

**HCM AUTHORIZATIONS**

Data related to Personnel Administration transactions are highly sensitive as they enable access to confidential information about each organization's employees. Risk potential applies to general information such as name and address through specific information like bank details and salary information. The SAP® HCM Authorization mechanism is complex, so organizations lack the ability to determine which authorizations are used, unused, underused, or duplicated.

**A NEW APPROACH FOR MONITORING SAP HCM**

Taking data management to the next level, Xpansion's innovative solution- ProfileTailor™ HCM Auditor, delivers unprecedented visibility of actual, real-time authorization usage to SAP. The system monitors the usage of HCM Related Activities and Objects - and identifies down to core levels, quickly and easily pinpointing the exact user performing a single action and even the exact object itself. Any unusual or unacceptable usage activity, including information about risk and its level of severity is reported.

**REPORTS**

An array of reports, dashboards and alerts give ongoing warnings of unusual or unacceptable user activity, including unauthorized access to sensitive Infotypes, subtypes and the like. Suspected security breaches are analyzed and scored according to predetermined levels of severity.

**END TO END SUPPORT**

Users of ProfileTailor™ HCM Auditor can employ this unique solution to gain control and streamline authorizations over the full cycle of implementation:

- **Design** - See clearly who has authorization to access specific infotypes, subtypes, personnel areas, employee groups and more- using a set of matrices
- **Usage Inspection** - Monitor access to HCM related objects, like Employees and Infotypes. Know who displayed or changed HCM data - including which information was viewed or changed.
- **Alerting** - Get immediate alerts when any unusual or sensitive activity is performed, react instantly and prevent leakage of sensitive information.

**ALERTS**

Following are examples of HCM activity that would generate an immediate alert in ProfileTailor™ HCM Auditor:

- A Business user (not from the Human Resources dept.) suddenly accesses Infotype 0002 (Personal Details).
- User was viewing information in Infotype 0008 (Payments) in the payroll area "Senior Management".
- User was changing social security data using T-Code PA30 (Maintain HR Master Data).

Alerts can be sent immediately, and can also be compiled into daily or weekly reports to maximize efficiency. All event data is kept in the system, and is available for later analysis.



HCM Selected Objects –User profile included in order to define abnormal activity of each user.

*ProfileTailor™ HCM Auditor:  
The Next Generation in SAP  
Security & Authorization  
Control*



High Risk Activity – Unauthorized data access (previously defined as sensitive)

*ProfileTailor™ HCM Auditor  
grants COMPLETE Visibility  
and IMMEDIATE Control  
Over SAP HR/HCM Systems*