Manage mentorship
Contingent Worker	Identifies the person as a contingent worker.	Manage My Portrait Work Area	Allows access to the My Portrait work area.
Contingent Worker	Identifies the person as a contingent worker.	Manage My Welcome Tab	Allows management of Welcome page.
Contingent Worker	Identifies the person as a contingent worker.	Manage Own HCM Channel Messages	Allows a user to manage their own messages in HCM Channel Messages
Contingent Worker	Identifies the person as a contingent worker.	Manage Performance Goal	Manage Worker Performance or Development Goals
Contingent Worker	Identifies the person as a contingent worker.	Manage Person Allocated Checklist by Worker	Allows a worker to manage their own allocated checklists.
Contingent Worker	Identifies the person as a contingent worker.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
Contingent Worker	Identifies the person as a contingent worker.	Manage Reputation Overview	Manage reputation overview
Contingent Worker	Identifies the person as a contingent worker.	Manage Reputation Scores	Manage reputation scores
Contingent Worker	Identifies the person as a contingent worker.	Manage Scheduled Processes	Allows managment of Scheduled Processes
Contingent Worker	Identifies the person as a contingent worker.	Manage Social Roles	Manage social roles
Contingent Worker	Identifies the person as a contingent worker.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Contingent Worker	Identifies the person as a contingent worker.	Report Time by Web Clock	Allows the worker to report time within a web clock.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Contingent Worker	Identifies the person as a contingent worker.	Share Development Goals	Allows development goals to be shared with other workers.
Contingent Worker	Identifies the person as a contingent worker.	Share Performance Goals	Allows performance goals to be shared with other workers.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Job Families List of Values	Allows the user to call the GET method associated with the job families list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Time Card Lists of Values	Allows the user to call the GET method associated with the Time Card lists of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Workforce Reputation Lists of Values	Allows access to WorkforceReputation REST LOV services.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Use Time Card Templates	Lets the worker use templates when entering their time cards.
Contingent Worker	Identifies the person as a contingent worker.	Validate Project Time and Labor Time Card	Allows access to the web service that validates project attributes on time cards.
Contingent Worker	Identifies the person as a contingent worker.	View Calendar by Worker	Allows worker to view calendar.
Contingent Worker	Identifies the person as a contingent worker.	View Notification Details	Allows product specific notification details.
Contingent Worker	Identifies the person as a contingent worker.	View Performance Goal	Review goals and goal details.
Contingent Worker	Identifies the person as a contingent worker.	View Skill Recommendations	Allows the user to view and select application-generated skill recommendations.
Contingent Worker	Identifies the person as a contingent worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Contingent Worker	Identifies the person as a contingent worker.	View Time by Calendar	Allows view of personal schedule in time calendar.
Contingent Worker	Identifies the person as a contingent worker.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Contingent Worker	Identifies the person as a contingent worker.	Workforce Reputation Subscription User	Allows access to the Workforce Reputation Subscription Application features.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Enrollment	Manages employee enrollments.	Access Benefits Calculators	Allows access to benefit calculators.
Employee Enrollment	Manages employee enrollments.	Change Beneficiaries	Allows employees to change beneficiaries outside open enrollment.
Employee Enrollment	Manages employee enrollments.	Compare Benefit Plans	Allows comparison of medical, dental and vision plans.
Employee Enrollment	Manages employee enrollments.	Elect Benefits	Allows employees to elect benefits.
Employee Enrollment	Manages employee enrollments.	Maintain Plan Beneficiary Designation	Allows maintenance of plan beneficiary designation.
Employee Enrollment	Manages employee enrollments.	Maintain Primary Care Provider	Allows maintenance of primary care physician.
Employee Enrollment	Manages employee enrollments.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison List of Values	Allows users to call the GET method associated with the benefit plans comparison list of values REST service.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison REST service.
Employee Enrollment	Manages employee enrollments.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement	Allows creation and modification of expense reimbursement bank accounts for themselves.
Expense Entry	Creates and updates expense items and expense reports.	Manage Expense Report	Allows creation of expense items and expense reports. Allows updating expense items and managing submitted expense reports. Allows tracking of expense reports, expense items, and payments.
Expense Entry	Creates and updates expense items and expense reports.	Review Expense Reimbursement	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Connections Read Only	Allows users to call the GET method associated with the department connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Searches	Allows the user to search for departments in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Location Connections Read Only	Allows users to call the GET method associated with the location connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Person Notes Visibility Options List of Values	Allows the user to call the GET method associated with the Person Notes Visibility Options list of values REST service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Profile Tag Searches	Allows the user to search for profile tags using REST services.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Worker Searches	Allows the user to search for workers in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Workers	Allows the user to call all methods associated with the Workers REST Service.
Item Inquiry	Queries and views items in the enterprise.	Access Product Development Configurations Using a REST Service	Permits access to configure data in Product Development using REST services, including master organization setup.
Item Inquiry	Queries and views items in the enterprise.	GET Product Management Index REST	Allows access to view indexed attributes.
Item Inquiry	Queries and views items in the enterprise.	Get Item Index Available Attributes REST	Allows access to view available attributes for item.
Item Inquiry	Queries and views items in the enterprise.	Get Search View REST	Allows query of search views.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment	Allows access to view and manage item attachments.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Catalog	Allows access to view and manage item catalogs including categories and category hierarchies.

Granted Role	Granted Role Description	Privilege	Privilege Description
Item Inquiry	Queries and views items in the enterprise.	Manage Item Global Search	Allows access to search for items using secure enterprise search.
Item Inquiry	Queries and views items in the enterprise.	Manage Product Management Search	Allows access to view and edit Product Management Search.
Item Inquiry	Queries and views items in the enterprise.	Manage Search View REST	Allows access to view and manage search views.
Item Inquiry	Queries and views items in the enterprise.	Manage Trading Partner Item Reference	Allows access to manage trading partner item references for items.
Item Inquiry	Queries and views items in the enterprise.	Manage Unit of Measure	Allows configuration of UOMs, UOM classes, and definition of standard, interclass, and intraclass UOM conversions.
Item Inquiry	Queries and views items in the enterprise.	View Item	Allows access to product dashboard.
Item Inquiry	Queries and views items in the enterprise.	View Item Organization Association	Allows access to view item organization assignments.
Item Inquiry	Queries and views items in the enterprise.	View Item Relationship	Allows access to view item relationships.
Item Inquiry	Queries and views items in the enterprise.	View Product Management Search	Allows access to view Product Management Search.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage My Account	Manages worker roles.	Delete Roles Delegated To Me	Allows deleting role delegations delegated to user.
Manage My Account	Manages worker roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage My Account	Manages worker roles.	Reset Password	Allows reset password links to be emailed to users.
Manage My Account	Manages worker roles.	View Own Account Details	Allows viewing of one's own account details.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	Manage Payables Invoices	Allows searching and viewing of Oracle Fusion Payables documents.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice	Allows viewing of Oracle Fusion Payables invoices without performing a search.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker	Allows creation of performance documents by workers.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Print Performance Document	Allows printing of performance documents
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Provide Performance Evaluation Feedback	Allows performance evaluation feedback to be provided.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	View Performance Information on Worker Dashboard	Allows a worker to view the worker's own performance information.
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.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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.	Manage Person Email	Allows access to a person's emails.
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.	Manage Person Phone	Allows access to a person's phones.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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.	Manage Person Email	Allows access to a person's emails.
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.	Manage Person Phone	Allows access to a person's phones.
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester	Allows a procurement requester to initiate cancellation of a purchase order.
Procurement Requester	Prepares requisitions for themselves.	Change Purchase Order as Procurement Requester	Allows a procurement requester to initiate changes to an approved purchase order.
Product Search	Manages product searches.	Access HCM Common Components	Allows access to HCM common components.
Product Search	Manages product searches.	Access Product Development Configurations Using a REST Service	Permits access to configure data in Product Development using REST services, including master organization setup.
Product Search	Manages product searches.	GET Product Management Index REST	Allows access to view indexed attributes.
Product Search	Manages product searches.	Get Item Index Available Attributes REST	Allows access to view available attributes for item.
Product Search	Manages product searches.	Get Search View REST	Allows query of search views.
Product Search	Manages product searches.	Manage Search Consumer Applications Rest	Allows access to view and manage Search Consumer Applications for application sets that required for picker applications.

Granted Role	Granted Role Description	Privilege	Privilege Description
Product Search	Manages product searches.	Manage Search View REST	Allows access to view and manage search views.
Product Search	Manages product searches.	Manage System Searches	Allows users to manage HCM system searches.
Product Search	Manages product searches.	Use REST Service - Saved Searches	Allows the user to call all methods associated with the Saved Searches REST Service.
Product Search	Manages product searches.	View Product Management Search	Allows access to view Product Management Search.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	Report Time for Project Tasks	Allows reporting of time and management of time cards on mobile devices.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Expenditure Types Service	Allows access to the service to get the list of expenditure types.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Financial Tasks Service	Allows access to the service to view financial tasks.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt	Allows correction of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Create Self-Service Receiving Receipt	Allows creation of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Self-Service Receiving Receipt Return	Allows return of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Monitor Self-Service Receiving Receipt Work Area	Allows access to the self-service receipts work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Process Inventory Nudges	Privilege to process nudges in inventory management.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Receiving Receipt Summary	Allows review of receipt summary information.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Self-Service Receiving Receipt	Allows review of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Purchase Order	Allows a user to review a purchase order.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Receiving Receipt Notification	Allows viewing of receipt notifications.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Requisition	Allows users to view requisition details.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Work Confirmation	Allows a user to review a work confirmation.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Create Receipt with the Responsive Self Service Receiving Application	Privilege to access the new my receipts work area and create self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Get Trading Partner Item Relationship Rest	Allows query access to trading partner Item relationship through the REST API.

Granted Role	Granted Role Description	Privilege	Privilege Description
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Process Inventory Nudges	Privilege to process nudges in inventory management.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Return Receipt with the Responsive Self Service Receiving Application	Privilege to return self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Update Receipt with the Responsive Self Service Receiving Application	Privilege to update self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inbound Shipment Using Responsive Receiving Application	Allows viewing an inbound shipment using the responsive receiving application.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inbound Shipment for Business Unit by Web Service	Allows viewing an inbound shipment for a business unit by web service.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inventory Transfer Order	Allows access to view inventory transfer orders.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Purchase Order	Allows a user to review a purchase order.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Receipt Summary and Transaction History using Responsive Receiving	Privilege to view receipt summary and transaction history using responsive receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Receipt with the Responsive Self Service Receiving Application	Privilege to view self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Shipment Using Responsive Shipping	Allows viewing shipment details by using a shipment number. This privilege can't be used as a standalone privilege to view shipments.
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 for Internal Material Transfers	Allows users to create requisitions for internal material transfers.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows users to change deliver-to locations on requisition lines.
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 Noncatalog Requests	Allows users to create requests for items not available through the procurement catalog.
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 One Time Location	Allows users to enter one-time address on requisition lines.
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.	Distribute Award Project Costs and Quantities	Allows user to initiate the award distribution process that will match the costs and quantities provided to available award funding patterns to distribute.
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.	Get Best Or All Available Supply Sources	Get the best supply source or all the available supply sources to fulfill an internal material transfer request.
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.	Get Enterprise Structures Using REST Service	Allows access to REST services list of values for various XLE, GL, FUN Intercompany setup related business objects that will be consumed cross pillars.
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.	Get Internal Transfer Requesting Organization Price	Get the transfer price to the requesting organization for an internal transfer order.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Get Item Category Rest	Allows query access to item categories through the REST API.
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.	Get Project Setups	Allows access to list of values for various Projects setup related business objects that will be consumed cross pillars using REST services or BIP reports.
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.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
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.	Manage Requisition	Allows users to create, search, and view requisitions.
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.	Submit Requisition with One Click	Allows user submit the shopping cart (requisition) without first going to the edit requisition page.
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.	View Daily Conversion Rate	Allows view access to daily conversion information.
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.	View Geography Information	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	View Inbound Shipment Using Responsive Receiving Application	Allows viewing an inbound shipment using the responsive receiving application.
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.	View Inbound Shipment for Business Unit by Web Service	Allows viewing an inbound shipment for a business unit by web service.
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.	View Purchasing Hazard Classes List of Values using REST Service	Allows access to REST services list of values for hazard classes that will be consumed cross pillars.
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.	View Purchasing UN Numbers List of Values using REST Service	Allows access to REST services list of values for UN numbers that will be consumed cross pillars.
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.	View Requisition	Allows users to view requisition details.
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.	View Trading Community Location	Allows the invocation of location web services.
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.	View Units Of Measure List of Values by Web Service	Allow viewing units of measure list of values by web service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Requisition Viewing	View requisition and associated documents.	Review Receiving Transaction History	Allows viewing of the receiving transaction history for a receipt.
Requisition Viewing	View requisition and associated documents.	View Purchase Order as Procurement Requester	Allows a procurement requester to review a purchase order.
Requisition Viewing	View requisition and associated documents.	View Requisition	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	View Supplier Negotiation	Allows users to review a supplier negotiation.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group	Allows adding of someone as a member to a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Create Social Group	Allows creation of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Social Connection	Allows sending of an invitation to connect.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Someone to Social Group	Allows sending of an invitation to be a member of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Link Social Group	Allows linking of a social group to an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Kudos	Allows sending of kudos to someone.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Message Board	Allows management of postings on the message board.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Bookmarks	Allows creation of social bookmarks and sharing them with connections.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Connections	Allows management of social connections and connection lists.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Group	Allows creation of social groups. Allows management of groups, such as adding social group

Granted Role	Granted Role Description	Privilege	Privilege Description
			content, adding and removing members to groups, and leaving groups.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Self-descriptive Information	Allows management of self-descriptive information, such as the about me description, and areas of interest.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Unlink Social Group	Allows unlink of a social group from an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Activity Stream	Allows viewing of the activity stream.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Related Social Groups	Allows viewing of social groups that are linked to an object, such as a performance goal.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Carriers List of Values by Web Service	Allow viewing carriers list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Default Expenditure Types by Web Service	Allow viewing Default Expenditure Types by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Inventory Organization Parameters List of Values by Web Service	Allow viewing inventory organization parameters list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Inventory Organizations List of Values by Web Service	Allow viewing inventory organizations list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Plant Organizations List of Values by Web Service	Allow viewing plant organizations list of values by web service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Plant Parameters List of Values by Web Service	Allow viewing plant parameters list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Project Attribute Defaults by Web Service	Allow viewing Project Attribute Defaults by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Project Type Cost Exclusions by Web Service	Allow viewing Project Type Cost Exclusions by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Schedules by Web Service	Allow viewing schedules by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Transit Times by Web Service	Allow viewing Transit Times by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Unit Of Measure Conversion List of Values by Web Service	Allow viewing unit of measure conversion list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Units Of Measure List of Values by Web Service	Allow viewing units of measure list of values by web service.
Time and Labor Worker	Reports time as a worker.	Access Time Work Area	Allows access to the Time work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Time and Labor Worker	Reports time as a worker.	Report Time by Calendar	Allows the worker to report time within a calendar.
Time and Labor Worker	Reports time as a worker.	Use REST Service - Time Card Field Values Read Only	Lets the person call the Time Card Field Values REST Service.
Time and Labor Worker	Reports time as a worker.	View Calendar by Worker	Allows worker to view calendar.
Time and Labor Worker	Reports time as a worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Time and Labor Worker	Reports time as a worker.	View Time by Calendar	Allows view of personal schedule in time 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	Check whether sufficient funds are available for a transactions
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.	Reserve Funds	Check whether sufficient funds are available for a transactions, and if so, reserve the funds
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.	Review Budget Impact	Review the budgetary control results of a transaction and its budget impact
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.	Review Budget Period Statuses	Allows inquiry on the budget period status.
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.	Review Budgetary Control Balances	Review budget consumption balances
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.	Review Budgetary Control Transactions	Review budget consumption balances by transaction

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Transfer Budget Balances to Budget Cubes Continuously	Allows the submission of a process to continuously transfer budget balances to the budgetary control balances reporting multidimensional database.
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 Funds Available Balances	Allows access to view the budgetary control validation results.
Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.	Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.	Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Item Redwood	Allows users to view item details.	Manage Subscription Setup	Manage subscription setup
View Item Redwood	Allows users to view item details.	View Item Redwood Associations	Allow access to view the item associations tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Attachments	Allow access to view the attachment tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Changes	Allow access to view the item changes tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Item Categories	Allow access to view the item category tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Items	Allow access to view the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Quality	Allow access to view the quality tab in the View Item Redwood page.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Item Redwood	Allows users to view item details.	View Item Redwood Relationships	Allow access to view the relationships tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Structures	Allow access to view the item structures tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Trading Community Organization	Allows exporting, searching, and viewing of organization details such as addresses, classifications, identifiers, and names.
View Item Redwood	Allows users to view item details.	View Trading Community Person	Allows exporting, searching, and viewing of person details such as addresses, classifications, identifiers, and names.
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card	Allows the worker to create a new time card.
Worker Time Card Entry	Reports time by time card, as a worker.	Manage Time Cards by Worker	Allows the worker to view, create, edit, or delete time cards from the Manage Time Cards page.
Worker Time Card Entry	Reports time by time card, as a worker.	Search Time Cards	Allows the worker to search for existing time cards.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Match Talent Profile	Allows access to perform best fit analysis.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Contingent Worker abstract role.

Business Object	Policy Description	Policy Store Implementation
Absence Type	A Contingent Worker can choose absence types for themselves	Role: Maintain Absence Records Privilege: Choose Absence Types (Data) Resource: Absence Type
Absence Type	A Contingent Worker can choose absence types for themselves	Role: Submit Absence Bid Privilege: Choose Absence Types (Data) Resource: Absence Type
Absence Type	A Contingent Worker can choose absence types for themselves	Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type
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
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
Application Attachment	A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier,	Role: Procurement Requester Privilege: Read Application Attachment

Business Object	Policy Description	Policy Store Implementation
	to buyer, to receiver, to approver, and to payables	Resource: Application Attachment
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
Application Reference Territory	A Contingent Worker can choose application reference territory for countries in their country security profile	Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	A Contingent Worker can choose assignment grade for all grades in the enterprise	Role: Use REST Service - Grades List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
Beneficiary Organization	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization
Benefit Covered Dependent	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent
Benefit Participant Enrollment Action	A Contingent Worker can view worker benefits portrait card for themselves	Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	A Contingent Worker can manage benefit participant enrollment result for themselves	Role: Manage Benefit Participant Enrollment Result by Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Enrollment Result	A Contingent Worker can report person for themselves	Role: Employee Enrollment Privilege: Report Person (Data) Resource: Benefit Participant Enrollment Result
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
Benefit Participant Enrollment Result	A Contingent Worker can view benefit participant enrollment result for themselves	Role: Manage Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Enrollment Result	A Contingent Worker can view benefit participant enrollment result for themselves	Role: View Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
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 Potential Life Event	A Contingent Worker can self report a life event for themselves	Role: Self Report a Life Event Privilege: Self Report a Life Event (Data) Resource: Benefit Participant Potential Life Event
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

Business Object	Policy Description	Policy Store Implementation
Benefit Person Benefit Group	A Contingent Worker can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group
Benefit Person Benefit Group	A Contingent Worker can view person benefit group for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group
Benefit Questionnaire Responses	A Contingent Worker can manage benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Contingent Worker can view benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Contingent Worker can view benefits questionnaire responses for themselves	Role: View Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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
Check In Document	A Contingent Worker can create check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document

Business Object	Policy Description	Policy Store Implementation
Check In Document	A Contingent Worker can create check-in document for themselves	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document
Check In Document	A Contingent Worker can view check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document
Check In Document	A Contingent Worker can view check-in document for themselves	Role: View Performance Summary Privilege: View Check-In Document (Data) Resource: Check In Document
Checklist Role Maps	A Contingent Worker can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps
Checklist Role Maps	A Contingent Worker can view journey template for self for journey templates which allow them to view their own assigned journeys	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps
Corporate Card Transaction Dispute Note	A Contingent Worker can manage expense for themselves	Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note
Delegated Role	A Contingent Worker can manage role delegations for persons and assignments in their person and assignment security profile	Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role
Delegated Role	A Contingent Worker can view role delegations for persons and assignments in their person and assignment security profile	Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role
Expense	A Contingent Worker can manage expense for themselves	Role: Expense Entry

Business Object	Policy Description	Policy Store Implementation
		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
Guided Journey Response	A Contingent Worker can manage guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response
Guided Journey Response	A Contingent Worker can view guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response
HCM Person Note	A Contingent Worker can view hcm person note for all types of person notes that they created	Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note
HCM Person Public Note	A Contingent Worker can view hcm person public note for public person notes that are about people in their public person security profile	Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note
HCM Person Shared Note	A Contingent Worker can view hcm person shared note for shared person notes that are about people in their person security profile	Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note
HR Document Type	A Contingent Worker can view document type for document types in their document type security profile	Role: Manage Person Documentation by Worker Privilege: View Document Type (Data) Resource: HR Document Type

Business Object	Policy Description	Policy Store Implementation
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
HR Job	A Contingent Worker can choose hr job for all jobs in the enterprise	Role: Use REST Service - Jobs List of Values Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	A Contingent Worker can view hr job for all jobs in the enterprise	Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job
Help Topic	A Contingent Worker can view secured help content for all secured help content they are authorized	Role: View Secured Help Content Privilege: View Secured Help Content Resource: Help Topic
Journey	A Contingent Worker can assign journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey
Journey	A Contingent Worker can assign journey to self for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey
Journey	A Contingent Worker can view journey for journeys to which they have been granted access	Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey
Journey	A Contingent Worker can view journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey
Journey Task	A Contingent Worker can view journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in Journey Task Library Read Only Privilege: View Journey Task Library (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Journey Task
Location	A Contingent Worker can choose location for all locations in the enterprise	Role: Use REST Service - Locations List of Values Privilege: Choose Location (Data) Resource: Location
Location	A Contingent Worker can view location for all locations in the enterprise	Role: Use REST Service - Locations Read Only Privilege: View Location (Data) Resource: Location
Organization	A Contingent Worker can choose recruiting organization for organizations in their organization security profile	Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization
Payroll Personal Deduction	A Contingent Worker can enter indian investment declaration for themselves if they are employed by an indian legal employer	Role: Enter Indian Investment Declaration Privilege: Enter Indian Investment Declaration (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can enter indian previous employment for themselves if they are employed by an indian legal employer	Role: Enter Indian Previous Employment Privilege: Enter Indian Previous Employment (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can enter indian social insurance for themselves if they are employed by an indian legal employer	Role: Enter Indian Social Insurance Privilege: Enter Indian Social Insurance (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can manage indian employee flexible benefit plan for themselves if they are employed by an indian legal employer	Role: Manage Indian Employee Flexible Benefit Plan Privilege: Manage Indian Employee Flexible Benefit Plan (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can submit indian tax exemption for allowances for themselves if they are employed by an indian legal employer	Role: Submit Indian Tax Exemption for Allowances

Business Object	Policy Description	Policy Store Implementation
		Privilege: Submit Indian Tax Exemption for Allowances (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can view us tax jurisdictions for themselves if they are employed by a us legal employer	Role: View US Tax Jurisdictions by Worker Privilege: View US Tax Jurisdictions (Data) Resource: Payroll Personal Deduction
Performance Document	A Contingent Worker can view performance summary for themselves	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Feedback Request	A Contingent Worker can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Contingent Worker can request feedback for themselves	Role: Request Feedback Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Contingent Worker can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Contingent Worker can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request
Performance Goal	A Contingent Worker can manage performance goal by worker for themselves	Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal
Performance Goal	A Contingent Worker can view development goal by worker for themselves	Role: View Development Goal by Worker Privilege: View Development Goal by Worker (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Performance Goal
Performance Goal	A Contingent Worker can view development goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal
Performance Goal	A Contingent Worker can view performance goal by worker for themselves	Role: View Performance Goal by Worker Privilege: View Performance Goal by Worker (Data) Resource: Performance Goal
Performance Goal	A Contingent Worker can view performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal
Person	A Contingent Worker can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
Person	A Contingent Worker can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
Person	A Contingent Worker can compare person for themselves	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
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
Person	A Contingent Worker can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
Person	A Contingent Worker can report person for themselves	Role: Contingent Worker Privilege: Report Person (Data) Resource: Person
Person	A Contingent Worker can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
Person	A Contingent Worker can view person for themselves	Role: HCM Connections REST Services Privilege: View Person (Data) Resource: Person
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
Person	A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person
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
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 themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Absence Entry	A Contingent Worker can maintain self service absence record for themselves	Role: Submit Absence Bid

Business Object	Policy Description	Policy Store Implementation
		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 Address	A Contingent Worker can view person address for themselves	Role: Change Person Address Privilege: View Person Address (Data) Resource: Person Address
Person Address	A Contingent Worker can view person address for themselves	Role: View Person Address Privilege: View Person Address (Data) Resource: Person Address
Person Address	A Contingent Worker can view person address for themselves	Role: View Portrait Personal Information Card Privilege: View Person Address (Data) Resource: Person Address
Person Allocated Checklist	A Contingent Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist
Person Allocated Checklist	A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist
Person Assignment	A Contingent Worker can access person contact information for themselves	Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can access person identification information for themselves	Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	A Contingent Worker can access personal details for themselves	Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can change worker location for themselves	Role: Change Worker Location By Worker Privilege: Change Worker Location (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can change worker working hour for themselves	Role: Change Worker Working Hour by Worker Privilege: Change Worker Working Hour (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can choose absence business titles for themselves	Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can choose absence business titles for themselves	Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can choose person assignment for persons and assignments in their person and assignment security profile	Role: Contingent Worker Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can choose worker for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Assignment	A Contingent Worker can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can maintain self service absence record for themselves	Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view assignment summary for themselves	Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view eligible jobs for themselves	Role: View Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view person assignment for themselves	Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Assignment	A Contingent Worker can view person contact details for themselves	Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view person extra information for themselves	Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view person extra information for themselves	Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view worker assignment history details for themselves	Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view worker availability for themselves	Role: Maintain Absence Records Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view worker availability for themselves	Role: Submit Absence Bid

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view worker availability for themselves	Role: View Worker Calendar by Worker Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can view worker calendar for themselves	Role: View Worker Calendar by Worker Privilege: View Worker Calendar (Data) Resource: Person Assignment
Person Availability Patterns	A Contingent Worker can manage availability patterns for themselves	Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data) Resource: Person Availability Patterns
Person Benefit Balance	A Contingent Worker can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Benefit Balance	A Contingent Worker can view person benefits balance for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Checklist	A Contingent Worker can manage onboarding by worker for themselves	Role: Manage Onboarding by Worker Privilege: Manage Onboarding by Worker (Data) Resource: Person Checklist
Person Citizenship	A Contingent Worker can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	A Contingent Worker can view person citizenship for themselves	Role: Manage Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship

Business Object	Policy Description	Policy Store Implementation
Person Citizenship	A Contingent Worker can view person citizenship for themselves	Role: View Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship
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
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 Communication Method	A Contingent Worker can view person communication method for themselves	Role: Person Communication Methods Management Privilege: View Person Communication Method (Data) Resource: Person Communication Method
Person Contact Relationship	A Contingent Worker can manage person contact details for themselves	Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
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
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 Contact Relationship	A Contingent Worker can view person contact details for themselves	Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
Person Contact Relationship	A Contingent Worker can view person contact details for themselves	Role: View Portrait Personal Information Card Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship
Person Detail	A Contingent Worker can access person contact information for themselves	Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Detail
Person Detail	A Contingent Worker can access person identification information for themselves	Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Detail
Person Detail	A Contingent Worker can access personal details for themselves	Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Detail
Person Detail	A Contingent Worker can choose person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail
Person Detail	A Contingent Worker can choose person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail
Person Detail	A Contingent Worker can manage approval delegations for themselves	Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail
Person Detail	A Contingent Worker can manage person biographical for themselves	Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) Resource: Person Detail
Person Detail	A Contingent Worker can manage person extra information for themselves	Role: Manage Person Extra Information by Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Person Extra Information (Data) Resource: Person Detail
Person Detail	A Contingent Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail
Person Detail	A Contingent Worker can share personal data access for themselves	Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail
Person Detail	A Contingent Worker can share personal information for themselves	Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view approval delegations for persons and assignments in their person and assignment security profile	Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view person biographical for themselves	Role: Manage Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view person biographical for themselves	Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view person extra information for themselves	Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view person extra information for themselves	Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail

Business Object	Policy Description	Policy Store Implementation
Person Detail	A Contingent Worker can view person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail
Person Detail	A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail
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 Disability	A Contingent Worker can view person disability for themselves	Role: View Person Disability by Worker Privilege: View Person Disability (Data) Resource: Person Disability
Person Documentation	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Documentation	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Documentation	A Contingent Worker can view person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Documentation	A Contingent Worker can view person documentation for document types in their document types security profile for themselves	Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation

Business Object	Policy Description	Policy Store Implementation
Person Driver License	A Contingent Worker can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License
Person Driver License	A Contingent Worker can manage person driver license number for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Driver License	A Contingent Worker can view person driver license for themselves	Role: Manage Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License
Person Driver License	A Contingent Worker can view person driver license for themselves	Role: View Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License
Person Email	A Contingent Worker can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
Person Email	A Contingent Worker can view person email for themselves	Role: Person Communication Methods Management Privilege: View Person Email (Data) Resource: Person Email
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 Ethnicity	A Contingent Worker can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Contingent Worker can view person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: View Person Ethnicity (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Ethnicity
Person Ethnicity	A Contingent Worker can view person ethnicity for themselves	Role: View Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
Person Image	A Contingent Worker can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
Person Image	A Contingent Worker can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person Legislative Data	A Contingent Worker can manage person legislative for themselves	Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data
Person Legislative Data	A Contingent Worker can view person legislative for themselves	Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data
Person Legislative Data	A Contingent Worker can view person legislative for themselves	Role: View Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data
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 Name	A Contingent Worker can view person name for themselves	Role: Manage Person Name Privilege: View Person Name (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Name
Person Name	A Contingent Worker can view person name for themselves	Role: View Person Name Privilege: View Person Name (Data) Resource: Person Name
Person National Identifier	A Contingent Worker can manage person national identifier for themselves	Role: Manage Person National Identifier Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier
Person National Identifier	A Contingent Worker can view person national identifier for themselves	Role: Manage Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person National Identifier	A Contingent Worker can view person national identifier for themselves	Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person Passport	A Contingent Worker can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person Passport
Person Passport	A Contingent Worker can manage person passport number for themselves	Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Passport	A Contingent Worker can view person passport for themselves	Role: Manage Person Passport Privilege: View Person Passport (Data) Resource: Person Passport
Person Passport	A Contingent Worker can view person passport for themselves	Role: View Person Passport Privilege: View Person Passport (Data) Resource: Person Passport
Person Phone	A Contingent Worker can manage person phone for themselves	Role: Person Communication Methods Management

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Person Phone (Data) Resource: Person Phone
Person Phone	A Contingent Worker can view person phone for themselves	Role: Person Communication Methods Management Privilege: View Person Phone (Data) Resource: Person Phone
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 manage cash disbursements for themselves	Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Contingent Worker can manage donations for themselves	Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Contingent Worker can view accrual plan balance for themselves	Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Contingent Worker can view accrual plan balance for themselves	Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
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
Person Plan Enrollment	A Contingent Worker can choose enrolled absence plans for themselves	Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment

Business Object	Policy Description	Policy Store Implementation
Person Plan Enrollment	A Contingent Worker can choose enrolled absence plans for themselves	Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment
Person Religion	A Contingent Worker can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Contingent Worker can view person religion for themselves	Role: Manage Person Religion Privilege: View Person Religion (Data) Resource: Person Religion
Person Religion	A Contingent Worker can view person religion for themselves	Role: View Person Religion Privilege: View Person Religion (Data) Resource: Person Religion
Person Type	A Contingent Worker can choose person type for person types in their person security profile	Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type
Person Visa	A Contingent Worker can manage person visa number or work permit for themselves	Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa
Person Visa	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 Visa
Person Visa	A Contingent Worker can view person visa for themselves	Role: Manage Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa
Person Visa	A Contingent Worker can view person visa for themselves	Role: View Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa

Business Object	Policy Description	Policy Store Implementation
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
Position	A Contingent Worker can choose position for positions in their position security profile	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 Assignment	A Contingent Worker can choose public assignment for persons and assignments in their public person and assignment security profile	Role: Contingent Worker Privilege: Choose Public Person (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can search person deferred for persons and assignments in their public person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can search person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment

Business Object	Policy Description	Policy Store Implementation
Public Assignment	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Worker Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can view person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Contingent Worker can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Worker Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Person	A Contingent Worker can choose proxy for role delegation for persons and assignments in their public person and assignment security profile	Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person
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

Business Object	Policy Description	Policy Store Implementation
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
Public Person	A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	A Contingent Worker can compare hcm information for themselves	Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person
Public Person	A Contingent Worker can compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (Data) Resource: Public Person
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
Public Person	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Access Touchpoints by Worker Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: Search Person Deferred (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
Public Person	A Contingent Worker can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: Search Person Deferred (Data) Resource: Public Person
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
Public Person	A Contingent Worker can view person deferred for persons and assignments in their public person security profile	Role: Career Growth Access by Worker Privilege: View Person Deferred (Data) Resource: Public Person
Public Person	A Contingent Worker can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person
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
Purchasing Document Header	A Contingent Worker can view purchasing document header transactional for the requisitioning business units for which they are authorized	Role: Receiving Self Service Responsive Application User Privilege: View Purchasing Document Header Transactional (Data) Resource: Business Unit
Requisition	A Contingent Worker can manage requisition for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit
Requisition	A Contingent Worker can manage requisition for themselves for the business units for which they are authorized	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
Requisition	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
Requisition	A Contingent Worker can manage requisition in other bus by rest service for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition in Other BUs by REST Service (Data) Resource: Business Unit
Requisition	A Contingent Worker can manage requisition in primary bu by rest service for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition in Primary BU by REST Service (Data) Resource: Business Unit
Role Guide	A Contingent Worker can view role guide assignment for themselves	Role: View Role Guide Assignment Privilege: View Role Guide Assignment (Data) Resource: Role Guide
Role Guide	A Contingent Worker can view role guide for role guides they have created, are named collaborators of, or are visible to everyone.	Role: View Role Guide Privilege: View Role Guide (Data) Resource: Role Guide
Salary	A Contingent Worker can view worker compensation portrait card for themselves	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Shared Performance Goal	A Contingent Worker can choose shared performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal
Talent Profile	A Contingent Worker can assign public skill as worker for themselves	Role: Assign Public Skill as Worker Privilege: Assign Public Skill as Worker (Data) Resource: Talent Profile

Business Object	Policy Description	Policy Store Implementation
Talent Profile	A Contingent Worker can compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can edit person career planning for themselves	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can manage talent profile person for persons and assignments in their person security profile	Role: Use REST Service - Talent Person Profiles Privilege: Manage Talent Profile Person (Data) Resource: Talent Profile
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
Talent Profile	A Contingent Worker can view endorsement for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: View Endorsement (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can view endorsement for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Endorsement (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can view public skill activity for persons and assignments in their person security profile	Role: Use REST Service - Talent Person Public Skill Activities Read Only Privilege: View Public Skill Activity (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: View Public Skill (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Talent Profile
Talent Profile	A Contingent Worker can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Public Skill (Data) Resource: Talent Profile
Talent Profile	A Contingent Worker can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Public Skills Read Only Privilege: View Public Skill (Data) Resource: Talent Profile
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
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 Interest	A Contingent Worker can view careers of interest for persons and assignments in their public person security profile	Role: Career Growth Access by Worker Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest
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 Change Request	A Contingent Worker can manage time change requests by worker for themselves	Role: Request Time Change Privilege: Manage Time Change Requests by Worker (Data) Resource: Time Change Request
Time Record	A Contingent Worker can manage time records for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Records Read Only Privilege: Manage Time Records (Data) Resource: Time Record

Business Object	Policy Description	Policy Store Implementation
Time Record Event	A Contingent Worker can manage time record events for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Record Events Privilege: Manage Time Record Events (Data) Resource: Time Record Event
Time Record Group	A Contingent Worker can manage time record groups for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Record Groups Read Only Privilege: Manage Time Record Groups (Data) Resource: Time Record Group
Time Record Group Summary	A Contingent Worker can delete time cards by worker for themselves	Role: Delete Time Cards by Worker Privilege: Delete Time Cards by Worker (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can generate time entries for themselves	Role: Generate Time Entries by Worker Privilege: Generate Time Entries (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can manage time cards by worker for themselves	Role: Use REST Service - Time Cards by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can search time cards for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can submit time cards by worker for themselves	Role: Submit Time Cards by Worker Privilege: Submit Time Cards by Worker (Data) Resource: Time Record Group Summary
Total Compensation Statement	A Contingent Worker can view total compensation statement already generated for themselves	Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement
Touchpoint Summary	A Contingent Worker can view touchpoints for themselves	Role: Use REST Service - Talent Worker Engagements by Worker Read Only Privilege: View Touchpoints (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Touchpoint Summary
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
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: 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
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: 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
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: 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)

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

Business Object	Policy Description	Policy Store Implementation
		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
Trading Community Party	A Contingent Worker can view trading community person for all people in the enterprise	Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
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
Trading Community Party	A Contingent Worker can view trading community person for all people in the enterprise	Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Contingent Worker can view trading community person for all people in the enterprise	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
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
Trading Community Party	A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Contingent Worker can view trading community person for all resources in the enterprise	Role: Expense Entry

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Contingent Worker can view trading community person for all resources in the enterprise	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
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: 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 preferences not of type legal.	Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference
Trading Community Person 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: 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
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: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference
Trading Community Relationship	A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise	Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
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
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: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
User	A Contingent Worker can view user accounts for themselves	Role: Manage My Account Privilege: View User Accounts (Data) Resource: User
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

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

Business Object	Policy Description	Policy Store Implementation
		Resource: Worker
Worker	A Contingent Worker can search worker for themselves	Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker
Worker	A Contingent Worker can search worker for themselves	Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker
Worker Availability Preferences	A Contingent Worker can manage scheduling availability preferences for themselves	Role: Manage Scheduling Availability Preferences by Worker Privilege: Manage Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Availability Preferences	A Contingent Worker can view scheduling availability preferences for themselves	Role: View Scheduling Availability Preferences by Worker Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Contract	A Contingent Worker can view worker contract for themselves	Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract
Worker Journey	A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey
Workforce Schedule	A Contingent Worker can view workforce schedule by worker for themselves	Role: View Workforce Schedule by Worker Privilege: View Workforce Schedule by Worker (Data) Resource: Workforce Schedule

Privacy

This table lists data security policies for privacy for the Contingent Worker abstract role.

Business Object	Policy Description	Policy Store Implementation
Trading Community Person Phone	A Contingent Worker can view trading community person mobile phone number for all trading community person mobile phone numbers	Role: Procurement Requester Privilege: View Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone

Employee (Abstract Role)

Identifies the person as an employee.

Role Hierarchy

The Employee abstract role directly and indirectly inherits these roles.

