

SAP HR Authorization The Organizational Key



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SAP HR Authorization Org.Key

Knuzen SAP HCM Security

- 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 HCM & Security .
- 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



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Session: Customization of the organizational key VDSK1

We will in this session focus on customizing the VDSK1 related to SAP HR authorizations used in the two auth. Objects P_ORGIN & P_ORGINCON.

The VDSK1 is often left with a wildcard, but it can be used to solve security needs in different ways:

Business Examples

1. HR users are not allowed to see each others sensitive data such as payroll and appraisals
2. HR partners are not allowed to access data related to senior management.



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Where do I find the organizational key?

The Organizational key VDSK1 is stored in infotype IT0001 The Organizational assignment.

The org key can be customized to reflect combinations of fields from IT0001 such as cost center pers. subarea and logic from a function module. So there is a huge potential use of this field.

We will now customize the organizational key based on the business example I stated on the other slide where we will use it to restrict HR users from accessing other HR colleagues data.



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Go to Customization

Our task is to:

Set up the organizational key so it picks up the information of whether you are a HR employee or not from the personnel subarea since the personnel subarea is reflecting the function.

When customized we will unit test it through a new hire in PA40.



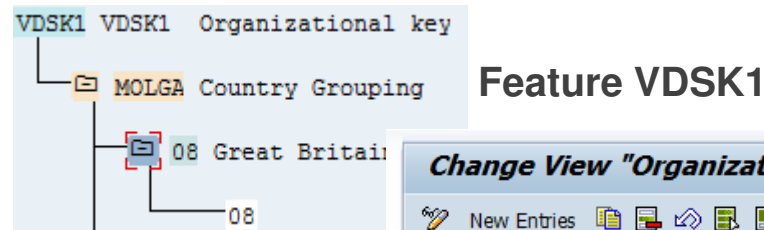
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Step by Step in Customization

PA30 Show VDSK1 on pernr 4011
PFCG Show the use of VDSK1 in the roles
D1_HCM_HR_ADMIN_KNUZEN

- Go to IMG and show the customization of VDSK1



Link between feature
And creation rule

This screenshot shows the 'Change View "Organizational Key: Control": Overview' in SAP. It features a table with the following data:

Variable key	Default/validation	Creation rule
01	4	01
08	4	08

Building creation rule

This screenshot shows the 'Change View "Organizational Key Creation Rules": Overview' in SAP. It features a table with the following data:

Creation rule	Seq. No.	Field Name	Length	Offset
08	01	P0001-BTRIL	04	



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Wrap Up of the customizing for the Organisational Key VDSK1.

You have seen where the org.key is used in the main HR authorization objects P-ORGIN and P_ORGINCON

You have seen how the organizational key is customized.

And how it is unit tested

So hopefully you will remember this little field for authorization use in the future.



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Thanks for listening.

You find more information of the customization in our next session, which is related to SAP HCM security and master data.

More info can be found on our web site:

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