

# OneRoleConcept



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## Knuzen SAP HCM security Session TheOneRoleConcept

- My name is Niels Knuzen I am the founder of Knuzen SAP HCM Security. We were founded in 2006 and have since been focusing on SAP security implementations .
- We are today delivering security solutions across the entire SAP product portfolio but remain our focus in security issues & Solutions related to SAP HCM.
- You will find contact information about us at: [www.knuzen.com](http://www.knuzen.com)



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## The business case behind creating TORC

- The SLA are violated again and again.
- Business is losing momentum because the bureaucracy between system solution, compliance and business needs are complex to handle.
- Supporters does not have competence for solving HR security issues, which they can be a mix of HR master data and security objects.
- Bureaucracy in your system landscape can also be a barrier for a fast track so solutions can reach business needs in time.
- Business needs is changing over time and you need a stable foundation for building a future security solution. The solution must be flexible enough to handle the HR complexity over time in regards to security needs.
- I will not say the HR business demands are increasing but they are always changing which focus on the need for a flexible security solution.



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## Flexibility, Transparency & Simplicity

- Reduce the amount of roles = More transparency. It is easy to support the concept. Less roles = right role = Less time required for support.
- OneRoleConcept: One business Role described by One SAP role = Simplicity. A user will as thump of rule have one role assigned according to his/ here position.
- Role alignment across HR used systems gives business and IT Overview of access rights. Easy trace options & Easy overview for audits.
- The solution can co-exist together with existing solutions so you have the flexibility of a phased roll out instead of a big bang. You can also run TORC in parallel with existing solutions.
- It is possible to swap work from IT to business, which gives the business an option to react fast on a suddenly raised demand.

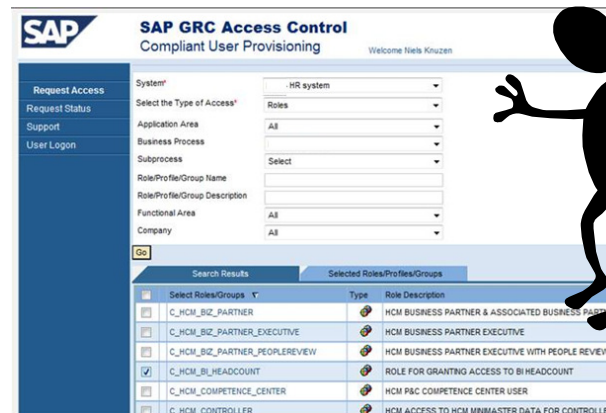


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## TORC and it's integration points.

- The normal tools for issue handling such as SU53, ST01, SU56 or HRAUTH are fully integrated with TORC since it is developed in accordance to the guidelines of SAP Standard.
- The OneRoleConcept is fully integrated with GRC and makes the work with GRC easier since it reduces the volume of the SoD matrix because the number of roles in TORC is reduced to a minimum compared to a conventional master-derived set up.
- Request can be based on CUP, TIVOLI, BMC or similar request tools. A request tool must distribute the roles to all those system the user needs access to according to their business role assigned.



SAP GRC Access Control  
Compliant User Provisioning

Request Access  
Request Status  
Support  
User Login

System\* HR system  
Select the Type of Access\* Roles  
Application Area All  
Business Process  
Subprocess Select  
Role/Profile/Group Name  
Role/Profile/Group Description  
Functional Area All  
Company All

Search Results Selected Roles/Profiles/Groups

Select Roles/Groups	Type	Role Description
<input type="checkbox"/> C_HCM_BIZ_PARTNER		HCM BUSINESS PARTNER & ASSOCIATED BUSINESS PARTNER
<input type="checkbox"/> C_HCM_BIZ_PARTNER_EXECUTIVE		HCM BUSINESS PARTNER EXECUTIVE
<input type="checkbox"/> C_HCM_BIZ_PARTNER_PEOPLEREVIEW		HCM BUSINESS PARTNER EXECUTIVE WITH PEOPLE REVIEW
<input checked="" type="checkbox"/> C_HCM_BI_HEADCOUNT		ROLE FOR GRANTING ACCESS TO BI HEADCOUNT
<input type="checkbox"/> C_HCM_COMPETENCE_CENTER		HCM P&C COMPETENCE CENTER USER
<input type="checkbox"/> C_HCM_CONTROLLER		HCM ACCESS TO HCM MNMASTER DATA FOR CONTROLLER

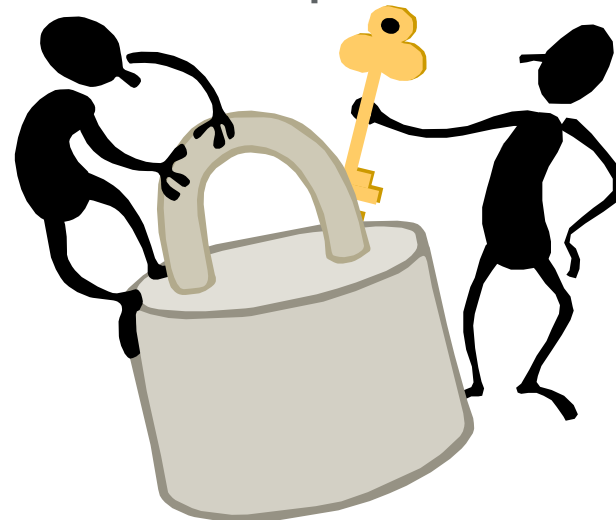


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## Implementation requirements

- **Scope definition:** Which systems and areas in HCM should be included.
- **Documentation of the existing security concept and business processes.**
- **Business involvement** when defining the processes and roles.
- **Implementation of the engine for the OneRoleConcept together with rest of the tools needs to be created in ERP and HCM. Technical requirement.**
- **Documentation of the new set up with customer specific set up and hand over to operation together with work procedures for maintenance and support.**



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**Thanks for listening.**

- You will find more information on : [www.knuzen.com](http://www.knuzen.com)
- If interested in a presentation of TORC you are welcome to contact us at [niels@knuzen.dk](mailto:niels@knuzen.dk)



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