- Employee
  - Access Family and Emergency Contacts by Worker
  - Access HCM Celebrate Social Feed
  - Access Journey by Worker
    - Use REST Service - All Tasks in Journey Task Library Read Only
    - Use REST Service - HR Document Types List of Values
    - Use REST Service - Public Workers Read Only
    - Use REST Service - Worker Journeys
    - Use REST Service - Workers List of Values
  - Access Learning Common Components
  - Access Person Contact Information by Worker
  - Access Person Extra Information by Worker
  - Access Person Gallery
  - Access Person Identification Information by Worker
  - Access Personal Details by Worker
  - Access Portrait Payslip
  - Access Portrait Personal Payment Method
  - Access Skills Center
    - Assign Public Skill as Worker
    - Use REST Service - Talent Person Profiles
    - Use REST Service - Talent Person Public Skill Activities Read Only
    - Use REST Service - Talent Person Public Skills Read Only
  - Access Touchpoints by Worker
    - Manage HCM Person Note
    - Request Feedback
    - Use REST Service - Development Goals Read Only
    - Use REST Service - Feedback Requests by Worker or Manager
    - Use REST Service - Performance Goals Read Only
    - Use REST Service - Talent Worker Check-Ins
    - Use REST Service - Talent Worker Engagements by Worker Read Only
    - Use REST Service - Worker Journeys
  - Attachments User
    - CRM Stage Write
  - Business Intelligence Consumer
  - Canadian Employee
  - Career Growth Access by Worker
    - Use REST Service - Journeys Read Only

        - Use REST Service - Learning Record Searches by Learner
        - Use REST Service - Worker Journeys
        - View Role Guide
        - View Role Guide Assignment
    - Change Person Address
    - Change Person Marital Status
    - Change Worker Location By Worker
    - Change Worker Working Hour by Worker
    - Compare HCM Information
    - Delete Time Cards by Worker
    - Edit Person Career Planning
    - Edit Person Skills and Qualifications
    - Employee Bank Account Management
    - Employee Enrollment
        - Manage Benefit Participant Enrollment Result by Worker
        - Manage Benefits Questionnaire Responses by Worker
        - Self Report a Life Event
        - Use REST Service - Person Benefit Balances
        - Use REST Service - Person Benefit Groups
        - View Benefit Participant Enrollment Result by Worker
        - View Benefits Questionnaire Responses by Worker
    - Expense Entry
        - Business Intelligence Consumer
        - Employee Bank Account Management
        - Transaction Entry with Budgetary Control
            - Business Intelligence Consumer
    - Generate Time Entries by Worker
    - HCM Connections REST Services
        - Use REST Service - Person Notes
        - Use REST Service - Public Workers Read Only
        - Use REST Service - Talent Person Profiles
        - Use REST Service - Talent Person Profiles Read Only
        - Use REST Service - Worker Connections Read Only
    - Hide HCM Person Public Note
    - Indian Employee
        - Enter Indian Investment Declaration
        - Enter Indian Previous Employment
        - Enter Indian Social Insurance
        - Manage Indian Employee Flexible Benefit Plan
        - Submit Indian Tax Exemption for Allowances
    - Maintain Absence Records
    - Manage Availability Patterns

- Manage Benefits Additional Person Info
- Manage Career by Worker
  - Careers of Interest Management
  - Use REST Service - Talent Person Profiles
  - Use REST Service - Talent Profile Comparisons Read Only
- Manage Cash Disbursements
- Manage Contextual Journey by Worker
  - Use REST Service - HR Document Types List of Values
  - Use REST Service - Journeys Read Only
  - Use REST Service - Public Workers Read Only
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
- Manage Development Goal by Worker
- Manage Donations
- Manage External Payroll Information by Worker
- Manage HCM Non-Person Note
- Manage HCM Person Note
- Manage Learning Communities
- Manage Learning Self-Service Tutorials
- Manage Learning Self-Service Videos
- Manage My Account
  - Manage Approval Delegations
  - Manage Role Delegations
- Manage My Voluntary Learning
- Manage Offline Learning
- Manage Onboarding by Worker
- Manage Performance Goal by Worker
- Manage Person Beneficiary Organizations
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by Worker
- Manage Person Documentation by Worker
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by Worker
- Manage Person Image
- Manage Person Legislative
- Manage Person Name

- Manage Person National Identifier
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Personal Compensation
- Manage Personal Payment Method
- Manage Recommended Learning
- Manage Scheduling Availability Preferences by Worker
- Manage UK Pension Contributions
- Manage Worker Information Sharing
- Performance Management Worker
  - Create Anytime Performance Document
  - Manage Check-In Document
  - Request Feedback
  - View Performance Summary
  - View Requested Feedback
- Person Communication Methods Management
- Person Communication Methods View
- Portrait Benefits
- Portrait Current and Completed Tasks
- Print Worker Portrait
- Procurement Requester
  - Payables Invoice Inquiry
  - Procurement Folder Reporting
  - Receiving Management Requester
    - Item Inquiry
      - Product Search
      - View Item Redwood
        - Supply Chain Common View Web Service
  - Receiving Self Service Responsive Application User
    - Use REST Service - Guided Journey Responses
    - Use REST Service - Guided Journeys Read Only
  - Requisition Self Service User
    - Use REST Service - Locations List of Values
    - Use REST Service - Locations Read Only
  - Requisition Viewing
    - Payables Invoice Inquiry
  - Transaction Entry with Budgetary Control
    - Business Intelligence Consumer
  - Use REST Service - Guided Journey Responses

        - Use REST Service - Guided Journeys Read Only
    - Project Time Entry Mobile
        - Use REST Service - Time Record Events
        - Use REST Service - Time Record Groups Read Only
        - Use REST Service - Time Records Read Only
    - Request Time Change
    - Share Personal Data Access
    - Share Personal Information
    - Social Connection Worker
    - Submit Absence Bid
    - Submit Resignation
    - Submit Time Cards by Worker
    - Time and Labor Worker
        - Use REST Service - Time Card Entry Details Read Only
        - Use REST Service - Time Cards by Worker
        - Worker Time Card Entry
    - Trading Community Data Security Policies for HCM
    - UK New Starter Declaration
    - US Employee Portrait Gallery
        - View US Tax Jurisdictions by Worker
    - Use REST Service - Absence Business Titles List of Values
    - Use REST Service - Absence Types List of Values
    - Use REST Service - Eligible Contacts List of Values
    - Use REST Service - Grades List of Values
    - Use REST Service - Guided Journey Responses
    - Use REST Service - Guided Journeys Read Only
    - Use REST Service - HCM Countries List of Values
    - Use REST Service - HR Document Types List of Values
    - Use REST Service - Jobs List of Values
    - Use REST Service - Locations List of Values
    - Use REST Service - Nudge Cards
    - Use REST Service - Performance Goals List of Values
    - Use REST Service - Person Reference Data Lists of Values
    - Use REST Service - Public Workers Read Only
    - Use REST Service - Recruiting Hierarchy Lists of Values
    - Use REST Service - Representatives Read Only
    - Use REST Service - Worker Assignments List of Values
    - Use REST Service - Worker Bank Accounts
    - Use REST Service - Worker Bank Accounts Read Only

- Use REST Service - Workers List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Benefits Additional Person Info
- View Compensation Change Statement
- View Compensation Details for Worker
- View Development Goal by Worker
- View Eligible Jobs
- View Employment Information Summary
- View HCM Person Note
- View Learner Contributions
- View Learning Communities
- View My Recommended Learning
- View My Required Learning
- View Payslip
- View Performance Goal by Worker
- View Person Address
- View Person Beneficiary Organizations
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by Worker
- View Person Driver License
- View Person Ethnicity
- View Person Legislative
- View Person Name
- View Person National Identifier
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Public Learning Communities
- View Scheduling Availability Preferences by Worker
- View Secured Help Content

- View Seniority Dates
- View Total Compensation Statements
- View Worker Assignment History Details
- View Worker Calendar by Worker
- View Worker Contract
- View Workforce Schedule by Worker
- View Year-End Documents
- Withdraw Resignation
- Workforce Profile Worker

Duties

This table lists the duties assigned directly and indirectly to the Employee abstract role.

Duty Role	Description
Access Journey by Worker	Allows workers to access their own journeys.
Access Learning Common Components	Access common learning components.
Access Skills Center	Allows the user to access skills center.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.
Career Growth Access by Worker	Allows workers to access the Grow page.
Careers of Interest Management	Allows management of the careers of interest for a worker.

Duty Role	Description
Employee Bank Account Management	Manages employee bank accounts and other payment details.
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
HCM Connections REST Services	Grants access to REST services used by HCM connections UI
Indian Employee	Allows an employee within an Indian legal employer to submit their tax investment declaration.
Item Inquiry	Queries and views items in the enterprise.
Manage Career by Worker	Allows a worker to manage their career.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.
Manage My Account	Manages worker roles.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
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.
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 Folder Reporting	Grants access to the Procurement web catalog folder.
Product Search	Manages product searches.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.

Duty Role	Description
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.
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.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.
Time and Labor Worker	Reports time as a worker.
Trading Community Data Security Policies for HCM	Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.
Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Item Redwood	Allows users to view item details.
View Secured Help Content	Views help content that was added or edited, containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Duty Role	Description

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Employee abstract role.

Aggregate Privilege	Description
Access Family and Emergency Contacts by Worker	Grants access to persons to view their own contacts.
Access HCM Celebrate Social Feed	Allows accessing the celebrate social feed, viewing recognitions and awards.
Access Person Contact Information by Worker	Allows access to Person contact information such as phones, emails, other communication accounts, and addresses.
Access Person Extra Information by Worker	Allows access to a person's extensible flexfields.
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Person Identification Information by Worker	Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses.
Access Personal Details by Worker	Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information.
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.
Assign Public Skill as Worker	Allows a worker to assign public skills to themselves.
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.
Change Worker Location By Worker	Allows workers to change their work locations.
Change Worker Working Hour by Worker	Allows workers to change their working hours.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.

Aggregate Privilege	Description
Create Anytime Performance Document	Allows creation of anytime performance documents
Delete Time Cards by Worker	Allows the worker to delete time cards. Applies only to the Redwood experience.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Enter Indian Investment Declaration	Allows India employees to enter the investment declaration details.
Enter Indian Previous Employment	Allows India employees to enter their previous employment details when joining in the middle of the financial year.
Enter Indian Social Insurance	Allows India employees to enter the social insurance details.
Generate Time Entries by Worker	Lets the worker generate time entries from their scheduled hours. Applies only to the Redwood experience.
Hide HCM Person Public Note	Allows hiding or not hiding HCM public person notes.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Approval Delegations	Allows management of user approval delegations.
Manage Availability Patterns	Allows users to create, delete, and update availability patterns.
Manage Benefit Participant Enrollment Result by Worker	Allows workers to access benefits pages where they can manage their own enrollment results.
Manage Benefits Additional Person Info	Allows management of benefits person information.
Manage Benefits Questionnaire Responses by Worker	Allows workers to manage their benefit questionnaire responses.
Manage Cash Disbursements	Allows administrator to dispense part of an accrual plan balance for payment.
Manage Check-In Document	Allows to create, view, edit and delete check-in document for a worker.
Manage Development Goal by Worker	Manages worker's own development goals.
Manage Donations	Allows creation and viewing of absence donations.

Aggregate Privilege	Description
Manage External Payroll Information by Worker	Allows configuration of payroll data maintained in external payroll system in an employee self service flow
Manage HCM Non-Person Note	Views and manages HCM notes that are not person notes
Manage HCM Person Note	Views and manages all types of HCM person notes
Manage Indian Employee Flexible Benefit Plan	Allows India employees to restructure their salary components to optimize their personal tax liability.
Manage Learning Communities	Allows users to create learning communities.
Manage Learning Self-Service Tutorials	Allows users to author tutorials.
Manage Learning Self-Service Videos	Allows users to publish and edit videos.
Manage My Voluntary Learning	Allows users join and manage their voluntary learning assignments.
Manage Onboarding by Worker	Allows worker to complete the onboarding tasks.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Beneficiary Organizations	Allows management of person benefit organizations.
Manage Person Biographical Information	Allows management of a person's biographical information.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Contact Details	Allows management of a person's contacts.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Extra Information by Worker	Allows access to a person's extensible flexfields.
Manage Person Image	Grants access to manage a person's own image.

Aggregate Privilege	Description
Manage Person Legislative	Grants access to persons to manage their own legislative information.
Manage Person Name	Maintains persons' name related attributes.
Manage Person National Identifier	Grants access to persons to manage their own national identifier.
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 Recommended Learning	Allows users to recommend learning and view recommendations received.
Manage Role Delegations	Allows management of user roles delegations.
Manage Scheduling Availability Preferences by Worker	Allows workers to manage their scheduling availability preferences in their calendar.
Manage UK Pension Contributions	Allows UK employees to manage their pension contributions.
Manage Worker Information Sharing	Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.
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.
Request Feedback	Allows to request feedback
Request Time Change	Allows the worker to create a time change request.
Self Report a Life Event	Allows employees to report life events for themselves.
Share Personal Data Access	Allows sharing of access to personal data.
Share Personal Information	Allows sharing of personal information.

Aggregate Privilege	Description
Submit Absence Bid	Allows workers to submit absence bids.
Submit Indian Tax Exemption for Allowances	Allows India employees to submit expense bills to claim tax exemptions for their allowances.
Submit Resignation	Allows worker to submit their own resignation.
Submit Time Cards by Worker	Allows the worker to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
UK New Starter Declaration	Allows UK employees to enter their new starter declaration
Use REST Service - Absence Business Titles List of Values	Allows users to call the GET method associated with the Absence Business Titles REST service.
Use REST Service - Absence Types List of Values	Allows users to call the GET method associated with the Absence Types REST service.
Use REST Service - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library REST Service.
Use REST Service - Development Goals Read Only	Allows users to call GET and describe methods with the Development Goals REST service.
Use REST Service - Feedback Requests by Worker or Manager	Allows the user to call the POST method associated with the Feedback Requests REST service.
Use REST Service - Grades List of Values	Allows the user to call the GET method associated with the grades list of values REST Service.
Use REST Service - Guided Journey Responses	Allows the user to call all methods associated with the Guided Journey Responses REST service.
Use REST Service - Guided Journeys Read Only	Allows the user to call the GET method associated with the Guided Journeys REST service.
Use REST Service - HCM Countries List of Values	Allows the user to call the GET method associated with the HCM Countries list of values REST Service.
Use REST Service - Jobs List of Values	Allows the user to call the GET method associated with the Jobs list of values REST Service.
Use REST Service - Journeys Read Only	Allows the user to call the GET method associated with the Journeys REST Service.
Use REST Service - Learning Record Searches by Learner	Allows learner to search learning records as a learner.

Aggregate Privilege	Description
Use REST Service - Locations List of Values	Allows the user to call the GET method associated with the Locations LOV REST Service.
Use REST Service - Locations Read Only	Allows the user to call the GET method associated with the Locations REST Service.
Use REST Service - Nudge Cards	Allows the user to call all methods associated with the Nudge Cards REST service.
Use REST Service - Performance Goals List of Values	Allows the user to call the GET method associated with the Performance Goals List of Values REST Service.
Use REST Service - Performance Goals Read Only	Allows the user to call the GET method associated with the Performance Goals REST service.
Use REST Service - Person Benefit Balances	Allows users to call all methods associated with the person benefit balances REST service.
Use REST Service - Person Benefit Groups	Allows users to call all methods associated with the person benefit groups REST service.
Use REST Service - Person Notes	Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service.
Use REST Service - Person Reference Data Lists of Values	Allows the user to call the GET method associated with the person reference data lists of values REST services.
Use REST Service - Public Workers Read Only	Allows the user to call the GET method associated with the Public Workers REST Service.
Use REST Service - Recruiting Hierarchy Lists of Values	Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services.
Use REST Service - Representatives Read Only	Allows the user to call the GET method associated with the Representatives REST Service.
Use REST Service - Talent Person Profiles	Allows the user to call all methods associated with the Talent Person Profile REST Service. Areas of interest, areas of expertise, favorite links and tags can be managed using this aggregate privilege.
Use REST Service - Talent Person Profiles Read Only	Allows the user to call the GET method associated with the Talent Person Profile REST Service.
Use REST Service - Talent Person Public Skill Activities Read Only	Allows the user to call the GET method associated with the Public Skill Activities REST Service.
Use REST Service - Talent Person Public Skills Read Only	Allows the user to call the GET method associated with the Public Skills REST Service.

Aggregate Privilege	Description
Use REST Service - Talent Profile Comparisons Read Only	Allows the user to call the GET method associated with the Talent Profile Comparisons REST service.
Use REST Service - Talent Worker Check-Ins	Allows users to call all methods with the Talent Worker Check-Ins REST service.
Use REST Service - Talent Worker Engagements by Worker Read Only	Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a worker.
Use REST Service - Time Card Entry Details Read Only	Lets the person call the Time Card Entry Details REST Service.
Use REST Service - Time Cards by Worker	Lets the worker call the Time Cards REST Service.
Use REST Service - Time Record Events	Allows users to call all methods on time record events associated with the time records REST service.
Use REST Service - Time Record Groups Read Only	Allows users to call the GET method on time record groups associated with the time records REST service.
Use REST Service - Time Records Read Only	Allows users to call the GET method on time records associated with the time records REST service.
Use REST Service - Worker Assignments List of Values	Allows the user to call the GET method associated with the Assignments list of values REST Service.
Use REST Service - Worker Connections Read Only	Allows the user to call the GET method associated with the Worker Connections REST Service.
Use REST Service - Worker Journeys	Allows the user to call all methods associated with the Worker Journeys REST Service.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Additional Assignment Info	Allows viewing of additional assignment info.
View Benefit Participant Enrollment Result by Worker	Allows workers to access benefits pages where they can view their own enrollment results.
View Benefits Additional Person Info	Allows viewing of benefits person information.
View Benefits Questionnaire Responses by Worker	Allows workers to view their benefit questionnaire responses.
View Compensation Change Statement	Allows workers to view compensation change statements after the workforce compensation cycle.

Aggregate Privilege	Description
View Compensation Details for Worker	Views compensation data for a worker.
View Development Goal by Worker	View worker's own development goals.
View Eligible Jobs	Allows viewing of eligible jobs for relief in higher class.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View HCM Person Note	Views HCM person notes
View Learner Contributions	Allows users to view a person's learning contributions.
View Learning Communities	Allows users to view learning communities they are members of.
View My Recommended Learning	Allows users to view learning items recommended to them.
View My Required Learning	Allows users to view their required learning assignments.
View Payslip	Views payslips.
View Performance Goal by Worker	View worker's own performance goals.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Address	Grants access to persons to view their own address data.
View Person Beneficiary Organizations	Allows viewing of person benefit organizations.
View Person Biographical Information	Allows access to a person's biographical information.
View Person Citizenship	Grants access to persons to view their own citizenship.
View Person Disability by Worker	Allows access to a person's disability information.
View Person Driver License	Grants access to persons to view their own driver licenses.
View Person Ethnicity	Grants access to persons to view their own ethnicity.
View Person Legislative	Grants access to persons to view their own legislative information.
View Person Name	Views persons' name related attributes.

Aggregate Privilege	Description
View Person National Identifier	Grants access to persons to view national identifier.
View Person Passport	Grants access to persons to view their own passports.
View Person Religion	Grants access to persons to view their own religion.
View Person Visa or Permit	Grants access to persons to view their own visas and permits.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Public Learning Communities	Allows users to view the learning communities a person is a member of.
View Requested Feedback	Allows workers and line managers to view requested feedback
View Role Guide	Allows the user to view role guides.
View Role Guide Assignment	Allows the user to view role guide assignments.
View Scheduling Availability Preferences by Worker	Allows workers to view their scheduling availability preferences in their calendar.
View Seniority Dates	Allows viewing of seniority dates.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.
View US Tax Jurisdictions by Worker	Allows a US employee to view their tax jurisdictions.
View Worker Assignment History Details	Allows viewing of worker's assignment history details.
View Worker Calendar by Worker	Allows workers to view their calendar.
View Worker Contract	Allows viewing of worker's employment contract details and contract extensions.
View Workforce Schedule by Worker	Allows workers to view their own workforce schedules.

Aggregate Privilege	Description
View Year-End Documents	Allows users to view year-end documents for current or prior tax years.
Withdraw Resignation	Allows a worker to withdraw their own resignation

Privileges

This table lists privileges granted to duties of the Employee abstract role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Access Journey by Worker	Allows workers to access their own journeys.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks Read Only	Allows the user to call the GET method associated with the Workers Journey Tasks REST Service, to retrieve journey tasks assigned to them.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Skills Center	Allows the user to access skills center.	Access Skills Center	Allows the user to access skills center.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Skill Suggestions Read Only	Allows the user to call the GET method associated with the Talent Skill Suggestions REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the Feedback Templates List of Values REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.	Manage Canadian Personal Tax Credits	Manage Canadian Personal Tax Credits
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.	View Canadian End of Year Tax Form	View Canadian End of Year Tax Form
Career Growth Access by Worker	Allows workers to access the Grow page.	Access Career Growth by Worker	Allows workers to access the Grow page.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Employee	Identifies the person as an employee.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Employee	Identifies the person as an employee.	Access FUSE Directory Page	Allows access to the FUSE directory page.
Employee	Identifies the person as an employee.	Access FUSE Performance and Career Planning Page	Allows access to the FUSE performance and career planning page.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Access FUSE Personal Information Page	Allows access to the FUSE personal information page.
Employee	Identifies the person as an employee.	Access HCM Common Components	Allows access to HCM common components.
Employee	Identifies the person as an employee.	Access Internal Candidate Experience	Allows access to internal career sites.
Employee	Identifies the person as an employee.	Access Knowledge from HCM	Allows accessing knowledge articles from HCM pages.
Employee	Identifies the person as an employee.	Access Learner Self-Service Work Area	Allows access to the My Learning tab in the learning self-service work area.
Employee	Identifies the person as an employee.	Access My Career and Performance	Allows access to My Career and Performance page.
Employee	Identifies the person as an employee.	Access My Pay	Allows access to My Pay page
Employee	Identifies the person as an employee.	Access My Time and Absences	Allows users to access the Time and Absences landing page under Me.
Employee	Identifies the person as an employee.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Employee	Identifies the person as an employee.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Employee	Identifies the person as an employee.	Access Tap Application	Allows access to Tap application.
Employee	Identifies the person as an employee.	Access What to Learn	Allows access to the What to Learn tab in learning self-service work area.
Employee	Identifies the person as an employee.	Align Performance Goals	Allows aligning of performance goals.
Employee	Identifies the person as an employee.	Approve Transactions	Allows ability to approve transactions

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Cancel Performance Goals	Allows performance goals to be cancelled.
Employee	Identifies the person as an employee.	Claim Shifts	Allows workers to view and claim open shifts
Employee	Identifies the person as an employee.	Copy Development Goals	Allows copying of development goals.
Employee	Identifies the person as an employee.	Copy Performance Goals	Allows copying of performance goals.
Employee	Identifies the person as an employee.	Create Non-Catalog Learning Requests by Learner	Allows a non-catalog learning request to be initiated by learner
Employee	Identifies the person as an employee.	Create Service Request from HCM	Allows the creation of service requests from HCM pages.
Employee	Identifies the person as an employee.	Delete Development Goals	Allow development goals to be deleted.
Employee	Identifies the person as an employee.	Delete Performance Goals	Allow performance goals to be deleted.
Employee	Identifies the person as an employee.	Download Desktop Integrator	Allows to download and install Desktop Integrator.
Employee	Identifies the person as an employee.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Employee	Identifies the person as an employee.	Give Anytime Feedback	Allows a user to give anytime feedback.
Employee	Identifies the person as an employee.	Manage Data Visualization Preference	Allows creation, modification and deletion of the user preferences for the data visualization configuration. For example, a user might prefer to view a data visualization configured initially as a horizontal Bar chart, to be displayed as a vertical Bar chart instead.
Employee	Identifies the person as an employee.	Manage Development Goal	Allows management of development goals of direct reports.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Manage Favorite Colleagues	Allows management of favorite colleagues identified by users for career guidance.
Employee	Identifies the person as an employee.	Manage Goal Management Notifications	Manage Goal Management Notifications
Employee	Identifies the person as an employee.	Manage Mentorship	Manage mentorship
Employee	Identifies the person as an employee.	Manage My Contact Information Mobile	Allows management of personal information such as phone numbers and addresses in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Documents Mobile	Allows management of personal documents such as passports, and driver's license in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Personal Information Mobile	Allows management of personal information such as name, and biographical information in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Portrait Work Area	Allows access to the My Portrait work area.
Employee	Identifies the person as an employee.	Manage My Welcome Tab	Allows management of Welcome page.
Employee	Identifies the person as an employee.	Manage My Wellness	Allows management of employee's own wellness.
Employee	Identifies the person as an employee.	Manage My Wellness Team	Allows workers to create their own Wellness teams and manage Wellness team features.
Employee	Identifies the person as an employee.	Manage Own HCM Channel Messages	Allows a user to manage their own messages in HCM Channel Messages
Employee	Identifies the person as an employee.	Manage Performance Goal	Manage Worker Performance or Development Goals
Employee	Identifies the person as an employee.	Manage Person Allocated Checklist by Worker	Allows a worker to manage their own allocated checklists.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
Employee	Identifies the person as an employee.	Manage Reputation Overview	Manage reputation overview
Employee	Identifies the person as an employee.	Manage Reputation Scores	Manage reputation scores
Employee	Identifies the person as an employee.	Manage Scheduled Processes	Allows managment of Scheduled Processes
Employee	Identifies the person as an employee.	Manage Social Roles	Manage social roles
Employee	Identifies the person as an employee.	Manage Volunteering	Allows employees to manage own volunteering activities
Employee	Identifies the person as an employee.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Employee	Identifies the person as an employee.	Print Learning Completion Certificate	Allows access to learning completion certificate templates
Employee	Identifies the person as an employee.	Record External Learning by Learner	Allows to record external learning completion by learner
Employee	Identifies the person as an employee.	Record and View Issue	Allows recording of issues and viewing of information about the recordings.
Employee	Identifies the person as an employee.	Report Time by Web Clock	Allows the worker to report time within a web clock.
Employee	Identifies the person as an employee.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Employee	Identifies the person as an employee.	Share Development Goals	Allows development goals to be shared with other workers.
Employee	Identifies the person as an employee.	Share Performance Goals	Allows performance goals to be shared with other workers.
Employee	Identifies the person as an employee.	Use REST Service - Activity Summaries	Allows users to manage wellness activities through Activity REST service

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Employee	Identifies the person as an employee.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Job Families List of Values	Allows the user to call the GET method associated with the job families list of values REST Service.
Employee	Identifies the person as an employee.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Employee	Identifies the person as an employee.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Employee	Identifies the person as an employee.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Employee	Identifies the person as an employee.	Use REST Service - Time Card Lists of Values	Allows the user to call the GET method associated with the Time Card lists of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Volunteering Lists of Values	Allows access to Volunteering REST LOV services.
Employee	Identifies the person as an employee.	Use REST Service - Wellness Lists of Values	Allows access to Wellness REST LOV services.
Employee	Identifies the person as an employee.	Use REST Service - Workforce Reputation Lists of Values	Allows access to WorkforceReputation REST LOV services.
Employee	Identifies the person as an employee.	Use Time Card Templates	Lets the worker use templates when entering their time cards.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Validate Project Time and Labor Time Card	Allows access to the web service that validates project attributes on time cards.
Employee	Identifies the person as an employee.	View Calendar by Worker	Allows worker to view calendar.
Employee	Identifies the person as an employee.	View Notification Details	Allows product specific notification details.
Employee	Identifies the person as an employee.	View Performance Goal	Review goals and goal details.
Employee	Identifies the person as an employee.	View Skill Recommendations	Allows the user to view and select application-generated skill recommendations.
Employee	Identifies the person as an employee.	View Team Schedule by Worker	Allows worker to view team schedule.
Employee	Identifies the person as an employee.	View Time by Calendar	Allows view of personal schedule in time calendar.
Employee	Identifies the person as an employee.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Employee	Identifies the person as an employee.	Workforce Reputation Subscription User	Allows access to the Workforce Reputation Subscription Application features.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Employee Enrollment	Manages employee enrollments.	Access Benefits Calculators	Allows access to benefit calculators.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Enrollment	Manages employee enrollments.	Change Beneficiaries	Allows employees to change beneficiaries outside open enrollment.
Employee Enrollment	Manages employee enrollments.	Compare Benefit Plans	Allows comparison of medical, dental and vision plans.
Employee Enrollment	Manages employee enrollments.	Elect Benefits	Allows employees to elect benefits.
Employee Enrollment	Manages employee enrollments.	Maintain Plan Beneficiary Designation	Allows maintenance of plan beneficiary designation.
Employee Enrollment	Manages employee enrollments.	Maintain Primary Care Provider	Allows maintenance of primary care physician.
Employee Enrollment	Manages employee enrollments.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison List of Values	Allows users to call the GET method associated with the benefit plans comparison list of values REST service.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison REST service.
Employee Enrollment	Manages employee enrollments.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement	Allows creation and modification of expense reimbursement bank accounts for themselves.
Expense Entry	Creates and updates expense items and expense reports.	Manage Expense Report	Allows creation of expense items and expense reports. Allows updating expense items and managing submitted expense reports. Allows tracking of expense reports, expense items, and payments.
Expense Entry	Creates and updates expense items and expense reports.	Review Expense Reimbursement	Not Available
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Connections Read Only	Allows users to call the GET method associated with the department connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Searches	Allows the user to search for departments in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Location Connections Read Only	Allows users to call the GET method associated with the location connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Person Notes Visibility Options List of Values	Allows the user to call the GET method associated with the Person Notes Visibility Options list of values REST service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Profile Tag Searches	Allows the user to search for profile tags using REST services.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Worker Searches	Allows the user to search for workers in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Workers	Allows the user to call all methods associated with the Workers REST Service.
Item Inquiry	Queries and views items in the enterprise.	Access Product Development Configurations Using a REST Service	Permits access to configure data in Product Development using REST services, including master organization setup.
Item Inquiry	Queries and views items in the enterprise.	GET Product Management Index REST	Allows access to view indexed attributes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Item Inquiry	Queries and views items in the enterprise.	Get Item Index Available Attributes REST	Allows access to view available attributes for item.
Item Inquiry	Queries and views items in the enterprise.	Get Search View REST	Allows query of search views.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment	Allows access to view and manage item attachments.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Catalog	Allows access to view and manage item catalogs including categories and category hierarchies.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Global Search	Allows access to search for items using secure enterprise search.
Item Inquiry	Queries and views items in the enterprise.	Manage Product Management Search	Allows access to view and edit Product Management Search.
Item Inquiry	Queries and views items in the enterprise.	Manage Search View REST	Allows access to view and manage search views.
Item Inquiry	Queries and views items in the enterprise.	Manage Trading Partner Item Reference	Allows access to manage trading partner item references for items.
Item Inquiry	Queries and views items in the enterprise.	Manage Unit of Measure	Allows configuration of UOMs, UOM classes, and definition of standard, interclass, and intraclass UOM conversions.
Item Inquiry	Queries and views items in the enterprise.	View Item	Allows access to product dashboard.
Item Inquiry	Queries and views items in the enterprise.	View Item Organization Association	Allows access to view item organization assignments.
Item Inquiry	Queries and views items in the enterprise.	View Item Relationship	Allows access to view item relationships.
Item Inquiry	Queries and views items in the enterprise.	View Product Management Search	Allows access to view Product Management Search.
Manage Career by Worker	Allows a worker to manage their career.	Access Internal Candidate Experience	Allows access to internal career sites.
Manage Career by Worker	Allows a worker to manage their career.	Manage Career	Allows management of a worker's career.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Career by Worker	Allows a worker to manage their career.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Career Searches	Allows the user to call the careerSearches REST service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Talent Model Profiles Read Only	Allows the user to call the GET method associated with the Talent Model Profiles REST Service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage My Account	Manages worker roles.	Delete Roles Delegated To Me	Allows deleting role delegations delegated to user.
Manage My Account	Manages worker roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage My Account	Manages worker roles.	Reset Password	Allows reset password links to be emailed to users.
Manage My Account	Manages worker roles.	View Own Account Details	Allows viewing of one's own account details.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service	Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	Manage Payables Invoices	Allows searching and viewing of Oracle Fusion Payables documents.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice	Allows viewing of Oracle Fusion Payables invoices without performing a search.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker	Allows creation of performance documents by workers.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Print Performance Document	Allows printing of performance documents
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Provide Performance Evaluation Feedback	Allows performance evaluation feedback to be provided.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	View Performance Information on Worker Dashboard	Allows a worker to view the worker's own performance information.
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.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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.	Manage Person Email	Allows access to a person's emails.
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.	Manage Person Phone	Allows access to a person's phones.
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.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Manage Person Email	Allows access to a person's emails.
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.	Manage Person Phone	Allows access to a person's phones.
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester	Allows a procurement requester to initiate cancellation of a purchase order.
Procurement Requester	Prepares requisitions for themselves.	Change Purchase Order as Procurement Requester	Allows a procurement requester to initiate changes to an approved purchase order.
Product Search	Manages product searches.	Access HCM Common Components	Allows access to HCM common components.
Product Search	Manages product searches.	Access Product Development Configurations Using a REST Service	Permits access to configure data in Product Development using REST services, including master organization setup.
Product Search	Manages product searches.	GET Product Management Index REST	Allows access to view indexed attributes.
Product Search	Manages product searches.	Get Item Index Available Attributes REST	Allows access to view available attributes for item.
Product Search	Manages product searches.	Get Search View REST	Allows query of search views.
Product Search	Manages product searches.	Manage Search Consumer Applications Rest	Allows access to view and manage Search Consumer Applications for application sets that required for picker applications.
Product Search	Manages product searches.	Manage Search View REST	Allows access to view and manage search views.
Product Search	Manages product searches.	Manage System Searches	Allows users to manage HCM system searches.

Granted Role	Granted Role Description	Privilege	Privilege Description
Product Search	Manages product searches.	Use REST Service - Saved Searches	Allows the user to call all methods associated with the Saved Searches REST Service.
Product Search	Manages product searches.	View Product Management Search	Allows access to view Product Management Search.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	Report Time for Project Tasks	Allows reporting of time and management of time cards on mobile devices.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Expenditure Types Service	Allows access to the service to get the list of expenditure types.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Financial Tasks Service	Allows access to the service to view financial tasks.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt	Allows correction of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Create Self-Service Receiving Receipt	Allows creation of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Self-Service Receiving Receipt Return	Allows return of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Monitor Self-Service Receiving Receipt Work Area	Allows access to the self-service receipts work area.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Process Inventory Nudges	Privilege to process nudges in inventory management.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive	Review Inbound Shipment Details	Allows viewing of inbound shipment details.

Granted Role	Granted Role Description	Privilege	Privilege Description
	items, correct receipts, and return receipts.		
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Receiving Receipt Summary	Allows review of receipt summary information.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Self-Service Receiving Receipt	Allows review of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Purchase Order	Allows a user to review a purchase order.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Receiving Receipt Notification	Allows viewing of receipt notifications.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Requisition	Allows users to view requisition details.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Work Confirmation	Allows a user to review a work confirmation.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Create Receipt with the Responsive Self Service Receiving Application	Privilege to access the new my receipts work area and create self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Get Trading Partner Item Relationship Rest	Allows query access to trading partner Item relationship through the REST API.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Process Inventory Nudges	Privilege to process nudges in inventory management.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Return Receipt with the Responsive Self Service Receiving Application	Privilege to return self service receipts using the responsive version of Oracle Self Service Receiving.

Granted Role	Granted Role Description	Privilege	Privilege Description
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Update Receipt with the Responsive Self Service Receiving Application	Privilege to update self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inbound Shipment Using Responsive Receiving Application	Allows viewing an inbound shipment using the responsive receiving application.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inbound Shipment for Business Unit by Web Service	Allows viewing an inbound shipment for a business unit by web service.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Inventory Transfer Order	Allows access to view inventory transfer orders.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Purchase Order	Allows a user to review a purchase order.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Receipt Summary and Transaction History using Responsive Receiving	Privilege to view receipt summary and transaction history using responsive receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Receipt with the Responsive Self Service Receiving Application	Privilege to view self service receipts using the responsive version of Oracle Self Service Receiving.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	View Shipment Using Responsive Shipping	Allows viewing shipment details by using a shipment number. This privilege can't be used as a standalone privilege to view shipments.
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 for Internal Material Transfers	Allows users to create requisitions for internal material transfers.
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	Allows users to change deliver-to locations on requisition lines.

Granted Role	Granted Role Description	Privilege	Privilege Description
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 Noncatalog Requests	Allows users to create requests for items not available through the procurement catalog.
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 One Time Location	Allows users to enter one-time address on requisition lines.
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.	Distribute Award Project Costs and Quantities	Allows user to initiate the award distribution process that will match the costs and quantities provided to available award funding patterns to distribute.
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.	Get Best Or All Available Supply Sources	Get the best supply source or all the available supply sources to fulfill an internal material transfer request.
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.	Get Enterprise Structures Using REST Service	Allows access to REST services list of values for various XLE, GL, FUN Intercompany setup related business objects that will be consumed cross pillars.
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.	Get Internal Transfer Requesting Organization Price	Get the transfer price to the requesting organization for an internal transfer order.
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.	Get Item Category Rest	Allows query access to item categories through the REST API.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Get Project Setups	Allows access to list of values for various Projects setup related business objects that will be consumed cross pillars using REST services or BIP reports.
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.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
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.	Manage Requisition	Allows users to create, search, and view requisitions.
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.	Submit Requisition with One Click	Allows user submit the shopping cart (requisition) without first going to the edit requisition page.
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.	View Daily Conversion Rate	Allows view access to daily conversion information.
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.	View Geography Information	Not Available
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.	View Inbound Shipment Using Responsive Receiving Application	Allows viewing an inbound shipment using the responsive receiving application.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	View Inbound Shipment for Business Unit by Web Service	Allows viewing an inbound shipment for a business unit by web service.
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.	View Purchasing Hazard Classes List of Values using REST Service	Allows access to REST services list of values for hazard classes that will be consumed cross pillars.
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.	View Purchasing UN Numbers List of Values using REST Service	Allows access to REST services list of values for UN numbers that will be consumed cross pillars.
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.	View Requisition	Allows users to view requisition details.
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.	View Trading Community Location	Allows the invocation of location web services.
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.	View Units Of Measure List of Values by Web Service	Allow viewing units of measure list of values by web service.
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Requisition Viewing	View requisition and associated documents.	Review Receiving Transaction History	Allows viewing of the receiving transaction history for a receipt.

Granted Role	Granted Role Description	Privilege	Privilege Description
Requisition Viewing	View requisition and associated documents.	View Purchase Order as Procurement Requester	Allows a procurement requester to review a purchase order.
Requisition Viewing	View requisition and associated documents.	View Requisition	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	View Supplier Negotiation	Allows users to review a supplier negotiation.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group	Allows adding of someone as a member to a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Create Social Group	Allows creation of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Social Connection	Allows sending of an invitation to connect.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Someone to Social Group	Allows sending of an invitation to be a member of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Link Social Group	Allows linking of a social group to an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Kudos	Allows sending of kudos to someone.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Message Board	Allows management of postings on the message board.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Bookmarks	Allows creation of social bookmarks and sharing them with connections.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Connections	Allows management of social connections and connection lists.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Group	Allows creation of social groups. Allows management of groups, such as adding social group content, adding and removing members to groups, and leaving groups.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Self-descriptive Information	Allows management of self-descriptive information, such as the about me description, and areas of interest.

