



SAP HCM users benefit with FIS/hrd from

DATA PROTECTION AND AUDIT COMPLIANCE





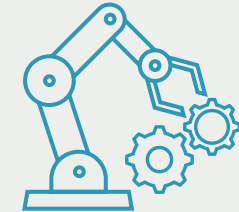
Increased protection of sensitive data



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 FIS/hrd products enable the analysis, data export and provision of data in accordance with DSGVO (GDPR = General Data Protection Regulation).

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.

EFFICIENCY AND DATA SECURITY

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 required 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.

The **FIS/hrd DIA** (data information analysis) component helps you keep the dataset in your system GDPR-compliant. A deletion concept can be implemented by means of the tool-based analysis of person-related data in your system. In addition to the initial analysis, the DIA component supports the continuous check and further development of the concept.

Moreover, sensitive data, such as wage and salary information, can be encrypted via the regular authorization system and beyond.

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-Analyser (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 help you minimize costs and, consequently, reduce the matching and change efforts.

To avoid legacies in the system, the **ORC component** (operational relevance check) analyzes the currentness and relevance of your developments. You are advised of sections that are no longer relevant and, as a consequence, you can reduce the scope of your payroll and time management schema.

FIS/hrd CCC

(Copy and comparison tool)

- **Data protection:** only anonymized data outside the production system
- **Security:** tests and comparisons can easily be made
- **Time saving:** support for troubleshooting and mass data tests
- **Flexibility:** individually configurable via separate Customizing

DIA component

(Data Information Analysis)

GDPR compliance and data protection

FIS/hrd SRA

(Schema and Rule Analyzer)

- **Audit compliance:** versioning of "schemas & rules"
- **Traceability:** easy and fast documentation in the system
- **Transparency:** comprehensive comparisons within and between systems
- **Always up to date:** support for the import of support packages

OCR component

(Operational Relevance Check)

Lean system, no obsolete data

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/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

RICHTER#FRENZEL



UniversitätsKlinikum Heidelberg

HEIDELBERGCEMENT



Atos

s.Oliver



**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