

# Requirements to Configuration: A Step by Step Guide to HCM Cloud Security

**Texas Instruments HCM Cloud Implementation Case Study**

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Room: Moscone South – Room 156

# Agenda

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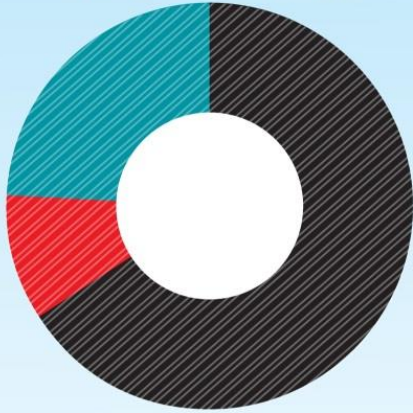
Q&A  
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# TI @ a glance

## Revenue in 2017:

Total: **\$14.96 billion**



(in billions of dollars)



## Capital expenditures:

**\$695 million**

**R&D: \$1.51 billion**



Learn more at [TI.com](http://TI.com)

## Employee information:

**29.7K** worldwide

## About TI:

TI is a global semiconductor design and manufacturing company

- Operating in more than **30 countries**
- Serving about **100,000 customers** worldwide
- Innovating for more than **85 years**

- Offering the **full breadth** of analog and embedded processing products, including a **deep selection** by product category
- **2,000** fully tested, circuit-based reference designs that solve specific system-level challenges
- Providing the industry's **largest sales and support staff**

# 02 Project Scope



Area	From	To
<ul style="list-style-type: none"><li>HR</li><li>US Payroll</li><li>Compensation</li><li>Talent Management</li><li>Benefits (Malaysia Only)</li></ul>	PeopleSoft	Oracle HCM Cloud Oracle Sales Cloud
Recruiting	IBM Kenexa	Taleo
OnBoarding	TI	Taleo
Training	TI	Seertech iLearning Plus
Integrations	TI	Dell Boomi
Data Warehouse	SAP BO	Oracle BICS

## 03 Security General Objectives

- **Protect** Employee Data
- **Empower** Workforce
- **Enable** Business Process automation
- **Standardize** Globally
- **Establish** Segregation of Duties
- **Deny** visibility to HR peers



# 04 Identify Stakeholders and User Groups

- **Employee**
  - TI Employee
  - TI US Employee (US Payroll)
  - TI MY Employee (Benefits)
- **Contractor** (Directory)
- **Supervisors**
  - TI Line Manager
  - TI Line Manager Delegable
- **HR Support**
  - HR Business Partner
  - **HR Ops View All**
  - **HR Ops No HR**
  - **HR Ops Mgr View All**
  - **HR Ops Mgr No HR**
- **Other Support**
  - Legal
  - IT HR
  - Poweruser (Admin)
  - Audit
  - Report Create
- **Time Keeping**
  - myTime Asia
  - myTime EMEA
- **Recruiting**
  - Recruiter
  - Recruiting Manager
- **Benefits**
  - Benefits Specialist HR & No HR
  - Benefits Manager HR & No HR
  - Benefits Administrator
- **Wfc. Compensation**
  - Comp. Business User HR & No HR
  - Comp. Equity Ops
  - Comp. Post Review HR & No HR
  - Comp. Administrator
- **Inc. Compensation**
  - IC Analyst
  - IC Plan Administrator
  - IC Participant
  - IC Participant EdTech
  - IC Participant Manager
  - IC Participant Manager EdTech
- **Payroll**
  - PY Checkprint
  - PY Compliance US & Non-US
  - PY Element Entry US & Non-US
  - PY Personal Payment Method & Non-US
  - PY Processing & Processing Non-US
  - PY Group
  - PY Poweruser

# 05 Define Requirements by User Group...cont'd

## Key Points:

- People, Data, Actions
- Atomic, Id, Traceable, Testable
- Security requirement for Reporting vs Application

## Stakeholder Group: HR Support

- User Groups:
  - HR Ops View All
  - HR Ops No HR
  - HR Ops Manager View All
  - HR Ops Manager No HR