Granted Role	Granted Role Description	Privilege	Privilege Description
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Unlink Social Group	Allows unlink of a social group from an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Activity Stream	Allows viewing of the activity stream.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Related Social Groups	Allows viewing of social groups that are linked to an object, such as a performance goal.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Carriers List of Values by Web Service	Allow viewing carriers list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Default Expenditure Types by Web Service	Allow viewing Default Expenditure Types by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Inventory Organization Parameters List of Values by Web Service	Allow viewing inventory organization parameters list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Inventory Organizations List of Values by Web Service	Allow viewing inventory organizations list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Plant Organizations List of Values by Web Service	Allow viewing plant organizations list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Plant Parameters List of Values by Web Service	Allow viewing plant parameters list of values by web service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Project Attribute Defaults by Web Service	Allow viewing Project Attribute Defaults by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Project Type Cost Exclusions by Web Service	Allow viewing Project Type Cost Exclusions by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Schedules by Web Service	Allow viewing schedules by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Transit Times by Web Service	Allow viewing Transit Times by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Unit Of Measure Conversion List of Values by Web Service	Allow viewing unit of measure conversion list of values by web service.
Supply Chain Common View Web Service	Provides view only web service access to supply chain common to perform activities such as viewing inventory organizations, plant parameters, carriers and units of measure list of values.	View Units Of Measure List of Values by Web Service	Allow viewing units of measure list of values by web service.
Time and Labor Worker	Reports time as a worker.	Access Time Work Area	Allows access to the Time work area.
Time and Labor Worker	Reports time as a worker.	Report Time by Calendar	Allows the worker to report time within a calendar.
Time and Labor Worker	Reports time as a worker.	Use REST Service - Time Card Field Values Read Only	Lets the person call the Time Card Field Values REST Service.
Time and Labor Worker	Reports time as a worker.	View Calendar by Worker	Allows worker to view calendar.

Granted Role	Granted Role Description	Privilege	Privilege Description
Time and Labor Worker	Reports time as a worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Time and Labor Worker	Reports time as a worker.	View Time by Calendar	Allows view of personal schedule in time 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	Check whether sufficient funds are available for a transactions
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.	Reserve Funds	Check whether sufficient funds are available for a transactions, and if so, reserve the funds
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.	Review Budget Impact	Review the budgetary control results of a transaction and its budget impact
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.	Review Budget Period Statuses	Allows inquiry on the budget period status.
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.	Review Budgetary Control Balances	Review budget consumption balances
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.	Review Budgetary Control Transactions	Review budget consumption balances by transaction
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.	Transfer Budget Balances to Budget Cubes Continuously	Allows the submission of a process to continuously transfer budget balances to the budgetary control balances reporting multidimensional database.
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 Funds Available Balances	Allows access to view the budgetary control validation results.

Granted Role	Granted Role Description	Privilege	Privilege Description
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	Update US W-4	Not Available
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	View US End of Year Tax Form	Not Available
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	View US End-of-Year 1095-C Form	Not Available
Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.	Use REST Service - Eligible Contacts List of Values	Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service.
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.	Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	View Bank and Bank Branches Through REST API	Allows access to bank and bank branches list of values REST APIs.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Bank and Bank Branches Through REST API	Allows access to bank and bank branches list of values REST APIs.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Item Redwood	Allows users to view item details.	Manage Subscription Setup	Manage subscription setup
View Item Redwood	Allows users to view item details.	View Item Redwood Associations	Allow access to view the item associations tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Attachments	Allow access to view the attachment tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Changes	Allow access to view the item changes tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Item Categories	Allow access to view the item category tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Items	Allow access to view the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Quality	Allow access to view the quality tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Relationships	Allow access to view the relationships tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Item Redwood Structures	Allow access to view the item structures tab in the View Item Redwood page.
View Item Redwood	Allows users to view item details.	View Trading Community Organization	Allows exporting, searching, and viewing of organization details such as addresses, classifications, identifiers, and names.
View Item Redwood	Allows users to view item details.	View Trading Community Person	Allows exporting, searching, and viewing of person details such as addresses, classifications, identifiers, and names.
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card	Allows the worker to create a new time card.
Worker Time Card Entry	Reports time by time card, as a worker.	Manage Time Cards by Worker	Allows the worker to view, create, edit, or delete time cards from the Manage Time Cards page.

Granted Role	Granted Role Description	Privilege	Privilege Description
Worker Time Card Entry	Reports time by time card, as a worker.	Search Time Cards	Allows the worker to search for existing time cards.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Match Talent Profile	Allows access to perform best fit analysis.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Employee abstract role.

Business Object	Policy Description	Policy Store Implementation
Absence Type	An Employee can choose absence types for themselves	Role: Maintain Absence Records Privilege: Choose Absence Types (Data) Resource: Absence Type
Absence Type	An Employee can choose absence types for themselves	Role: Submit Absence Bid Privilege: Choose Absence Types (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Absence Type
Absence Type	An Employee can choose absence types for themselves	Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type
Application Attachment	A Employee can delete application attachment for items, item revisions, catalogs, categories, and trading partner items that use attachments.	Role: Employee Privilege: Delete Application Attachment Resource: Application Attachment
Application Attachment	A Employee can maintain application attachment for items, item revisions, catalogs, categories, and trading partner items that use attachments.	Role: Employee Privilege: Update Application Attachment Resource: Application Attachment
Application Attachment	A Employee can view application attachment for items, item revisions, catalogs, categories, and trading partner items that use attachments.	Role: Employee Privilege: Read Application Attachment Resource: Application Attachment
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
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
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
Application Attachment	An Employee can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	Role: Procurement Requester Privilege: Update Application Attachment Resource: Application Attachment
Application Reference Territory	An Employee can choose application reference territory for countries in their country security profile	Role: Change Person Marital Status

Business Object	Policy Description	Policy Store Implementation
		Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Application Reference Territory	An Employee can choose application reference territory for countries in their country security profile	Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory
Assignment Grade	An Employee can choose assignment grade for all grades in the enterprise	Role: Use REST Service - Grades List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
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 manage benefit participant enrollment result for themselves	Role: Manage Benefit Participant Enrollment Result by Worker Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Enrollment Result	An Employee can report person for themselves	Role: Employee Enrollment Privilege: Report Person (Data) Resource: Benefit Participant Enrollment Result

Business Object	Policy Description	Policy Store Implementation
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
Benefit Participant Enrollment Result	An Employee can view benefit participant enrollment result for themselves	Role: Manage Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
Benefit Participant Enrollment Result	An Employee can view benefit participant enrollment result for themselves	Role: View Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result
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 Potential Life Event	An Employee can self report a life event for themselves	Role: Self Report a Life Event Privilege: Self Report a Life Event (Data) Resource: Benefit Participant Potential Life Event
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 Person Benefit Group	An Employee can manage benefit person benefit group for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group
Benefit Person Benefit Group	An Employee can view person benefit group for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group

Business Object	Policy Description	Policy Store Implementation
Benefit Person Habit	An Employee can manage benefit person info for themselves	Role: Manage Benefits Additional Person Info Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit
Benefit Person Habit	An Employee can view benefit person info for themselves	Role: Manage Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit
Benefit Person Habit	An Employee can view benefit person info for themselves	Role: View Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit
Benefit Questionnaire Responses	An Employee can manage benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	An Employee can view benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	An Employee can view benefits questionnaire responses for themselves	Role: View Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Relation	An Employee can manage benefit relation for themselves	Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation
Cash Advance Approval Note	An Employee can manage expense report approval note for themselves	Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note

Business Object	Policy Description	Policy Store Implementation
Check In Document	An Employee can create check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document
Check In Document	An Employee can create check-in document for themselves	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document
Check In Document	An Employee can manage check-in document for themselves	Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document
Check In Document	An Employee can view check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document
Check In Document	An Employee can view check-in document for themselves	Role: View Performance Summary Privilege: View Check-In Document (Data) Resource: Check In Document
Checklist Role Maps	An Employee can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps
Checklist Role Maps	An Employee can view journey template for self for journey templates which allow them to view their own assigned journeys	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps
Compensation Allocation	An Employee can view compensation change statement for themselves	Role: View Compensation Change Statement Privilege: View Compensation Change Statement (Data) Resource: Compensation Allocation

Business Object	Policy Description	Policy Store Implementation
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
Delegated Role	An Employee can manage role delegations for persons and assignments in their person and assignment security profile	Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role
Delegated Role	An Employee can view role delegations for persons and assignments in their person and assignment security profile	Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role
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
Guided Journey Response	An Employee can manage guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response
Guided Journey Response	An Employee can view guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response
HCM Non-Person Note	An Employee can manage hcm non-person note for non-person notes that they created	Role: Manage HCM Non-Person Note

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage HCM Non-Person Note (Data) Resource: HCM Non-Person Note
HCM Person Note	An Employee can manage hcm person note for all types of person notes that they created	Role: Manage HCM Person Note Privilege: Manage HCM Person Note (Data) Resource: HCM Person Note
HCM Person Note	An Employee can view hcm person note for all types of person notes that they created	Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note
HCM Person Note	An Employee can view hcm person note for all types of person notes that they created	Role: View HCM Person Note Privilege: View HCM Person Note (Data) Resource: HCM Person Note
HCM Person Note Shared with Peers	An Employee can view hcm person note shared with peers for person notes shared with peers of the note recipient	Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers
HCM Person Public Note	An Employee can hide hcm person public note for public notes that are about themselves	Role: Hide HCM Person Public Note Privilege: Hide HCM Person Public Note (Data) Resource: HCM Person Public Note
HCM Person Public Note	An Employee can view hcm person public note for public person notes that are about people in their public person security profile	Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note
HCM Person Public Note	An Employee can view hcm person public note for public person notes that are about people in their public person security profile	Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note
HCM Person Shared Note	An Employee can view hcm person shared note for shared person notes that are about people in their person security profile	Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note

Business Object	Policy Description	Policy Store Implementation
HCM Person Shared Note	An Employee can view hcm person shared note for shared person notes that are about themselves and that have been shared with them	Role: View HCM Person Note Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note
HR Document Type	An Employee can view document type for document types in their document type security profile	Role: Manage Person Documentation by Worker Privilege: View Document Type (Data) Resource: HR Document Type
HR Job	A Employee can choose hr job for all jobs in the enterprise	Role: Employee Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	An Employee can choose hr job for all jobs in the enterprise	Role: Use REST Service - Jobs List of Values Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	An Employee can view hr job for all jobs in the enterprise	Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job
Help Topic	An Employee can view secured help content for all secured help content they are authorized	Role: View Secured Help Content Privilege: View Secured Help Content Resource: Help Topic
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Asset Maintenance Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Attribute (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Basic (Data) Resource: Item

Business Object	Policy Description	Policy Store Implementation
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Costing Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item General Planning Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Inventory Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Invoicing Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Lead Times Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item MRP and MPS Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Order Management Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Pack (Data) Resource: Item

Business Object	Policy Description	Policy Store Implementation
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item People (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Physical Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Primary Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Process Manufacturing Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Purchasing Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Receiving Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Revision (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Service Group (Data) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee Privilege: Maintain Item Structure (Data) Resource: Item

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

Business Object	Policy Description	Policy Store Implementation
		Resource: Item Catalog
Item Catalog	A Employee can view item catalog for the catalogs they have access to	Role: Employee Privilege: View Catalog (Data) Resource: Item Catalog
Item Category	A Employee can maintain item category for the categories they have access to	Role: Employee Privilege: Maintain Category (Data) Resource: Item Category
Item Category	A Employee can view item category for the categories they have access to	Role: Employee Privilege: View Category (Data) Resource: Item Category
Item Category	A Employee can view item category for the categories they have access to	Role: Employee Privilege: View Parent Category (Data) Resource: Item Category
Journey	An Employee can assign journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey
Journey	An Employee can assign journey to self for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey
Journey	An Employee can view journey for journeys to which they have been granted access	Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey
Journey	An Employee can view journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey
Journey Task	An Employee can view journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in Journey Task Library Read Only

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Journey Task Library (Data) Resource: Journey Task
Learning Assignment	An Employee can manage voluntary learning for voluntary learning assignments they have received	Role: Manage My Voluntary Learning Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment
Learning Assignment	An Employee can view recommended learning for recommendations they have received	Role: View My Recommended Learning Privilege: View Recommended Learning (Data) Resource: Learning Assignment
Learning Assignment	An Employee can view required learning for required learning assignments they have received	Role: View My Required Learning Privilege: View Required Learning (Data) Resource: Learning Assignment
Learning Assignment Event	An Employee can manage recommended learning for recommendations they made	Role: Manage Recommended Learning Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment Event
Learning Assignment Event	An Employee can view recommended learning public person for recommendations made by persons in their public person security profile	Role: View My Recommended Learning Privilege: View Recommended Learning Public Person (Data) Resource: Learning Assignment Event
Learning Item	An Employee can manage learning communities for self-service communities they created	Role: Manage Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item
Learning Item	An Employee can manage learning self-service tutorials for self-service tutorials they created	Role: Manage Learning Self-Service Tutorials Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item
Learning Item	An Employee can manage learning self-service videos for self-service videos they created	Role: Manage Learning Self-Service Videos Privilege: Manage Learning Self-Service Videos (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Learning Item
Learning Item	An Employee can manage offline learning for catalog items visible to them in learning self-service	Role: Manage Offline Learning Privilege: Manage Offline Learning (Data) Resource: Learning Item
Learning Item	An Employee can view catalog learning items in self-service for catalog items visible to them in learning self-service	Role: Access Learning Common Components Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item
Learning Item	An Employee can view learning communities for communities they are a member or manager of	Role: View Learning Communities Privilege: View Learning Communities (Data) Resource: Learning Item
Learning Item	An Employee can view self-service learning items for self- service videos published by communities visible to them	Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item
Learning Item	An Employee can view self-service learning items for self-service communities visible to them	Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item
Learning Item	An Employee can view self-service learning items for self-service tutorials published by communities visible to them	Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item
Location	An Employee can choose location for all locations in the enterprise	Role: Use REST Service - Locations List of Values Privilege: Choose Location (Data) Resource: Location
Location	An Employee can view location for all locations in the enterprise	Role: Use REST Service - Locations Read Only Privilege: View Location (Data) Resource: Location

Business Object	Policy Description	Policy Store Implementation
Organization	An Employee can choose recruiting organization for organizations in their organization security profile	Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization
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 enter indian investment declaration for themselves if they are employed by an indian legal employer	Role: Enter Indian Investment Declaration Privilege: Enter Indian Investment Declaration (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can enter indian previous employment for themselves if they are employed by an indian legal employer	Role: Enter Indian Previous Employment Privilege: Enter Indian Previous Employment (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can enter indian social insurance for themselves if they are employed by an indian legal employer	Role: Enter Indian Social Insurance Privilege: Enter Indian Social Insurance (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can enter uk new starter declaration for themselves if they are employed by a uk legal employer	Role: UK New Starter Declaration Privilege: Enter UK New Starter Declaration (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can manage canadian personal tax credits for themselves if they are employed by a ca legal employer	Role: Canadian Employee Privilege: Manage Canadian Personal Tax Credits (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can manage indian employee flexible benefit plan for themselves if they are employed by an indian legal employer	Role: Manage Indian Employee Flexible Benefit Plan Privilege: Manage Indian Employee Flexible Benefit Plan (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can manage uk pension contributions for themselves if they are employed by a uk legal employer	Role: Manage UK Pension Contributions Privilege: Manage UK Pension Contributions (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	An Employee can submit indian tax exemption for allowances for themselves if they are employed by an indian legal employer	Role: Submit Indian Tax Exemption for Allowances Privilege: Submit Indian Tax Exemption for Allowances (Data) Resource: Payroll Personal Deduction
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
Payroll Personal Deduction	An Employee can view canadian end of year tax form for themselves if they are employed by a ca legal employer	Role: Canadian Employee Privilege: View Canadian End of Year Tax Form (Data) Resource: Payroll Personal Deduction
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 Personal Deduction	An Employee can view us tax jurisdictions for themselves if they are employed by a us legal employer	Role: View US Tax Jurisdictions by Worker Privilege: View US Tax Jurisdictions (Data) Resource: Payroll Personal Deduction
Payroll Relationship	An Employee can manage payroll person process results for themselves	Role: View Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship
Payroll Relationship	An Employee can manage payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
Payroll Relationship	An Employee can view payroll relationship for themselves	Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship
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
Payroll Relationship	An Employee can view year-end documents for themselves	Role: View Year-End Documents Privilege: View Year-End Documents (Data) Resource: Payroll Relationship
Performance Document	An Employee can create anytime performance document for themselves	Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document
Performance Document	An Employee can view performance summary for themselves	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Feedback Request	An Employee can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	An Employee can request feedback for themselves	Role: Request Feedback Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	An Employee can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request

Business Object	Policy Description	Policy Store Implementation
Performance Feedback Request	An Employee can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request
Performance Goal	An Employee can manage development goal by worker for themselves	Role: Manage Development Goal by Worker Privilege: Manage Development Goal by Worker (Data) Resource: Performance Goal
Performance Goal	An Employee can manage performance goal by worker for themselves	Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal
Performance Goal	An Employee can view development goal by worker for themselves	Role: View Development Goal by Worker Privilege: View Development Goal by Worker (Data) Resource: Performance Goal
Performance Goal	An Employee can view development goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal
Performance Goal	An Employee can view performance goal by worker for themselves	Role: View Performance Goal by Worker Privilege: View Performance Goal by Worker (Data) Resource: Performance Goal
Performance Goal	An Employee can view performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal
Person	A Employee can report person for themselves	Role: Employee Privilege: Report Person (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
Person	An Employee can change person address for themselves	Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person
Person	An Employee can change person marital status for themselves	Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person
Person	An Employee can compare person for themselves	Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person
Person	An Employee can manage worker public portrait for themselves	Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person
Person	An Employee can print worker portrait for themselves	Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person
Person	An Employee can share worker information for themselves	Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person
Person	An Employee can view person for themselves	Role: HCM Connections REST Services Privilege: View Person (Data) Resource: Person
Person	An Employee can view us end-of-year 1095-c form for themselves if they are employed by a us legal employer	Role: US Employee Portrait Gallery Privilege: View US End-of-Year 1095-C Form (Data) Resource: Person
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

Business Object	Policy Description	Policy Store Implementation
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
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
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 themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Absence Entry	An Employee can maintain self service absence record for themselves	Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Address	An Employee can manage person private address details for themselves	Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address
Person Address	An Employee can view person address for themselves	Role: Change Person Address Privilege: View Person Address (Data) Resource: Person Address
Person Address	An Employee can view person address for themselves	Role: View Person Address Privilege: View Person Address (Data) Resource: Person Address

Business Object	Policy Description	Policy Store Implementation
Person Address	An Employee can view person address for themselves	Role: View Portrait Personal Information Card Privilege: View Person Address (Data) Resource: Person Address
Person Allocated Checklist	An Employee can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist
Person Allocated Checklist	An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist
Person Assignment	A Employee can choose person assignment for persons and assignments in their person and assignment security profile	Role: Employee Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Assignment	An Employee can access person contact information for themselves	Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Assignment
Person Assignment	An Employee can access person identification information for themselves	Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Assignment
Person Assignment	An Employee can access personal details for themselves	Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Assignment
Person Assignment	An Employee can change worker location for themselves	Role: Change Worker Location By Worker Privilege: Change Worker Location (Data) Resource: Person Assignment
Person Assignment	An Employee can change worker working hour for themselves	Role: Change Worker Working Hour by Worker Privilege: Change Worker Working Hour (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	An Employee can choose absence business titles for themselves	Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	An Employee can choose absence business titles for themselves	Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	An Employee can choose worker for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment
Person Assignment	An Employee can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment
Person Assignment	An Employee can maintain self service absence record for themselves	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	An Employee can maintain self service absence record for themselves	Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	An Employee can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Assignment
Person Assignment	An Employee can manage person image for themselves	Role: Manage Person Image

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Person Image (Data) Resource: Person Assignment
Person Assignment	An Employee can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment
Person Assignment	An Employee can view assignment summary for themselves	Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment
Person Assignment	An Employee can view eligible jobs for themselves	Role: View Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment
Person Assignment	An Employee can view person assignment for themselves	Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Assignment	An Employee can view person contact details for themselves	Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Assignment
Person Assignment	An Employee can view person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Assignment
Person Assignment	An Employee can view person extra information for themselves	Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment
Person Assignment	An Employee can view person extra information for themselves	Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Assignment	An Employee can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	An Employee can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	An Employee can view seniority dates for themselves	Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment
Person Assignment	An Employee can view worker assignment history details for themselves	Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment
Person Assignment	An Employee can view worker availability for themselves	Role: Maintain Absence Records Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	An Employee can view worker availability for themselves	Role: Submit Absence Bid Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	An Employee can view worker availability for themselves	Role: View Worker Calendar by Worker Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	An Employee can view worker calendar for themselves	Role: View Worker Calendar by Worker Privilege: View Worker Calendar (Data) Resource: Person Assignment
Person Availability Patterns	An Employee can manage availability patterns for themselves	Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Availability Patterns
Person Beneficiary Organizations	An Employee can manage person beneficiary organizations for people and assignments in their person and assignment security profile	Role: Manage Person Beneficiary Organizations Privilege: Manage Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations
Person Beneficiary Organizations	An Employee can view person beneficiary organizations for people and assignments in their person and assignment security profile	Role: Manage Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations
Person Beneficiary Organizations	An Employee can view person beneficiary organizations for people and assignments in their person and assignment security profile	Role: View Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations
Person Benefit Balance	An Employee can manage person benefits balance for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Benefit Balance	An Employee can view person benefits balance for people and assignments in their person and assignment security profile	Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance
Person Checklist	An Employee can manage onboarding by worker for themselves	Role: Manage Onboarding by Worker Privilege: Manage Onboarding by Worker (Data) Resource: Person Checklist
Person Citizenship	An Employee can manage person citizenship for themselves	Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	An Employee can view person citizenship for themselves	Role: Manage Person Citizenship Privilege: View Person Citizenship (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Citizenship
Person Citizenship	An Employee can view person citizenship for themselves	Role: View Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship
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
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 Communication Method	An Employee can view person communication method for themselves	Role: Person Communication Methods Management Privilege: View Person Communication Method (Data) Resource: Person Communication Method
Person Contact Relationship	An Employee can manage person contact details for themselves	Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
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
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 Contact Relationship	An Employee can view person contact details for themselves	Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Contact Relationship
Person Contact Relationship	An Employee can view person contact details for themselves	Role: View Portrait Personal Information Card Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship
Person Detail	An Employee can access person contact information for themselves	Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Detail
Person Detail	An Employee can access person identification information for themselves	Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Detail
Person Detail	An Employee can access personal details for themselves	Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Detail
Person Detail	An Employee can choose person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail
Person Detail	An Employee can choose person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail
Person Detail	An Employee can manage approval delegations for themselves	Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail
Person Detail	An Employee can manage external payroll information for themselves	Role: Manage External Payroll Information by Worker Privilege: Manage External Payroll Information (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Detail
Person Detail	An Employee can manage person biographical for themselves	Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) Resource: Person Detail
Person Detail	An Employee can manage person extra information for themselves	Role: Manage Person Extra Information by Worker Privilege: Manage Person Extra Information (Data) Resource: Person Detail
Person Detail	An Employee can manage worker bank account for people and assignments in their person and assignment security profile	Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail
Person Detail	An Employee can manage worker bank account for themselves	Role: Manage Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail
Person Detail	An Employee can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail
Person Detail	An Employee can share personal data access for themselves	Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail
Person Detail	An Employee can share personal information for themselves	Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail
Person Detail	An Employee can view approval delegations for persons and assignments in their person and assignment security profile	Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail
Person Detail	An Employee can view person biographical for themselves	Role: Manage Person Biographical Information

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	An Employee can view person biographical for themselves	Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	An Employee can view person extra information for themselves	Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail
Person Detail	An Employee can view person extra information for themselves	Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail
Person Detail	An Employee can view person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail
Person Detail	An Employee can view seniority dates for themselves	Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail
Person Detail	An Employee can view worker bank account for people and assignments in their person and assignment security profile	Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail
Person Detail	An Employee can view worker bank account for people and assignments in their person and assignment security profile	Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail
Person Detail	An Employee can view worker bank account for themselves	Role: Manage Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail

Business Object	Policy Description	Policy Store Implementation
Person Detail	An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail
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 Disability	An Employee can view person disability for themselves	Role: View Person Disability by Worker Privilege: View Person Disability (Data) Resource: Person Disability
Person Documentation	An Employee can manage person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Documentation	An Employee can manage person documentation for document types in their document types security profile for themselves	Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Documentation	An Employee can view person documentation for document types in their document types security profile for themselves	Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Documentation	An Employee can view person documentation for document types in their document types security profile for themselves	Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Driver License	An Employee can manage person driver license for themselves	Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License
Person Driver License	An Employee can manage person driver license number for themselves	Role: Manage Person Driver License

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License
Person Driver License	An Employee can view person driver license for themselves	Role: Manage Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License
Person Driver License	An Employee can view person driver license for themselves	Role: View Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License
Person Email	An Employee can manage person email for themselves	Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email
Person Email	An Employee can view person email for themselves	Role: Person Communication Methods Management Privilege: View Person Email (Data) Resource: Person Email
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 Ethnicity	An Employee can manage person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	An Employee can view person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	An Employee can view person ethnicity for themselves	Role: View Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity

Business Object	Policy Description	Policy Store Implementation
Person Image	An Employee can manage person image for themselves	Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image
Person Image	An Employee can view person image for themselves	Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image
Person Legislative Data	An Employee can manage person legislative for themselves	Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data
Person Legislative Data	An Employee can view person legislative for themselves	Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data
Person Legislative Data	An Employee can view person legislative for themselves	Role: View Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data
Person Life Event	An Employee can manage person life event for themselves	Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event
Person Name	An Employee can change person name for themselves	Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name
Person Name	An Employee can view person name for themselves	Role: Manage Person Name Privilege: View Person Name (Data) Resource: Person Name
Person Name	An Employee can view person name for themselves	Role: View Person Name Privilege: View Person Name (Data) Resource: Person Name

Business Object	Policy Description	Policy Store Implementation
Person National Identifier	An Employee can manage person national identifier for themselves	Role: Manage Person National Identifier Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier
Person National Identifier	An Employee can view person national identifier for themselves	Role: Manage Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person National Identifier	An Employee can view person national identifier for themselves	Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier
Person Passport	An Employee can manage person passport for themselves	Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person Passport
Person Passport	An Employee can manage person passport number for themselves	Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport
Person Passport	An Employee can view person passport for themselves	Role: Manage Person Passport Privilege: View Person Passport (Data) Resource: Person Passport
Person Passport	An Employee can view person passport for themselves	Role: View Person Passport Privilege: View Person Passport (Data) Resource: Person Passport
Person Phone	An Employee can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone
Person Phone	An Employee can view person phone for themselves	Role: Person Communication Methods Management Privilege: View Person Phone (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Phone
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 manage cash disbursements for themselves	Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual
Person Plan Accrual	An Employee can manage donations for themselves	Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual
Person Plan Accrual	An Employee can view accrual plan balance for themselves	Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Accrual	An Employee can view accrual plan balance for themselves	Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
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
Person Plan Enrollment	An Employee can choose enrolled absence plans for themselves	Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment
Person Plan Enrollment	An Employee can choose enrolled absence plans for themselves	Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment
Person Religion	An Employee can manage person religion for themselves	Role: Manage Person Religion Privilege: Manage Person Religion (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Religion
Person Religion	An Employee can view person religion for themselves	Role: Manage Person Religion Privilege: View Person Religion (Data) Resource: Person Religion
Person Religion	An Employee can view person religion for themselves	Role: View Person Religion Privilege: View Person Religion (Data) Resource: Person Religion
Person Type	An Employee can choose person type for person types in their person security profile	Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type
Person Visa	An Employee can manage person visa number or work permit for themselves	Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa
Person Visa	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 Visa
Person Visa	An Employee can view person visa for themselves	Role: Manage Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa
Person Visa	An Employee can view person visa for themselves	Role: View Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa
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

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

Business Object	Policy Description	Policy Store Implementation
		Resource: Public Assignment
Public Assignment	An Employee can search person deferred for persons and assignments in their public person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can search person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Worker Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can view hcm person public note for public person notes that are about people in their public person security profile	Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: Public Assignment
Public Assignment	An Employee can view person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Assignment	An Employee can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment

Business Object	Policy Description	Policy Store Implementation
Public Assignment	An Employee can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Worker Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Learning Item	An Employee can view self-service learning items for communities persons in their public person security profile are members of	Role: View Public Learning Communities Privilege: View Self-Service Learning Items (Data) Resource: Public Learning Item
Public Learning Item	An Employee can view self-service learning items for self-service tutorials published by persons in their public person security profile	Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Public Learning Item
Public Learning Item	An Employee can view self-service learning items for self-service videos published by persons in their public person security profile	Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Public Learning Item
Public Learning Item	An Employee can view self-service learning items for videos and tutorials created by persons in their public person security profile	Role: View Learner Contributions Privilege: View Self-Service Learning Items (Data) Resource: Public Learning Item
Public Person	A Employee can choose public person for persons and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	An Employee can choose proxy for role delegation for persons and assignments in their public person and assignment security profile	Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person
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

Business Object	Policy Description	Policy Store Implementation
Public Person	An Employee can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	An Employee can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	An Employee can choose public person for persons in their public person security profile	Role: Access Learning Common Components Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	An Employee can compare hcm information for themselves	Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person
Public Person	An Employee can compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (Data) Resource: Public Person
Public Person	An Employee can compare public skills for persons and assignments in their public person security profile	Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Public Skills (Data) Resource: Public Person
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
Public Person	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Access Touchpoints by Worker Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Manage Career by Worker Privilege: Search Person Deferred (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
Public Person	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	An Employee can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: Search Person Deferred (Data) Resource: Public Person
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
Public Person	An Employee can view person deferred for persons and assignments in their public person security profile	Role: Access HCM Celebrate Social Feed Privilege: View Person Deferred (Data) Resource: Public Person
Public Person	An Employee can view person deferred for persons and assignments in their public person security profile	Role: Career Growth Access by Worker Privilege: View Person Deferred (Data) Resource: Public Person
Public Person	An Employee can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person
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

Business Object	Policy Description	Policy Store Implementation
Purchasing Document Header	An Employee can view purchasing document header transactional for the requisitioning business units for which they are authorized	Role: Receiving Self Service Responsive Application User Privilege: View Purchasing Document Header Transactional (Data) Resource: Business Unit
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
Requisition	An Employee can manage requisition for themselves for the business units for which they are authorized	Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit
Requisition	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
Requisition	An Employee can manage requisition in other bus by rest service for themselves for the business units for which they are authorized	Role: Procurement Requester Privilege: Manage Requisition in Other BUs by REST Service (Data) Resource: Business Unit
Requisition	An Employee can manage requisition in primary bu by rest service for themselves for the financial business unit associated with their primary assignment	Role: Requisition Self Service User Privilege: Manage Requisition in Primary BU by REST Service (Data) Resource: Business Unit
Role Guide	An Employee can view role guide assignment for themselves	Role: View Role Guide Assignment Privilege: View Role Guide Assignment (Data) Resource: Role Guide
Role Guide	An Employee can view role guide for role guides they have created, are named collaborators of, or are visible to everyone.	Role: View Role Guide Privilege: View Role Guide (Data) Resource: Role Guide
Salary	An Employee can view worker compensation portrait card for themselves	Role: View Compensation Details for Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Shared Performance Goal	An Employee can choose shared performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal
Talent Profile	An Employee can assign public skill as worker for themselves	Role: Assign Public Skill as Worker Privilege: Assign Public Skill as Worker (Data) Resource: Talent Profile
Talent Profile	An Employee can compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
Talent Profile	An Employee can compare talent profiles for people and assignments in their person and assignment security profile	Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
Talent Profile	An Employee can edit person career planning for themselves	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
Talent Profile	An Employee can edit person skills and qualifications for themselves	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
Talent Profile	An Employee can manage talent profile person for persons and assignments in their person security profile	Role: Use REST Service - Talent Person Profiles Privilege: Manage Talent Profile Person (Data) Resource: Talent Profile
Talent Profile	An Employee can match talent profile person for themselves	Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Talent Profile
Talent Profile	An Employee can view endorsement for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: View Endorsement (Data) Resource: Talent Profile
Talent Profile	An Employee can view endorsement for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Endorsement (Data) Resource: Talent Profile
Talent Profile	An Employee can view public skill activity for persons and assignments in their person security profile	Role: Use REST Service - Talent Person Public Skill Activities Read Only Privilege: View Public Skill Activity (Data) Resource: Talent Profile
Talent Profile	An Employee can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Privilege: View Public Skill (Data) Resource: Talent Profile
Talent Profile	An Employee can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Public Skill (Data) Resource: Talent Profile
Talent Profile	An Employee can view public skill for persons and assignments in their public person security profile	Role: Use REST Service - Talent Person Public Skills Read Only Privilege: View Public Skill (Data) Resource: Talent Profile
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
Talent Profile	An Employee can view talent profile person for themselves	Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile

Business Object	Policy Description	Policy Store Implementation
Talent Profile Interest	An Employee can manage careers of interest for people and assignments in their person and assignment security profile	Role: Careers of Interest Management Privilege: Manage Careers of Interest (Data) Resource: Talent Profile Interest
Talent Profile Interest	An Employee can view careers of interest for people and assignments in their person and assignment security profile	Role: Careers of Interest Management Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest
Talent Profile Interest	An Employee can view careers of interest for persons and assignments in their public person security profile	Role: Career Growth Access by Worker Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest
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 Change Request	An Employee can manage time change requests by worker for themselves	Role: Request Time Change Privilege: Manage Time Change Requests by Worker (Data) Resource: Time Change Request
Time Record	An Employee can manage time records for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Records Read Only Privilege: Manage Time Records (Data) Resource: Time Record
Time Record Event	An Employee can manage time record events for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Record Events Privilege: Manage Time Record Events (Data) Resource: Time Record Event
Time Record Group	An Employee can manage time record groups for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Record Groups Read Only Privilege: Manage Time Record Groups (Data) Resource: Time Record Group
Time Record Group Summary	An Employee can delete time cards by worker for themselves	Role: Delete Time Cards by Worker Privilege: Delete Time Cards by Worker (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Time Record Group Summary
Time Record Group Summary	An Employee can generate time entries for themselves	Role: Generate Time Entries by Worker Privilege: Generate Time Entries (Data) Resource: Time Record Group Summary
Time Record Group Summary	An Employee can manage time cards by worker for themselves	Role: Use REST Service - Time Cards by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary
Time Record Group Summary	An Employee can search time cards for persons and assignments in their person and assignment security profile	Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary
Time Record Group Summary	An Employee can submit time cards by worker for themselves	Role: Submit Time Cards by Worker Privilege: Submit Time Cards by Worker (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
Touchpoint Summary	An Employee can view touchpoints for themselves	Role: Use REST Service - Talent Worker Engagements by Worker Read Only Privilege: View Touchpoints (Data) Resource: Touchpoint Summary
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
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: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data)

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

Business Object	Policy Description	Policy Store Implementation
		Resource: Trading Community Organization Party
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
Trading Community Organization Party	An Employee can view trading community organization for all organizations in the enterprise	Role: Payables Invoice Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Party	An Employee can view trading community organization for all organizations in the enterprise	Role: Procurement Requester Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Party	An Employee can view trading community organization for all organizations in the enterprise	Role: Trading Community Data Security Policies for HCM 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
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: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference
Trading Community Party	An Employee can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	Role: Procurement Requester Privilege: View Trading Community Contact (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Trading Community Party
Trading Community Party	An Employee can view trading community person for all people in the enterprise	Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party
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
Trading Community Party	An Employee can view trading community person for all people in the enterprise	Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Employee can view trading community person for all people in the enterprise	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Employee can view trading community person for all people in the enterprise	Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party
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
Trading Community Party	An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Employee can view trading community person for all resources in the enterprise	Role: Expense Entry

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Employee can view trading community person for all resources in the enterprise	Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party
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
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: 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
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: 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
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: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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: 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
Trading Community Relationship	An Employee can view trading community relationship for all trading community relationships in the enterprise	Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
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
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: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Partner Item	A Employee can administrator trading partner item for the trading partner item they have access to	Role: Employee Privilege: Administrate Trading Partner Item (Data) Resource: Trading Partner Item

Business Object	Policy Description	Policy Store Implementation
Trading Partner Item	A Employee can maintain trading partner item for the trading partner item they have access to	Role: Employee Privilege: Maintain Trading Partner Item (Data) Resource: Trading Partner Item
Trading Partner Item	A Employee can view trading partner item for the trading partner item they have access to	Role: Employee Privilege: View Trading Partner Item (Data) Resource: Trading Partner Item
User	An Employee can view user accounts for themselves	Role: Manage My Account Privilege: View User Accounts (Data) Resource: User
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
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
Work Relationship	An Employee can withdraw resignation for themselves	Role: Withdraw Resignation Privilege: Withdraw Resignation (Data) Resource: Work Relationship
Worker	A Employee can choose worker for people and assignments in their person and assignment security profile	Role: Employee Privilege: Choose Worker (Data) Resource: Worker

Business Object	Policy Description	Policy Store Implementation
Worker	An Employee can compare worker employment information for themselves	Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker
Worker	An Employee can review worker availability for themselves	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker
Worker	An Employee can search worker for themselves	Role: View Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker
Worker	An Employee can search worker for themselves	Role: View Eligible Jobs Privilege: Search Worker (Data) Resource: Worker
Worker	An Employee can search worker for themselves	Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker
Worker	An Employee can search worker for themselves	Role: View Seniority Dates Privilege: Search Worker (Data) Resource: Worker
Worker	An Employee can search worker for themselves	Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker
Worker Availability Preferences	An Employee can manage scheduling availability preferences for themselves	Role: Manage Scheduling Availability Preferences by Worker Privilege: Manage Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Availability Preferences	An Employee can view scheduling availability preferences for themselves	Role: View Scheduling Availability Preferences by Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Contract	An Employee can view worker contract for themselves	Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract
Worker Journey	An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey
Workforce Schedule	An Employee can view workforce schedule by worker for themselves	Role: View Workforce Schedule by Worker Privilege: View Workforce Schedule by Worker (Data) Resource: Workforce Schedule

Privacy

This table lists data security policies for privacy for the Employee abstract role.

Business Object	Policy Description	Policy Store Implementation
Trading Community Person Phone	An Employee can view trading community person mobile phone number for all trading community person mobile phone numbers	Role: Procurement Requester Privilege: View Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone

Incentive Compensation Analyst (Job Role)

Manage participant data, exceptions, and reports

Role Hierarchy

The Incentive Compensation Analyst job role directly and indirectly inherits these roles.

- Incentive Compensation Analyst
  - Access Groups Enablement
  - Incentive Compensation Credits and Earnings
  - Incentive Compensation Participant Assignments
  - Incentive Compensation Participant Snapshot Management
  - Incentive Compensation Payments
  - Incentive Compensation Transaction Analysis
    - Business Intelligence Authoring
  - Read CRM documents on content server
  - Upload data for Incentive Compensation Import New Participant Import
  - Upload data for Incentive Compensation Rules Import

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Analyst job role.

Duty Role	Description
Access Groups Enablement	Enables the Access Groups functionality.
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

Duty Role	Description
Read CRM documents on content server	Allows to read CRM documents from content server repository.
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 Import New Participant Import	Allows to upload data file to import incentive compensation import new participant related data.
Upload data for Incentive Compensation Rules Import	Allows to upload data file to import Incentive Compensation Rules related data.

