The following table identifies the Workday Business Processes that were available in Workday 20 and the classification of business process **IN SCOPE** for Phase 1.

1. Activation  
2. Assign Roles  
3. Assign Self-Assign Roles  
4. Assign Superior  
5. Change Organization Assignments for Worker  
6. Change Organization Assignments for Workers by Organization  
7. Change Visibility  
8. Create Subordinate  
9. Create Workday Account  
10. Delegate Task  
11. Distribute Documents or Tasks  
12. Divide Organization  
13. Integration Process Event  
14. Mass Assign Self-Assign Roles  
15. Move Worker  
16. Move Workers  
17. Request Delegation Change  
18. Extract Payroll Interface Data  
19. Manage Relocation Preferences  
20. Manage Travel Preferences  
21. Payroll Interface Data  
22. Change Benefit Jobs  
23. Change Benefits  
24. Change Benefits for Life Event  
25. Change Benefits for Open Enrollment  
26. Change Retirement Savings  
27. Dependent Event  
28. Passive Event  
29. Review COBRA Eligibility Event  
30. Acknowledge Compensation Statement  
31. Change Default Compensation  
32. Create Statutory Compensation Statements  
33. Distribute Pools  
34. Initiate Bonus Process  
35. Initiate Merit Process  
36. Merit Location Hierarchy Review  
37. Period Activity Eligibility  
38. Period Activity Pay  
39. Propose Compensation  
40. Propose Compensation Change  
41. Propose Employee Bonus Award  
42. Propose Employee Merit Award  
43. Propose Employee Stock Award (not applicable)  
44. Propose Reimbursable Allowance Plan Assignments  
45. Request Bonus Payment  
46. Request Compensation Change  
47. Request Compensation Change for Leave of Absence  
48. Request Employee Merit Adjustment  
49. Request One-Time Payment  
50. Request Post Termination Compensation  
51. Set Up Allowance Plan Adjustment  
52. Set Up Commission Plan Adjustment  
53. Set Up Compensation Grade Job Profile Adjustment  
54. Set Up Compensation Step Adjustment  
55. Set Up Hourly Plan Adjustment  
56. Set Up Unit Allowance Plan Adjustment  
57. Set Up Unit Salary Plan Adjustment  
58. Severance Worksheet  
59. Start One-Time Payment  
60. Add Additional Job  
61. Add Retiree Status  
62. Assign Matrix Organization  
63. Assign Matrix Organizations  
64. Change Job  
65. Close Job Requisition  
66. Close Position  
67. Contract Contingent Worker  
68. Create Position  
69. Create Statutory Allowance Plan Adjustments  
70. Edit Hiring Restrictions  
71. Edit Position  
72. Edit Position Restrictions  
73. Edit Worker Additional Data Event  
74. End Additional Job  
75. End Contingent Worker Contract  
76. End International Assignment  
77. Freeze Position  
78. Headcount Request  
79. Hire  
80. Hiring Restrictions  
81. Job Requisition  
82. Job Requisition Change  
83. Onboarding  
84. Remove from Matrix Organization  
85. Remove Retiree Status  
86. Service Dates Change  
87. Start International Assignment  
88. Switch Primary Job  
89. Termination  
90. Title Change  
91. Transfer Contingent Worker  
92. Transfer Contingent Worker Inbound  
93. Transfer Employee  
94. Transfer Employee Inbound  
95. Add Academic Appointment  
96. End Academic Appointment  
97. Request Budget Approval  
98. Update Academic Appointment  
99. Background Check  
100. Change Primary Address  
101. Complete I-9 Form  
102. Contact Change  
103. Create Primary Address  
104. Date of Birth Correction  
105. Delete Primary Address  
106. Delete Safety Incident  
107. Edit Government IDs  
108. Edit ID Information  
109. Edit Licenses  
110. Edit Other IDs  
111. Employee Contract  
112. Legal Name Change  
113. Manage Social Networks  
114. Marital Status Change  
115. Passports and Visa Change  
116. Personal Information Change  
117. Photo Change  
118. Preferred Name Change  
119. Union Membership Event  
120. Manage Certifications  
121. Manage Education  
122. Manage Languages  
123. Manage Memberships  
124. Manage Training  
125. Assign Costing Allocation  
126. Assign Pay Group  
127. Assign Pay Group for Position Restrictions Event  
128. Change No Retro Prior To Date  
129. Complete Federal Withholding Elections  
130. Copy Tax Elections for Worker  
131. Copy Tax Elections for Workers  
132. Correct Time Off  
133. Create Initial Payroll Commitments  
134. Create Payroll Commitment Adjustments  
135. Maintain Payroll Reporting Codes for Worker  
136. Pay Cycle Event  
137. Request Leave of Absence  
138. Request Return from Leave of Absence  
139. Request Time Off