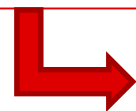
HR Ops View All	HR Ops No HR	HR Ops Mgr View All	HR Ops Mgr No HR
1. Person Management 2. <b>ALL</b> employees 3. No Transaction Deletes, Corrections 4. No Workforce Modelling	1. Person Management 2. <b>ALL</b> employees <b>EXCEPT HR</b> 3. No Transaction Deletes/Corrections 4. No Workforce Modelling	1. Person Management 2. <b>ALL</b> employees 3. <b>ALLOW</b> Transaction Deletes/Corrections 4. No Workforce Modelling	1. Person Management 2. <b>ALL</b> employees <b>EXCEPT HR</b> 3. <b>ALLOW</b> Transaction Deletes/Corrections 4. No Workforce Modelling

# 06 Analyze Requirements

HR Ops View All	HR Ops No HR	HR Ops Mgr View All	HR Ops Mgr No HR
<ol style="list-style-type: none"> <li>Person Management</li> <li>ALL employees</li> <li>No transaction Deletes/Corrections</li> <li>No Workforce Modelling</li> </ol>	<ol style="list-style-type: none"> <li>Person Management</li> <li>ALL employees <b>EXCEPT HR</b></li> <li>No transaction Deletes/Corrections</li> <li>No Workforce Modelling</li> </ol>	<ol style="list-style-type: none"> <li>Person Management</li> <li>ALL employees</li> <li><b>ALLOW</b> Transaction Deletes/Corrections</li> <li>No Workforce Modelling</li> </ol>	<ol style="list-style-type: none"> <li>Person Management</li> <li>ALL employees <b>EXCEPT HR</b></li> <li><b>ALLOW</b> Transaction Deletes/Corrections</li> <li>No Workforce Modelling</li> </ol>