Privileges

This table lists privileges granted to duties of the Incentive Compensation Analyst job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Analyst	Manage participant data, exceptions, and reports	Manage Sales Resource Quota Notification	Allows managing of resource quota notifications. Resource quota notifications are sent to the incentive compensation analyst to update the resource's compensation plan.
Incentive Compensation Analyst	Manage participant data, exceptions, and reports	Use Generative AI Features in Sales	Allows users to use generative ai features
Incentive Compensation Analyst	Manage participant data, exceptions, and reports	View Data Visualization Configuration	Allows viewing of data visualization configurations.
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	Allows creation and editing of transactions and credits using desktop integration in Excel.
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.	Maintain Incentive Compensation Classification Batch	Allows management of transaction classifications to participant plan, which the application uses when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.
Incentive Compensation Credits and Earnings	Create, review, and adjust incentive compensation transactions, credits and earnings. Create and	Maintain Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive

Granted Role	Granted Role Description	Privilege	Privilege Description
	manage requests to calculate the incentive compensation for a set of participants.		compensation commission, bonus, or nonmonetary incentive.
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.	Manage Incentive Compensation Calculation Batch	Allows maintenance of incentive compensation calculation batch.
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.	Manage Incentive Compensation Credit and Earnings Processes	Allows managing the credit and earnings processes, such as rule deployment, crediting, and calculation.
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.	Manage Incentive Compensation Credit and Rollup Group Batch	Allows maintenance of credit and rollup batch used to generate direct and rollup incentive compensation credits.
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.	Manage Incentive Compensation Logged Change Event	Allows maintenance of incentive compensation logged change events.
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.	Manage Incentive Compensation Transaction Collection Batch	Allows maintenance of incentive compensation transaction collection batch.
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.	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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.	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Submit Incentive Compensation Calculation Batch	Allows submission of incentive compensation calculation batch.
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.	Submit Incentive Compensation Calculation Simulation	Allows invocation of incentive compensation estimated compensation simulation.
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	Allows assignment, directly or through roles, of payment plans, which contain rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Create Incentive Compensation Role	Allows creation of incentive compensation role, which is the function that a participant plays within a group, team, or an organization.
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	Create Incentive Compensation Team	Allows creation of teams used in determining incentive compensation credit receivers.
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	Import Incentive Compensation Participant Goals	Allows import of individualized participant goals, which are used in compensation plans to calculate incentives.
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	Individualize Incentive Compensation Participant Compensation Plan	Allows individualization of participant distributed goals for incentive plans, which ties participant earnings to actual production on an individual or group basis.
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	Manage File Import and Export	Privilege to manage import and export of files.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles	Manage Incentive Compensation Analyst Group	Allows maintenance of group of incentive compensation analysts used for payment approval.

Granted Role	Granted Role Description	Privilege	Privilege Description
	to compensation and payment plans as well as pay groups		
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	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for 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	Manage Incentive Compensation Credit Batch	Allows flattening of credit rules used by batch processes, which determine who receives direct incentive compensation credit.
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	Manage Incentive Compensation Credit Rule	Allows maintenance of rule criteria used to determine who receives incentive compensation credit.
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	Manage Incentive Compensation File Import Jobs	Allows import of incentive compensation transactions into staging using CRM File Based Data Import.
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	Manage Incentive Compensation Participant Assignment Rule	Allows maintenance of participant assignment rules used to assign incentive compensation objects, such as roles, to 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	Manage Incentive Compensation Participant Detail	Allows assignment of participants to analysts, who manage incentive compensation details for a person or organization whose credits, attainment, earnings, disputes, and payments the incentive compensation application computes and manages. A person or organization can be an employee, salesperson, party, supplier contract, partner, or third party resale contractor.
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	Manage Incentive Compensation Pay Group	Allows maintenance of pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Manage Incentive Compensation Payment Plan	Allows maintenance of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Manage Incentive Compensation Plan Assignment	Allows maintenance of assignment of incentive plan, which ties participant earnings to actual production on an individual or group basis.
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	Manage Incentive Compensation Plan Assignment to Role	Allows maintenance of incentive compensation plan assignment to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Manage Incentive Compensation Plan Terms and Conditions	Allows maintenance of compensation plan terms and conditions. Allows assignment of terms to compensation plans.
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	Manage Incentive Compensation Processes and Workload	Allows maintenance of incentive compensation collection, crediting, rollup, classification, calculation, and payment as well as disputes.
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	Manage Incentive Compensation Role	Allows maintenance of incentive compensation roles and participant associations.
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	Manage Incentive Compensation Rollup Group	Allows maintenance of incentive compensation groups used to determine who receives rollup credits.
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	Manage Incentive Compensation Team	Allows maintenance of incentive compensation teams used in determining incentive compensation credit receivers.
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	Perform Incentive Compensation Pay Group Assignment to Role	Allows assignment of incentive compensation pay group to participants using role, which is the function that a participant

Granted Role	Granted Role Description	Privilege	Privilege Description
			plays within a group, team, or an organization.
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	Perform Incentive Compensation Payment Plan Assignment to Role	Allows assignment of incentive compensation payment plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Perform Incentive Compensation Plan Assignment to Role	Allows assignment of incentive compensation plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Register Incentive Compensation Participant	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.
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	Review Incentive Compensation Expression	Allows review of expression used in incentive compensation input and output calculations of formulas as, well as in expression-based rate dimensions.
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	Review Incentive Compensation Measure	Allows review of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support for pay for performance.
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	Review Incentive Compensation Participant Plan for Assignment	Allows review of participant incentive compensation plan for assignment.
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	Review Incentive Compensation Plan	Allows review of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to	Review Incentive Compensation Plan Component	Allows review of incentive compensation plan component,

Granted Role	Granted Role Description	Privilege	Privilege Description
	participant, participants and roles to compensation and payment plans as well as pay groups		which defines what measures the application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
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	Review Incentive Compensation Process Log Detail	Allows review of incentive compensation log details for all processes.
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	Review Incentive Compensation Rate Dimension	Allows review of incentive compensation rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
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	Review Incentive Compensation Rate Table	Allows review of incentive compensation rate table, which enables establishment of compensation percentage rates or fixed amounts for different performance levels.
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	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file
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	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
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	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Set Up File Import Object and Mapping	Allows reviewing and registering business objects, such as sales leads and opportunities, intended for import from external files. Also allows creating and maintaining maps of external source file columns to target staging table columns for use in importing those business objects, such as sales leads, customers, contacts, and sales catalogs.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Approve Incentive Compensation Dispute	Allows approval of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Create Incentive Compensation Dispute for Participant	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Compensation Plan	Allows individualization of participant distributed goals for incentive plans, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Goal	Allows individualization of incentive compensation participant goals from quota management.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Pay Group Assignment	Allows assignment of participants to pay groups, which define the frequency of payments based on an associated calendar, and place together participants assigned to the pay group that are on the same payment cycle and sent to the same application.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Payment Plan	Allows individualization of payment plans, which contain rules regarding payment draw, draw recovery, and cap amounts to pay to associated participants.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Participant Detail	Allows assignment of participants to analysts, who manage incentive compensation details for a person or organization whose credits, attainment, earnings, disputes, and payments the incentive compensation application computes and manages. A

Granted Role	Granted Role Description	Privilege	Privilege Description
			person or organization can be an employee, salesperson, party, supplier contract, partner, or third party resale contractor.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Participant Paysheet	Allows management of incentive compensation participant worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Payment Transaction	Allows management of payment adjustment transactions used in incentive compensation payment.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Manage Incentive Compensation Dispute	Allows analysis of incentive compensation disputes.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Manage Sales Resource Quota Notification	Allows managing of resource quota notifications. Resource quota notifications are sent to the incentive compensation analyst to update the resource's compensation plan.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Expression	Allows review of expression used in incentive compensation input and output calculations of formulas as, well as in expression-based rate dimensions.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Measure	Allows review of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support for pay for performance.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Participant Compensation Plan	Allows assignment of participant incentive plan using role, which ties participant earnings to actual production on an individual or group basis.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Plan	Allows review of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Plan Component	Allows review of incentive compensation plan component, which defines what measures the application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Rate Dimension	Allows review of incentive compensation rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Rate Table	Allows review of incentive compensation rate table, which enables establishment of compensation percentage rates or fixed amounts for different performance levels.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Participant Earnings and Attainment Report	Allows review of participant earnings and attainment report.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Create Incentive Compensation Payment Batch	Allows creation of worksheets that contain the payable commission, draw and recovery, and payment adjustments for eligible participants in a payment batch.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Create Incentive Compensation Paysheet	Allows creation of worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Delete Incentive Compensation Payment Batch	Allows deletion of payment batch and associated worksheets that contain the payable commission, draw and recovery, and payment adjustments for eligible participants.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Delete Incentive Compensation Paysheet	Allows rejection of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Import Incentive Compensation Payment Transaction	Allows import of incentive compensation payment transactions.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Maintain Incentive Compensation Payment Transaction	Allows management of payment adjustment transactions used in incentive compensation payment.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Payment Batch	Allows maintenance of payment batch and associated worksheets that contain the payable incentive compensation commission, draw and recovery, and payment adjustments for eligible participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Paysheet	Allows maintenance of incentive compensation paysheets that contain the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Pay Group	Allows review of incentive compensation pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Batch	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant in the payment batch.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Plan	Allows review of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Transaction	Allows review and adjustment of incentive compensation payment transactions.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Paysheet	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Submit Incentive Compensation Paysheet for Approval	Allows submission of worksheets that contain the payable commission, draw and recovery, and payment adjustments for participants for a period.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Analyst job role.

Business Object	Policy Description	Policy Store Implementation
Activity	An Incentive Compensation Analyst can delete activity a member of an access group associated to the activity with delete access	Role: Access Groups Enablement Privilege: Delete Activity (Data) Resource: Activity
Activity	An Incentive Compensation Analyst can update activity a member of an access group associated to the activity with update access	Role: Access Groups Enablement Privilege: Update Activity (Data) Resource: Activity
Activity	An Incentive Compensation Analyst can view activity a member of an access group associated to the activity	Role: Access Groups Enablement Privilege: View Activity (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Activity
Application Attachment Category	A Incentive Compensation Analyst can delete application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Delete Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Analyst can update application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Update Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Analyst can view application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Analyst Privilege: Read Application Attachment Resource: Application Attachment Category
Application Attachment Category	An Incentive Compensation Analyst can delete application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Delete Application Attachment Resource: Application Attachment Category
Application Attachment Category	An Incentive Compensation Analyst can read application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Read Application Attachment Resource: Application Attachment Category
Application Attachment Category	An Incentive Compensation Analyst can update application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Update Application Attachment Resource: Application Attachment Category
CRM Asset	An Incentive Compensation Analyst can delete asset a member of an access group associated to the asset with delete access	Role: Access Groups Enablement Privilege: Delete Asset (Data) Resource: CRM Asset
CRM Asset	An Incentive Compensation Analyst can update asset a member of an access group associated to the asset with update access	Role: Access Groups Enablement Privilege: Update Asset (Data) Resource: CRM Asset

Business Object	Policy Description	Policy Store Implementation
CRM Asset	An Incentive Compensation Analyst can view asset a member of an access group associated to the asset	Role: Access Groups Enablement Privilege: View Asset (Data) Resource: CRM Asset
Cases	An Incentive Compensation Analyst can delete case header a member of an access group associated to the case with delete access	Role: Access Groups Enablement Privilege: Delete Case Header (Data) Resource: Cases
Cases	An Incentive Compensation Analyst can update case header a member of an access group associated to the case with update access	Role: Access Groups Enablement Privilege: Update Case Header (Data) Resource: Cases
Cases	An Incentive Compensation Analyst can view case header a member of an access group associated to the case	Role: Access Groups Enablement Privilege: View Case Header (Data) Resource: Cases
Conversation	An Incentive Compensation Analyst can delete conversation a member of an access group associated to the conversation with delete access	Role: Access Groups Enablement Privilege: Delete Conversation (Data) Resource: Conversation
Conversation	An Incentive Compensation Analyst can update conversation a member of an access group associated to the conversation with update access	Role: Access Groups Enablement Privilege: Update Conversation (Data) Resource: Conversation
Conversation	An Incentive Compensation Analyst can view conversation a member of an access group associated to the conversation	Role: Access Groups Enablement Privilege: View Conversation (Data) Resource: Conversation
Conversation Message	An Incentive Compensation Analyst can delete conversation message a member of an access group associated to the conversation message with delete access	Role: Access Groups Enablement Privilege: Delete Conversation Message (Data) Resource: Conversation Message
Conversation Message	An Incentive Compensation Analyst can update conversation message a member of an access group associated to the conversation message with update access	Role: Access Groups Enablement Privilege: Update Conversation Message (Data) Resource: Conversation Message

Business Object	Policy Description	Policy Store Implementation
Conversation Message	An Incentive Compensation Analyst can view conversation message a member of an access group associated to the conversation message	Role: Access Groups Enablement Privilege: View Conversation Message (Data) Resource: Conversation Message
Deal Registration Product	An Incentive Compensation Analyst can manage deal registration product a member of an access group associated to the deal registration with update access	Role: Access Groups Enablement Privilege: Manage Deal Registration Product (Data) Resource: Deal Registration Product
Deal Registration Product	An Incentive Compensation Analyst can view deal registration product a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration Product (Data) Resource: Deal Registration Product
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration approval details a member of an access group associated to the deal registration with update or full access and deal is in pending approval status	Role: Access Groups Enablement Privilege: Update Deal Registration Approval Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration deal details a member of an access group associated to the deal registration with full access	Role: Access Groups Enablement Privilege: Update Deal Registration Deal Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration deal details a member of an access group associated to the deal registration with update access and deal is in draft, returned or withdrawn status	Role: Access Groups Enablement Privilege: Update Deal Registration Deal Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration opportunity details a member of an access group associated to the deal registration with full access	Role: Access Groups Enablement Privilege: Update Deal Registration Opportunity Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration opportunity details a member of an access group associated to the deal registration with update access and deal is in pending approval or approved status	Role: Access Groups Enablement Privilege: Update Deal Registration Opportunity Details (Data) Resource: Deal Registration Summary

Business Object	Policy Description	Policy Store Implementation
Deal Registration Summary	An Incentive Compensation Analyst can update deal registration partner details a member of an access group associated to the deal registration with update access and deal is in draft, returned or withdrawn status and the deal is created by an internal user	Role: Access Groups Enablement Privilege: Update Deal Registration Partner Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Analyst can view deal registration a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration (Data) Resource: Deal Registration Summary
Deal Registration Team	An Incentive Compensation Analyst can manage deal registration team a member of an access group associated to the deal registration with update access	Role: Access Groups Enablement Privilege: Manage Deal Registration Team (Data) Resource: Deal Registration Team
Deal Registration Team	An Incentive Compensation Analyst can view deal registration team a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration Team (Data) Resource: Deal Registration Team
Express Report Definitions	An Incentive Compensation Analyst can delete express report access the express reports for table zca_srt_report_def as a member of an access group associated to express reporting with delete access	Role: Access Groups Enablement Privilege: Delete Express Report (Data) Resource: Express Report Definitions
Express Report Definitions	An Incentive Compensation Analyst can update express report access the express reports for table zca_srt_report_def as a member of an access group associated to express reporting with update access	Role: Access Groups Enablement Privilege: Update Express Report (Data) Resource: Express Report Definitions
Express Report Definitions	An Incentive Compensation Analyst can view express report access the express reports for table zca_srt_report_def as a member of an access group associated to express reporting	Role: Access Groups Enablement Privilege: View Express Report (Data) Resource: Express Report Definitions
Field Service Work Order	An Incentive Compensation Analyst can delete field service work order a member of an access group associated to the field service work order with delete access	Role: Access Groups Enablement Privilege: Delete Field Service Work Order (Data) Resource: Field Service Work Order
Field Service Work Order	An Incentive Compensation Analyst can update field service work order a member of an access group associated to the field service work order with update access	Role: Access Groups Enablement Privilege: Update Field Service Work Order (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Field Service Work Order
Field Service Work Order	An Incentive Compensation Analyst can view field service work order a member of an access group associated to the field service work order	Role: Access Groups Enablement Privilege: View Field Service Work Order (Data) Resource: Field Service Work Order
File Import Activity	A Incentive Compensation Analyst can view file import activity for all standard file import activities that are accessible for incentive compensation analyst	Role: Incentive Compensation Analyst Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Activity	An Incentive Compensation Analyst can import incentive compensation participant goal for all incentive compensation goal file import activities in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import Activity
File Import Activity	An Incentive Compensation Analyst can view standard file import activity object type for all standard file import activities that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Mapping	A Incentive Compensation Analyst can view file import mapping for all standard file import maps that are accessible for incentive compensation analyst	Role: Incentive Compensation Analyst Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
File Import Mapping	An Incentive Compensation Analyst can import incentive compensation participant goal for all incentive compensation goal file import mappings in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import Mapping
File Import Mapping	An Incentive Compensation Analyst can view standard file import mapping object type for all standard file import maps that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping

Business Object	Policy Description	Policy Store Implementation
File Import Object	An Incentive Compensation Analyst can import incentive compensation participant goal for all incentive compensation goal file import objects in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import Object
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 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 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	A Incentive Compensation Analyst can manage incentive compensation credit rule participant 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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Currency Exchange Rate	An Incentive Compensation Analyst 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 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
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 Snapshot Management Privilege: Review Incentive Compensation Measure (Data) Resource: Business Unit
Incentive Compensation Participant	A Incentive Compensation Analyst can manage incentive compensation participant for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit
Incentive Compensation Participant	A 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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Participant	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
Incentive Compensation Participant Assignment Rule	An Incentive Compensation Analyst can manage incentive compensation participant assignment rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Participant Assignment Rule (Data) Resource: Business Unit
Incentive Compensation Participant Attainment Balance	A 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 Compensation Plan File Import Activity	An Incentive Compensation Analyst can view incentive compensation participant plan file import activity for all participant compensation plan file import activities in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Activity (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Activity
Incentive Compensation Participant Compensation Plan File Import Mapping	An Incentive Compensation Analyst can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Mapping (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Mapping
Incentive Compensation Participant Compensation Plan File Import Object	An Incentive Compensation Analyst can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Object (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Object
Incentive Compensation Participant Earning Balance	A 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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Participant Subledger	A 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
Incentive Compensation Pay Group	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
Incentive Compensation Payment Batch	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 Incentive Compensation Payment Plan (Data) Resource: Business Unit
Incentive Compensation Payment Plan	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	A Incentive Compensation Analyst can manage incentive compensation payment transaction	Role: Incentive Compensation Analyst

Business Object	Policy Description	Policy Store Implementation
	for the participants assigned to them directly or indirectly based on the paysheet visibility set for the business unit	Privilege: Manage Incentive Compensation Payment Transaction (Data) Resource: Business Unit
Incentive Compensation Payment Transaction	A 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	A Incentive Compensation Analyst can maintain incentive compensation paysheet for the participants assigned to them directly, or indirectly	Role: Incentive Compensation Analyst Privilege: Maintain Incentive Compensation Participant Paysheet (Data) Resource: Business Unit
Incentive Compensation Paysheet	A Incentive Compensation Analyst can manage incentive compensation paysheet for the participants assigned to them directly or indirectly based on the paysheet visibility set for the business unit	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Paysheet (Data) Resource: Business Unit
Incentive Compensation Paysheet	A 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 Paysheet Note	An Incentive Compensation Analyst can manage incentive compensation paysheet note where they are the author of the note or the note is not a private note	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Paysheet Note (Data) Resource: Incentive Compensation Paysheet Note
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 Compensation Plan (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 Snapshot Management Privilege: Review Incentive Compensation Plan (Data) Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
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
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 Snapshot Management Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit
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	A Incentive Compensation Analyst can manage incentive compensation rollup group participant 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Incentive Compensation Staged Transaction File Import Object
Incentive Compensation Team	An Incentive Compensation Analyst 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	A Incentive Compensation Analyst can manage incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Analyst Privilege: Manage Incentive Compensation Participant Transaction (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
Incentive Compensation Transaction	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
MDF Budget	An Incentive Compensation Analyst can delete marketing budget a member of an access group associated to the mdf budget with delete access and budget status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Budget (Data) Resource: MDF Budget
MDF Budget	An Incentive Compensation Analyst can update marketing budget a member of an access group associated to the mdf budget with update access	Role: Access Groups Enablement Privilege: Update Marketing Budget (Data) Resource: MDF Budget

Business Object	Policy Description	Policy Store Implementation
MDF Budget	An Incentive Compensation Analyst can view marketing budget a member of an access group associated to the mdf budget	Role: Access Groups Enablement Privilege: View Marketing Budget (Data) Resource: MDF Budget
MDF Budget Team	An Incentive Compensation Analyst can delete marketing budget team a member of an access group associated to the mdf budget with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Budget Team	An Incentive Compensation Analyst can update marketing budget team a member of an access group associated to the mdf budget with update access	Role: Access Groups Enablement Privilege: Update Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Budget Team	An Incentive Compensation Analyst can view marketing budget team a member of an access group associated to the mdf budget	Role: Access Groups Enablement Privilege: View Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Claim	An Incentive Compensation Analyst can delete marketing claim a member of an access group associated to the mdf claim with delete or full access and the claim status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Claim (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Analyst can update marketing claim approval details a member of an access group associated to the mdf claim with update or full access and the claim status is pending approval	Role: Access Groups Enablement Privilege: Update Marketing Claim Approval Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Analyst can update marketing claim details a member of an access group associated to the mdf claim with update or full access and the claim status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Claim Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Analyst can update marketing claim partner details a member of an access group associated to the mdf claim with update or full access and the claim status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Claim Partner Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Analyst can view marketing claim a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: MDF Claim
MDF Claim Settlement	An Incentive Compensation Analyst can delete marketing claim settlement a member of an access group associated to the mdf claim with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Claim Settlement (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Analyst can update marketing claim settlement a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Settlement (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Analyst can update marketing claim settlement details a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Settlement Details (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Analyst can view marketing claim settlement a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim Settlement (Data) Resource: MDF Claim Settlement
MDF Claim Team	An Incentive Compensation Analyst can delete marketing claim team a member of an access group associated to the mdf claim with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Claim Team	An Incentive Compensation Analyst can update marketing claim team a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Claim Team	An Incentive Compensation Analyst can view marketing claim team a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Request	An Incentive Compensation Analyst can delete marketing fund request a member of an access group associated to the mdf request with delete access and the request status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Fund Request (Data) Resource: MDF Request

Business Object	Policy Description	Policy Store Implementation
MDF Request	An Incentive Compensation Analyst can update marketing fund request approval details a member of an access group associated to the mdf request with update or full access and the request status is pending approval	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Approval Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Analyst can update marketing fund request details a member of an access group associated to the mdf request with update or full access and the request status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Analyst can update marketing fund request partner details a member of an access group associated to the mdf request with update or full access and request is in draft, returned, failed or withdrawn status and the request is created by an internal user	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Partner Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Analyst can view marketing fund request a member of an access group associated to the mdf request	Role: Access Groups Enablement Privilege: View Marketing Fund Request (Data) Resource: MDF Request
MDF Request Team	An Incentive Compensation Analyst can delete marketing fund request team a member of an access group associated to the mdf request with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Fund Request Team (Data) Resource: MDF Request Team
MDF Request Team	An Incentive Compensation Analyst can update marketing fund request team a member of an access group associated to the mdf request with update access	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Team (Data) Resource: MDF Request Team
MDF Request Team	An Incentive Compensation Analyst can view marketing fund request team a member of an access group associated to the mdf request	Role: Access Groups Enablement Privilege: View Marketing Fund Request Team (Data) Resource: MDF Request Team
Marketing Integration Campaign	An Incentive Compensation Analyst can delete marketing integration campaign a member of an access group associated to the marketing integration campaign with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Integration Campaign (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Marketing Integration Campaign
Marketing Integration Campaign	An Incentive Compensation Analyst can update marketing integration campaign a member of an access group associated to the marketing integration campaign with update access	Role: Access Groups Enablement Privilege: Update Marketing Integration Campaign (Data) Resource: Marketing Integration Campaign
Marketing Integration Campaign	An Incentive Compensation Analyst can view marketing integration campaign a member of an access group associated to the marketing integration campaign	Role: Access Groups Enablement Privilege: View Marketing Integration Campaign (Data) Resource: Marketing Integration Campaign
Note	An Incentive Compensation Analyst can delete note a member of an access group associated to the note with delete access	Role: Access Groups Enablement Privilege: Delete Note (Data) Resource: Note
Note	An Incentive Compensation Analyst can update note a member of an access group associated to the note with update access	Role: Access Groups Enablement Privilege: Update Note (Data) Resource: Note
Note	An Incentive Compensation Analyst can view note a member of an access group associated to the note	Role: Access Groups Enablement Privilege: View Note (Data) Resource: Note
Opportunity	An Incentive Compensation Analyst can manage opportunity general profile a member of an access group associated to the opportunity with update access	Role: Access Groups Enablement Privilege: Manage Opportunity General Profile (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Analyst can manage opportunity restricted profile a member of an access group associated to the opportunity with delete access	Role: Access Groups Enablement Privilege: Manage Opportunity Restricted Profile (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Analyst can manage opportunity revenue a member of an access group associated to the opportunity with full access	Role: Access Groups Enablement Privilege: Manage Opportunity Revenue (Data) Resource: Opportunity

Business Object	Policy Description	Policy Store Implementation
Opportunity	An Incentive Compensation Analyst can manage opportunity team a member of an access group associated to the opportunity with full access	Role: Access Groups Enablement Privilege: Manage Opportunity Team (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Analyst can view opportunity a member of an access group associated to the opportunity	Role: Access Groups Enablement Privilege: View Opportunity (Data) Resource: Opportunity
Partner Profile	An Incentive Compensation Analyst can manage partner account a member of an access group associated to the partner with update access	Role: Access Groups Enablement Privilege: Manage Partner Account (Data) Resource: Partner Profile
Partner Profile	An Incentive Compensation Analyst can update partner account a member of an access group associated to the partner with update access	Role: Access Groups Enablement Privilege: Update Partner Account (Data) Resource: Partner Profile
Partner Program Enrollment	An Incentive Compensation Analyst can manage partner program enrollment a member of an access group associated to the partner program enrollment with delete access	Role: Access Groups Enablement Privilege: Manage Partner Program Enrollment (Data) Resource: Partner Program Enrollment
Partner Program Enrollment	An Incentive Compensation Analyst can manage partner program enrollment a member of an access group associated to the partner program enrollment with update access	Role: Access Groups Enablement Privilege: Manage Partner Program Enrollment (Data) Resource: Partner Program Enrollment
Partner Program Enrollment	An Incentive Compensation Analyst can view partner program enrollment a member of an access group associated to the partner program enrollment	Role: Access Groups Enablement Privilege: View Partner Program Enrollment (Data) Resource: Partner Program Enrollment
Price Book	An Incentive Compensation Analyst can delete price book a member of an access group associated to the price book with delete access	Role: Access Groups Enablement Privilege: Delete Price Book (Data) Resource: Price Book
Price Book	An Incentive Compensation Analyst can update price book a member of an access group associated to the price book with update access	Role: Access Groups Enablement Privilege: Update Price Book (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Price Book
Price Book	An Incentive Compensation Analyst can view price book a member of an access group associated to the price book	Role: Access Groups Enablement Privilege: View Price Book (Data) Resource: Price Book
Product Group	An Incentive Compensation Analyst can delete product group a member of an access group associated to the product group with delete access	Role: Access Groups Enablement Privilege: Delete Product Group (Data) Resource: Product Group
Product Group	An Incentive Compensation Analyst can update product group a member of an access group associated to the product group with update access	Role: Access Groups Enablement Privilege: Update Product Group (Data) Resource: Product Group
Product Group	An Incentive Compensation Analyst can view product group a member of an access group associated to the product group	Role: Access Groups Enablement Privilege: View Product Group (Data) Resource: Product Group
Products	An Incentive Compensation Analyst can delete product a member of an access group associated to the product with delete access	Role: Access Groups Enablement Privilege: Delete Product (Data) Resource: Products
Products	An Incentive Compensation Analyst can update product a member of an access group associated to the product with update access	Role: Access Groups Enablement Privilege: Update Product (Data) Resource: Products
Products	An Incentive Compensation Analyst can view product a member of an access group associated to the product	Role: Access Groups Enablement Privilege: View Product (Data) Resource: Products
Sales Business Plan	An Incentive Compensation Analyst can delete sales business plan a member of an access group associated to the business plan with delete access	Role: Access Groups Enablement Privilege: Delete Sales Business Plan (Data) Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Analyst can update sales business plan general a member of an access group associated to the business plan with update access	Role: Access Groups Enablement Privilege: Update Sales Business Plan General (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Analyst can update sales business plan status a member of an access group associated to the business plan with full access	Role: Access Groups Enablement Privilege: Update Sales Business Plan Status (Data) Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Analyst can view sales business plan a member of an access group associated to the business plan	Role: Access Groups Enablement Privilege: View Sales Business Plan (Data) Resource: Sales Business Plan
Sales Business Plan Team	An Incentive Compensation Analyst can manage sales business plan team a member of an access group associated to the business plan with full access	Role: Access Groups Enablement Privilege: Manage Sales Business Plan Team (Data) Resource: Sales Business Plan Team
Sales Competitor	An Incentive Compensation Analyst can manage sales competitor a member of an access group associated to the sales competitor with update access	Role: Access Groups Enablement Privilege: Manage Sales Competitor (Data) Resource: Sales Competitor
Sales Competitor	An Incentive Compensation Analyst can view sales competitor a member of an access group associated to the sales competitor	Role: Access Groups Enablement Privilege: View Sales Competitor (Data) Resource: Sales Competitor
Sales Contests	An Incentive Compensation Analyst can delete sales contest a member of an access group associated to the contest with delete access	Role: Access Groups Enablement Privilege: Delete Sales Contest (Data) Resource: Sales Contests
Sales Contests	An Incentive Compensation Analyst can update sales contest a member of an access group associated to the contest with update access	Role: Access Groups Enablement Privilege: Update Sales Contest (Data) Resource: Sales Contests
Sales Contests	An Incentive Compensation Analyst can view sales contest a member of an access group associated to the contest	Role: Access Groups Enablement Privilege: View Sales Contest (Data) Resource: Sales Contests

Business Object	Policy Description	Policy Store Implementation
Sales Forecast	An Incentive Compensation Analyst can delete sales forecast participants a member of an access group associated to the sales forecast with delete access	Role: Access Groups Enablement Privilege: Delete Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast	An Incentive Compensation Analyst can update sales forecast participants a member of an access group associated to the sales forecast with update access	Role: Access Groups Enablement Privilege: Update Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast	An Incentive Compensation Analyst can view sales forecast participants a member of an access group associated to the sales forecast with read access	Role: Access Groups Enablement Privilege: View Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast Item	An Incentive Compensation Analyst can manage sales forecast item a member of an access group associated to the territory forecast with full access	Role: Access Groups Enablement Privilege: Manage Sales Forecast Item (Data) Resource: Sales Forecast Item
Sales Forecast Participant	An Incentive Compensation Analyst can manage sales forecast participant a member of an access group associated to the territory forecast with full access	Role: Access Groups Enablement Privilege: Manage Sales Forecast Participant (Data) Resource: Sales Forecast Participant
Sales Goal Participants	An Incentive Compensation Analyst can delete sales goal participants a member of an access group associated to the goal participant with delete access	Role: Access Groups Enablement Privilege: Delete Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goal Participants	An Incentive Compensation Analyst can update sales goal participants a member of an access group associated to the goal participant with update access	Role: Access Groups Enablement Privilege: Update Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goal Participants	An Incentive Compensation Analyst can view sales goal participants a member of an access group associated to the goal participant	Role: Access Groups Enablement Privilege: View Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goals	An Incentive Compensation Analyst can delete sales goal a member of an access group associated to the goal with delete access	Role: Access Groups Enablement Privilege: Delete Sales Goal (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Goals
Sales Goals	An Incentive Compensation Analyst can update sales goal a member of an access group associated to the goal with update access	Role: Access Groups Enablement Privilege: Update Sales Goal (Data) Resource: Sales Goals
Sales Goals	An Incentive Compensation Analyst can view sales goal a member of an access group associated to the goal	Role: Access Groups Enablement Privilege: View Sales Goal (Data) Resource: Sales Goals
Sales KPI	An Incentive Compensation Analyst can delete sales kpi a member of an access group associated to the kpi with delete access	Role: Access Groups Enablement Privilege: Delete Sales KPI (Data) Resource: Sales KPI
Sales KPI	An Incentive Compensation Analyst can update sales kpi a member of an access group associated to the kpi with update access	Role: Access Groups Enablement Privilege: Update Sales KPI (Data) Resource: Sales KPI
Sales KPI	An Incentive Compensation Analyst can view sales kpi a member of an access group associated to the kpi	Role: Access Groups Enablement Privilege: View Sales KPI (Data) Resource: Sales KPI
Sales Lead	An Incentive Compensation Analyst can convert sales lead a member of an access group associated to the sales lead with full access	Role: Access Groups Enablement Privilege: Convert Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Analyst can delete sales lead a member of an access group associated to the sales lead with delete access	Role: Access Groups Enablement Privilege: Delete Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Analyst can update sales lead a member of an access group associated to the sales lead with update access	Role: Access Groups Enablement Privilege: Update Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Analyst can view sales lead a member of an access group associated to the sales lead	Role: Access Groups Enablement Privilege: View Sales Lead (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Lead
Sales Objective	An Incentive Compensation Analyst can delete sales objective a member of an access group associated to the sales business plan with delete access	Role: Access Groups Enablement Privilege: Delete Sales Objective (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Analyst can update sales objective attainment a member of an access group associated to the sales business plan with full access	Role: Access Groups Enablement Privilege: Update Sales Objective Attainment (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Analyst can update sales objective general a member of an access group associated to the sales business plan with update access	Role: Access Groups Enablement Privilege: Update Sales Objective General (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Analyst can view sales objective a member of an access group associated to the sales business plan	Role: Access Groups Enablement Privilege: View Sales Objective (Data) Resource: Sales Objective
Sales Objects	A Incentive Compensation Analyst can view sales objects for all standard file import export objects that are accessible for incentive compensation analyst	Role: Incentive Compensation Analyst Privilege: View Standard File Import Export Object Type Resource: Sales Objects
Sales Objects	An Incentive Compensation Analyst can view standard file import export object type for all standard file import export objects that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Export Object Type Resource: Sales Objects
Sales Order	An Incentive Compensation Analyst can view sales order a member of an access group associated to the sales order	Role: Access Groups Enablement Privilege: View Sales Order (Data) Resource: Sales Order
Sales Quota Plan	An Incentive Compensation Analyst can view sales quota plan a member of an access group associated to the sales quota plan with read access	Role: Access Groups Enablement Privilege: View Sales Quota Plan (Data) Resource: Sales Quota Plan

Business Object	Policy Description	Policy Store Implementation
Sales Resource Quota	An Incentive Compensation Analyst can manage sales resource quota a member of an access group associated to the sales resource quota with delete access	Role: Access Groups Enablement Privilege: Manage Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Resource Quota	An Incentive Compensation Analyst can manage sales resource quota a member of an access group associated to the sales resource quota with update access	Role: Access Groups Enablement Privilege: Manage Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Resource Quota	An Incentive Compensation Analyst can view sales resource quota a member of an access group associated to the sales resource quota with read access	Role: Access Groups Enablement Privilege: View Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Territory	An Incentive Compensation Analyst can manage sales territory a member of an access group associated to the sales territory with delete access	Role: Access Groups Enablement Privilege: Manage Sales Territory (Data) Resource: Sales Territory
Sales Territory	An Incentive Compensation Analyst can manage sales territory a member of an access group associated to the sales territory with update access	Role: Access Groups Enablement Privilege: Manage Sales Territory (Data) Resource: Sales Territory
Sales Territory	An Incentive Compensation Analyst can view sales territory a member of an access group associated to the sales territory with read access	Role: Access Groups Enablement Privilege: View Sales Territory (Data) Resource: Sales Territory
Sales Territory Proposal	An Incentive Compensation Analyst can manage sales territory proposal a member of an access group associated to the sales territory proposal with delete access	Role: Access Groups Enablement Privilege: Manage Sales Territory Proposal (Data) Resource: Sales Territory Proposal
Sales Territory Proposal	An Incentive Compensation Analyst can manage sales territory proposal a member of an access group associated to the sales territory proposal with update access	Role: Access Groups Enablement Privilege: Manage Sales Territory Proposal (Data) Resource: Sales Territory Proposal
Sales Territory Proposal	An Incentive Compensation Analyst can view sales territory proposal a member of an access group associated to the sales territory proposal with read access	Role: Access Groups Enablement Privilege: View Sales Territory Proposal (Data) Resource: Sales Territory Proposal

Business Object	Policy Description	Policy Store Implementation
Service Category	An Incentive Compensation Analyst can delete service category a member of an access group associated to the service category with delete access	Role: Access Groups Enablement Privilege: Delete Service Category (Data) Resource: Service Category
Service Category	An Incentive Compensation Analyst can update service category a member of an access group associated to the service category with update access	Role: Access Groups Enablement Privilege: Update Service Category (Data) Resource: Service Category
Service Category	An Incentive Compensation Analyst can view service category a member of an access group associated to the service category	Role: Access Groups Enablement Privilege: View Service Category (Data) Resource: Service Category
Service Profile	An Incentive Compensation Analyst can delete service profile a member of an access group associated to the service profile with delete access	Role: Access Groups Enablement Privilege: Delete Service Profile (Data) Resource: Service Profile
Service Profile	An Incentive Compensation Analyst can update service profile a member of an access group associated to the service profile with update access	Role: Access Groups Enablement Privilege: Update Service Profile (Data) Resource: Service Profile
Service Profile	An Incentive Compensation Analyst can view service profile a member of an access group associated to the service profile	Role: Access Groups Enablement Privilege: View Service Profile (Data) Resource: Service Profile
Service Request Header	An Incentive Compensation Analyst can delete service request header a member of an access group associated to the service request with delete access	Role: Access Groups Enablement Privilege: Delete Service Request Header (Data) Resource: Service Request Header
Service Request Header	An Incentive Compensation Analyst can update service request header a member of an access group associated to the service request with update access	Role: Access Groups Enablement Privilege: Update Service Request Header (Data) Resource: Service Request Header
Service Request Header	An Incentive Compensation Analyst can view service request header a member of an access group associated to the service request	Role: Access Groups Enablement Privilege: View Service Request Header (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Service Request Header
Service Request Message	An Incentive Compensation Analyst can delete service request message a member of an access group associated to the sr message with delete access	Role: Access Groups Enablement Privilege: Delete Service Request Message (Data) Resource: Service Request Message
Service Request Message	An Incentive Compensation Analyst can update service request message a member of an access group associated to the sr message with update access	Role: Access Groups Enablement Privilege: Update Service Request Message (Data) Resource: Service Request Message
Service Request Message	An Incentive Compensation Analyst can view service request message a member of an access group associated to the sr message	Role: Access Groups Enablement Privilege: View Service Request Message (Data) Resource: Service Request Message
Subscription	An Incentive Compensation Analyst can manage subscription a member of an access group associated to the subscription with delete access	Role: Access Groups Enablement Privilege: Manage Subscription (Data) Resource: Subscription
Subscription	An Incentive Compensation Analyst can update subscription a member of an access group associated to the subscription with update access	Role: Access Groups Enablement Privilege: Update Subscription (Data) Resource: Subscription
Subscription	An Incentive Compensation Analyst can view subscription a member of an access group associated to the subscription	Role: Access Groups Enablement Privilege: View Subscription (Data) Resource: Subscription
Trading Community Contact Preference	An Incentive Compensation Analyst can manage trading community legal contact preference a member of an access group associated to contact preferences.	Role: Access Groups Enablement Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Contact Preference
Trading Community Duplicate Identification Batch	An Incentive Compensation Analyst can manage trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with delete access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch

Business Object	Policy Description	Policy Store Implementation
Trading Community Duplicate Identification Batch	An Incentive Compensation Analyst can manage trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch
Trading Community Duplicate Identification Batch	An Incentive Compensation Analyst can view trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with view access	Role: Access Groups Enablement Privilege: View Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch
Trading Community Duplicate Resolution Request	An Incentive Compensation Analyst can manage trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with delete access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request
Trading Community Duplicate Resolution Request	An Incentive Compensation Analyst can manage trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request
Trading Community Duplicate Resolution Request	An Incentive Compensation Analyst can view trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with view access	Role: Access Groups Enablement Privilege: View Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request
Trading Community Organization Party	A Incentive Compensation Analyst can view trading community organization party for all organizations in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Incentive Compensation Analyst can view trading community party for all people in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	A Incentive Compensation Analyst can view trading community party 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
Trading Community Party	A Incentive Compensation Analyst can view trading community party for all resources in the enterprise	Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can manage sales party a member of an access group associated to the account with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can manage sales party a member of an access group associated to the contact with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can manage sales party a member of an access group associated to the household with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can manage sales party a member of an access group associated to the partner contact with delete access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can manage sales party a member of an access group associated to the partner contact with update access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the account with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the account with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the contact with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the contact with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the household with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can update sales party a member of an access group associated to the household with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the account	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the household	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the partner	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	An Incentive Compensation Analyst can view sales party a member of an access group associated to the sales competitor	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view trading community contact a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view trading community contact a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Analyst can view trading community resource a member of an access group associated to the resource	Role: Access Groups Enablement Privilege: View Trading Community Resource (Data) Resource: Trading Community Party
Trading Community Relationship	An Incentive Compensation Analyst can view trading community relationship a member of an access group associated to the account	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Analyst can view trading community relationship a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Analyst can view trading community relationship a member of an access group associated to the household	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Analyst can view trading community relationship a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship

Business Object	Policy Description	Policy Store Implementation
Trading Community Resource Profile	An Incentive Compensation Analyst can manage trading community resource address a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Address (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Analyst can manage trading community resource contact point information a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Contact Point Information (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Analyst can manage trading community resource skill a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Skill (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Analyst can remove trading community resource a member of an access group associated to the resource with delete access	Role: Access Groups Enablement Privilege: Remove Trading Community Resource (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Analyst can update trading community resource a member of an access group associated to the resource with full access	Role: Access Groups Enablement Privilege: Update Trading Community Resource (Data) Resource: Trading Community Resource Profile

Incentive Compensation Application Administrator (Job Role)

Set up incentive compensation application

Role Hierarchy

The Incentive Compensation Application Administrator job role directly and indirectly inherits these roles.

