



DATA PROTECTION AT ALL LEVELS with *FIS/hrd CCC*

Data protection is an important issue, especially in human resources, where a great number of sensitive employee data is processed. In order to optimize business processes, however, this data must also be used for analyses. *FIS/hrd CCC* (Copy, Compare, Convert) supports you in transferring the amount of data correctly and, if required, in an anonymized way to test environments during system updates, system changes etc. Thanks to its various modules, it also offers you the possibility of extensively analyzing sensitive data of your employees, such as payroll results.

Privacy protection during analysis

The *FIS/hrd CCC* basis module anonymizes HR data outside your production system. This data can be further processed without affecting the production system. Whether for training purposes or detailed analyses, data is available that reflects the current situation in the company. The definable anonymization enables data processing adapted to the situation and the applicable data protection regulations.

If further information is required for the HR data used, the *FIS/hrd CCC* „Planning“ module offers the option of structurally accessing data. This data is transferred and anonymized in a similar way to the HR data. In this way, you can transfer data for single employees but also, for instance, across departments.

The *FIS/hrd CCC* „Analysis and evaluation“ module provides you with an intuitively operable user interface for data evaluation. The presentation forms and comparisons are optimized for the requirements of Human Resources Management and quickly provide all important information. This enables, for instance, a quick and clear evaluation of your payroll results.

YOUR BENEFITS

- Protection of your production data during system updates
- Protection of your production system through the realistic analysis option of changes in the test system
- Detailed analyses of your HR data without the violation of privacy
- Fast creation of datasets for training purposes
- Full SAP S/4HANA compatibility
- Efficient provision of data for operating your business unit in compliance with EU GDPR
- Sustainable cost reduction through improved data quality

Support for migration, carve out and reengineering

Large datasets must be transferred during system updates, system changes and system migrations. In order to retain the existing data, it must be converted accordingly if necessary. The *FIS/hrd* CCC „Conversion“ module provides you with all required functions for this purpose. The data is prepared for the new system and safely transferred. Due to the conversion during the process, the data can already be properly integrated or built up in the target system and transferred correctly.

EU GDPR-compliant storage and processing of data

The EU GDPR is very challenging for companies when it comes to processing personal data. You first have to obtain an overview of all relevant data processed by your HR department to be able to correctly protect and process your data. The *FIS/hrd* CCC DIA (data information analysis) module supports you here. Using different criteria, such as the company code

or country, the tool provides you with all the tables and fields in which personal data is processed at different analysis levels. By means of this information, you can now organize the EU GDPR-compliant processing of data. As with all other *FIS/hrd* CCC modules, no personal data is displayed here so that the privacy of your employees is protected. A regular check by the *FIS/hrd* CCC DIA module ensures that the data is permanently processed correctly during operation and that no data is available that may not be available in your system.

The *FIS/hrd* CCC module is complemented by another two modules for your HR processes. *FIS/hrd* SRA makes changes comprehensible and guarantees information on requests from audits or user departments concerning the Customizing status at a specific date. The Wage Amount Encryption (WAE) solution included in the *FIS/hrd* toolbox ensures a reliable protection of your sensitive data (e.g. wage and salary information). Additional authorizations and encryption reliably protect the sensitive data from unauthorized accesses far beyond the regular SAP authorization system.