## HR Ops

- Person Management
- No Workforce Modelling



### Configuration Methods:

- Job Role
- Duty Role/Privilege

## No HR

- ALL employees EXCEPT HR



### Configuration Methods:

- Security Profile
- Data Role

## Mgr

- Allow Transaction Deletes/Corrections

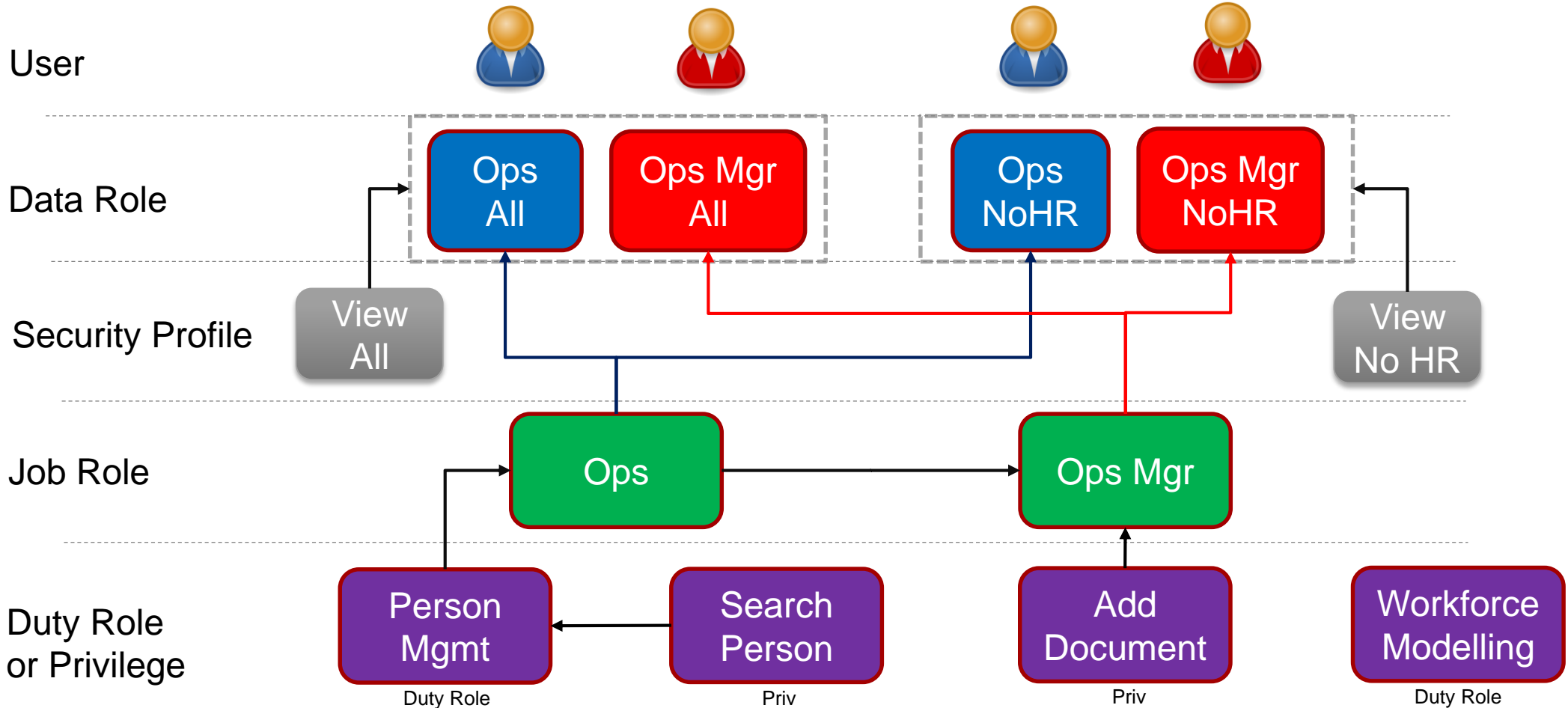


### Configuration Method:

- Personalization



# 07 Configure Requirements



# 07 Configure Data Security

Person Security Profile: TI\_ALL\_PERSON\_NO\_HR

## ▲ Basic Details

**Name** TI\_ALL\_PERSON\_NO\_HR

**Description** Custom person security profile for TI. Has access to all person records except HR personnel.

## Custom Criteria:

```
EXISTS  
(SELECT  
ASG.PERSON_ID  
FROM PER_DEPT_TREE_NODE_RF_V TRE  
  ,PER_DEPARTMENTS DEP  
  ,PER_ASSIGNMENTS_F ASG  
WHERE TRE.ANCESTOR_ORGANIZATION_ID=DEP.ORGANIZATION_ID  
AND DEP.NAME <> '194-HUMAN RESOURCES' and tre.distance=3  
AND ASG.PERSON_ID=&TABLE_ALIAS.PERSON_ID  
and ASG.ORGANIZATION_ID=TRE.ORGANIZATION_ID  
and TRUNC(ASG.EFFECTIVE_START_DATE) = (SELECT MAX(TRUNC(ASG1.EFFECTIVE_START_DATE))  
  FROM PER_ASSIGNMENTS_F ASG1  
  WHERE ASG1.PERSON_ID=ASG.PERSON_ID))
```

## 07 Configure Data Security for Reporting

```
SELECT
PER.PERSON_NUMBER,
NAM.FIRST_NAME,
NAM.LAST_NAME

FROM
PER_PERSON_SECURED_LIST_V PER,
PER_NAM_F          NAM

WHERE
PER.PERSON_ID = NAM.PERSON_ID AND
NAM.NAME_TYPE = 'GLOBAL' AND
sysdate BETWEEN NAM.EFFECTIVE_START_DATE AND NAM.EFFECTIVE_END_DATE AND
sysdate BETWEEN PER.EFFECTIVE_START_DATE AND PER.EFFECTIVE_END_DATE AND
upper(NAM.FIRST_NAME) = 'JOHN'
```

# 07 Configure Page Customization

## Manage Employment

Done

### Work Relationship

Legal Employer Texas Instruments Incorporated

Country United States

Worker Type Employee

Hire Date 8/17/2015

Assignment: E0225996

Action Assignment Change

Effective Start Date 7/24/2017 ( 1 of 1 )