- Incentive Compensation Application Administrator
  - Business Process Human Taskflow Administration Duty
    - Business Process Engineering Human Taskflow Administration
  - Functional Setups
  - Upload data for Incentive Compensation Import New Participant Import
  - Upload data for Incentive Compensation Rules Import

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Application Administrator job role.

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 SOAAdmin.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.
Upload data for Incentive Compensation Import New Participant Import	Allows to upload data file to import incentive compensation import new participant related data.
Upload data for Incentive Compensation Rules Import	Allows to upload data file to import Incentive Compensation Rules related data.

Privileges

This table lists privileges granted to duties of the Incentive Compensation Application Administrator job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
Incentive Compensation Application Administrator	Set up incentive compensation application	Add Participant Plan Document Template	Allows adding a default participant plan document template to the business unit incentive parameters. Allows adding a participant plan document template to the incentive compensation plan.
Incentive Compensation Application Administrator	Set up incentive compensation application	Administer Sandbox	Allows administration of all sandboxes.
Incentive Compensation Application Administrator	Set up incentive compensation application	Configure Incentive Compensation Tables and Columns	Allows configuration of tables and columns required for incentive compensation processing.
Incentive Compensation Application Administrator	Set up incentive compensation application	Configure Incentive Compensation UI	Allows configuration of incentive compensation pages.
Incentive Compensation Application Administrator	Set up incentive compensation application	Maintain Reports and Analytics Region	Allows selection of reports to appear in the Reports and Analytics region of Oracle Fusion Applications work areas.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Common Lookup	Not Available
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in

Granted Role	Granted Role Description	Privilege	Privilege Description
			applications flexfield attributes and key segments.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Profile Option	Manage Application Profile Options: Manage the level the value can be changed
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Data Access for Users	Manage data access for user provisioned roles.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Data Visualization Configuration	Allows creation, modification and deletion of data visualization configurations either through UI pages or through REST service calls. For example, a data visualization could be configured to be displayed as a Bar chart.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Help Content	Allows addition, modification, and maintenance of help content.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Bulk Export Jobs	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Bulk Export Objects	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive

Granted Role	Granted Role Description	Privilege	Privilege Description
			compensation application computes and manages.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Calendar	Allows maintenance of calendar, which defines the processing periods for incentive compensation.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for participants.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Currency Conversion Rate Type	Allows maintenance of currency conversion rate types used to convert the payment amount from processing currency to operating or home currency, or for conversion during collection, transaction adjustment, crediting, and calculation.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Currency Conversions	Allows maintenance of currency conversions among incentive compensation processing, operating, and home currencies.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Earning Types	Allows maintenance of incentive compensation earning types, which can be monetary benefits, represented with operating or participant home currency, or nonmonetary benefits such as points, air miles, and Club.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation File Import Activities	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation File Import Jobs	Allows import of incentive compensation transactions into staging using CRM File Based Data Import.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Intervals	Allows maintenance of intervals, which are incentive compensation calendar periods used to accumulate achievements,

Granted Role	Granted Role Description	Privilege	Privilege Description
			earnings, or payments during calculation or payment processing.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Participant Import Mappings	Allows the maintenance of the mapping between the participant attributes and the related trading community party or HCM person attributes. The mapping is used when importing participant details into Incentive Compensation. For example, the trading community party location country can be mapped as the source for populating the participant country attribute.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Participant Selection Rules	Allows maintenance of the criteria to qualify trading community parties and HCM persons as eligible incentive compensation participants and analysts. The criteria, grouped into rules and rule sets, is used by the participant import process. For example, define a rule set to select HCM persons who are employees and work in the sales department.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Participant Subledger	Allows submission of the rebuild participant beginning and ending balances process.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Incentive Compensation Rule Qualifier and Lookups	Allows configuration of incentive compensation custom rule qualifiers and related artifacts.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage My Application Profile Values	Manage My Application Profile Values. Access to manage profile values at the user level.
Incentive Compensation Application Administrator	Set up incentive compensation application	Manage Signal Definitions	Allows creating and updating signal definitions
Incentive Compensation Application Administrator	Set up incentive compensation application	Populate Incentive Compensation Rules Report Tables	Allows upgrade of rule reporting tables for business intelligence reporting.
Incentive Compensation Application Administrator	Set up incentive compensation application	Purge Incentive Compensation Data	Allows submission of a process to purge transactional data created while testing implementations in a preproduction state. Purged data includes all transactions, credits, earnings, payment batches, and paysheets. Once purged, the data is no longer retrievable.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Application Administrator	Set up incentive compensation application	Register Incentive Compensation Participant	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.
Incentive Compensation Application Administrator	Set up incentive compensation application	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file
Incentive Compensation Application Administrator	Set up incentive compensation application	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
Incentive Compensation Application Administrator	Set up incentive compensation application	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
Incentive Compensation Application Administrator	Set up incentive compensation application	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
Incentive Compensation Application Administrator	Set up incentive compensation application	Set Up File Import Object and Mapping	Allows reviewing and registering business objects, such as sales leads and opportunities, intended for import from external files. Also allows creating and maintaining maps of external source file columns to target staging table columns for use in importing those business objects, such as sales leads, customers, contacts, and sales catalogs.
Incentive Compensation Application Administrator	Set up incentive compensation application	Set Up Incentive Compensation Parameters	Allows set up of incentive compensation parameters.
Incentive Compensation Application Administrator	Set up incentive compensation application	Set Watchlist Options	Allows specification of the Watchlist categories and items available at the site.
Incentive Compensation Application Administrator	Set up incentive compensation application	Submit Incentive Compensation Table Statistics Process	Allows submission of the incentive compensation gather table statistics process.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Application Administrator	Set up incentive compensation application	View Administration Link	Privilege to view administration link in UI shell

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Application Administrator job role.

Business Object	Policy Description	Policy Store Implementation
Application Attachment Category	A Incentive Compensation Application Administrator can delete application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Application Administrator Privilege: Delete Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Application Administrator can update application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Application Administrator Privilege: Update Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Application Administrator can view application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Application Administrator Privilege: Read Application Attachment Resource: Application Attachment Category
Application Descriptive Flexfield	A Incentive Compensation Application Administrator can manage application descriptive flexfield for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Manage Application Descriptive Flexfield (Data) Resource: Application Descriptive Flexfield
Application Flexfield Value Set	A Incentive Compensation Application Administrator can manage application flexfield value set for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Manage Application Flexfield Value Set (Data) Resource: Application Flexfield Value Set

Business Object	Policy Description	Policy Store Implementation
Application Lookup Type	A Incentive Compensation Application Administrator can delete application lookup type for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Delete Application Lookup Types (Data) Resource: Application Lookup Type
Application Lookup Type	A Incentive Compensation Application Administrator can update application lookup type for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Update Application Lookup Types (Data) Resource: Application Lookup Type
Application Profile Option	A Incentive Compensation Application Administrator can delete application profile option for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Delete Application Profile Option (Data) Resource: Application Profile Option
Application Profile Option	A Incentive Compensation Application Administrator can update application profile option for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Update Application Profile Option (Data) Resource: Application Profile Option
Application Profile Value	A Incentive Compensation Application Administrator can delete application profile value for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Delete Application Profile Value (Data) Resource: Application Profile Value
Application Profile Value	A Incentive Compensation Application Administrator can update application profile value for all ic applications data	Role: Incentive Compensation Application Administrator Privilege: Update Application Profile Value (Data) Resource: Application Profile Value
File Export Batch	A Incentive Compensation Application Administrator can view file export batch for all export batches	Role: Incentive Compensation Application Administrator Privilege: View File Export Batch (Data) Resource: File Export Batch

Business Object	Policy Description	Policy Store Implementation
File Export Object	A Incentive Compensation Application Administrator can manage file export object for all export unit test objects	Role: Incentive Compensation Application Administrator Privilege: Manage Export Unit Test (Data) Resource: File Export Object
File Import Activity	A Incentive Compensation Application Administrator can view file import activity for all standard file import activities that are accessible for incentive compensation application administrator	Role: Incentive Compensation Application Administrator Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Mapping	A Incentive Compensation Application Administrator can view file import mapping for all standard file import maps that are accessible for incentive compensation application administrator	Role: Incentive Compensation Application Administrator Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
Incentive Compensation Currency Exchange Rate	A Incentive Compensation Application Administrator can manage incentive compensation currency exchange rate for all incentive compensation currencies	Role: Incentive Compensation Application Administrator Privilege: Manage Incentive Compensation Currency Exchange Rate (Data) Resource: Incentive Compensation Currency Exchange Rate
Incentive Compensation Earnings Type	A Incentive Compensation Application Administrator can manage incentive compensation earnings type for the business units for which they are authorized	Role: Incentive Compensation Application Administrator Privilege: Manage Incentive Compensation Earning Types (Data) Resource: Business Unit
Incentive Compensation Participant	A Incentive Compensation Application Administrator can manage incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Application Administrator Privilege: Manage Incentive Compensation Participant (Data) Resource: Business Unit
Incentive Compensation Participant	A Incentive Compensation Application Administrator can register incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Application Administrator Privilege: Register Incentive Compensation Participant (Data) Resource: Business Unit

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Payment Transaction Export Object	A Incentive Compensation Application Administrator can view incentive compensation payment transaction export object for the incentive compensation payment transaction export object in the enterprise	Role: Incentive Compensation Application Administrator Privilege: View Incentive Compensation Payment Transaction Export Object (Data) Resource: Incentive Compensation Payment Transaction Export Object
Incentive Compensation Staged Transaction File Import Activity	A Incentive Compensation Application Administrator can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise	Role: Incentive Compensation Application Administrator 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	A Incentive Compensation Application Administrator can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise	Role: Incentive Compensation Application Administrator 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	A Incentive Compensation Application Administrator can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise	Role: Incentive Compensation Application Administrator Privilege: View Incentive Compensation Staged Transaction File Import Object (Data) Resource: Incentive Compensation Staged Transaction File Import Object
Incentive Compensation System Parameter	A Incentive Compensation Application Administrator can manage incentive compensation system parameter for the business units for which they are authorized	Role: Incentive Compensation Application Administrator Privilege: Set Up Incentive Compensation Parameters (Data) Resource: Business Unit
Incentive Compensation Tables and Columns Setup	A Incentive Compensation Application Administrator can manage incentive compensation tables and columns setup for the business units for which they are authorized	Role: Incentive Compensation Application Administrator Privilege: Configure Incentive Compensation Tables and Columns (Data) Resource: Business Unit
Sales Objects	A Incentive Compensation Application Administrator can view sales objects for all standard file import export objects that are accessible for incentive compensation application administrator	Role: Incentive Compensation Application Administrator Privilege: View Standard File Import Export Object Type

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Objects
Trading Community Organization Party	A Incentive Compensation Application Administrator can view trading community organization party for all organizations in the enterprise	Role: Incentive Compensation Application Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Incentive Compensation Application Administrator can view trading community party for all people in the enterprise	Role: Incentive Compensation Application Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Application Administrator can view trading community party for all people in the enterprise other than sales accounts and sales prospects.	Role: Incentive Compensation Application Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Application Administrator can view trading community party for all resources in the enterprise	Role: Incentive Compensation Application Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party

Incentive Compensation Integration Specialist (Job Role)

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

Role Hierarchy

The Incentive Compensation Integration Specialist job role directly and indirectly inherits these roles.

- Incentive Compensation Integration Specialist
  - Read CRM documents on content server
  - Upload data for Incentive Compensation Currency Exchange Rates
  - Upload data for Incentive Compensation Import New Participant Import
  - Upload data for Incentive Compensation Participant Compensation Import
  - Upload data for Incentive Compensation Participant Goal Import
  - Upload data for Incentive Compensation Participant Import
  - Upload data for Incentive Compensation Rules Import
  - Upload data for Incentive Compensation Transaction Import

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Integration Specialist job role.

Duty Role	Description
Read CRM documents on content server	Allows to read CRM documents from content server repository.
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 Import New Participant Import	Allows to upload data file to import incentive compensation import new participant related data.
Upload data for Incentive Compensation Participant Compensation Import	Allows upload of data file to import and update incentive compensation participant, and their compensation plans.
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 Rules Import	Allows to upload data file to import Incentive Compensation Rules related data.
Upload data for Incentive Compensation Transaction Import	Allows to upload data file to import incentive compensation transactions.

Duty Role	Description

Privileges

This table lists privileges granted to duties of the Incentive Compensation Integration Specialist job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Privilege to manage import and export of files.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Integration Specialist job role.

Business Object	Policy Description	Policy Store Implementation
File Import Activity	A Incentive Compensation Integration Specialist can view file import activity for all standard file import activities that are accessible for incentive compensation integration specialist	Role: Incentive Compensation Integration Specialist Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Mapping	A Incentive Compensation Integration Specialist can view file import mapping for all standard file import maps that are accessible for incentive compensation integration specialist	Role: Incentive Compensation Integration Specialist Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
Sales Objects	A Incentive Compensation Integration Specialist can view sales objects for all standard file import export objects that are accessible for incentive compensation integration specialist	Role: Incentive Compensation Integration Specialist Privilege: View Standard File Import Export Object Type Resource: Sales Objects

Incentive Compensation Manager (Job Role)

Manage processes and workloads, assignments, and payments

Role Hierarchy

The Incentive Compensation Manager job role directly and indirectly inherits these roles.

- Incentive Compensation Manager
  - Access Groups Enablement
  - 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
  - Read CRM documents on content server
  - Upload data for Incentive Compensation Currency Exchange Rates
  - Upload data for Incentive Compensation Import New Participant Import
  - Upload data for Incentive Compensation Participant Compensation Import
  - Upload data for Incentive Compensation Participant Goal Import
  - Upload data for Incentive Compensation Participant Import
  - Upload data for Incentive Compensation Rules Import

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Manager job role.

Duty Role	Description
Access Groups Enablement	Enables the Access Groups functionality.
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.

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
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
Read CRM documents on content server	Allows to read CRM documents from content server repository.
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 Import New Participant Import	Allows to upload data file to import incentive compensation import new participant related data.
Upload data for Incentive Compensation Participant Compensation Import	Allows upload of data file to import and update incentive compensation participant, and their compensation plans.
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 Rules Import	Allows to upload data file to import Incentive Compensation Rules related data.

Privileges

This table lists privileges granted to duties of the Incentive Compensation Manager job role.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Import Incentive Compensation Transaction	Allows creation and editing of transactions and credits using desktop integration in Excel.
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.	Maintain Incentive Compensation Classification Batch	Allows management of transaction classifications to participant plan, which the application uses when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.
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.	Maintain Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
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.	Manage Incentive Compensation Calculation Batch	Allows maintenance of incentive compensation calculation batch.
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.	Manage Incentive Compensation Credit and Earnings Processes	Allows managing the credit and earnings processes, such as rule deployment, crediting, and calculation.
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.	Manage Incentive Compensation Credit and Rollup Group Batch	Allows maintenance of credit and rollup batch used to generate direct and rollup incentive compensation credits.
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.	Manage Incentive Compensation Logged Change Event	Allows maintenance of incentive compensation logged change events.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Manage Incentive Compensation Transaction Collection Batch	Allows maintenance of incentive compensation transaction collection batch.
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.	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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.	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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.	Submit Incentive Compensation Calculation Batch	Allows submission of incentive compensation calculation batch.
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.	Submit Incentive Compensation Calculation Simulation	Allows invocation of incentive compensation estimated compensation simulation.
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Complete Incentive Compensation Objectives Assessment	Allows access to review plan objectives and complete objective assessments. The objectives assessment is used to evaluate objectives performance for the purpose of achieving a performance score and incentive credit.
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Manage Incentive Compensation Bulk Export Jobs	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Manage Sales Resource Quota Notification	Allows managing of resource quota notifications. Resource quota notifications are sent to the incentive compensation analyst to update the resource's compensation plan.
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Submit Incentive Compensation Assessment Transaction Collection Batch	Allows the automatic submission of the incentive compensation transaction collection batch, when a plan objectives assessment is submitted.
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Submit Incentive Compensation Table Statistics Process	Allows submission of the incentive compensation gather table statistics process.
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	Use Generative AI Features in Sales	Allows users to use generative ai features
Incentive Compensation Manager	Manage processes and workloads, assignments, and payments	View Data Visualization Configuration	Allows viewing of data visualization configurations.
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	Allows assignment, directly or through roles, of payment plans, which contain rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Create Incentive Compensation Role	Allows creation of incentive compensation role, which is the function that a participant plays within a group, team, or an organization.
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	Create Incentive Compensation Team	Allows creation of teams used in determining incentive compensation credit receivers.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Import Incentive Compensation Participant Goals	Allows import of individualized participant goals, which are used in compensation plans to calculate incentives.
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	Individualize Incentive Compensation Participant Compensation Plan	Allows individualization of participant distributed goals for incentive plans, which ties participant earnings to actual production on an individual or group basis.
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	Manage File Import and Export	Privilege to manage import and export of files.
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	Manage Incentive Compensation Analyst Group	Allows maintenance of group of incentive compensation analysts used for payment approval.
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	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for 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	Manage Incentive Compensation Credit Batch	Allows flattening of credit rules used by batch processes, which determine who receives direct incentive compensation credit.
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	Manage Incentive Compensation Credit Rule	Allows maintenance of rule criteria used to determine who receives incentive compensation credit.
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	Manage Incentive Compensation File Import Jobs	Allows import of incentive compensation transactions into staging using CRM File Based Data Import.
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	Manage Incentive Compensation Participant Assignment Rule	Allows maintenance of participant assignment rules used to assign incentive compensation objects, such as roles, to participants.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Manage Incentive Compensation Participant Detail	Allows assignment of participants to analysts, who manage incentive compensation details for a person or organization whose credits, attainment, earnings, disputes, and payments the incentive compensation application computes and manages. A person or organization can be an employee, salesperson, party, supplier contract, partner, or third party resale contractor.
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	Manage Incentive Compensation Pay Group	Allows maintenance of pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.
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	Manage Incentive Compensation Payment Plan	Allows maintenance of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Manage Incentive Compensation Plan Assignment	Allows maintenance of assignment of incentive plan, which ties participant earnings to actual production on an individual or group basis.
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	Manage Incentive Compensation Plan Assignment to Role	Allows maintenance of incentive compensation plan assignment to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Manage Incentive Compensation Plan Terms and Conditions	Allows maintenance of compensation plan terms and conditions. Allows assignment of terms to compensation plans.
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	Manage Incentive Compensation Processes and Workload	Allows maintenance of incentive compensation collection, crediting, rollup, classification, calculation, and payment as well as disputes.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Manage Incentive Compensation Role	Allows maintenance of incentive compensation roles and participant associations.
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	Manage Incentive Compensation Rollup Group	Allows maintenance of incentive compensation groups used to determine who receives rollup credits.
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	Manage Incentive Compensation Team	Allows maintenance of incentive compensation teams used in determining incentive compensation credit receivers.
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	Perform Incentive Compensation Pay Group Assignment to Role	Allows assignment of incentive compensation pay group to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Perform Incentive Compensation Payment Plan Assignment to Role	Allows assignment of incentive compensation payment plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Perform Incentive Compensation Plan Assignment to Role	Allows assignment of incentive compensation plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Register Incentive Compensation Participant	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.
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	Review Incentive Compensation Expression	Allows review of expression used in incentive compensation input and output calculations of formulas as, well as in expression-based rate dimensions.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Review Incentive Compensation Measure	Allows review of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support for pay for performance.
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	Review Incentive Compensation Participant Plan for Assignment	Allows review of participant incentive compensation plan for assignment.
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	Review Incentive Compensation Plan	Allows review of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
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	Review Incentive Compensation Plan Component	Allows review of incentive compensation plan component, which defines what measures the application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
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	Review Incentive Compensation Process Log Detail	Allows review of incentive compensation log details for all processes.
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	Review Incentive Compensation Rate Dimension	Allows review of incentive compensation rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
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	Review Incentive Compensation Rate Table	Allows review of incentive compensation rate table, which enables establishment of compensation percentage rates or fixed amounts for different performance levels.
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	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
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	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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	Set Up File Import Object and Mapping	Allows reviewing and registering business objects, such as sales leads and opportunities, intended for import from external files. Also allows creating and maintaining maps of external source file columns to target staging table columns for use in importing those business objects, such as sales leads, customers, contacts, and sales catalogs.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Approve Incentive Compensation Dispute	Allows approval of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Create Incentive Compensation Dispute for Participant	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Compensation Plan	Allows individualization of participant distributed goals for incentive plans, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Goal	Allows individualization of incentive compensation participant goals from quota management.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Pay Group Assignment	Allows assignment of participants to pay groups, which define the frequency of payments based on an associated calendar, and place together participants assigned to the pay group that are on the same payment cycle and sent to the same application.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Individualize Incentive Compensation Participant Payment Plan	Allows individualization of payment plans, which contain rules regarding payment draw, draw recovery, and cap amounts to pay to associated participants.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Participant Detail	Allows assignment of participants to analysts, who manage incentive compensation details for a person or organization whose credits, attainment, earnings, disputes, and payments the incentive compensation application computes and manages. A person or organization can be an employee, salesperson, party, supplier contract, partner, or third party resale contractor.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Participant Paysheet	Allows management of incentive compensation participant worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Payment Transaction	Allows management of payment adjustment transactions used in incentive compensation payment.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Maintain Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Manage Incentive Compensation Dispute	Allows analysis of incentive compensation disputes.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Manage Sales Resource Quota Notification	Allows managing of resource quota notifications. Resource quota notifications are sent to the incentive compensation analyst to update the resource's compensation plan.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Expression	Allows review of expression used in incentive compensation input and output calculations of formulas as, well as in expression-based rate dimensions.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Measure	Allows review of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support for pay for performance.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Participant Compensation Plan	Allows assignment of participant incentive plan using role, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Plan	Allows review of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Plan Component	Allows review of incentive compensation plan component, which defines what measures the application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Rate Dimension	Allows review of incentive compensation rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Incentive Compensation Rate Table	Allows review of incentive compensation rate table, which enables establishment of compensation percentage rates or fixed amounts for different performance levels.
Incentive Compensation Participant Snapshot Management	Assign and maintain incentive plans and transactions for participants	Review Participant Earnings and Attainment Report	Allows review of participant earnings and attainment report.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Approve Incentive Compensation Paysheet	Allows approval of worksheets that contain the payable commission, draw and recovery, and payment adjustments for participants for a period.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Pay Incentive Compensation Payment Batch	Allows payment of incentive compensation paysheets in payment batch.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Review Incentive Compensation Pay Group	Allows review of incentive compensation pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Review Incentive Compensation Payment Batch	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant in the payment batch.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Review Incentive Compensation Payment Plan	Allows review of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated participants.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Review Incentive Compensation Payment Transaction	Allows review and adjustment of incentive compensation payment transactions.
Incentive Compensation Payment Control	Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.	Review Incentive Compensation Paysheet	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and	Create Incentive Compensation Payment Batch	Allows creation of worksheets that contain the payable commission, draw and recovery, and payment adjustments for

Granted Role	Granted Role Description	Privilege	Privilege Description
	payment transactions. Submit paysheets for approval.		eligible participants in a payment batch.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Create Incentive Compensation Paysheet	Allows creation of worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Delete Incentive Compensation Payment Batch	Allows deletion of payment batch and associated worksheets that contain the payable commission, draw and recovery, and payment adjustments for eligible participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Delete Incentive Compensation Paysheet	Allows rejection of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Import Incentive Compensation Payment Transaction	Allows import of incentive compensation payment transactions.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Maintain Incentive Compensation Payment Transaction	Allows management of payment adjustment transactions used in incentive compensation payment.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Payment Batch	Allows maintenance of payment batch and associated worksheets that contain the payable incentive compensation commission, draw and recovery, and payment adjustments for eligible participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Manage Incentive Compensation Paysheet	Allows maintenance of incentive compensation paysheets that contain the payable commission, draw and recovery, and payment adjustments for a single eligible participant.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Pay Group	Allows review of incentive compensation pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Batch	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant in the payment batch.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Plan	Allows review of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated participants.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Payment Transaction	Allows review and adjustment of incentive compensation payment transactions.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Review Incentive Compensation Paysheet	Allows review of incentive compensation worksheet that contains the payable commission, draw and recovery, and payment adjustments for a single eligible participant.
Incentive Compensation Payments	Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.	Submit Incentive Compensation Paysheet for Approval	Allows submission of worksheets that contain the payable commission, draw and recovery, and payment adjustments for participants for a period.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Manager job role.

Business Object	Policy Description	Policy Store Implementation
Activity	An Incentive Compensation Manager can delete activity a member of an access group associated to the activity with delete access	Role: Access Groups Enablement Privilege: Delete Activity (Data) Resource: Activity
Activity	An Incentive Compensation Manager can update activity a member of an access group associated to the activity with update access	Role: Access Groups Enablement Privilege: Update Activity (Data) Resource: Activity
Activity	An Incentive Compensation Manager can view activity a member of an access group associated to the activity	Role: Access Groups Enablement Privilege: View Activity (Data) Resource: Activity
Application Attachment Category	A Incentive Compensation Manager can delete application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Manager Privilege: Delete Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Manager can update application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Manager Privilege: Update Application Attachment Resource: Application Attachment Category
Application Attachment Category	A Incentive Compensation Manager can view application attachment category for all miscellaneous category attachments data	Role: Incentive Compensation Manager Privilege: Read Application Attachment Resource: Application Attachment Category
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
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
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

Business Object	Policy Description	Policy Store Implementation
		Resource: Application Attachment Category
CRM Asset	An Incentive Compensation Manager can delete asset a member of an access group associated to the asset with delete access	Role: Access Groups Enablement Privilege: Delete Asset (Data) Resource: CRM Asset
CRM Asset	An Incentive Compensation Manager can update asset a member of an access group associated to the asset with update access	Role: Access Groups Enablement Privilege: Update Asset (Data) Resource: CRM Asset
CRM Asset	An Incentive Compensation Manager can view asset a member of an access group associated to the asset	Role: Access Groups Enablement Privilege: View Asset (Data) Resource: CRM Asset
Cases	An Incentive Compensation Manager can delete case header a member of an access group associated to the case with delete access	Role: Access Groups Enablement Privilege: Delete Case Header (Data) Resource: Cases
Cases	An Incentive Compensation Manager can update case header a member of an access group associated to the case with update access	Role: Access Groups Enablement Privilege: Update Case Header (Data) Resource: Cases
Cases	An Incentive Compensation Manager can view case header a member of an access group associated to the case	Role: Access Groups Enablement Privilege: View Case Header (Data) Resource: Cases
Conversation	An Incentive Compensation Manager can delete conversation a member of an access group associated to the conversation with delete access	Role: Access Groups Enablement Privilege: Delete Conversation (Data) Resource: Conversation
Conversation	An Incentive Compensation Manager can update conversation a member of an access group associated to the conversation with update access	Role: Access Groups Enablement Privilege: Update Conversation (Data) Resource: Conversation
Conversation	An Incentive Compensation Manager can view conversation a member of an access group associated to the conversation	Role: Access Groups Enablement Privilege: View Conversation (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Conversation
Conversation Message	An Incentive Compensation Manager can delete conversation message a member of an access group associated to the conversation message with delete access	Role: Access Groups Enablement Privilege: Delete Conversation Message (Data) Resource: Conversation Message
Conversation Message	An Incentive Compensation Manager can update conversation message a member of an access group associated to the conversation message with update access	Role: Access Groups Enablement Privilege: Update Conversation Message (Data) Resource: Conversation Message
Conversation Message	An Incentive Compensation Manager can view conversation message a member of an access group associated to the conversation message	Role: Access Groups Enablement Privilege: View Conversation Message (Data) Resource: Conversation Message
Deal Registration Product	An Incentive Compensation Manager can manage deal registration product a member of an access group associated to the deal registration with update access	Role: Access Groups Enablement Privilege: Manage Deal Registration Product (Data) Resource: Deal Registration Product
Deal Registration Product	An Incentive Compensation Manager can view deal registration product a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration Product (Data) Resource: Deal Registration Product
Deal Registration Summary	An Incentive Compensation Manager can update deal registration approval details a member of an access group associated to the deal registration with update or full access and deal is in pending approval status	Role: Access Groups Enablement Privilege: Update Deal Registration Approval Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Manager can update deal registration deal details a member of an access group associated to the deal registration with full access	Role: Access Groups Enablement Privilege: Update Deal Registration Deal Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Manager can update deal registration deal details a member of an access group associated to the deal registration with update access and deal is in draft, returned or withdrawn status	Role: Access Groups Enablement Privilege: Update Deal Registration Deal Details (Data) Resource: Deal Registration Summary

Business Object	Policy Description	Policy Store Implementation
Deal Registration Summary	An Incentive Compensation Manager can update deal registration opportunity details a member of an access group associated to the deal registration with full access	Role: Access Groups Enablement Privilege: Update Deal Registration Opportunity Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Manager can update deal registration opportunity details a member of an access group associated to the deal registration with update access and deal is in pending approval or approved status	Role: Access Groups Enablement Privilege: Update Deal Registration Opportunity Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Manager can update deal registration partner details a member of an access group associated to the deal registration with update access and deal is in draft, returned or withdrawn status and the deal is created by an internal user	Role: Access Groups Enablement Privilege: Update Deal Registration Partner Details (Data) Resource: Deal Registration Summary
Deal Registration Summary	An Incentive Compensation Manager can view deal registration a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration (Data) Resource: Deal Registration Summary
Deal Registration Team	An Incentive Compensation Manager can manage deal registration team a member of an access group associated to the deal registration with update access	Role: Access Groups Enablement Privilege: Manage Deal Registration Team (Data) Resource: Deal Registration Team
Deal Registration Team	An Incentive Compensation Manager can view deal registration team a member of an access group associated to the deal registration	Role: Access Groups Enablement Privilege: View Deal Registration Team (Data) Resource: Deal Registration Team
Express Report Definitions	An Incentive Compensation Manager can delete express report access the express reports for table zca_srt_report_def as a member of an access group associated to express reporting with delete access	Role: Access Groups Enablement Privilege: Delete Express Report (Data) Resource: Express Report Definitions
Express Report Definitions	An Incentive Compensation Manager can update express report access the express reports for table zca_srt_report_def as a member of an access group associated to express reporting with update access	Role: Access Groups Enablement Privilege: Update Express Report (Data) Resource: Express Report Definitions
Express Report Definitions	An Incentive Compensation Manager can view express report access the express reports for	Role: Access Groups Enablement Privilege: View Express Report (Data)

Business Object	Policy Description	Policy Store Implementation
	table zca_srt_report_def as a member of an access group associated to express reporting	Resource: Express Report Definitions
Field Service Work Order	An Incentive Compensation Manager can delete field service work order a member of an access group associated to the field service work order with delete access	Role: Access Groups Enablement Privilege: Delete Field Service Work Order (Data) Resource: Field Service Work Order
Field Service Work Order	An Incentive Compensation Manager can update field service work order a member of an access group associated to the field service work order with update access	Role: Access Groups Enablement Privilege: Update Field Service Work Order (Data) Resource: Field Service Work Order
Field Service Work Order	An Incentive Compensation Manager can view field service work order a member of an access group associated to the field service work order	Role: Access Groups Enablement Privilege: View Field Service Work Order (Data) Resource: Field Service Work Order
File Export Batch	A Incentive Compensation Manager can view file export batch for all export batches	Role: Incentive Compensation Manager Privilege: View File Export Batch (Data) Resource: File Export Batch
File Export Object	A Incentive Compensation Manager can manage file export object for all export unit test objects	Role: Incentive Compensation Manager Privilege: Manage Export Unit Test (Data) Resource: File Export Object
File Import Activity	A Incentive Compensation Manager can view file import activity for all standard file import activities that are accessible for incentive compensation manager	Role: Incentive Compensation Manager Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Activity	An Incentive Compensation Manager can import incentive compensation participant goal for all incentive compensation goal file import activities in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import Activity
File Import Activity	An Incentive Compensation Manager can view standard file import activity object type for all standard file import activities that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Activity Object Type

Business Object	Policy Description	Policy Store Implementation
		Resource: File Import Activity
File Import Mapping	A Incentive Compensation Manager can view file import mapping for all standard file import maps that are accessible for incentive compensation manager	Role: Incentive Compensation Manager Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
File Import Mapping	An Incentive Compensation Manager can import incentive compensation participant goal for all incentive compensation goal file import mappings in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import Mapping
File Import Mapping	An Incentive Compensation Manager can view standard file import mapping object type for all standard file import maps that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
File Import Object	An Incentive Compensation Manager can import incentive compensation participant goal for all incentive compensation goal file import objects in the enterprise	Role: Incentive Compensation Participant Snapshot Management Privilege: Import Incentive Compensation Participant Goal (Data) Resource: File Import 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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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 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
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 Snapshot Management Privilege: Review Incentive Compensation Measure (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Business Unit
Incentive Compensation Participant	A Incentive Compensation Manager can manage incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit
Incentive Compensation Participant	A 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
Incentive Compensation Participant	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
Incentive Compensation Participant Assignment Rule	An Incentive Compensation Manager can manage incentive compensation participant assignment rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Participant Assignment Rule (Data) Resource: Business Unit
Incentive Compensation Participant Attainment Balance	A 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 Compensation Plan File Import Activity	An Incentive Compensation Manager can view incentive compensation participant plan file import activity for all participant compensation plan file import activities in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Activity (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Activity
Incentive Compensation Participant Compensation Plan File Import Mapping	An Incentive Compensation Manager can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Mapping (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Incentive Compensation Participant Compensation Plan File Import Mapping
Incentive Compensation Participant Compensation Plan File Import Object	An Incentive Compensation Manager can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Object (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Object
Incentive Compensation Participant Earning Balance	A 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 Subledger	A 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
Incentive Compensation Pay Group	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
Incentive Compensation Payment Batch	An Incentive Compensation Manager 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
Incentive Compensation Payment Batch	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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Payment Batch	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
Incentive Compensation Payment Plan	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	A Incentive Compensation Manager can manage incentive compensation payment transaction for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Payment Transaction (Data) Resource: Business Unit
Incentive Compensation Payment Transaction	A 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) Resource: Business Unit
Incentive Compensation Payment Transaction Export Object	A 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 Manager Privilege: View Incentive Compensation Payment Transaction Export Object (Data) Resource: Incentive Compensation Payment Transaction Export Object
Incentive Compensation Paysheet	A Incentive Compensation Manager can maintain incentive compensation paysheet for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Maintain Incentive Compensation Participant Paysheet (Data) Resource: Business Unit
Incentive Compensation Paysheet	A 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Business Unit
Incentive Compensation Paysheet	A 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 Paysheet Note	An Incentive Compensation Manager can manage incentive compensation paysheet note where they are the author of the note or the note is not a private note	Role: Incentive Compensation Payments Privilege: Manage Incentive Compensation Paysheet Note (Data) Resource: Incentive Compensation Paysheet Note
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
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 Snapshot Management Privilege: Review 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
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 Snapshot Management Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Business Unit
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	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	A Incentive Compensation Manager can manage incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Manager Privilege: Manage Incentive Compensation Participant Transaction (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 Unit
Incentive Compensation Transaction	An Incentive Compensation Manager can review incentive compensation transaction for the business units for which they are authorized	Role: Incentive Compensation Credits and Earnings

Business Object	Policy Description	Policy Store Implementation
		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
MDF Budget	An Incentive Compensation Manager can delete marketing budget a member of an access group associated to the mdf budget with delete access and budget status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Budget (Data) Resource: MDF Budget
MDF Budget	An Incentive Compensation Manager can update marketing budget a member of an access group associated to the mdf budget with update access	Role: Access Groups Enablement Privilege: Update Marketing Budget (Data) Resource: MDF Budget
MDF Budget	An Incentive Compensation Manager can view marketing budget a member of an access group associated to the mdf budget	Role: Access Groups Enablement Privilege: View Marketing Budget (Data) Resource: MDF Budget
MDF Budget Team	An Incentive Compensation Manager can delete marketing budget team a member of an access group associated to the mdf budget with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Budget Team	An Incentive Compensation Manager can update marketing budget team a member of an access group associated to the mdf budget with update access	Role: Access Groups Enablement Privilege: Update Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Budget Team	An Incentive Compensation Manager can view marketing budget team a member of an access group associated to the mdf budget	Role: Access Groups Enablement Privilege: View Marketing Budget Team (Data) Resource: MDF Budget Team
MDF Claim	An Incentive Compensation Manager can delete marketing claim a member of an access group associated to the mdf claim with delete or full access and the claim status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Claim (Data) Resource: MDF Claim

Business Object	Policy Description	Policy Store Implementation
MDF Claim	An Incentive Compensation Manager can update marketing claim approval details a member of an access group associated to the mdf claim with update or full access and the claim status is pending approval	Role: Access Groups Enablement Privilege: Update Marketing Claim Approval Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Manager can update marketing claim details a member of an access group associated to the mdf claim with update or full access and the claim status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Claim Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Manager can update marketing claim partner details a member of an access group associated to the mdf claim with update or full access and the claim status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Claim Partner Details (Data) Resource: MDF Claim
MDF Claim	An Incentive Compensation Manager can view marketing claim a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim (Data) Resource: MDF Claim
MDF Claim Settlement	An Incentive Compensation Manager can delete marketing claim settlement a member of an access group associated to the mdf claim with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Claim Settlement (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Manager can update marketing claim settlement a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Settlement (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Manager can update marketing claim settlement details a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Settlement Details (Data) Resource: MDF Claim Settlement
MDF Claim Settlement	An Incentive Compensation Manager can view marketing claim settlement a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim Settlement (Data) Resource: MDF Claim Settlement

