



DATA PROTECTION AND AUDIT COMPLIANCE IN SAP with *FIS/hrd*

Data protection, data quality and audit compliance for SAP HCM

FIS/hrd is an SAP optimization designed for anything to do with security and auditable development and to particularly protect your employee data in SAP. The solution encrypts and anonymizes employee data beyond standard access authorizations.

These measures offer reliable protection and can also be used in test systems for training purposes. The FIS software solution is also suitable for the cross-industry use in HR user departments that work with SAP systems on their own individual central servers or in the cloud.

Data protection at all levels

FIS/hrd CCC anonymizes your employee data outside the production system. The solution follows the data protection guidelines and enables the transfer of anonymized HR data for comparison and test cases within the SAP HCM systems.

This optimizes the protection of your production system. It is also possible to quickly generate the dataset required for training purposes. Moreover, the FIS solution offers test and com-

parison functions with reference to the application development. These functions simplify system migrations or system consolidations.

Comprehensible Customizing

Development processes in running systems are nothing unusual due to operational and, above all, legal changes within the HCM environment in particular. Any change within Customizing with its highly sensitive HR Management controls means far-reaching consequences.

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 FIS solution ensures an audit-proof Customizing development. "Schemes & Rules" as well as all other table segments can be versioned. In this way, deltas from the original versions can be determined across system boundaries.

The optimization and monitoring of change processes helps you minimize change costs and reduce the matching and change efforts due to changes.

ICS*	Protection of employee data from abuse and loss	Secure Customizing that is retraceable at any time	Protection against unauthorized access to sensitive wage and salary data
	<i>FIS/hrd</i> CCC (Copy Compare Convert)	<i>FIS/hrd</i> SRA (Scheme and Rule Analyzer)	<i>FIS/hrd</i> WAE (Wage Amount Encryption)
<i>FIS/hrd</i>	<ul style="list-style-type: none"> Only anonymized data outside the production system Tests and comparisons are easily possible Migration and mass data conversions 	<ul style="list-style-type: none"> Versioning of "Schemes & Rules" Documentation in the system (mandatory) Matching also possible between systems Patch matching 	<ul style="list-style-type: none"> Encryption of wage type amounts Protection against access by unauthorized users (support, development etc.) Modification-free implementation

*ICS: Internal Control System

No unauthorized accesses to wage and salary data

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. At the same time, all data protection requirements placed on the HR department will be fulfilled.

REFERENCES



HIGHLIGHTS

- Full integration in SAP
- Compliance with high quality requirements through SAP certification
- Individual software solution tailored to your corporate-specific requirements
- Compatibility with other FIS solutions
- Low operating costs and minimum support efforts
- Future-proof through sustainable release strategy

BENEFITS

- Protection of your sensitive data
- Audit compliance within Customizing
- Efficient and easy management of your complex HCM topics
- Helps your company with digital transformation
- Sustainable cost reduction through improved data quality

FIS Informationssysteme und Consulting GmbH

FIS Informationssysteme und Consulting GmbH is an expanding and independent enterprise and the parent company of the FIS Group, which employs more than 700 employees making companies more modern, economic and competitive every day. FIS focuses on SAP projects and the development of efficient solutions promoting digitization within companies. As one of the leading value-added SAP resellers in Germany, Austria and Switzerland, FIS is the market leader in technical wholesale with the all-in-one FIS/www solution. Together with its Medienwerft subsidiary, FIS covers the complete range of SAP topics in the field of Customer Experience (CX).

More than 100 specialists operate and administer the customers' SAP systems in the FIS-ASP subsidiary data centers in Southern Germany. The FIS-SST subsidiary is the competent partner for nearshoring projects. The FIS-iLog subsidiary develops collaborative solutions for the convenient and secure process management of different companies on shared platforms.



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