Action Reason Assignment Change

Effective End Date

### Contract Details

Type

Projected End Date

Initial Start Date 8/17/2015

Initial Duration

Description

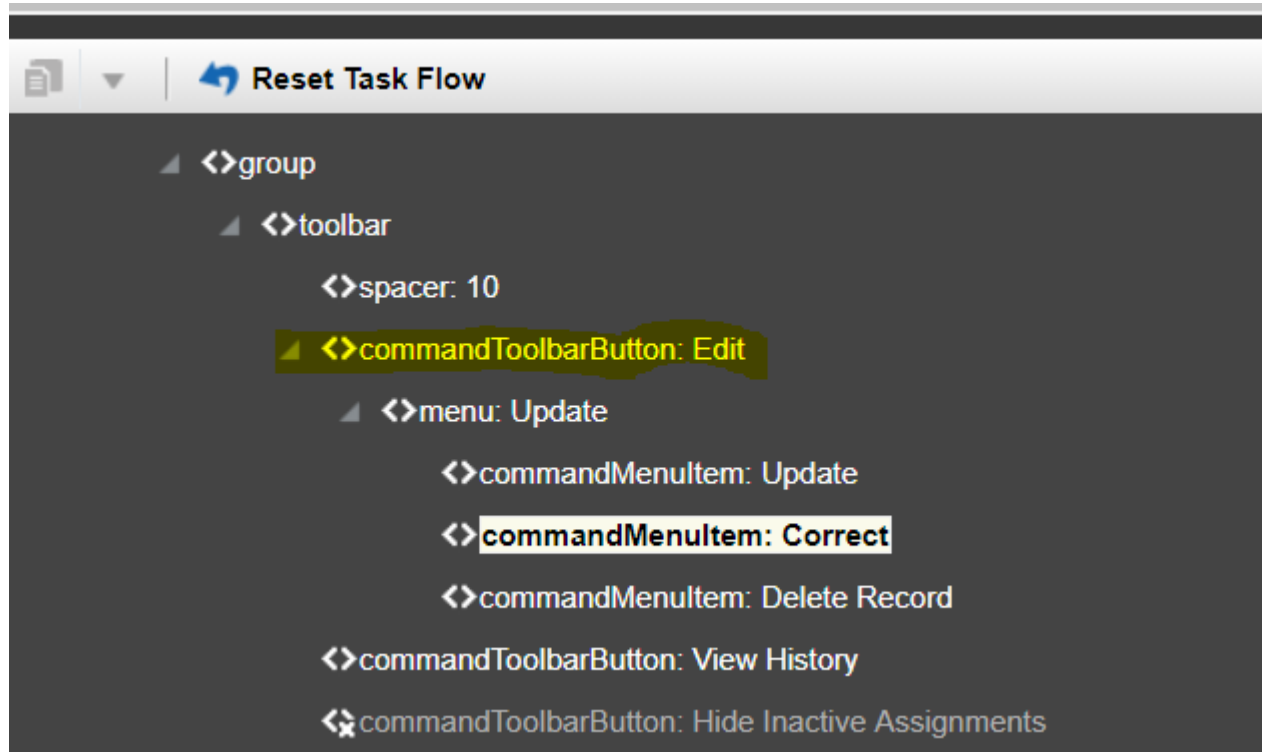
Edit ▾ View History

- Update
- Correct
- Delete Record

Edit ▾ View History

Update

# 07 Configure Page Customization



```
#{securityContext.userInRole['TI_SHARED_SERVICES_MANAGER_JOB_CUSTOM']}
```

# 08 Key Considerations

## Configuration:

- Custom Criteria can impact performance
- Load User Matrix using HCM Loader

## Testing:

- Define test scenarios during requirements
- Define complex test scenarios
- Don't mix Security testing with Business Process testing
- Controlled testing of role autoprovisioning/auto-deprovisioning rules
- Real vs Invalid emails

## Quarterly Updates:

- Delivered Job Roles → Impact to inheriting roles
- Duties/Privileges added/deprecated
- Page/Menu changes → Impact to Personalizations

## 09 **Speaker** Contact Info



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