Business Object	Policy Description	Policy Store Implementation
MDF Claim Team	An Incentive Compensation Manager can delete marketing claim team a member of an access group associated to the mdf claim with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Claim Team	An Incentive Compensation Manager can update marketing claim team a member of an access group associated to the mdf claim with update access	Role: Access Groups Enablement Privilege: Update Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Claim Team	An Incentive Compensation Manager can view marketing claim team a member of an access group associated to the mdf claim	Role: Access Groups Enablement Privilege: View Marketing Claim Team (Data) Resource: MDF Claim Team
MDF Request	An Incentive Compensation Manager can delete marketing fund request a member of an access group associated to the mdf request with delete access and the request status is draft	Role: Access Groups Enablement Privilege: Delete Marketing Fund Request (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Manager can update marketing fund request approval details a member of an access group associated to the mdf request with update or full access and the request status is pending approval	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Approval Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Manager can update marketing fund request details a member of an access group associated to the mdf request with update or full access and the request status is draft, returned, failed or withdrawn	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Manager can update marketing fund request partner details a member of an access group associated to the mdf request with update or full access and request is in draft, returned, failed or withdrawn status and the request is created by an internal user	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Partner Details (Data) Resource: MDF Request
MDF Request	An Incentive Compensation Manager can view marketing fund request a member of an access group associated to the mdf request	Role: Access Groups Enablement Privilege: View Marketing Fund Request (Data) Resource: MDF Request

Business Object	Policy Description	Policy Store Implementation
MDF Request Team	An Incentive Compensation Manager can delete marketing fund request team a member of an access group associated to the mdf request with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Fund Request Team (Data) Resource: MDF Request Team
MDF Request Team	An Incentive Compensation Manager can update marketing fund request team a member of an access group associated to the mdf request with update access	Role: Access Groups Enablement Privilege: Update Marketing Fund Request Team (Data) Resource: MDF Request Team
MDF Request Team	An Incentive Compensation Manager can view marketing fund request team a member of an access group associated to the mdf request	Role: Access Groups Enablement Privilege: View Marketing Fund Request Team (Data) Resource: MDF Request Team
Marketing Integration Campaign	An Incentive Compensation Manager can delete marketing integration campaign a member of an access group associated to the marketing integration campaign with delete access	Role: Access Groups Enablement Privilege: Delete Marketing Integration Campaign (Data) Resource: Marketing Integration Campaign
Marketing Integration Campaign	An Incentive Compensation Manager can update marketing integration campaign a member of an access group associated to the marketing integration campaign with update access	Role: Access Groups Enablement Privilege: Update Marketing Integration Campaign (Data) Resource: Marketing Integration Campaign
Marketing Integration Campaign	An Incentive Compensation Manager can view marketing integration campaign a member of an access group associated to the marketing integration campaign	Role: Access Groups Enablement Privilege: View Marketing Integration Campaign (Data) Resource: Marketing Integration Campaign
Note	An Incentive Compensation Manager can delete note a member of an access group associated to the note with delete access	Role: Access Groups Enablement Privilege: Delete Note (Data) Resource: Note
Note	An Incentive Compensation Manager can update note a member of an access group associated to the note with update access	Role: Access Groups Enablement Privilege: Update Note (Data) Resource: Note

Business Object	Policy Description	Policy Store Implementation
Note	An Incentive Compensation Manager can view note a member of an access group associated to the note	Role: Access Groups Enablement Privilege: View Note (Data) Resource: Note
Opportunity	An Incentive Compensation Manager can manage opportunity general profile a member of an access group associated to the opportunity with update access	Role: Access Groups Enablement Privilege: Manage Opportunity General Profile (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Manager can manage opportunity restricted profile a member of an access group associated to the opportunity with delete access	Role: Access Groups Enablement Privilege: Manage Opportunity Restricted Profile (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Manager can manage opportunity revenue a member of an access group associated to the opportunity with full access	Role: Access Groups Enablement Privilege: Manage Opportunity Revenue (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Manager can manage opportunity team a member of an access group associated to the opportunity with full access	Role: Access Groups Enablement Privilege: Manage Opportunity Team (Data) Resource: Opportunity
Opportunity	An Incentive Compensation Manager can view opportunity a member of an access group associated to the opportunity	Role: Access Groups Enablement Privilege: View Opportunity (Data) Resource: Opportunity
Partner Profile	An Incentive Compensation Manager can manage partner account a member of an access group associated to the partner with update access	Role: Access Groups Enablement Privilege: Manage Partner Account (Data) Resource: Partner Profile
Partner Profile	An Incentive Compensation Manager can update partner account a member of an access group associated to the partner with update access	Role: Access Groups Enablement Privilege: Update Partner Account (Data) Resource: Partner Profile
Partner Program Enrollment	An Incentive Compensation Manager can manage partner program enrollment a member of an access group associated to the partner program enrollment with delete access	Role: Access Groups Enablement Privilege: Manage Partner Program Enrollment (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Partner Program Enrollment
Partner Program Enrollment	An Incentive Compensation Manager can manage partner program enrollment a member of an access group associated to the partner program enrollment with update access	Role: Access Groups Enablement Privilege: Manage Partner Program Enrollment (Data) Resource: Partner Program Enrollment
Partner Program Enrollment	An Incentive Compensation Manager can view partner program enrollment a member of an access group associated to the partner program enrollment	Role: Access Groups Enablement Privilege: View Partner Program Enrollment (Data) Resource: Partner Program Enrollment
Price Book	An Incentive Compensation Manager can delete price book a member of an access group associated to the price book with delete access	Role: Access Groups Enablement Privilege: Delete Price Book (Data) Resource: Price Book
Price Book	An Incentive Compensation Manager can update price book a member of an access group associated to the price book with update access	Role: Access Groups Enablement Privilege: Update Price Book (Data) Resource: Price Book
Price Book	An Incentive Compensation Manager can view price book a member of an access group associated to the price book	Role: Access Groups Enablement Privilege: View Price Book (Data) Resource: Price Book
Product Group	An Incentive Compensation Manager can delete product group a member of an access group associated to the product group with delete access	Role: Access Groups Enablement Privilege: Delete Product Group (Data) Resource: Product Group
Product Group	An Incentive Compensation Manager can update product group a member of an access group associated to the product group with update access	Role: Access Groups Enablement Privilege: Update Product Group (Data) Resource: Product Group
Product Group	An Incentive Compensation Manager can view product group a member of an access group associated to the product group	Role: Access Groups Enablement Privilege: View Product Group (Data) Resource: Product Group

Business Object	Policy Description	Policy Store Implementation
Products	An Incentive Compensation Manager can delete product a member of an access group associated to the product with delete access	Role: Access Groups Enablement Privilege: Delete Product (Data) Resource: Products
Products	An Incentive Compensation Manager can update product a member of an access group associated to the product with update access	Role: Access Groups Enablement Privilege: Update Product (Data) Resource: Products
Products	An Incentive Compensation Manager can view product a member of an access group associated to the product	Role: Access Groups Enablement Privilege: View Product (Data) Resource: Products
Sales Business Plan	An Incentive Compensation Manager can delete sales business plan a member of an access group associated to the business plan with delete access	Role: Access Groups Enablement Privilege: Delete Sales Business Plan (Data) Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Manager can update sales business plan general a member of an access group associated to the business plan with update access	Role: Access Groups Enablement Privilege: Update Sales Business Plan General (Data) Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Manager can update sales business plan status a member of an access group associated to the business plan with full access	Role: Access Groups Enablement Privilege: Update Sales Business Plan Status (Data) Resource: Sales Business Plan
Sales Business Plan	An Incentive Compensation Manager can view sales business plan a member of an access group associated to the business plan	Role: Access Groups Enablement Privilege: View Sales Business Plan (Data) Resource: Sales Business Plan
Sales Business Plan Team	An Incentive Compensation Manager can manage sales business plan team a member of an access group associated to the business plan with full access	Role: Access Groups Enablement Privilege: Manage Sales Business Plan Team (Data) Resource: Sales Business Plan Team
Sales Competitor	An Incentive Compensation Manager can manage sales competitor a member of an access group associated to the sales competitor with update access	Role: Access Groups Enablement Privilege: Manage Sales Competitor (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Competitor
Sales Competitor	An Incentive Compensation Manager can view sales competitor a member of an access group associated to the sales competitor	Role: Access Groups Enablement Privilege: View Sales Competitor (Data) Resource: Sales Competitor
Sales Contests	An Incentive Compensation Manager can delete sales contest a member of an access group associated to the contest with delete access	Role: Access Groups Enablement Privilege: Delete Sales Contest (Data) Resource: Sales Contests
Sales Contests	An Incentive Compensation Manager can update sales contest a member of an access group associated to the contest with update access	Role: Access Groups Enablement Privilege: Update Sales Contest (Data) Resource: Sales Contests
Sales Contests	An Incentive Compensation Manager can view sales contest a member of an access group associated to the contest	Role: Access Groups Enablement Privilege: View Sales Contest (Data) Resource: Sales Contests
Sales Forecast	An Incentive Compensation Manager can delete sales forecast participants a member of an access group associated to the sales forecast with delete access	Role: Access Groups Enablement Privilege: Delete Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast	An Incentive Compensation Manager can update sales forecast participants a member of an access group associated to the sales forecast with update access	Role: Access Groups Enablement Privilege: Update Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast	An Incentive Compensation Manager can view sales forecast participants a member of an access group associated to the sales forecast with read access	Role: Access Groups Enablement Privilege: View Sales Forecast Participants (Data) Resource: Sales Forecast
Sales Forecast Item	An Incentive Compensation Manager can manage sales forecast item a member of an access group associated to the territory forecast with full access	Role: Access Groups Enablement Privilege: Manage Sales Forecast Item (Data) Resource: Sales Forecast Item

Business Object	Policy Description	Policy Store Implementation
Sales Forecast Participant	An Incentive Compensation Manager can manage sales forecast participant a member of an access group associated to the territory forecast with full access	Role: Access Groups Enablement Privilege: Manage Sales Forecast Participant (Data) Resource: Sales Forecast Participant
Sales Goal Participants	An Incentive Compensation Manager can delete sales goal participants a member of an access group associated to the goal participant with delete access	Role: Access Groups Enablement Privilege: Delete Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goal Participants	An Incentive Compensation Manager can update sales goal participants a member of an access group associated to the goal participant with update access	Role: Access Groups Enablement Privilege: Update Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goal Participants	An Incentive Compensation Manager can view sales goal participants a member of an access group associated to the goal participant	Role: Access Groups Enablement Privilege: View Sales Goal Participants (Data) Resource: Sales Goal Participants
Sales Goals	An Incentive Compensation Manager can delete sales goal a member of an access group associated to the goal with delete access	Role: Access Groups Enablement Privilege: Delete Sales Goal (Data) Resource: Sales Goals
Sales Goals	An Incentive Compensation Manager can update sales goal a member of an access group associated to the goal with update access	Role: Access Groups Enablement Privilege: Update Sales Goal (Data) Resource: Sales Goals
Sales Goals	An Incentive Compensation Manager can view sales goal a member of an access group associated to the goal	Role: Access Groups Enablement Privilege: View Sales Goal (Data) Resource: Sales Goals
Sales KPI	An Incentive Compensation Manager can delete sales kpi a member of an access group associated to the kpi with delete access	Role: Access Groups Enablement Privilege: Delete Sales KPI (Data) Resource: Sales KPI
Sales KPI	An Incentive Compensation Manager can update sales kpi a member of an access group associated to the kpi with update access	Role: Access Groups Enablement Privilege: Update Sales KPI (Data) Resource: Sales KPI

Business Object	Policy Description	Policy Store Implementation
Sales KPI	An Incentive Compensation Manager can view sales kpi a member of an access group associated to the kpi	Role: Access Groups Enablement Privilege: View Sales KPI (Data) Resource: Sales KPI
Sales Lead	An Incentive Compensation Manager can convert sales lead a member of an access group associated to the sales lead with full access	Role: Access Groups Enablement Privilege: Convert Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Manager can delete sales lead a member of an access group associated to the sales lead with delete access	Role: Access Groups Enablement Privilege: Delete Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Manager can update sales lead a member of an access group associated to the sales lead with update access	Role: Access Groups Enablement Privilege: Update Sales Lead (Data) Resource: Sales Lead
Sales Lead	An Incentive Compensation Manager can view sales lead a member of an access group associated to the sales lead	Role: Access Groups Enablement Privilege: View Sales Lead (Data) Resource: Sales Lead
Sales Objective	An Incentive Compensation Manager can delete sales objective a member of an access group associated to the sales business plan with delete access	Role: Access Groups Enablement Privilege: Delete Sales Objective (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Manager can update sales objective attainment a member of an access group associated to the sales business plan with full access	Role: Access Groups Enablement Privilege: Update Sales Objective Attainment (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Manager can update sales objective general a member of an access group associated to the sales business plan with update access	Role: Access Groups Enablement Privilege: Update Sales Objective General (Data) Resource: Sales Objective
Sales Objective	An Incentive Compensation Manager can view sales objective a member of an access group associated to the sales business plan	Role: Access Groups Enablement Privilege: View Sales Objective (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Sales Objective
Sales Objects	A Incentive Compensation Manager can view sales objects for all standard file import export objects that are accessible for incentive compensation manager	Role: Incentive Compensation Manager Privilege: View Standard File Import Export Object Type Resource: Sales Objects
Sales Objects	An Incentive Compensation Manager can view standard file import export object type for all standard file import export objects that are accessible for incentive compensation participant snapshot management duty	Role: Incentive Compensation Participant Snapshot Management Privilege: View Standard File Import Export Object Type Resource: Sales Objects
Sales Order	An Incentive Compensation Manager can view sales order a member of an access group associated to the sales order	Role: Access Groups Enablement Privilege: View Sales Order (Data) Resource: Sales Order
Sales Quota Plan	An Incentive Compensation Manager can view sales quota plan a member of an access group associated to the sales quota plan with read access	Role: Access Groups Enablement Privilege: View Sales Quota Plan (Data) Resource: Sales Quota Plan
Sales Resource Quota	An Incentive Compensation Manager can manage sales resource quota a member of an access group associated to the sales resource quota with delete access	Role: Access Groups Enablement Privilege: Manage Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Resource Quota	An Incentive Compensation Manager can manage sales resource quota a member of an access group associated to the sales resource quota with update access	Role: Access Groups Enablement Privilege: Manage Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Resource Quota	An Incentive Compensation Manager can view sales resource quota a member of an access group associated to the sales resource quota with read access	Role: Access Groups Enablement Privilege: View Sales Resource Quota (Data) Resource: Sales Resource Quota
Sales Territory	An Incentive Compensation Manager can manage sales territory a member of an access group associated to the sales territory with delete access	Role: Access Groups Enablement Privilege: Manage Sales Territory (Data) Resource: Sales Territory

Business Object	Policy Description	Policy Store Implementation
Sales Territory	An Incentive Compensation Manager can manage sales territory a member of an access group associated to the sales territory with update access	Role: Access Groups Enablement Privilege: Manage Sales Territory (Data) Resource: Sales Territory
Sales Territory	An Incentive Compensation Manager can view sales territory a member of an access group associated to the sales territory with read access	Role: Access Groups Enablement Privilege: View Sales Territory (Data) Resource: Sales Territory
Sales Territory Proposal	An Incentive Compensation Manager can manage sales territory proposal a member of an access group associated to the sales territory proposal with delete access	Role: Access Groups Enablement Privilege: Manage Sales Territory Proposal (Data) Resource: Sales Territory Proposal
Sales Territory Proposal	An Incentive Compensation Manager can manage sales territory proposal a member of an access group associated to the sales territory proposal with update access	Role: Access Groups Enablement Privilege: Manage Sales Territory Proposal (Data) Resource: Sales Territory Proposal
Sales Territory Proposal	An Incentive Compensation Manager can view sales territory proposal a member of an access group associated to the sales territory proposal with read access	Role: Access Groups Enablement Privilege: View Sales Territory Proposal (Data) Resource: Sales Territory Proposal
Service Category	An Incentive Compensation Manager can delete service category a member of an access group associated to the service category with delete access	Role: Access Groups Enablement Privilege: Delete Service Category (Data) Resource: Service Category
Service Category	An Incentive Compensation Manager can update service category a member of an access group associated to the service category with update access	Role: Access Groups Enablement Privilege: Update Service Category (Data) Resource: Service Category
Service Category	An Incentive Compensation Manager can view service category a member of an access group associated to the service category	Role: Access Groups Enablement Privilege: View Service Category (Data) Resource: Service Category
Service Profile	An Incentive Compensation Manager can delete service profile a member of an access group associated to the service profile with delete access	Role: Access Groups Enablement Privilege: Delete Service Profile (Data) Resource: Service Profile

Business Object	Policy Description	Policy Store Implementation
Service Profile	An Incentive Compensation Manager can update service profile a member of an access group associated to the service profile with update access	Role: Access Groups Enablement Privilege: Update Service Profile (Data) Resource: Service Profile
Service Profile	An Incentive Compensation Manager can view service profile a member of an access group associated to the service profile	Role: Access Groups Enablement Privilege: View Service Profile (Data) Resource: Service Profile
Service Request Header	An Incentive Compensation Manager can delete service request header a member of an access group associated to the service request with delete access	Role: Access Groups Enablement Privilege: Delete Service Request Header (Data) Resource: Service Request Header
Service Request Header	An Incentive Compensation Manager can update service request header a member of an access group associated to the service request with update access	Role: Access Groups Enablement Privilege: Update Service Request Header (Data) Resource: Service Request Header
Service Request Header	An Incentive Compensation Manager can view service request header a member of an access group associated to the service request	Role: Access Groups Enablement Privilege: View Service Request Header (Data) Resource: Service Request Header
Service Request Message	An Incentive Compensation Manager can delete service request message a member of an access group associated to the sr message with delete access	Role: Access Groups Enablement Privilege: Delete Service Request Message (Data) Resource: Service Request Message
Service Request Message	An Incentive Compensation Manager can update service request message a member of an access group associated to the sr message with update access	Role: Access Groups Enablement Privilege: Update Service Request Message (Data) Resource: Service Request Message
Service Request Message	An Incentive Compensation Manager can view service request message a member of an access group associated to the sr message	Role: Access Groups Enablement Privilege: View Service Request Message (Data) Resource: Service Request Message
Subscription	An Incentive Compensation Manager can manage subscription a member of an access	Role: Access Groups Enablement

Business Object	Policy Description	Policy Store Implementation
	group associated to the subscription with delete access	Privilege: Manage Subscription (Data) Resource: Subscription
Subscription	An Incentive Compensation Manager can update subscription a member of an access group associated to the subscription with update access	Role: Access Groups Enablement Privilege: Update Subscription (Data) Resource: Subscription
Subscription	An Incentive Compensation Manager can view subscription a member of an access group associated to the subscription	Role: Access Groups Enablement Privilege: View Subscription (Data) Resource: Subscription
Trading Community Contact Preference	An Incentive Compensation Manager can manage trading community legal contact preference a member of an access group associated to contact preferences.	Role: Access Groups Enablement Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Contact Preference
Trading Community Duplicate Identification Batch	An Incentive Compensation Manager can manage trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with delete access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch
Trading Community Duplicate Identification Batch	An Incentive Compensation Manager can manage trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch
Trading Community Duplicate Identification Batch	An Incentive Compensation Manager can view trading community duplicate identification batch a member of an access group associated to the duplicate identification batch with view access	Role: Access Groups Enablement Privilege: View Trading Community Duplicate Identification Batch (Data) Resource: Trading Community Duplicate Identification Batch
Trading Community Duplicate Resolution Request	An Incentive Compensation Manager can manage trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with delete access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request

Business Object	Policy Description	Policy Store Implementation
Trading Community Duplicate Resolution Request	An Incentive Compensation Manager can manage trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request
Trading Community Duplicate Resolution Request	An Incentive Compensation Manager can view trading community duplicate resolution request a member of an access group associated to the duplicate resolution request with view access	Role: Access Groups Enablement Privilege: View Trading Community Duplicate Resolution Request (Data) Resource: Trading Community Duplicate Resolution Request
Trading Community Organization Party	A Incentive Compensation Manager can view trading community organization party for all organizations in the enterprise	Role: Incentive Compensation Manager Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Party	A Incentive Compensation Manager can view trading community party for all people in the enterprise	Role: Incentive Compensation Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Manager can view trading community party 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 Community Party
Trading Community Party	A Incentive Compensation Manager can view trading community party for all resources in the enterprise	Role: Incentive Compensation Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can manage sales party a member of an access group associated to the account with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can manage sales party a member of an access group associated to the contact with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	An Incentive Compensation Manager can manage sales party a member of an access group associated to the household with full access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can manage sales party a member of an access group associated to the partner contact with delete access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can manage sales party a member of an access group associated to the partner contact with update access	Role: Access Groups Enablement Privilege: Manage Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the account with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the account with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the contact with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the contact with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the household with delete access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can update sales party a member of an access group associated to the household with update access	Role: Access Groups Enablement Privilege: Update Sales Party (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the account	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the household	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the partner	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view sales party a member of an access group associated to the sales competitor	Role: Access Groups Enablement Privilege: View Sales Party (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view trading community contact a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view trading community contact a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Trading Community Contact (Data) Resource: Trading Community Party
Trading Community Party	An Incentive Compensation Manager can view trading community resource a member of an access group associated to the resource	Role: Access Groups Enablement

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Trading Community Resource (Data) Resource: Trading Community Party
Trading Community Relationship	An Incentive Compensation Manager can view trading community relationship a member of an access group associated to the account	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Manager can view trading community relationship a member of an access group associated to the contact	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Manager can view trading community relationship a member of an access group associated to the household	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Relationship	An Incentive Compensation Manager can view trading community relationship a member of an access group associated to the partner contact	Role: Access Groups Enablement Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
Trading Community Resource Profile	An Incentive Compensation Manager can manage trading community resource address a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Address (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Manager can manage trading community resource contact point information a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Contact Point Information (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Manager can manage trading community resource skill a member of an access group associated to the resource with update access	Role: Access Groups Enablement Privilege: Manage Trading Community Resource Skill (Data) Resource: Trading Community Resource Profile

Business Object	Policy Description	Policy Store Implementation
Trading Community Resource Profile	An Incentive Compensation Manager can remove trading community resource a member of an access group associated to the resource with delete access	Role: Access Groups Enablement Privilege: Remove Trading Community Resource (Data) Resource: Trading Community Resource Profile
Trading Community Resource Profile	An Incentive Compensation Manager can update trading community resource a member of an access group associated to the resource with full access	Role: Access Groups Enablement Privilege: Update Trading Community Resource (Data) Resource: Trading Community Resource Profile

Incentive Compensation Participant (Abstract Role)

Receive incentive compensation computed by the application and review reports

Role Hierarchy

The Incentive Compensation Participant abstract role directly and indirectly inherits these roles.

- Incentive Compensation Participant
  - Incentive Compensation Transaction Analysis
    - Business Intelligence Authoring

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Participant abstract role.

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

Duty Role	Description
Transactional Analysis	This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users.

Privileges

This table lists privileges granted to duties of the Incentive Compensation Participant abstract role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Participant Compensation Plan	Allows participant to accept an incentive compensation plan, which ties that participant's earnings to actual production on an individual or group basis.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Plan Document	Allows participants to accept their incentive compensation plan document which is then used to calculating commission and bonus payments.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Complete Incentive Compensation Objectives Assessment	Allows access to review plan objectives and complete objective assessments. The objectives assessment is used to evaluate objectives performance for the purpose of achieving a performance score and incentive credit.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Create Incentive Compensation Dispute	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Dispute Incentive Compensation Transaction	Allows dispute over incentive compensation transaction.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Project Incentive Compensation Commission Line	Allows projection of incentive compensation earning.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Review Incentive Compensation Dispute	Allows review and closure of incentive compensation disputes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Review Incentive Compensation Transaction	Allows review of transactions for which the application collects, or imports, the individual line items and uses them when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Submit Incentive Compensation Assessment Transaction Collection Batch	Allows the automatic submission of the incentive compensation transaction collection batch, when a plan objectives assessment is submitted.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Verify Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Verify Participant Earnings and Attainment Report	Allows review of participant earnings and attainment report.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	View Data Visualization Configuration	Allows viewing of data visualization configurations.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	View Incentive Compensation Estimate	Allows review of Incentive Compensation estimates using Webservice.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Participant abstract role.

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Measure	A Incentive Compensation Participant can review incentive compensation measure for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Measure (Data) Resource: Incentive Compensation Measure
Incentive Compensation Participant	A Incentive Compensation Participant can review incentive compensation participant for themselves	Role: Incentive Compensation Participant

Business Object	Policy Description	Policy Store Implementation
		Privilege: Review Incentive Compensation Participant (Data) Resource: Incentive Compensation Participant
Incentive Compensation Participant Attainment Balance	A Incentive Compensation Participant 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 Earning Balance	A Incentive Compensation Participant 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	A Incentive Compensation Participant 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	A Incentive Compensation Participant 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	A Incentive Compensation Participant 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	A Incentive Compensation Participant 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	A Incentive Compensation Participant can review incentive compensation plan for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Plan (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Incentive Compensation Plan
Incentive Compensation Plan Component	A Incentive Compensation Participant 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	A Incentive Compensation Participant 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
Trading Community Org Address Email Contact Preference	A Incentive Compensation Participant can manage trading community org address email 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
Trading Community Org Address Phone Contact Preference	A Incentive Compensation Participant can manage trading community org address phone 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
Trading Community Organization Address Contact Preference	A Incentive Compensation Participant can manage trading community organization address 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
Trading Community Organization Email Contact Preference	A Incentive Compensation Participant can manage trading community organization email 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
Trading Community Organization Party	A Incentive Compensation Participant can view trading community organization party 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Trading Community Organization Party
Trading Community Organization Party	A Incentive Compensation Participant can view trading community organization party for all organizations in the enterprise	Role: Incentive Compensation Participant Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party
Trading Community Organization Phone Contact Preference	A Incentive Compensation Participant can manage trading community organization phone 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
Trading Community Party	A Incentive Compensation Participant can view trading community party for all people in the enterprise	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Participant can view trading community party for all people in the enterprise other than sales accounts and sales prospects.	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Participant can view trading community party 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
Trading Community Party	A Incentive Compensation Participant can view trading community party for all resources in the enterprise	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Party	A Incentive Compensation Participant can view trading community party for all trading community resources.	Role: Incentive Compensation Participant Privilege: View Trading Community Resource (Data) Resource: Trading Community Party

Business Object	Policy Description	Policy Store Implementation
Trading Community Party	A Incentive Compensation Participant can view trading community party for their trading community person record	Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party
Trading Community Person Address Contact Preference	A Incentive Compensation Participant can manage trading community person address 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
Trading Community Person Address Phone Contact Preference	A Incentive Compensation Participant can manage trading community person address phone 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 Preference
Trading Community Person Email Contact Preference	A Incentive Compensation Participant can manage trading community person email 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
Trading Community Person Phone Contact Preference	A Incentive Compensation Participant can manage trading community person phone 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
Trading Community Relationship	A Incentive Compensation Participant 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

Incentive Compensation Participant Manager (Abstract Role)

Manage participants who receive incentive compensation and review reports

Role Hierarchy

The Incentive Compensation Participant Manager abstract role directly and indirectly inherits these roles.

- Incentive Compensation Participant Manager
  - Incentive Compensation Participant
    - Incentive Compensation Transaction Analysis
      - Business Intelligence Authoring
  - Incentive Compensation Transaction Analysis
    - Business Intelligence Authoring

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Participant Manager abstract role.

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.

Privileges

This table lists privileges granted to duties of the Incentive Compensation Participant Manager abstract role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Participant Compensation Plan	Allows participant to accept an incentive compensation plan, which ties that participant's earnings to actual production on an individual or group basis.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Accept Incentive Compensation Plan Document	Allows participants to accept their incentive compensation plan document which is then used to calculating commission and bonus payments.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Complete Incentive Compensation Objectives Assessment	Allows access to review plan objectives and complete objective assessments. The objectives assessment is used to evaluate objectives performance for the purpose of achieving a performance score and incentive credit.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Create Incentive Compensation Dispute	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Dispute Incentive Compensation Transaction	Allows dispute over incentive compensation transaction.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Project Incentive Compensation Commission Line	Allows projection of incentive compensation earning.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Review Incentive Compensation Dispute	Allows review and closure of incentive compensation disputes.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Review Incentive Compensation Transaction	Allows review of transactions for which the application collects, or imports, the individual line items and uses them when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Submit Incentive Compensation Assessment Transaction Collection Batch	Allows the automatic submission of the incentive compensation transaction collection batch, when a plan objectives assessment is submitted.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Verify Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	Verify Participant Earnings and Attainment Report	Allows review of participant earnings and attainment report.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	View Data Visualization Configuration	Allows viewing of data visualization configurations.
Incentive Compensation Participant	Receive incentive compensation computed by the application and review reports	View Incentive Compensation Estimate	Allows review of Incentive Compensation estimates using Webservice.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Accept Incentive Compensation Participant Compensation Plan	Allows participant to accept an incentive compensation plan, which ties that participant's earnings to actual production on an individual or group basis.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Approve Incentive Compensation Dispute	Allows approval of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Approve and Monitor Compensation Plan Documents	Allows participant managers to approve and monitor their direct reports compensation plan documents which are then used to calculating commission and bonus payments.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Complete Incentive Compensation Objectives Assessment	Allows access to review plan objectives and complete objective assessments. The objectives assessment is used to evaluate objectives performance for the purpose of achieving a performance score and incentive credit.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Create Incentive Compensation Dispute	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Create Incentive Compensation Dispute for Participant	Allows creation of dispute over incentive compensation credits, earnings, payments, and goals for participant.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Dispute Incentive Compensation Transaction	Allows dispute over incentive compensation transaction.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Manage Incentive Compensation Dispute	Allows analysis of incentive compensation disputes.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Project Incentive Compensation Commission Line	Allows projection of incentive compensation earning.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Review Incentive Compensation Dispute	Allows review and closure of incentive compensation disputes.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Review Incentive Compensation Team Attainment	Allows participant manager to review team performance.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Review Incentive Compensation Transaction	Allows review of transactions for which the application collects, or imports, the individual line items and uses them when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Submit Incentive Compensation Assessment Transaction Collection Batch	Allows the automatic submission of the incentive compensation transaction collection batch, when a plan objectives assessment is submitted.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Verify Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.

Granted Role	Granted Role Description	Privilege	Privilege Description
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	Verify Participant Earnings and Attainment Report	Allows review of participant earnings and attainment report.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	View Data Visualization Configuration	Allows viewing of data visualization configurations.
Incentive Compensation Participant Manager	Manage participants who receive incentive compensation and review reports	View Incentive Compensation Estimate	Allows review of Incentive Compensation estimates using Webservice.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Participant Manager abstract role.

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Measure	A 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
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	A 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 Compensation Participant
Incentive Compensation Participant	An Incentive Compensation Participant Manager can review incentive compensation participant for themselves	Role: Incentive Compensation Participant Privilege: Review Incentive Compensation Participant (Data) Resource: Incentive Compensation Participant

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Participant Attainment Balance	A 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
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 Earning Balance	A 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
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	A 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
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	A 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
		Resource: Incentive Compensation Payment Plan
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	A 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
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	A 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
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	A Incentive Compensation Participant Manager can review incentive compensation plan for subordinates in their person and assignment security profile	Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Plan (Data) Resource: Incentive Compensation Plan
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)

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

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

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

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

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

Business Object	Policy Description	Policy Store Implementation
Trading Community Person Email Contact Preference	A Incentive Compensation Participant Manager can manage trading community person email contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email 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
Trading Community Person Phone Contact Preference	A Incentive Compensation Participant Manager can manage trading community person phone contact preference for all trading community contact preferences not of type legal.	Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone 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
Trading Community Relationship	A Incentive Compensation Participant Manager can view trading community relationship for trading community partner contact relationships with their company	Role: Incentive Compensation Participant Manager Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship
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

Incentive Compensation Plan Administrator (Job Role)

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

Role Hierarchy

The Incentive Compensation Plan Administrator job role directly and indirectly inherits these roles.

- Incentive Compensation Plan Administrator
  - Incentive Compensation Credits and Earnings
  - Incentive Compensation Participant Assignments
  - Read CRM documents on content server
  - Upload data for Incentive Compensation Import New Participant Import
  - Upload data for Incentive Compensation Plan Import
  - Upload data for Incentive Compensation Rules Import

Duties

This table lists the duties assigned directly and indirectly to the Incentive Compensation Plan Administrator job role.

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
Read CRM documents on content server	Allows to read CRM documents from content server repository.
Upload data for Incentive Compensation Import New Participant Import	Allows to upload data file to import incentive compensation import new participant related data.
Upload data for Incentive Compensation Plan Import	Allows to upload data file to import Incentive Compensation Plan related data.
Upload data for Incentive Compensation Rules Import	Allows to upload data file to import Incentive Compensation Rules related data.

Duty Role	Description

Privileges

This table lists privileges granted to duties of the Incentive Compensation Plan Administrator job role.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Import Incentive Compensation Transaction	Allows creation and editing of transactions and credits using desktop integration in Excel.
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.	Maintain Incentive Compensation Classification Batch	Allows management of transaction classifications to participant plan, which the application uses when calculating incentive compensation commissions, bonuses, and nonmonetary incentives.
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.	Maintain Incentive Compensation Transaction	Allows verification of earning transaction detail for which the application calculated incentive compensation commission, bonus, or nonmonetary incentive.
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.	Manage Incentive Compensation Calculation Batch	Allows maintenance of incentive compensation calculation batch.
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.	Manage Incentive Compensation Credit and Earnings Processes	Allows managing the credit and earnings processes, such as rule deployment, crediting, and calculation.
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.	Manage Incentive Compensation Credit and Rollup Group Batch	Allows maintenance of credit and rollup batch used to generate direct and rollup incentive compensation credits.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Manage Incentive Compensation Logged Change Event	Allows maintenance of incentive compensation logged change events.
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.	Manage Incentive Compensation Transaction Collection Batch	Allows maintenance of incentive compensation transaction collection batch.
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.	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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.	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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.	Submit Incentive Compensation Calculation Batch	Allows submission of incentive compensation calculation batch.
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.	Submit Incentive Compensation Calculation Simulation	Allows invocation of incentive compensation estimated compensation simulation.
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	Allows assignment, directly or through roles, of payment plans, which contain rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Create Incentive Compensation Role	Allows creation of incentive compensation role, which is the function that a participant plays within a group, team, or an organization.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Create Incentive Compensation Team	Allows creation of teams used in determining incentive compensation credit receivers.
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	Import Incentive Compensation Participant Goals	Allows import of individualized participant goals, which are used in compensation plans to calculate incentives.
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	Individualize Incentive Compensation Participant Compensation Plan	Allows individualization of participant distributed goals for incentive plans, which ties participant earnings to actual production on an individual or group basis.
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	Manage File Import and Export	Privilege to manage import and export of files.
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	Manage Incentive Compensation Analyst Group	Allows maintenance of group of incentive compensation analysts used for payment approval.
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	Manage Incentive Compensation Calendar Period	Allows enablement of incentive compensation reports for period, for 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	Manage Incentive Compensation Credit Batch	Allows flattening of credit rules used by batch processes, which determine who receives direct incentive compensation credit.
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	Manage Incentive Compensation Credit Rule	Allows maintenance of rule criteria used to determine who receives incentive compensation credit.
Incentive Compensation Participant Assignments	Create and maintain the assignments of analyst to participant, participants and roles	Manage Incentive Compensation File Import Jobs	Allows import of incentive compensation transactions into staging using CRM File Based Data Import.

Granted Role	Granted Role Description	Privilege	Privilege Description
	to compensation and payment plans as well as pay groups		
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	Manage Incentive Compensation Participant Assignment Rule	Allows maintenance of participant assignment rules used to assign incentive compensation objects, such as roles, to 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	Manage Incentive Compensation Participant Detail	Allows assignment of participants to analysts, who manage incentive compensation details for a person or organization whose credits, attainment, earnings, disputes, and payments the incentive compensation application computes and manages. A person or organization can be an employee, salesperson, party, supplier contract, partner, or third party resale contractor.
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	Manage Incentive Compensation Pay Group	Allows maintenance of pay group, which defines the frequency of incentive compensation payments, based on an associated calendar, and places together participants assigned to the pay group, that are on the same payment cycle and sent to the same application.
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	Manage Incentive Compensation Payment Plan	Allows maintenance of incentive compensation payment plan, which contains rules regarding payment draw, draw recovery, and cap amounts to pay to associated 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	Manage Incentive Compensation Plan Assignment	Allows maintenance of assignment of incentive plan, which ties participant earnings to actual production on an individual or group basis.
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	Manage Incentive Compensation Plan Assignment to Role	Allows maintenance of incentive compensation plan assignment to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Manage Incentive Compensation Plan Terms and Conditions	Allows maintenance of compensation plan terms and conditions. Allows assignment of terms to compensation plans.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Manage Incentive Compensation Processes and Workload	Allows maintenance of incentive compensation collection, crediting, rollup, classification, calculation, and payment as well as disputes.
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	Manage Incentive Compensation Role	Allows maintenance of incentive compensation roles and participant associations.
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	Manage Incentive Compensation Rollup Group	Allows maintenance of incentive compensation groups used to determine who receives rollup credits.
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	Manage Incentive Compensation Team	Allows maintenance of incentive compensation teams used in determining incentive compensation credit receivers.
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	Perform Incentive Compensation Pay Group Assignment to Role	Allows assignment of incentive compensation pay group to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Perform Incentive Compensation Payment Plan Assignment to Role	Allows assignment of incentive compensation payment plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Perform Incentive Compensation Plan Assignment to Role	Allows assignment of incentive compensation plan to participants using role, which is the function that a participant plays within a group, team, or an organization.
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	Register Incentive Compensation Participant	Allows import of incentive compensation participant, a person or organization. For example, an employee, salesperson, party, supplier contract, partner, or third party resale contractor whose data and payments the incentive compensation application computes and manages.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Review Incentive Compensation Expression	Allows review of expression used in incentive compensation input and output calculations of formulas as, well as in expression-based rate dimensions.
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	Review Incentive Compensation Measure	Allows review of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support for pay for performance.
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	Review Incentive Compensation Participant Plan for Assignment	Allows review of participant incentive compensation plan for assignment.
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	Review Incentive Compensation Plan	Allows review of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
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	Review Incentive Compensation Plan Component	Allows review of incentive compensation plan component, which defines what measures the application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
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	Review Incentive Compensation Process Log Detail	Allows review of incentive compensation log details for all processes.
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	Review Incentive Compensation Rate Dimension	Allows review of incentive compensation rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
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	Review Incentive Compensation Rate Table	Allows review of incentive compensation rate table, which enables establishment of compensation percentage rates

Granted Role	Granted Role Description	Privilege	Privilege Description
			or fixed amounts for different performance levels.
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	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file
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	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
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	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
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	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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	Set Up File Import Object and Mapping	Allows reviewing and registering business objects, such as sales leads and opportunities, intended for import from external files. Also allows creating and maintaining maps of external source file columns to target staging table columns for use in importing those business objects, such as sales leads, customers, contacts, and sales catalogs.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Add Participant Plan Document Template	Allows adding a default participant plan document template to the business unit incentive parameters. Allows adding a participant plan document template to the incentive compensation plan.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Import Incentive Compensation Payment Transaction	Allows import of incentive compensation payment transactions.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Classification Rule Hierarchy	Allows maintenance of rule hierarchy used to classify sales transactions into user-defined

Granted Role	Granted Role Description	Privilege	Privilege Description
			credit categories of business revenue.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Credit Category	Allows maintenance of user-defined categories of business revenue used for incentive compensation transactions or credits, which the application uses when measuring attainment.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Earning Types	Allows maintenance of incentive compensation earning types, which can be monetary benefits, represented with operating or participant home currency, or nonmonetary benefits such as points, air miles, and Club.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Expression	Allows maintenance of expression used in incentive compensation input and output calculations of formulas, as well as in expression-based rate dimensions.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Goal	Allows maintenance of goal, also known as performance objective or quota, which includes a target number and unit of measure, such as amount or quantity, and associated with a measure.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Measure	Allows maintenance of incentive compensation indicator, which determines participant attainment, forms the basis for earning calculation by the plan component, and enables support of pay for performance.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Objectives Template	Allows maintenance of sales objective assessment templates used to evaluate sales objectives performance for the purpose of achieving a performance score and incentive credit.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Plan	Allows maintenance of incentive compensation plan, which ties participant earnings to actual production on an individual or group basis.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Plan Component	Allows maintenance of incentive compensation plan component, which defines what measures the

Granted Role	Granted Role Description	Privilege	Privilege Description
			application uses in computation and includes an incentive formula that the application uses to calculate the compensation earnings.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Plan Import and Export	Allows import and export of incentive compensation plans, and associated plan objects such as plan components, performance measures, and expressions.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Rate Dimension	Allows maintenance of rate dimension, which defines the nature of the tiers used in a rate table and comprises the range from which the application calculates incentive compensation in a rate table.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Manage Incentive Compensation Rate Table	Allows maintenance of incentive compensation rate table, which enables establishment of compensation percentage rates or fixed amounts for different performance levels.
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	Use Generative AI Features in Sales	Allows users to use generative ai features
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	View Administration Link	Privilege to view administration link in UI shell
Incentive Compensation Plan Administrator	Configure and manage incentive plans, plan components, and classification rules	View Data Visualization Configuration	Allows viewing of data visualization configurations.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Incentive Compensation Plan Administrator job role.

