



SAP HCM users benefit with *FIS/hrd* from

## **DATA PROTECTION AND AUDIT COMPLIANCE**





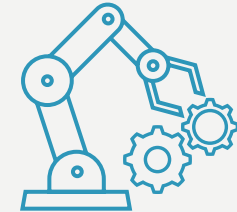
Increased protection  
of sensitive data



Revision security for  
Payroll & Time Management



Efficient development  
in SAP HCM



Automated test support

***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* Copy Compare Convert (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 re-

quired for training purposes. Moreover, the FIS solution offers test and comparison functions with reference to the application development. These functions simplify system migrations or system consolidations.

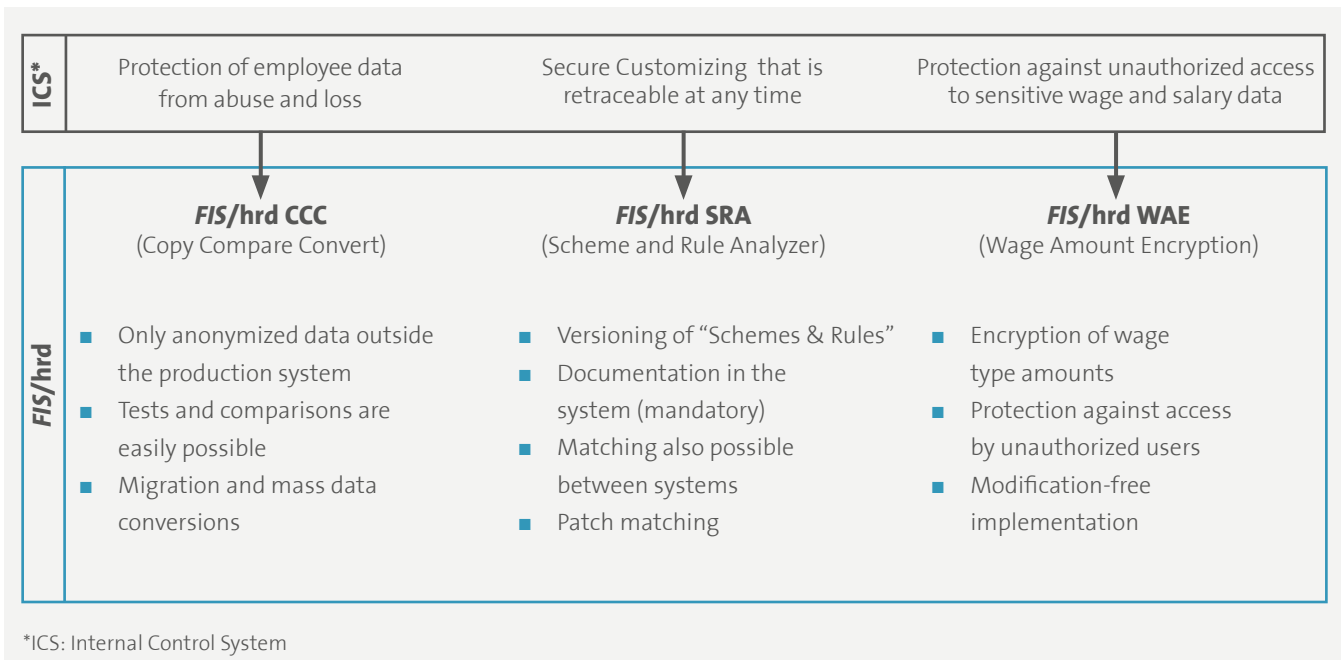
## COMPREHENSIBLE CUSTOMIZING

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* Schemen- und Regeln-Analyzer (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 proces-

ses helps you minimize change costs and reduce the matching and change efforts due to changes.

## 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.



## FIS/hrd HIGHLIGHTS

- Full integration in SAP
- Compliance with high quality requirements through SAP certification
- Individual software solution tailored to your corporatespecific requirements
- Unrestricted SAP ECC and SAP S/4HANA compatibility
- Low operating costs and minimum support efforts
- Future-proof through sustainable release strategy

## REFERENCES



## THE FIS-GROUP

FIS Informationssysteme und Consulting GmbH is an expanding, independent company and forms the umbrella of the FIS Group. Within this group, more than 800 employees work to make companies more modern, more economical and more competitive every day.

The focus of FIS is on SAP projects and the development of efficient solutions that drive digitalization in companies. As one of the leading SAP system houses in the D-A-CH region, FIS is the market leader in technical wholesale with its complete solution *FIS/wws*.

Together with its subsidiary Medienwerft, FIS covers the complete SAP range of topics for the Customer Experience (CX) area.

**FIS INFORMATIONSSYSTEME  
UND CONSULTING GMBH**



Röthleiner Weg 1  
97506 Grafenrheinfeld  
Tel.: +49 97 23 / 91 88 - 0

info@fis-gmbh.de  
[www.fis-gmbh.de/en](http://www.fis-gmbh.de/en)