

Solution Brief

HR Analyzer™

Providing a better way to keep HR data safe and secure

Ever since sensitive HR data was taken out of locked HR file cabinets and placed on computer systems, HR data security has been a concern. Today, security issues are heightened by the complexity of SAP®, the need for an ever-widening array of people to access portions of HR databases, the proliferation of devices for accessing this information and the younger generation's expectation that virtually all information is public domain. There has never been a greater need for automated tools to help protect sensitive HR information.

ControlPanel^{GRC}'s HR Analyzer allows SAP HCM® users to address three of the most vexing HR security needs – monitoring and protecting sensitive HR data, providing a robust view into non-sensitive HR files and a built-in data scrambling routine to protect HR information used outside of production systems.

1. Data usage analysis for sensitive HR data

The first function of HR Analyzer is SAP HCM data usage analysis. This function monitors and reports on all infotypes and screen views of everyone accessing HR master data. This is key, because the bigger data security challenge today is unauthorized viewing of sensitive HR information, not just the prevention of illegal add / change / deletes as in years past. HR executives now have immediate knowledge of who is touching their data in any way, so corrective actions can be taken and loopholes in security can be removed.

2. One-step updates to HR changes

The second major function of HR Analyzer is enhanced employee provisioning to synchronize HR events, such as hires, job changes, rate increases, and terminations with SAP user IDs and passwords. Not only does this make employee data more accurate, it provides faster time to value for the personnel changes.



3. Data scrambling capabilities

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Key Benefits

Helps ensure HR data is safe

Human resources data is some of the most highly sensitive, confidential information stored in ERP systems; yet, is also the most commonly used. With so many people accessing HR data from many different locations and devices, in both production and testing environments, HR data security is a much bigger challenge than ever before. ControlPanel^{GRC}'s HR Analyzer extends and complements your SAP HCM investment by monitoring and protecting HR information usage, provides accurate one-step updates, and scrambles and protects HR data downloaded for test and back-up purposes.

Enables better management of HR changes

Managing a workforce is complex – keeping track of user IDs and passwords pertaining to new hires, job changes, rate increases, promotions and terminations can be daunting. HR Analyzer provides one-stop updates and identifies when changes need to occur. The result: better management of employee changes and faster time to value for personnel changes.

Provides processes and tools to prevent risks to HR data

Identifying a process to help ensure HR data stays safe usually involves some form of data scrambling. What makes HR Analyzer's data scrambling different than other solutions is it is automated.

About ControlPanel^{GRC}

ControlPanel^{GRC} is a new breed of Governance Risk and Compliance (GRC) compliance automation solutions – one that focuses on rapid implementation, ease of use and broad functionality aimed at making SAP® users Always Audit Ready™. Part of Milwaukee-based SymSoft Corporation, ControlPanel^{GRC}'s integrated GRC technology suite addresses the major areas of compliance concerns for SAP users. With more than 60 implementations in over two years, ControlPanel^{GRC} has given its clients the ability to confidently satisfy compliance requirements, while accelerating workflows that enhance their team's productivity.

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