Business Object	Policy Description	Policy Store 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
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 Resource: Application Attachment Category
Application Attachment Category	An Incentive Compensation Plan Administrator can update application attachment for all miscellaneous category attachments data	Role: Incentive Compensation Credits and Earnings Privilege: Update Application Attachment Resource: Application Attachment Category
File Import Activity	A Incentive Compensation Plan Administrator can view file import activity for all standard file import activities that are accessible for incentive compensation plan administrator	Role: Incentive Compensation Plan Administrator Privilege: View Standard File Import Activity Object Type Resource: File Import Activity
File Import Mapping	A Incentive Compensation Plan Administrator can view file import mapping for all standard file import maps that are accessible for incentive compensation plan administrator	Role: Incentive Compensation Plan Administrator Privilege: View Standard File Import Mapping Object Type Resource: File Import Mapping
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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Calculation Batch	A 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 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
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 Classification Rule	A Incentive Compensation Plan Administrator can manage incentive compensation classification rule 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	A Incentive Compensation Plan Administrator can maintain incentive compensation credit category for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Category Hierarchy (Data) Resource: Business Unit
Incentive Compensation Credit Category	A 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

Business Object	Policy Description	Policy Store Implementation
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 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 Earnings Type	A Incentive Compensation Plan Administrator can manage incentive compensation earnings type 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 Goal	A 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 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
Incentive Compensation Measure	A 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
Incentive Compensation Measure	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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Participant	A Incentive Compensation Plan Administrator can manage incentive compensation participant for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Participant Detail (Data) Resource: Business Unit
Incentive Compensation Participant	A 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	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
Incentive Compensation Participant Assignment Rule	An Incentive Compensation Plan Administrator can manage incentive compensation participant assignment rule for the business units for which they are authorized	Role: Incentive Compensation Participant Assignments Privilege: Manage Incentive Compensation Participant Assignment Rule (Data) Resource: Business Unit
Incentive Compensation Participant Compensation Plan File Import Activity	An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import activity for all participant compensation plan file import activities in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Activity (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Activity
Incentive Compensation Participant Compensation Plan File Import Mapping	An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Mapping (Data) Resource: Incentive Compensation Participant Compensation Plan File Import Mapping
Incentive Compensation Participant Compensation Plan File Import Object	An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise	Role: Incentive Compensation Participant Assignments Privilege: View Incentive Compensation Participant Plan File Import Object (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Incentive Compensation Participant Compensation Plan File Import Object
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
Incentive Compensation Payment Plan	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	A 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
Incentive Compensation Plan	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	A Incentive Compensation Plan Administrator can manage incentive compensation plan component for the business units for which they are authorized	Role: Incentive Compensation Plan Administrator Privilege: Manage Incentive Compensation Plan Component (Data) Resource: Business Unit
Incentive Compensation Plan Component	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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Review Incentive Compensation Plan Component (Data) Resource: Business Unit
Incentive Compensation Rate Dimension	A 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	A 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 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

Business Object	Policy Description	Policy Store Implementation
Incentive Compensation Tables and Columns Setup	A Incentive Compensation Plan Administrator can manage incentive compensation tables and columns setup 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
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
Incentive Compensation Transaction	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
Sales Objects	A Incentive Compensation Plan Administrator can view sales objects for all standard file import export objects that are accessible for incentive compensation plan administrator	Role: Incentive Compensation Plan Administrator Privilege: View Standard File Import Export Object Type Resource: Sales Objects

Line Manager (Abstract Role)

Identifies the person as a line manager.

Role Hierarchy

The Line Manager abstract role directly and indirectly inherits these roles.

- Line Manager
  - Absence Management Transaction Analysis
    - Business Intelligence Authoring
  - Access Learning Common Components
  - Access Person Gallery
  - Access Touchpoints by Manager
    - Manage HCM Person Note
    - Request Feedback
    - Use REST Service - Development Goals Read Only
    - Use REST Service - Feedback Requests by Worker or Manager
    - Use REST Service - Manager Connections Read Only
    - Use REST Service - Performance Goals Read Only
    - Use REST Service - Talent Worker Check-Ins
    - Use REST Service - Talent Worker Engagements by Manager Read Only
  - Add Worker Assignment
  - Availability Patterns Transaction Analysis
  - Career Development Transaction Analysis
  - Change Employment Start Dates
  - Change Worker Location
  - Change Worker Location and Position by Manager
  - Change Worker Manager
  - Change Worker Working Hour
  - Change Worker Working Hour and Position by Manager
  - Compare HCM Information
  - Compensation Transaction Analysis
    - Business Intelligence Authoring
  - Contingent Worker Addition
  - Create Non-Catalog Learning Request by Learner Manager
  - Create Succession Plan for Worker
  - Create Work Relationship
  - Delete Time Cards by Line Manager
  - Documents of Record Transaction Analysis
  - Edit Person Career Planning
  - Edit Person Skills and Qualifications
  - Edit Succession Plan and Manage Candidates

- Edit Time Zone Overrides
- Employee Hire
- Expense Approval
- Goal Management Line Manager
- Goal Management Transaction Analysis
  - Business Intelligence Authoring
- HCM Questionnaires General Survey Responses Transaction Analysis
- Individual Compensation Transaction Analysis
- Line Manager Workforce Compensation Management
- Maintain Absence Records
- Manage Attendance Violations by Line Manager
- Manage Availability Patterns
- Manage Cash Disbursements
- Manage Contextual Journey by Manager
  - Use REST Service - HR Document Types List of Values
  - Use REST Service - Journeys Read Only
  - Use REST Service - Public Workers Read Only
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
- Manage Costing of Position in Employment Processes
- Manage Development Goal by Manager
- Manage Direct Report
- Manage Donations
- Manage Eligible Jobs
- Manage Employee Payroll in Employment Processes
- Manage Individual Compensation
- Manage Journey By Manager
  - Use REST Service - All Tasks in Journey Task Library
  - Use REST Service - HR Document Types List of Values
  - Use REST Service - Journey Allocations
  - Use REST Service - Journey Categories List of Values
  - Use REST Service - Journey Scheduled Allocations
  - Use REST Service - Journeys
  - Use REST Service - Public Workers Read Only
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
  - Use REST Service - eLearning Content Read Only
- Manage Learning Communities
- Manage Learning Community Required Members
- Manage Learning Self-Service Tutorials

- Manage Learning Self-Service Videos
- Manage My Team Posts
- Manage My Vacancies
- Manage Offline Learning
- Manage Onboarding by Manager
- Manage Performance Goal by Manager
- Manage Person Documentation
- Manage Person Identifiers for External Applications
- Manage Recommended Learning
- Manage Required Learning by Learner Manager
- Manage Salaries
- Manage Schedules and Exceptions Assignment
- Manage Survey by Manager
  - Use REST Service - Journeys
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
- Manage Talent Pool
- Manage Time Cards by Line Manager
  - Use REST Service - Time Card Entry Details by Line Manager Read Only
  - Use REST Service - Time Card Searches by Line Manager
  - Use REST Service - Time Cards by Line Manager
- Manage Time Change Requests by Line Manager
- Manage User Account
  - Edit User Name
  - Manage User Roles
  - Use REST Service - Public Workers Read Only
- Manage Vacancy
- Manage Voluntary Learning by Learner Manager
- Manage Work Patterns
- Manage Worker Checklist
- Manage Worker Contract
- Manage Worker Information Sharing
- Manage Workforce Compensation Budgets by Line Manager
- Moderate User Generated Learning
- Nonworker Addition
- Pending Worker Addition and Hire
- Performance Management Line Manager
  - Create Anytime Performance Document
  - Manage Check-In Document
  - Mass Evaluate Performance Documents by Manager

        - Use REST Service - Talent Performance Mass Evaluations
        - Use REST Service - Talent Performance Mass Evaluations Read Only
    - Request Feedback
    - View Check-In Document
    - View Performance Summary
    - View Requested Feedback
- Performance Management Transaction Analysis
    - Business Intelligence Authoring
- Plan Absences by Manager
- Print Worker Portrait
- Promote Worker
- Promote Worker and Change Position by Manager
- Record External Learning by Learner Manager
- Report Manager Transaction Dashboard
- Report My Vacancies
- Request a Position Change
- Share Data Access Transaction Analysis
- Share Personal Data Access
- Share Personal Information
- Submit Absence Bid by Manager
- Submit Time Cards by Line Manager
- Submit a Payroll Flow
- Terminate Employment
- Time and Labor Transaction Analysis
- Transfer Worker
- Transfer Worker and Change Position by Manager
- Use REST Service - Absence Business Titles List of Values
- Use REST Service - Absence Types List of Values
- Use REST Service - Absences Read Only
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HR Document Types List of Values
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Performance Goals List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Representatives Read Only
- Use REST Service - Salaries With Analytics Read Only

- Use REST Service - Succession Management Lists of Values
- Use REST Service - Talent Review Managers List of Values
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Vacancy Transaction Analysis
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Compensation Change Statement
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- View Development Goal by Manager
- View Employee Payroll in Employment Processes
- View Employment Information Summary
- View HCM Person Note
- View Learner Contributions
- View Learning Communities
- View Market Composites Summary
- View Performance Goal by Manager
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Employment Information Card
- View Portrait User Account Details Card
- View Positions
- View Public Learning Communities
- View Recommended Learning by Learner Manager
- View Required Learning by Learner Manager
- View Seniority Dates
- View Succession Org Chart by Manager
  - Use REST Service - Succession Org Chart Read Only
- View Succession Plan
- View Talent Ratings
- View Team Schedule by Line Manager
- View Team Skills as Manager
  - Assign Public Skill as Manager
  - Use REST Service - Manager Connections Read Only
  - Use REST Service - Person Skills Searches

        - Use REST Service - Talent Skill Assignments
        - Use REST Service - Talent Skill Assignments Read Only
        - Use REST Service - Team Skills Searches
    - View Time Zone Overrides
    - View Total Compensation Statement Feedback by Line Manager
    - View Voluntary Learning by Learner Manager
    - View Worker Assignment History Details
    - View Worker Calendar by Manager
    - View Worker Contract
    - View Workforce Predictions as Line Manager
    - View Workforce Schedule by Line Manager
    - Workforce Assignment Salary Transaction Analysis
    - Workforce Model Plan Line Manager
        - View Salary Data Only
    - Workforce Modeling Transaction Analysis
    - Workforce Profile Line Manager
    - Workforce Profile Transaction Analysis
        - Business Intelligence Authoring
    - Workforce Scheduling Transaction Analysis
    - Workforce Transaction Analysis
        - Business Intelligence Authoring

Duties

This table lists the duties assigned directly and indirectly to the Line Manager abstract role.

Duty Role	Description
Absence Management Transaction Analysis	Analyzes Workforce absences transactional information
Access Learning Common Components	Access common learning components.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.
Availability Patterns Transaction Analysis	Analyzes employee availability pattern transactional information
Business Intelligence Authoring	An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.

Duty Role	Description
Career Development Transaction Analysis	HCM Career Development Transaction Analysis Duty Role
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 Hire	Hires employees.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager
Goal Management Transaction Analysis	Analyzes Workforce Goals transactional information
HCM Questionnaires General Survey Responses Transaction Analysis	Analyses HCM Questionnaires General Survey Responses
Individual Compensation Transaction Analysis	Analyses individual compensation transactional information
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.
Manage Contextual Journey by Manager	Allows managers to access and manage worker contextual journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service
Manage Survey by Manager	Allows managers to access and manage their own surveys.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.
Manage Time Cards by Line Manager	Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card.
Manage User Account	Manages user roles.
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.

Duty Role	Description
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.
Performance Management Transaction Analysis	Analyzes Workforce Performance Management transactional information
Share Data Access Transaction Analysis	Analyzes share data access requests.
Time and Labor Transaction Analysis	HCM Time and Labor Transaction Analysis Duty Role
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.
Use REST Service - Succession Management Lists of Values	Allows the user to call the GET method associated with the Succession Management list of values REST Services.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
Vacancy Transaction Analysis	HCM Vacancy Transaction Analysis Duty Role
View Succession Org Chart by Manager	Allows a manager to view the succession org chart.
View Team Skills as Manager	Allows a manager to view team skills.
Workforce Assignment Salary Transaction Analysis	Analyses assignment and salary transactional information
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.
Workforce Modeling Transaction Analysis	Analyzes Workforce Modeling transactional information
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Profile Transaction Analysis	Analyzes Workforce Profile transactional information.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information
Workforce Transaction Analysis	Analyzes Workforce transactional information.

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Line Manager abstract role.

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Add Worker Assignment	Allows adding of a worker assignment.
Assign Public Skill as Manager	Allows a manager to assign public skills to the workers in their manager hierarchy.
Change Employment Start Dates	Allows changing of employment start dates for workers.
Change Worker Location	Changes persons' locations.
Change Worker Location and Position by Manager	Allows managers to change worker assignment locations and change positions.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Change Worker Working Hour and Position by Manager	Allows managers to change worker assignment working hours and change positions.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Create Anytime Performance Document	Allows creation of anytime performance documents
Create Non-Catalog Learning Request by Learner Manager	null
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Delete Time Cards by Line Manager	Allows the line manager to delete time cards. Applies only to the Redwood experience.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.

Aggregate Privilege	Description
Edit Succession Plan and Manage Candidates	Manages succession plan candidates.
Edit Time Zone Overrides	Allows users to edit time zone overrides for a worker.
Edit User Name	Updates the user name associated with a person.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Attendance Violations by Line Manager	Lets line managers manage worker attendance violations.
Manage Availability Patterns	Allows users to create, delete, and update availability patterns.
Manage Cash Disbursements	Allows administrator to dispense part of an accrual plan balance for payment.
Manage Check-In Document	Allows to create, view, edit and delete check-in document for a worker.
Manage Costing of Position in Employment Processes	Allows user to manage costing at position level within employment processes.
Manage Development Goal by Manager	Manages development goals of subordinates.
Manage Direct Report	Manages direct reports.
Manage Donations	Allows creation and viewing of absence donations.
Manage Eligible Jobs	Allows managing of eligible jobs for relief in higher class.
Manage Employee Payroll in Employment Processes	Allows user to manage employee's payroll within employment processes.
Manage HCM Person Note	Views and manages all types of HCM person notes
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Learning Communities	Allows users to create learning communities.
Manage Learning Community Required Members	Allows adding required members to a community.
Manage Learning Self-Service Tutorials	Allows users to author tutorials.

Aggregate Privilege	Description
Manage Learning Self-Service Videos	Allows users to publish and edit videos.
Manage My Team Posts	Allows managers to send posts to their team members.
Manage My Vacancies	Allows management of vacancies that report to the logged in user.
Manage Onboarding by Manager	Allows manager to manage the onboarding tasks.
Manage Performance Goal by Manager	Manages performance goals of subordinates.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Recommended Learning	Allows users to recommend learning and view recommendations received.
Manage Required Learning by Learner Manager	Allows managers to create and manage required assignments.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Time Change Requests by Line Manager	Allows the line manager to see and approve time change requests data for workers.
Manage User Roles	Allows management of user roles assignments.
Manage Vacancy	Allows management of vacancies.
Manage Voluntary Learning by Learner Manager	Allows managers to create and manage voluntary assignments.
Manage Work Patterns	Allows users to create, edit and delete work patterns for a worker.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Contract	Allows update of worker's employment contract details and add, update and delete of contract extensions.

Aggregate Privilege	Description
Manage Worker Information Sharing	Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.
Manage Workforce Compensation Budgets by Line Manager	Manages compensation budgets by distributing and publishing budgets to lower manager.
Moderate User Generated Learning	Allows access to moderate and approve self-service learning items.
Plan Absences by Manager	Allows managers to plan absences for their reports.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Promote Worker and Change Position by Manager	Allows managers to promote workers and change positions.
Record External Learning by Learner Manager	Allows to record external learning completion by learner manager
Report Manager Transaction Dashboard	Reports Manager Transaction Dashboard
Report My Vacancies	Allows reporting of vacancies that report to the logged in user.
Request Feedback	Allows to request feedback
Request a Position Change	Allows requesting a position change.
Share Personal Data Access	Allows sharing of access to personal data.
Share Personal Information	Allows sharing of personal information.
Submit Absence Bid by Manager	Allows managers to submit absence bids.
Submit Time Cards by Line Manager	Allows the line manager to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
Submit a Payroll Flow	Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege. ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY.
Terminate Employment	Terminates work relationships or assignments.
Transfer Worker	Transfers persons.

Aggregate Privilege	Description
Transfer Worker and Change Position by Manager	Allows managers to transfer workers and change positions.
Use REST Service - Absence Business Titles List of Values	Allows users to call the GET method associated with the Absence Business Titles REST service.
Use REST Service - Absence Types List of Values	Allows users to call the GET method associated with the Absence Types REST service.
Use REST Service - Absences Read Only	Allows users to call the GET method with the Absences REST service.
Use REST Service - All Tasks in Journey Task Library	Allows the user to access all tasks in the task library and call all methods associated with the Journey Task Library REST Service.
Use REST Service - Development Goals Read Only	Allows users to call GET and describe methods with the Development Goals REST service.
Use REST Service - Feedback Requests by Worker or Manager	Allows the user to call the POST method associated with the Feedback Requests REST service.
Use REST Service - Guided Journey Responses	Allows the user to call all methods associated with the Guided Journey Responses REST service.
Use REST Service - Guided Journeys Read Only	Allows the user to call the GET method associated with the Guided Journeys REST service.
Use REST Service - Journey Allocations	Allows the user to call all methods associated with the Journey Allocations REST Service.
Use REST Service - Journey Categories List of Values	Allows the user to call the GET method associated with the Journey Categories List of Values REST Service.
Use REST Service - Journey Scheduled Allocations	Allows the user to call all methods associated with the Journey Scheduled Allocations REST Service.
Use REST Service - Journeys	Allows the user to call all methods associated with the Journeys REST Service.
Use REST Service - Journeys Read Only	Allows the user to call the GET method associated with the Journeys REST Service.
Use REST Service - Legislative Data Groups List of Values	Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service.
Use REST Service - Manager Connections Read Only	Allows the user to call the GET method associated with the Manager Connections REST Service.
Use REST Service - Nudge Cards	Allows the user to call all methods associated with the Nudge Cards REST service.

Aggregate Privilege	Description
Use REST Service - Performance Goals List of Values	Allows the user to call the GET method associated with the Performance Goals List of Values REST Service.
Use REST Service - Performance Goals Read Only	Allows the user to call the GET method associated with the Performance Goals REST service.
Use REST Service - Person Reference Data Lists of Values	Allows the user to call the GET method associated with the person reference data lists of values REST services.
Use REST Service - Person Skills Searches	Allows the user to call the Person Skills Searches REST Services.
Use REST Service - Public Workers Read Only	Allows the user to call the GET method associated with the Public Workers REST Service.
Use REST Service - Representatives Read Only	Allows the user to call the GET method associated with the Representatives REST Service.
Use REST Service - Salaries With Analytics Read Only	Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes.
Use REST Service - Succession Org Chart Read Only	Allows the user to call the GET method associated with the Succession Org Chart REST Service.
Use REST Service - Talent Performance Mass Evaluations	Allows users to call all methods to get and update performance evaluations with the Talent Performance Mass Evaluations REST service.
Use REST Service - Talent Performance Mass Evaluations Read Only	Allows users to call GET methods to access performance evaluations with the Talent Performance Mass Evaluations REST service.
Use REST Service - Talent Review Managers List of Values	Allows the user to call the GET method associated with the Talent Review Managers list of values REST Service.
Use REST Service - Talent Skill Assignments	Allows the user to call all methods associated with the Talent Skill Assignments REST Service.
Use REST Service - Talent Skill Assignments Read Only	Allows the user to call the GET method associated with the Talent Skill Assignments REST Service.
Use REST Service - Talent Worker Check-Ins	Allows users to call all methods with the Talent Worker Check-Ins REST service.
Use REST Service - Talent Worker Engagements by Manager Read Only	Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a manager.
Use REST Service - Team Skills Searches	Allows the user to call the Team Skills Searches REST Services.

Aggregate Privilege	Description
Use REST Service - Time Card Entry Details by Line Manager Read Only	Lets the line manager call the Time Card Entry Details REST Service.
Use REST Service - Time Card Searches by Line Manager	Lets the line manager call the Time Card Searches REST Service.
Use REST Service - Time Cards by Line Manager	Lets the line manager call the Time Cards REST Service.
Use REST Service - Worker Assignments List of Values	Allows the user to call the GET method associated with the Assignments list of values REST Service.
Use REST Service - Worker Journeys	Allows the user to call all methods associated with the Worker Journeys REST Service.
Use REST Service - Workforce Structure List of Values	Allows the user to call the GET method associated with the Workforce Structure list of values REST Services.
Use REST Service - eLearning Content Read Only	Allows the user to call the GET method associated with the eLearning Content REST Service.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Additional Assignment Info	Allows viewing of additional assignment info.
View Check-In Document	Allows to view check-in document for a worker.
View Compensation Change Statement	Allows workers to view compensation change statements after the workforce compensation cycle.
View Compensation Details for Worker	Views compensation data for a worker.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Costing of Position in Employment Processes	Allows user to view costing at position level within employment processes.
View Development Goal by Manager	View development goals of subordinates.
View Employee Payroll in Employment Processes	Allows user to view employee's payroll within employment processes.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View HCM Person Note	Views HCM person notes

Aggregate Privilege	Description
View Learner Contributions	Allows users to view a person's learning contributions.
View Learning Communities	Allows users to view learning communities they are members of.
View Market Composites Summary	Allows viewing of market composite summary.
View Performance Goal by Manager	View performance goals of subordinates.
View Performance Summary	Allows viewing of workers performance summary information.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Positions	Views positions in the user's position security profile.
View Public Learning Communities	Allows users to view the learning communities a person is a member of.
View Recommended Learning by Learner Manager	Allows managers to view recommendations received by people in their person security profile, and learning items recommended for people in their public person security profile.
View Requested Feedback	Allows workers and line managers to view requested feedback
View Required Learning by Learner Manager	Allows managers to view required learning assignments assigned to people in their person security profile.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Seniority Dates	Allows viewing of seniority dates.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.
View Team Schedule by Line Manager	Allows line manager to view team schedule.

Aggregate Privilege	Description
View Time Zone Overrides	Allows users to view time zone overrides for a worker.
View Total Compensation Statement Feedback by Line Manager	Allows viewing total compensation statement feedback survey by line manager.
View Voluntary Learning by Learner Manager	Allows managers to view voluntary learning assignments assigned to people in their person security profile.
View Worker Assignment History Details	Allows viewing of worker's assignment history details.
View Worker Calendar by Manager	Allows managers to view a worker calendar.
View Worker Contract	Allows viewing of worker's employment contract details and contract extensions.
View Workforce Predictions as Line Manager	Allows Line Manager to view worker predictions.
View Workforce Schedule by Line Manager	Allows line managers to view workforce schedules for the people in their management hierarchy.

Privileges

This table lists privileges granted to duties of the Line Manager abstract role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the Feedback Templates List of Values REST service.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker	Allows addition of new contingent worker records.
Contingent Worker Addition	Adds contingent workers.	Create User	Allows creation of users.
Contingent Worker Addition	Adds contingent workers.	Renew Placement	Allows renewal of contingent-worker placements.
Employee Hire	Hires employees.	Create User	Allows creation of users.
Employee Hire	Hires employees.	Hire Employee	Allows addition of new employee records.
Employee Hire	Hires employees.	Rehire Employee	Allows rehire of employees.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Expense Report	Allows approval or rejection of expense reports, as well as requests for additional information about questionable expenses.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Travel Authorization or Cash Advance	Allows approval or rejection of travel authorizations.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Assign Development Goal to Groups of Workers	Allows assignment of development goals to groups of workers en masse.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Manage Development Goal	Allows management of development goals of direct reports.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Manage Development Goal in Goal Library	Allows management of development goals in the goal library.

Granted Role	Granted Role Description	Privilege	Privilege Description
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Manage Development Goal of Other Workers	Allows management of development goals of other workers.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Manage Performance Goal	Manage Worker Performance or Development Goals
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Manage Performance Goals of Others	Not Available
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	View Development Goal	Allows review of development goals and goal details.
Line Manager	Identifies the person as a line manager.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Line Manager	Identifies the person as a line manager.	Access FUSE My Team Page	Allows access to the FUSE My Team page.
Line Manager	Identifies the person as a line manager.	Access FUSE Team Talent Page	Allows access to the FUSE Team Talent page
Line Manager	Identifies the person as a line manager.	Access HCM Celebrate Manager Dashboard	Allows accessing the manager dashboard for recognitions and awards.
Line Manager	Identifies the person as a line manager.	Access HCM Common Components	Allows access to HCM common components.
Line Manager	Identifies the person as a line manager.	Access Learner Manager Self-Service Work Area	Allows access to the My Team tab in the learning self-service work area.
Line Manager	Identifies the person as a line manager.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Line Manager	Identifies the person as a line manager.	Access Tap Application	Allows access to Tap application.
Line Manager	Identifies the person as a line manager.	Access Time Work Area	Allows access to the Time work area.
Line Manager	Identifies the person as a line manager.	Add New Task for Worker	Allows the addition of new tasks to a worker.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Add Task for Worker from Task Library	Allows the addition of tasks to a worker from the task library.
Line Manager	Identifies the person as a line manager.	Align Performance Goals	Allows aligning of performance goals.
Line Manager	Identifies the person as a line manager.	Allocate Checklist to Worker	Allows the allocation of checklists.
Line Manager	Identifies the person as a line manager.	Analytical view of team's compliance violations	Analytical view of team's compliance violations
Line Manager	Identifies the person as a line manager.	Analyze Team Compensation	Allows managers to analyze compa-ratio versus performance ratings for their team.
Line Manager	Identifies the person as a line manager.	Approve Individual Compensation Award	Review and approve proposed individual compensation awards.
Line Manager	Identifies the person as a line manager.	Approve Salary Updates	Review and approve proposed salary changes.
Line Manager	Identifies the person as a line manager.	Assign Development Goals	Allows assigning of development goals to workers.
Line Manager	Identifies the person as a line manager.	Assign Performance Goal to Groups of Workers	Assign goals to groups of workers en masse
Line Manager	Identifies the person as a line manager.	Assign Performance Goals	Allows performance goals to be assigned to other workers.
Line Manager	Identifies the person as a line manager.	Assign Workers Goals Mass Process	Assign Workers Goals Mass Process
Line Manager	Identifies the person as a line manager.	Award People	Allows sending awards
Line Manager	Identifies the person as a line manager.	Cancel Performance Goals	Allows performance goals to be cancelled.
Line Manager	Identifies the person as a line manager.	Change Manager Mobile	Enables the change manager transaction in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Copy Development Goals	Allows copying of development goals.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Copy Performance Goals	Allows copying of performance goals.
Line Manager	Identifies the person as a line manager.	Create Position Profile	Allows user to create position profiles.
Line Manager	Identifies the person as a line manager.	Delete Development Goals	Allow development goals to be deleted.
Line Manager	Identifies the person as a line manager.	Delete Performance Goals	Allow performance goals to be deleted.
Line Manager	Identifies the person as a line manager.	Edit Access Certification Manager Worksheet	Allows user to edit the manager worksheet for a certification.
Line Manager	Identifies the person as a line manager.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Line Manager	Identifies the person as a line manager.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Line Manager	Identifies the person as a line manager.	Give Anytime Feedback	Allows a user to give anytime feedback.
Line Manager	Identifies the person as a line manager.	Manage Goal Management Notifications	Manage Goal Management Notifications
Line Manager	Identifies the person as a line manager.	Manage Learning Community Members using OTBI	Allows adding members to communities using OTBI analysis objects.
Line Manager	Identifies the person as a line manager.	Manage Learning Community Required Learning	Allows creation and management of required community assignments.
Line Manager	Identifies the person as a line manager.	Manage Outstanding Corporate Card Transaction	Allows management of corporate card transactions for which payment has not been made to the corporate card issuer.
Line Manager	Identifies the person as a line manager.	Manage Performance Goal	Manage Worker Performance or Development Goals
Line Manager	Identifies the person as a line manager.	Manage Salary Mobile	Enables the manage salary transaction in HCM Cloud Mobile

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Manage Social Network Connections	Manage social connections
Line Manager	Identifies the person as a line manager.	Manage Talent Review Content	Allows management of content used at the talent review meeting.
Line Manager	Identifies the person as a line manager.	Manage Team Compensation	Allows managers to view salary and compensation for their employees.
Line Manager	Identifies the person as a line manager.	Manage Team Compliance Violations List View	Manage and view team's compliance violations list view
Line Manager	Identifies the person as a line manager.	Manage Team Reputation Scores List View	Manage and view team's reputation scores list view
Line Manager	Identifies the person as a line manager.	Manage Team Reputation Tasks	Manage team reputation tasks
Line Manager	Identifies the person as a line manager.	Manage Time Card Templates by Line Manager	Lets the line manager manage time card templates.
Line Manager	Identifies the person as a line manager.	Manager Suggest Mentorship Relationships	Suggest mentorship relationships
Line Manager	Identifies the person as a line manager.	Manager's View of Employee's Reputation Scores	Manager's view of employee's reputation scores
Line Manager	Identifies the person as a line manager.	Manager's View of Employee's Social Roles	Manager's view of employee's social roles
Line Manager	Identifies the person as a line manager.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Line Manager	Identifies the person as a line manager.	New Person Work Area As Line Manager	Allows line managers to access the New Person work area.
Line Manager	Identifies the person as a line manager.	Perform Performance Evaluations Mobile	Allows access to performance evaluations in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Promote Worker Mobile	Enables the promote transaction in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Request a New Position	Allows requesting a new position.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Line Manager	Identifies the person as a line manager.	Search and Review Skills	Search and review skills
Line Manager	Identifies the person as a line manager.	Share Development Goals	Allows development goals to be shared with other workers.
Line Manager	Identifies the person as a line manager.	Share Performance Goals	Allows performance goals to be shared with other workers.
Line Manager	Identifies the person as a line manager.	Use Assignment Status Type Service	Allows the Assignment Status Type Service to be called
Line Manager	Identifies the person as a line manager.	Use Position lookup Service	Allows use of the position lookup service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Collective Agreements List of Values	Allows the user to call the GET method associated with the Collective Agreements list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Line Manager	Identifies the person as a line manager.	Use REST Service - Job Requisition Templates List of Values	Allows the user to call the GET method associated with the job requisition template lists of values REST Services.
Line Manager	Identifies the person as a line manager.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Line Manager	Identifies the person as a line manager.	View Calendar by Line Manager	Allows line manager to view worker calendar.
Line Manager	Identifies the person as a line manager.	View Career Overview by Manager	Allows managers to access to Career Overview page.
Line Manager	Identifies the person as a line manager.	View Data Visualization Configuration	Allows viewing of data visualization configurations.
Line Manager	Identifies the person as a line manager.	View Employee Social Connections	View employee social connections
Line Manager	Identifies the person as a line manager.	View Notification Details	Allows product specific notification details.
Line Manager	Identifies the person as a line manager.	View Performance Overview by Manager	Allows managers to access the Performance Overview page.
Line Manager	Identifies the person as a line manager.	View Team Compliance Outlier Reports	View team's compliance outlier reports
Line Manager	Identifies the person as a line manager.	View Team Reputation Outlier Reports	View team's reputation outlier reports
Line Manager	Identifies the person as a line manager.	View Team Reputation Scores Analytic View	Analytical view of team's reputation scores
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Allocate Compensation Person Rate by Line Manager	Allows allocating compensation during a periodic compensation cycle.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Approve and Submit Compensation Allocation by Line Manager	Allows approving and submitting compensation proposals made during a periodic compensation cycle.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Assign Compensation Performance Rating by Line Manager	Allows rating worker performance during a periodic compensation cycle.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Award Compensation Promotion by Line Manager	Allows promotion of workers during a periodic compensation cycle by changing their job, grade, or position.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Create Compensation Distribution Model for Allocation by Line Manager	Allows creation of models to automatically allocate worker allocations, budget amounts, or defined targets.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Export Compensation Allocation Details to Spreadsheet by Line Manager	Allows exporting worksheet data and importing allocations, promotions, and performance ratings.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Generate Compensation Allocation Statements by Line Manager	Allows generation of compensation change statements to communicate compensation awards, promotions, and performance ratings given to workers during a periodic compensation cycle.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Print Performance Document	Allows printing of performance documents
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Run Group Compensation Line Manager Reports by Line Manager	Allows viewing online reports to analyze the current status or results of a periodic compensation cycle.
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	View Worker Performance Management Document	Allows viewing of performance documents.
Manage Contextual Journey by Manager	Allows managers to access and manage worker contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Explore Journeys	Allows exploration of journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Manage Personal Journey	Allows users to create and manage journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Manage Worker Journey By Manager	Allows managers to access and manage worker journeys.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Use REST Service - Worker Journey Tasks Read Only	Allows the user to call the GET method associated with the Workers Journey Tasks REST Service, to retrieve journey tasks assigned to them.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	View Global Journeys	Allows users to view global journeys. Viewing of personal journeys is not restricted by this privilege.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	View Journey Activity	Allows viewing of journey activities.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service	Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service
Manage Survey by Manager	Allows managers to access and manage their own surveys.	Manage Survey by Manager	Allows managers to access and manage their own surveys.
Manage Survey by Manager	Allows managers to access and manage their own surveys.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.	Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.
Manage Time Cards by Line Manager	Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card.	Manage Time Cards by Line Manager	Allows the line manager to create, edit, delete, and approve time cards for workers.
Manage Time Cards by Line Manager	Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card.	Use REST Service - Time Card Field Values Read Only	Lets the person call the Time Card Field Values REST Service.
Manage User Account	Manages user roles.	Copy Personal Data to LDAP	Allows copy of worker personal data to LDAP

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage User Account	Manages user roles.	Manage User Account	Allows access to Manage User Account.
Manage User Account	Manages user roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage User Account	Manages user roles.	Reset Password	Allows reset password links to be emailed to users.
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Mass Evaluate Performance Documents by Manager	Allows mass evaluations of performance documents by managers
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Use REST Service - Performance Template Document Names List of Values	Allows the user to call the GET method associated with the Performance Template Document Names List of Values REST service.
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Use REST Service - Review Periods List of Values	Allows the user to call the GET method associated with the Review Periods List of Values REST Service.
Nonworker Addition	Adds nonworkers.	Create Person Nonworker	Allows addition of new nonworker records.
Nonworker Addition	Adds nonworkers.	Create User	Allows creation of users.
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire	Allows addition of new pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
Pending Worker Addition and Hire	Adds and hires pending workers.	Edit Pending Worker	Allows users to correct pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Hire Pending Worker	Allows hire or placement of pending workers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Approve Worker Performance Document	Allows approving of performance documents.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Cancel Worker Performance Document by Manager	Allows canceling performance documents by managers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Line Manager	Views performance documents from line manager dashboard.	Change Participant Due Date by Manager	Allows a manager to change the due date for a participant to provide feedback in a 360 performance evaluation.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Complete Worker Performance Document by Manager	Allows completion of worker performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Delete Worker Performance Document by Manager	Allows deletion of worker performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Print Performance Document	Allows printing of performance documents
Performance Management Line Manager	Views performance documents from line manager dashboard.	Reopen Performance Document by Manager	Allows reopening performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Reset Worker Performance Evaluation Status by Manager	Allows resetting of the performance evaluation status by managers so that the evaluation can continue.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Restore Performance Document by Manager	Allows restoring canceled performance documents by managers so evaluations can continue.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Transfer Performance Document by Manager	Allows transferring performance documents by managers from one manager to another.
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance Information on Manager Dashboard	Allows viewing of performance information on the manager dashboard.
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance Information on Worker Dashboard for Manager	Allows viewing of performance information on worker dashboard for manager.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance and Potential	Allows viewing of performance and potential data.
Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data.	Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR document types list of values REST service.
Use REST Service - Succession Management Lists of Values	Allows the user to call the GET method associated with the Succession Management list of values REST Services.	Use REST Service - Succession Management Lists of Values	Allows the user to call the GET method associated with the Succession Management list of values REST Services.
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Succession Org Chart by Manager	Allows a manager to view the succession org chart.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Succession Org Chart by Manager	Allows a manager to view the succession org chart.	View Succession Org Chart	Allows viewing of the succession org chart.
View Team Skills as Manager	Allows a manager to view team skills.	View Team Skills as Manager	Allows a manager to view team skills.
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.	Manage Workforce Model Plan as Line Manager	Allows the management of workforce model plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Match Talent Profile	Allows access to perform best fit analysis.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Line Manager abstract role.

