Manager - HR Contact Initiated BPs 

Business Processes (BP) that can be initiated by Manager or HR Contact.

| **Business Process** | **Initiating Security Roles** |
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| Absence Calendar | * Absence Partner * Employee As Self * HR Contact * Manager |
| Add Additional Job | * HR Contact * Management Chain * Manager |
| Assign Costing Allocation | * HR Contact * Manager |
| Assign Work Schedule | * Employee As Self * Manager * Timekeeper |
| Change Default Compensation | * HR Contact * Manager |
| Change Job | * HR Contact * Management Chain * Manager |
| Change Organization Assignments for Worker | * HR Contact * Manager |
| Close Evergreen Requisition | * Manager * Recruiting Coordinator |
| Close Job Requisition | * Manager * Recruiting Coordinator |
| Correct Time Off | * Absence Partner * Employee As Self * HR Contact * Manager |
| Create Position | * Department Head * HR Contact * Management Chain * Manager |
| Edit Position Restrictions | * Department Head * HR Contact * Management Chain * Manager |
| End Additional Job | * HR Contact * Management Chain * Manager |
| Enter Time | * Employee As Self * Manager * Timekeeper |
| Hire | * HR Contact * Management Chain * Manager |
| Job Requisition | * Manager * Recruiting Coordinator |
| Manage Certifications | * Absence Partner * Employee As Self * Manager * Talent Analyst |
| Manage Education | * Employee As Self * Manager |
| Manage Job History | * Employee As Self * Manager |
| Manage Languages | * Employee As Self * Manager |
| Manage Professional Affiliations | * Employee As Self * Manager |
| Manage Publications | * Employee As Self * Manager * Talent Analyst |
| Manage Work Experience | * Employee As Self * Manager |
| Move to New Manager | * HR Contact * Management Chain * Manager |
| Move Worker (Supervisory) | * HR Contact * Management Chain * Manager |
| Offer | * Manager * Recruiting Coordinator |
| Photo Change | * Contingent Worker As Self * Employee As Self * Manager * Pre-Contingent Worker as Self * Pre-Employee as Self * Retiree As Self |
| Propose Compensation Change | * HR Contact * Management Chain * Manager |
| Propose Compensation Hire | * HR Contact * Manager |
| Report Safety Incident | * Employee As Self * HR Contact * Manager |
| Request Compensation Change | * HR Contact * Management Chain * Manager |
| Request Leave of Absence | * Absence Partner * Employee As Self * HR Contact * Manager |
| Request One-Time Payment | * Absence Partner * HR Contact * Management Chain * Manager |
| Request Return from Leave of Absence | * Absence Partner * Employee As Self * HR Contact * Manager |
| Request Time Off | * Absence Partner * Employee As Self * HR Contact * Manager |
| Requisition Compensation | * Manager * Recruiting Coordinator |
| Switch Primary Job | * HR Contact * Management Chain * Manager |
| Termination | * HR Contact * Management Chain * Manager |
| Title Change | * Employee As Self * HR Contact * Management Chain * Manager |