Business Object	Policy Description	Policy Store Implementation
Absence Type	A Line Manager can choose absence types for subordinates in their person and assignment security profile	Role: Maintain Absence Records Privilege: Choose Absence Types (Data) Resource: Absence Type
Absence Type	A Line Manager can choose absence types for subordinates in their person and assignment security profile	Role: Submit Absence Bid by Manager Privilege: Choose Absence Types (Data) Resource: Absence Type
Absence Type	A Line Manager can choose absence types for subordinates in their person and assignment security profile	Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type
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 applied cash advance for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Applied Cash Advance
Assignment Grade	A Line Manager can choose assignment grade for all grades in the enterprise	Role: Line Manager Privilege: Choose Assignment Grade (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Assignment Grade
Assignment Grade	A Line Manager can choose assignment grade for all grades in the enterprise	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
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
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Career Development Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Goal Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Performance Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade

Business Object	Policy Description	Policy Store Implementation
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade	A Line Manager can report assignment grade for all grades in the enterprise	Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder

Business Object	Policy Description	Policy Store Implementation
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	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
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate

Business Object	Policy Description	Policy Store Implementation
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate
Attendance Violation	A Line Manager can manage attendance violations by line manager for subordinates in their person and assignment security profile	Role: Manage Attendance Violations by Line Manager Privilege: Manage Attendance Violations by Line Manager (Data) Resource: Attendance Violation
Business Unit	A Line Manager can choose business unit for business units in their organization security profile	Role: Line Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Business Unit	A Line Manager can choose business unit organization for business units in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
Cash Advance	A Line Manager can view cash advance for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Cash Advance
Check In Document	A Line Manager can create check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document
Check In Document	A Line Manager can create check-in document for subordinates in their person and assignment security profile	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document

Business Object	Policy Description	Policy Store Implementation
Check In Document	A Line Manager can manage check-in document for subordinates in their person and assignment security profile	Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document
Check In Document	A Line Manager can report check-in document for people and assignments in their person and assignment security profile	Role: Performance Management Transaction Analysis Privilege: Report Check-In Document (Data) Resource: Check In Document
Check In Document	A Line Manager can view check-in document for people in their person and assignment security profile	Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document
Check In Document	A Line Manager can view check-in document for people in their person and assignment security profile	Role: View Check-In Document Privilege: View Check-In Document (Data) Resource: Check In Document
Check In Document	A Line Manager can view check-in document for subordinates in their person and assignment security profile	Role: View Performance Summary Privilege: View Check-In Document (Data) Resource: Check In Document
Checklist Role Maps	A Line Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile	Role: Manage Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps
Checklist Role Maps	A Line Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps
Checklist Role Maps	A Line Manager can view journey template for self for journey templates which allow them to view their own assigned journeys	Role: Manage Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps
Checklist Role Maps	A Line Manager can view journey template for self for journey templates which allow them to view their own assigned journeys	Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Checklist Role Maps
Compensation Allocation	A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: Allocate Compensation Person Rate by Line Manager (Data) Resource: Compensation Allocation
Compensation Allocation	A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: Approve and Submit Compensation Allocation by Line Manager (Data) Resource: Compensation Allocation
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 Allocation	A Line Manager can view compensation change statement for subordinates in their person and assignment security profile	Role: View Compensation Change Statement Privilege: View Compensation Change Statement (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 Market Composites	A Line Manager can view market composites for subordinates in their person and assignment security profile	Role: View Market Composites Summary Privilege: View Market Composites (Data) Resource: Compensation Market Composites
Compensation Note	A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own	Role: Line Manager Workforce Compensation Management Privilege: Manage Compensation Note (Data) Resource: Compensation Note
Compensation Promotion	A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management

Business Object	Policy Description	Policy Store Implementation
		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
Compensation Stock Grant	A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile	Role: Line Manager Workforce Compensation Management Privilege: View Compensation Stock Grant by Line Manager (Data) Resource: Compensation Stock Grant
Corporate Card Transaction	A Line Manager can view 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
Department	A Line Manager can choose department for departments in their organization security profile	Role: Line Manager Privilege: Choose Department (Data) Resource: Department
Department	A Line Manager can choose department for departments in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department
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
Department	A Line Manager can report department for departments in their organization security profile	Role: Availability Patterns Transaction Analysis Privilege: Report Department (Data) Resource: Department

Business Object	Policy Description	Policy Store Implementation
Department	A Line Manager can report department for departments in their organization security profile	Role: Career Development Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Goal Management Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Performance Management Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Vacancy Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Department (Data) Resource: Department
Department	A Line Manager can report department for departments in their organization security profile	Role: Workforce Transaction Analysis Privilege: Report Department (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Department
Expense	A Line Manager can view expense for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense
Expense Report	A Line Manager can view expense report for the employees for whom they are responsible	Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense Report
Expense Report Approval Note	A Line Manager can manage expense report approval note for the employees for whom they are responsible	Role: Expense Approval Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note
General Survey Questionnaire Participants	A Line Manager can report questionnaire responses for subordinates in their person and assignment security profile	Role: HCM Questionnaires General Survey Responses Transaction Analysis Privilege: Report Questionnaire Responses (Data) Resource: General Survey Questionnaire Participants
Guided Journey Response	A Line Manager can manage guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response
Guided Journey Response	A Line Manager can view guided journey response for guided journey responses that i have provided	Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response
HCM Person Note Shared with Peers	A Line Manager can view hcm person note shared with peers for person notes shared with peers of the note recipient	Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers
HCM Person Public Note	A Line Manager can view hcm person public note for public person notes that are about people in their public person security profile	Role: View HCM Person Note Privilege: View HCM Person Public Note (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: HCM Person Public Note
HCM Person Shared Note	A Line Manager can view hcm person shared note for shared person notes that are about subordinates in their person security profile	Role: View HCM Person Note Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared 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 Document Type	A Line Manager can view document type for document types in their document type security profile	Role: Manage Person Documentation Privilege: View 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
HR Job	A Line Manager can choose hr job for all jobs in the enterprise	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job
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
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Availability Patterns Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Career Development Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job

Business Object	Policy Description	Policy Store Implementation
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Goal Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Individual Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Performance Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Vacancy Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can report hr job for all jobs in the enterprise	Role: Workforce Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
HR Job	A Line Manager can view hr job for all jobs in the enterprise	Role: View Employment Information Summary Privilege: View HR Job (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: HR Job
Journey	A Line Manager can assign journey for checklists to which they have been granted access	Role: Manage Worker Checklist Privilege: Assign Journey (Data) Resource: Journey
Journey	A Line Manager can assign journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Privilege: Assign Journey (Data) Resource: Journey
Journey	A Line Manager can assign journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey
Journey	A Line Manager can assign journey to self for checklists to which they have been granted access	Role: Manage Worker Checklist Privilege: Assign Journey to Self (Data) Resource: Journey
Journey	A Line Manager can assign journey to self for journeys to which they have been granted access	Role: Use REST Service - Journeys Privilege: Assign Journey to Self (Data) Resource: Journey
Journey	A Line Manager can assign journey to self for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey
Journey	A Line Manager can manage journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Privilege: Manage Journey (Data) Resource: Journey
Journey	A Line Manager can view journey for checklists to which they have been granted access	Role: Manage Worker Checklist Privilege: View Journey (Data) Resource: Journey
Journey	A Line Manager can view journey for journeys to which they have been granted access	Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Journey
Journey	A Line Manager can view journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Privilege: View Journey (Data) Resource: Journey
Journey	A Line Manager can view journey for journeys to which they have been granted access	Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey
Journey Allocation	A Line Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile	Role: Use REST Service - Journey Allocations Privilege: View Journey Allocation (Data) Resource: Journey Allocation
Journey Category	A Line Manager can choose journey category for journey categories to which they have been granted access	Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category
Journey Scheduled Allocation	A Line Manager can manage journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile	Role: Use REST Service - Journey Scheduled Allocations Privilege: Manage Journey Allocation (Data) Resource: Journey Scheduled Allocation
Journey Scheduled Allocation	A Line Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile	Role: Use REST Service - Journey Scheduled Allocations Privilege: View Journey Allocation (Data) Resource: Journey Scheduled Allocation
Journey Task	A Line Manager can manage journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task
Journey Task	A Line Manager can view journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task

Business Object	Policy Description	Policy Store Implementation
Learning Assignment	A Line Manager can manage required learning for required learning assignments assigned to subordinates in their person security profile	Role: Manage Required Learning by Learner Manager Privilege: Manage Required Learning (Data) Resource: Learning Assignment
Learning Assignment	A Line Manager can manage voluntary learning for voluntary learning assignments received by subordinates in their person security profile	Role: Manage Voluntary Learning by Learner Manager Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment
Learning Assignment	A Line Manager can view recommended learning for recommendations received by subordinates in their person security profile	Role: View Recommended Learning by Learner Manager Privilege: View Recommended Learning (Data) Resource: Learning Assignment
Learning Assignment	A Line Manager can view required learning for required learning assignments received by subordinates in their person security profile	Role: View Required Learning by Learner Manager Privilege: View Required Learning (Data) Resource: Learning Assignment
Learning Assignment	A Line Manager can view voluntary learning for voluntary learning assignments received by subordinates in their person security profile	Role: View Voluntary Learning by Learner Manager Privilege: View Voluntary Learning (Data) Resource: Learning Assignment
Learning Assignment Event	A Line Manager can manage recommended learning for recommendations made by subordinates in their person security profile	Role: Manage Recommended Learning Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment Event
Learning Assignment Event	A Line Manager can view recommended learning public person for recommendations made by persons in their public person security profile	Role: View Recommended Learning by Learner Manager Privilege: View Recommended Learning Public Person (Data) Resource: Learning Assignment Event
Learning Item	A Line Manager can manage learning communities for self-service communities owned by subordinates in their person security profile	Role: Manage Learning Communities Privilege: Manage Learning Communities (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Learning Item
Learning Item	A Line Manager can manage learning self-service tutorials for self-service tutorials created by subordinates in their person security profile	Role: Manage Learning Self-Service Tutorials Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item
Learning Item	A Line Manager can manage learning self-service videos for self-service videos created by subordinates in their person security profile	Role: Manage Learning Self-Service Videos Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item
Learning Item	A Line Manager can manage offline learning for catalog items visible to them in learning self-service	Role: Manage Offline Learning Privilege: Manage Offline Learning (Data) Resource: Learning Item
Learning Item	A Line Manager can view learning communities for communities which subordinates in their person security profile are members or managers of	Role: View Learning Communities Privilege: View Learning Communities (Data) Resource: Learning Item
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
Legal Employer	A Line Manager can choose legal employer for legal employers in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legal Employer	A Line Manager can report legal employer for legal employers in their organization security profile	Role: Individual Compensation Transaction Analysis Privilege: Report 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

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Line Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Line Manager can choose payroll reference for legislative data groups in their legislative data group security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group
Legislative Data Group	A Line Manager can choose payroll reference for legislative data groups in their legislative data group security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group
Legislative Data Group	A Line Manager can report legislative data group for legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Position Attribute	A Line Manager can view legislative position attribute for countries in their country security profile	Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute
Location	A Line Manager can choose location for all locations in the enterprise	Role: Line Manager Privilege: Choose Location (Data) Resource: Location
Location	A Line Manager can choose location for all locations in the enterprise	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Absence Management Transaction Analysis Privilege: Report Location (Data) Resource: Location

Business Object	Policy Description	Policy Store Implementation
Location	A Line Manager can report location for all locations in the enterprise	Role: Availability Patterns Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Career Development Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Goal Management Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Individual Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Performance Management Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Vacancy Transaction Analysis Privilege: Report Location (Data) Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Location (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Location
Location	A Line Manager can report location for all locations in the enterprise	Role: Workforce Transaction Analysis Privilege: Report Location (Data) Resource: Location
Manager Posts	A Line Manager can manage team posts for posts that i created.	Role: Manage My Team Posts Privilege: Manage Team Posts (Data) Resource: Manager Posts
My Assignment	A Line Manager can view my assignment for themselves	Role: View Succession Org Chart by Manager Privilege: View My Assignment (Data) Resource: My Assignment
Payroll Checklist	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist
Payroll Checklist Annotation	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation
Payroll Definition	A Line Manager can choose payroll definition for payrolls in their payroll security profile	Role: Line Manager Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Line Manager can choose payroll for payrolls in their payroll security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Line Manager can choose payroll for payrolls in their payroll security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Line Manager can report payroll definition for legislative data groups in their legislative	Role: Individual Compensation Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	data group security profile and payrolls in their payroll security profile	Privilege: Report Payroll Definition (Data) Resource: Payroll Definition
Payroll Element Type	A Line Manager can report payroll element for legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type
Payroll Element Type	A Line Manager can report payroll element for legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type
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
Payroll Relationship	A Line Manager can manage employee payroll in employment processes for assignments within their person and assignment security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Manage Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship
Payroll Relationship	A Line Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship
Payroll Relationship	A Line Manager can report person process result for people and assignments in person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship
Payroll Relationship	A Line Manager can report person process result for people and assignments in person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Person Process Result (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Relationship
Payroll Relationship	A Line Manager can view employee payroll in employment processes for assignments within their person and assignment security profile	Role: Manage Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship
Payroll Relationship	A Line Manager can view employee payroll in employment processes for assignments within their person and assignment security profile	Role: View Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship
Payroll Statutory Unit	A Line Manager can choose payroll statutory unit for payroll statutory units in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit
Pending Worker Import Error	A Line Manager can correct oracle taleo recruiting cloud service candidate import errors for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Cloud Service Candidate Import Errors (Data) Resource: Pending Worker Import Error
Performance Document	A Line Manager can create anytime performance document for subordinates in their person and assignment security profile	Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document
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
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

Business Object	Policy Description	Policy Store Implementation
Performance Document	A Line Manager can report performance document for people and assignments in their person and assignment security profile	Role: Performance Management Transaction Analysis Privilege: Report Performance Document (Data) Resource: Performance Document
Performance Document	A Line Manager can view performance summary for subordinates in their person and assignment security profile	Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document
Performance Feedback Request	A Line Manager can report requested feedback for people in their person and assignment security profile	Role: Performance Management Transaction Analysis Privilege: Report Requested Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Line Manager can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Line Manager can request feedback for subordinates in their person and assignment security profile	Role: Request Feedback Privilege: Request Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Line Manager can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request
Performance Feedback Request	A Line Manager can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request
Performance Goal	A Line Manager can manage development goal by manager for subordinates in their person and assignment security profile	Role: Manage Development Goal by Manager Privilege: Manage Development Goal by Manager (Data) Resource: Performance Goal
Performance Goal	A Line Manager can manage development goal for subordinates in their person security profile	Role: Goal Management Line Manager

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Development Goal (Data) Resource: Performance Goal
Performance Goal	A Line Manager can manage performance goal by manager for subordinates in their person security profile	Role: Manage Performance Goal by Manager Privilege: Manage Performance Goal by Manager (Data) Resource: Performance Goal
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
Performance Goal	A Line Manager can report career development for subordinates in their person and assignment security profile	Role: Career Development Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal
Performance Goal	A Line Manager can report performance goal for people and assignments in their person and assignment security profile	Role: Goal Management Transaction Analysis Privilege: Report Performance Goal (Data) Resource: Performance Goal
Performance Goal	A Line Manager can view development goal by manager for subordinates in their person and assignment security profile	Role: View Development Goal by Manager Privilege: View Development Goal by Manager (Data) Resource: Performance Goal
Performance Goal	A Line Manager can view development goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal
Performance Goal	A Line Manager can view performance goal by manager for subordinates in their person and assignment security profile	Role: View Performance Goal by Manager Privilege: View Performance Goal by Manager (Data) Resource: Performance Goal
Performance Goal	A Line Manager can view performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Performance Goal
Person	A Line Manager can add pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person
Person	A Line Manager can add person for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Add Pending Worker (Data) Resource: Person
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
Person	A Line Manager can edit pending worker for subordinates in their person and assignment security profile	Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person
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
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
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
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
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Career Development Transaction Analysis Privilege: Report Person (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person
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
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Goal Management Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Performance Management Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person (Data) Resource: Person
Person	A Line Manager can report person for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person (Data) Resource: Person

Business Object	Policy Description	Policy Store Implementation
Person	A Line Manager can search person for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Search Person Live (Data) Resource: Person
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
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
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 absence record for people and assignments in their person and assignment security profile	Role: Use REST Service - Absences Read Only Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry
Person Absence Entry	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Absence Entry	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Plan Absences by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry
Person Absence Entry	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Submit Absence Bid by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry

Business Object	Policy Description	Policy Store Implementation
Person Absence Entry	A Line Manager can report absence record for subordinates in their person and assignment security profile	Role: Absence Management Transaction Analysis Privilege: Report Absence Record (Data) Resource: Person Absence Entry
Person Allocated Checklist	A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access	Role: Use REST Service - Journey Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist
Person Allocated Checklist	A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access	Role: Use REST Service - Journey Scheduled Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist
Person Allocated Checklist	A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist
Person Allocated Checklist	A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist
Person Assignment	A Line Manager can add worker assignment for subordinates in their person and assignment security profile	Role: Add Worker Assignment Privilege: Add Worker Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile	Role: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Person Assignment
Person Assignment	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: Person Assignment
Person Assignment	A Line Manager can change employment start dates for subordinates in their person and assignment security profile	Role: Change Employment Start Dates Privilege: Change Employment Start Dates (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	A Line Manager can change worker location for subordinates in their person and assignment security profile	Role: Change Worker Location and Position by Manager Privilege: Change Worker Location (Data) Resource: Person Assignment
Person Assignment	A Line Manager can change worker working hour for subordinates in their person and assignment security profile	Role: Change Worker Working Hour and Position by Manager Privilege: Change Worker Working Hour (Data) Resource: Person Assignment
Person Assignment	A Line Manager can choose absence business titles for subordinates in their person and assignment security profile	Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	A Line Manager can choose absence business titles for subordinates in their person and assignment security profile	Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment
Person Assignment	A Line Manager can choose person assignment for persons and assignments in their person and assignment security profile	Role: Line Manager Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can choose worker for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment
Person Assignment	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: Person Assignment
Person Assignment	A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile	Role: Edit Person Skills and Qualifications

Business Object	Policy Description	Policy Store Implementation
		Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment
Person Assignment	A Line Manager can maintain absence record for people and assignments in their person and assignment security profile	Role: Use REST Service - Absences Read Only Privilege: Maintain Absence Record (Data) Resource: Person Assignment
Person Assignment	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Plan Absences by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile	Role: Submit Absence Bid by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment
Person Assignment	A Line Manager can manage costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile	Role: Manage Costing of Position in Employment Processes Privilege: Manage Costing of Position in Employment Processes (Data) Resource: Person Assignment
Person Assignment	A Line Manager can manage development goal by manager for subordinates in their person and assignment security profile	Role: Manage Development Goal by Manager Privilege: Manage Development Goal by Manager (Data) Resource: Person Assignment
Person Assignment	A Line Manager can manage eligible jobs for subordinates in their person and assignment security profile	Role: Manage Eligible Jobs Privilege: Manage Eligible Jobs (Data) Resource: Person Assignment
Person Assignment	A Line Manager can manage person documentation for document types in their	Role: Manage Person Documentation

Business Object	Policy Description	Policy Store Implementation
	document types security profile belonging to persons and assignments in their person and assignment security profile	Privilege: Manage Person Documentation (Data) Resource: Person Assignment
Person Assignment	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 Assignment
Person 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: Person Assignment
Person Assignment	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: Person Assignment
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
Person Assignment	A Line Manager can promote worker for subordinates in their person and assignment security profile	Role: Promote Worker and Change Position by Manager Privilege: Promote Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report assignment for persons and assignments in their person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Assignment	A Line Manager can report assignment for persons and assignments in their person and assignment security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report payroll relationship for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report payroll relationship for persons and assignments in their person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report seniority date for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Seniority Date (Data) Resource: Person Assignment
Person Assignment	A Line Manager can report worker documents of record for document types in their document types security profile belonging to persons and	Role: Documents of Record Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	Privilege: Report Worker Documents of Record (Data) Resource: Person Assignment
Person Assignment	A Line Manager can request feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment
Person Assignment	A Line Manager can request feedback for subordinates in their person and assignment security profile	Role: Request Feedback Privilege: Request Feedback (Data) Resource: Person Assignment
Person Assignment	A Line Manager can search person assignment for subordinates in their person and assignment security profile	Role: Line Manager Privilege: Search Person Live (Data) Resource: Person Assignment
Person Assignment	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Change Worker Location and Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Change Worker Working Hour and Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment
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
Person Assignment	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Promote Worker and Change Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Transfer Worker Privilege: Search Worker (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Transfer Worker and Change Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can transfer worker for subordinates in their person and assignment security profile	Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can transfer worker for subordinates in their person and assignment security profile	Role: Transfer Worker and Change Position by Manager Privilege: Transfer Worker (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view assignment summary for subordinates in their person and assignment security profile	Role: Change Employment Start Dates Privilege: View Assignment Summary (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view assignment summary for subordinates in their person and assignment security profile	Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile	Role: Manage Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile	Role: View Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view development goal by manager for subordinates in their person and assignment security profile	Role: View Development Goal by Manager Privilege: View Development Goal by Manager (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	A Line Manager can view eligible jobs for subordinates in their person and assignment security profile	Role: Manage Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view person assignment for subordinates in their person and assignment security profile	Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view person identifiers for external applications for subordinates in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view requested feedback for people for whom feedback was requested by you or was shared with you	Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view requested feedback for people in their person and assignment security profile	Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view seniority dates for subordinates in their person and assignment security profile	Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment
Person Assignment	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: Person Assignment

Business Object	Policy Description	Policy Store Implementation
Person Assignment	A Line Manager can view team schedule by line manager for subordinates in their person and assignment security profile	Role: View Team Schedule by Line Manager Privilege: View Team Schedule by Line Manager (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view worker assignment history details for subordinates in their person and assignment security profile	Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view worker availability for subordinates in their person and assignment security profile	Role: Maintain Absence Records Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view worker availability for subordinates in their person and assignment security profile	Role: Submit Absence Bid by Manager Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view worker availability for subordinates in their person and assignment security profile	Role: View Worker Calendar by Manager Privilege: View Worker Availability (Data) Resource: Person Assignment
Person Assignment	A Line Manager can view worker calendar for subordinates in their person and assignment security profile	Role: View Worker Calendar by Manager Privilege: View Worker Calendar (Data) Resource: Person Assignment
Person Availability Patterns	A Line Manager can manage availability patterns for subordinates in their person and assignment security profile	Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data) Resource: Person Availability Patterns
Person Availability Patterns	A Line Manager can report availability patterns for subordinates in their person and assignment security profile	Role: Availability Patterns Transaction Analysis Privilege: Report Availability Patterns (Data) Resource: Person Availability Patterns
Person Checklist	A Line Manager can manage onboarding for subordinates in their person and assignment security profile	Role: Manage Onboarding by Manager Privilege: Manage Onboarding (Data) Resource: Person Checklist

Business Object	Policy Description	Policy Store Implementation
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 Citizenship	A Line Manager can manage person citizenship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	A Line Manager can view person citizenship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Citizenship (Data) Resource: Person Citizenship
Person Contact Relationship	A Line Manager can manage person contact details for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
Person Contact Relationship	A Line Manager can view person contact details for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship
Person Detail	A Line Manager can choose learner for persons in their person security profile	Role: Create Non-Catalog Learning Request by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail
Person Detail	A Line Manager can choose learner for persons in their person security profile	Role: Record External Learning by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail
Person Detail	A Line Manager can choose learner for subordinates in their person security profile	Role: Manage Learning Community Required Members Privilege: Choose Learner (Data) Resource: Person Detail
Person Detail	A Line Manager can choose learner for subordinates in their person security profile	Role: Manage Required Learning by Learner Manager

Business Object	Policy Description	Policy Store Implementation
		Privilege: Choose Learner (Data) Resource: Person Detail
Person Detail	A Line Manager can choose learner for subordinates in their person security profile	Role: Manage Voluntary Learning by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail
Person Detail	A Line Manager can choose person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail
Person Detail	A Line Manager can create work relationship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Person Detail
Person Detail	A Line Manager can manage person biographical for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Biographical (Data) Resource: Person Detail
Person Detail	A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail
Person Detail	A Line Manager can report person extra information for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Extra Information (Data) Resource: Person Detail
Person Detail	A Line Manager can report person for subordinates in their person and assignment security profile	Role: Absence Management Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail
Person Detail	A Line Manager can report person for subordinates in their person and assignment security profile	Role: Availability Patterns Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail

Business Object	Policy Description	Policy Store Implementation
Person Detail	A Line Manager can share personal data access for subordinates in their person and assignment security profile	Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail
Person Detail	A Line Manager can share personal information for subordinates in their person and assignment security profile	Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail
Person Detail	A Line Manager can view person biographical for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	A Line Manager can view person for persons and assignments in their person and assignment security profile	Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail
Person Detail	A Line Manager can view seniority dates for subordinates in their person and assignment security profile	Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail
Person Detail	A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail
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
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: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation
Person Documentation	A Line Manager can report worker documents of record for document types in their document	Role: Documents of Record Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	types security profile belonging to persons and assignments in their person and assignment security profile	Privilege: Report Worker Documents of Record (Data) Resource: Person Documentation
Person Documentation	A Line Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Documentation	A Line Manager can view person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation
Person Ethnicity	A Line Manager can manage person ethnicity for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Line Manager can view person ethnicity for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
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 Identifier for External Applications	A Line Manager can view person identifiers for external applications for subordinates in their person and assignment security profile	Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications
Person Legislative Data	A Line Manager can manage person legislative for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data

Business Object	Policy Description	Policy Store Implementation
Person Legislative Data	A Line Manager can view person legislative for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Legislative (Data) Resource: Person Legislative Data
Person Name	A Line Manager can change person name for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Change Person Name (Data) Resource: Person Name
Person Name	A Line Manager can view person name for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Name (Data) Resource: Person Name
Person Plan Accrual	A Line Manager can manage cash disbursements for subordinates in their person and assignment security profile	Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Line Manager can manage donations for subordinates in their person and assignment security profile	Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Line Manager can view accrual plan balance for people and assignments in their person and assignment security profile	Role: Use REST Service - Absences Read Only Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile	Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile	Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual
Person Plan Accrual	A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile	Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual

Business Object	Policy Description	Policy Store Implementation
Person Plan Enrollment	A Line Manager can choose enrolled absence plans for subordinates in their person and assignment security profile	Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment
Person Plan Enrollment	A Line Manager can choose enrolled absence plans for subordinates in their person and assignment security profile	Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment
Person Religion	A Line Manager can manage person religion for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Line Manager can view person religion for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Religion (Data) Resource: Person Religion
Person Type	A Line Manager can choose person type for any person type	Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type
Person Type	A Line Manager can choose person type for person types in their person security profile	Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type
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
Person Type	A Line Manager can choose person type for person types in their person type security profile	Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type
Person Type	A Line Manager can choose person type for person types in their person type security profile	Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type

Business Object	Policy Description	Policy Store Implementation
Person Type	A Line Manager can choose person type for person types in their person type security profile	Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type
Position	A Line Manager can choose position for positions in their position security profile	Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position
Position	A Line Manager can choose position for positions in their position security profile	Role: Line Manager Privilege: Choose Position (Data) Resource: Position
Position	A Line Manager can choose position for positions in their position security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position
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
Position	A Line Manager can report position for positions in their position security profile	Role: Availability Patterns Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Career Development Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Goal Management Transaction Analysis Privilege: Report Position (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Performance Management Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can report position for positions in their position security profile	Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position
Position	A Line Manager can request a position change for positions in their position security profile	Role: Change Worker Location and Position by Manager Privilege: Request a Position Change (Data) Resource: Position
Position	A Line Manager can request a position change for positions in their position security profile	Role: Change Worker Working Hour and Position by Manager Privilege: Request a Position Change (Data) Resource: Position

Business Object	Policy Description	Policy Store Implementation
Position	A Line Manager can request a position change for positions in their position security profile	Role: Promote Worker and Change Position by Manager Privilege: Request a Position Change (Data) Resource: Position
Position	A Line Manager can request a position change for positions in their position security profile	Role: Request a Position Change Privilege: Request a Position Change (Data) Resource: Position
Position	A Line Manager can request a position change for positions in their position security profile	Role: Transfer Worker and Change Position by Manager Privilege: Request a Position Change (Data) Resource: Position
Position	A Line Manager can view position for positions in their position security profile	Role: Change Worker Location and Position by Manager Privilege: View Position (Data) Resource: Position
Position	A Line Manager can view position for positions in their position security profile	Role: Change Worker Working Hour and Position by Manager Privilege: View Position (Data) Resource: Position
Position	A Line Manager can view position for positions in their position security profile	Role: Promote Worker and Change Position by Manager Privilege: View Position (Data) Resource: Position
Position	A Line Manager can view position for positions in their position security profile	Role: Request a Position Change Privilege: View Position (Data) Resource: Position
Position	A Line Manager can view position for positions in their position security profile	Role: Transfer Worker and Change Position by Manager Privilege: View Position (Data) Resource: Position

Business Object	Policy Description	Policy Store Implementation
Position	A Line Manager can view position for positions in their position security profile	Role: View Positions Privilege: View Position (Data) Resource: Position
Public Assignment	A Line Manager can choose public assignment for persons and assignments in their public person and assignment security profile	Role: Line Manager Privilege: Choose Public Person (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person and assignment security profile	Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Manage Development Goal by Manager Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Manage Performance Goal by Manager Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Manager Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Public Assignment
Public Assignment	A Line Manager can view hcm person public note for public person notes that are about people in their public person security profile	Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: Public Assignment
Public Assignment	A Line Manager can view person deferred for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Manager Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
Public Assignment	A Line Manager can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment
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
Public Person	A Line Manager can choose public person for persons and assignments in their person and assignment security profile	Role: Workforce Model Plan Line Manager Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	A Line Manager can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Talent Review Managers List of Values Privilege: Choose Public Person (Data) Resource: Public Person
Public Person	A Line Manager can choose public person for persons and assignments in their public person and assignment security profile	Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
Public Person	A Line Manager can compare hcm information for subordinates in their person and assignment security profile	Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person
Public Person	A Line Manager can compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (Data) Resource: Public Person
Public Person	A Line Manager can report public person for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Public Person	A Line Manager can report public person for persons and assignments in their public person and assignment security profile	Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Public Person	A Line Manager can report public person for persons and assignments in their public person and assignment security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Public Person	A Line Manager can report public person for persons and assignments in their public person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Public Person	A Line Manager can report public person for persons and assignments in their public person and assignment security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person
Public Person	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Access Touchpoints by Manager Privilege: Search Person Deferred (Data) Resource: Public Person
Public Person	A Line Manager can search person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Public Person
Public Person	A Line Manager can view person deferred for persons and assignments in their public person security profile	Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person
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
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
Salary	A Line Manager can report salary for subordinates in their person and assignment security profile	Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Salary (Data) Resource: Salary
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
Salary	A Line Manager can view salary details for persons and assignments in their person and assignment security profile	Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary
Salary	A Line Manager can view salary details for subordinates in their person and assignment security profile	Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary

Business Object	Policy Description	Policy Store Implementation
Salary	A Line Manager can view salary with analytic details for persons and assignments in their person and assignment security profile	Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary
Salary	A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile	Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary
Schedule Assignment	A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile	Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment
Schedule Assignment	A Line Manager can report work schedule assignment for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Work Schedule Assignment (Data) Resource: Schedule Assignment
Secured Payroll Element Type	A Line Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Line Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Share Data Access	A Line Manager can report share data access for persons and assignments in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access
Share Data Access	A Line Manager can report share data access for subordinates in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access

Business Object	Policy Description	Policy Store Implementation
Shared Performance Goal	A Line Manager can choose shared performance goal for people and assignments in their person and assignment security profile	Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal
Shared Performance Goal	A Line Manager can report shared performance goal for people and assignments in their person and assignment security profile	Role: Goal Management Transaction Analysis Privilege: Report Shared Performance Goal (Data) Resource: Shared Performance Goal
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: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate
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
Succession Plan Candidate	A Line Manager can view succession plan candidate for people in their person and assignment security profile	Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate
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: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail
Succession Plan Detail	A Line Manager can choose succession plan for people in their person and assignment security profile and for succession plans for which they are an administrator or a candidate manager	Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Succession Plan (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Succession Plan Detail
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
Succession Plan Detail	A Line Manager can manage succession plan for succession plans for which they are an administrator	Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail
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
Succession Plan Detail	A Line Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager	Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
Succession Plan Detail	A Line Manager can view succession plan for succession plans for which they are an administrator, a viewer or a candidate manager, or where a person in their person and assignment security profile is an incumbent	Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan (Data) Resource: Succession Plan Detail
Talent Pool	A Line Manager can choose talent pool for talent pools that they own or are in their talent pools security profile	Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Talent Pool (Data) Resource: Talent Pool
Talent Pool	A Line Manager can manage talent pool for talent pools that they own or are in their talent pools security profile	Role: Manage Talent Pool Privilege: Manage Talent Pool (Data) Resource: Talent Pool
Talent Profile	A Line Manager can assign public skill as manager for subordinates in their person security profile	Role: Assign Public Skill as Manager Privilege: Assign Public Skill as Manager (Data) Resource: Talent Profile

Business Object	Policy Description	Policy Store Implementation
Talent Profile	A Line Manager can compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
Talent Profile	A Line Manager can edit person career planning for subordinates in their person and assignment security profile	Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile
Talent Profile	A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile
Talent Profile	A Line Manager can manage team skills for persons and assignments in their person security profile	Role: Use REST Service - Talent Skill Assignments Privilege: Manage Team Skills (Data) Resource: Talent Profile
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
Talent Profile	A Line Manager can report talent profile for people and assignments in their person and assignment security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile (Data) Resource: Talent Profile
Talent Profile	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
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
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

Business Object	Policy Description	Policy Store Implementation
Talent Profile	A Line Manager can view team skills for persons and assignments in their person security profile	Role: Use REST Service - Person Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile
Talent Profile	A Line Manager can view team skills for persons and assignments in their person security profile	Role: Use REST Service - Talent Skill Assignments Privilege: View Team Skills (Data) Resource: Talent Profile
Talent Profile	A Line Manager can view team skills for persons and assignments in their person security profile	Role: Use REST Service - Talent Skill Assignments Read Only Privilege: View Team Skills (Data) Resource: Talent Profile
Talent Profile	A Line Manager can view team skills for persons and assignments in their person security profile	Role: Use REST Service - Team Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile
Talent Profile Item	A Line Manager can report talent profile item for jobs in their job security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item
Talent Profile Item	A Line Manager can report talent profile item for people and assignments in their person and assignment security profile	Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item
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
Tax Reporting Unit	A Line Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit

Business Object	Policy Description	Policy Store Implementation
Tax Reporting Unit	A Line Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Tax Reporting Unit	A Line Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
Time Change Request	A Line Manager can manage time change requests by line manager for subordinates in their person and assignment security profile	Role: Manage Time Change Requests by Line Manager Privilege: Manage Time Change Requests by Line Manager (Data) Resource: Time Change Request
Time Change Request	A Line Manager can report time change requests for subordinates in their person and assignment security profile	Role: Time and Labor Transaction Analysis Privilege: Report Time Change Requests (Data) Resource: Time Change Request
Time Change Request	A Line Manager can view time change requests by line manager for subordinates in their person and assignment security profile	Role: Manage Time Change Requests by Line Manager Privilege: View Time Change Requests by Line Manager (Data) Resource: Time Change Request
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
Time Record Group Summary	A Line Manager can delete time cards by line manager for subordinates in their person and assignment security profile	Role: Delete Time Cards by Line Manager Privilege: Delete Time Cards by Line Manager (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile	Role: Manage Time Cards by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary

Business Object	Policy Description	Policy Store Implementation
Time Record Group Summary	A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile	Role: Use REST Service - Time Card Entry Details by Line Manager Read Only Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile	Role: Use REST Service - Time Card Searches by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile	Role: Use REST Service - Time Cards by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Line Manager can submit time cards by line manager for subordinates in their person and assignment security profile	Role: Submit Time Cards by Line Manager Privilege: Submit Time Cards by Line Manager (Data) Resource: Time Record Group Summary
Time Zone Override	A Line Manager can edit time zone overrides for persons and assignments in their person and assignment security profile	Role: Edit Time Zone Overrides Privilege: Edit Time Zone Overrides (Data) Resource: Time Zone Override
Time Zone Override	A Line Manager can view time zone overrides for persons and assignments in their person and assignment security profile	Role: View Time Zone Overrides Privilege: View Time Zone Overrides (Data) Resource: Time Zone Override
Total Compensation Feedback	A Line Manager can view total compensation statement feedback for subordinates in their person and assignment security profile	Role: View Total Compensation Statement Feedback by Line Manager Privilege: View Total Compensation Statement Feedback (Data) Resource: Total Compensation Feedback
Touchpoint Summary	A Line Manager can view touchpoints for subordinates in their person and assignment security profile	Role: Use REST Service - Talent Worker Engagements by Manager Read Only

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

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

Business Object	Policy Description	Policy Store Implementation
		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 edit user name for persons in their person security profile.	Role: Edit User Name Privilege: Edit User Name (Data) Resource: User
User	A Line Manager can link user account for persons and assignments in their person and assignment security profile	Role: Manage User Account Privilege: Link User Account (Data) Resource: User
User	A Line Manager can manage user accounts for persons and assignments in their person and assignment security profile	Role: Manage User Account Privilege: Manage User Accounts (Data) Resource: User
User	A Line Manager can view user accounts for persons and assignments in their person and assignment security profile	Role: Manage User Account Privilege: View User Accounts (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
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

Business Object	Policy Description	Policy Store Implementation
Vacancy Requisition	A Line Manager can manage vacancy for themselves	Role: Manage My Vacancies Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition
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
Vacancy Requisition	A Line Manager can report vacancy for themselves	Role: Report My Vacancies Privilege: Report Vacancy (Data) Resource: Vacancy Requisition
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
Vacancy Requisition	A Line Manager can view vacancy for themselves	Role: Manage My Vacancies 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 Patterns	A Line Manager can manage work patterns for subordinates in their person and assignment security profile	Role: Manage Work Patterns Privilege: Manage Work Patterns (Data) Resource: Work Patterns
Work Patterns	A Line Manager can view work patterns for subordinates in their person and assignment security profile	Role: Manage Work Patterns Privilege: View Work Patterns (Data) Resource: Work Patterns
Work Relationship	A Line Manager can create work relationship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship

Business Object	Policy Description	Policy Store Implementation
Work Relationship	A Line Manager can report work relationship for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Work Relationship (Data) Resource: Work Relationship
Work Relationship	A Line Manager can terminate employment for subordinates in their person and assignment security profile	Role: Terminate Employment Privilege: Terminate Employment (Data) Resource: Work Relationship
Work Relationship	A Line Manager can view employment information summary for subordinates in their person and assignment security profile	Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship
Worker	A Line Manager can change worker location for subordinates in their person and assignment security profile	Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker
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
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
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
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
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Worker
Worker	A Line Manager can review worker availability for subordinates in their person and assignment security profile	Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker
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
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Add Worker Assignment Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Change Employment Start Dates Privilege: Search Worker (Data) Resource: Worker
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
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Manage Eligible Jobs Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: Manage Worker Contract Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: View Additional Assignment Info Privilege: Search Worker (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: View Seniority Dates Privilege: Search Worker (Data) Resource: Worker
Worker	A Line Manager can search worker for subordinates in their person and assignment security profile	Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker
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
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 Contract	A Line Manager can manage worker contract for subordinates in their person and assignment security profile	Role: Manage Worker Contract Privilege: Manage Worker Contract (Data) Resource: Worker Contract
Worker Contract	A Line Manager can report worker contract for subordinates in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Worker Contract (Data) Resource: Worker Contract
Worker Contract	A Line Manager can view worker contract for subordinates in their person and assignment security profile	Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract

Business Object	Policy Description	Policy Store Implementation
Worker Journey	A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and checklists to which they have been granted access	Role: Manage Worker Checklist Privilege: View Worker Journey (Data) Resource: Worker Journey
Worker Journey	A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access	Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey
Worker Prediction	A Line Manager can view worker prediction for subordinates in their person and assignment security profile	Role: View Workforce Predictions as Line Manager 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
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
Workforce Model Plan	A Line Manager can report workforce model plan for plans that they own or those owned by subordinates in their person and assignment security profile	Role: Workforce Modeling Transaction Analysis Privilege: Report Workforce Model Plan (Data) Resource: Workforce Model Plan
Workforce Schedule	A Line Manager can view workforce schedule by line manager for subordinates in their person and assignment security profile	Role: View Workforce Schedule by Line Manager Privilege: View Workforce Schedule by Line Manager (Data) Resource: Workforce Schedule