

NOTE NOVEMBER 2010

Indirect / Position based role assignment

The HR solution offers aside from the general security concepts certain additional security solutions that take the specific requirements related to personal data into account.

Roles for example can be directly assigned via **PFCG** /**SU01** / **SU10** or indirectly through the HR Organizational Model.

The most relevant security relevant elements of the hierarchical HR Organizational Model are

- Organizational Unit – object key O [functional units, e.g. departments]
- Position – object key S [concrete positions held by employees]
- Employee – object key P [concrete employee]

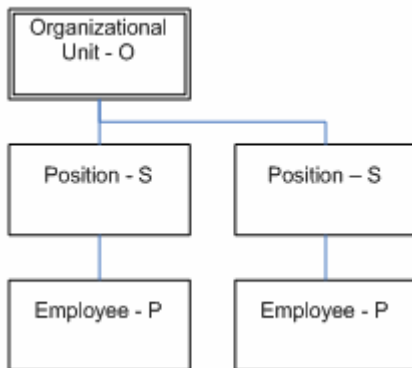


Exhibit 8.01: Organizational elements

How to assign the role indirectly

Instead of assigning a role to a user, it is also possible to assign a role to elements of the organizational model in HR.

To be able to utilize this approach, some technical steps are necessary prior to assigning the roles indirectly.


1. An active plan variant in the respective client needs to be available.
2. The infotype 0105 subtype 0001 needs to be maintained with the appropriate user id, so that the employee is connected to the user ID.
3. In table **PRGN_CUST** the **HR_ORG_ACTIVE** must be to **YES** to make sure the Organizational management is available for role assignment.
4. In table **T77AW** the evaluation path **US_ACTGR** needs to be adjusted. The evaluation path actually determines the connection between a user and a role. The role [AG] can then also be assigned to a position, e.g.. The user master comparison [PFUD] will then based on that information assign the role to the user. The **PFUD** reaches the position at sequence number 40. The connection between employee and position is described in sequence number 110. Whereas sequence number 70 describes the connection between employee and user [infotype

0105]. As a result the role and the respective user are connected. Sequence number 50 displays the status of the direct role assignment in **PFCG**.

There are different ways to assign a role to a position.

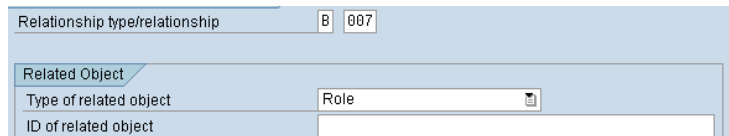
A.

Transaction **PO13** [Maintain Position] can be utilized. Select the position number that the role is to be assigned to.

Mark the infotype *Relationship*, and push the button *F6* [].

This will allow creating a new relationship, and to determine the validity time frame.

Select the appropriate relationship type [is described by], the Role as related object, and finally enter the role name [ID of related object].



The screenshot shows a SAP transaction screen for PO13. At the top, there is a field for 'Relationship type/relationship' with a value of 'B' and '007'. Below this, there is a section titled 'Related Object' with two input fields: 'Type of related object' containing 'Role' and 'ID of related object' which is currently empty.

Exhibit 8.02: PO13

Finally the entry is to be saved.

The transaction **PO13** can also be used for the display of existing assignments.

B.

Another option to assign a role indirectly is through **PFCG**.

Call the role directly, enter the user name, then switch to *Organizational Management*, and create an assignment via *F5*. Select the *object type* [e.g. position] and either enter the position number or search the organizational structure. Choose the position and determine the time frame for validity. Finally confirm your selection with *F5*. An indirect user assignment reconciliation as well as a user master comparison are required to make sure that the assignment is active.

! Note

It is recommended to schedule the job **PFCG_TIME_DEPENDENCY** periodically to make sure that the validity of role assignments is updated correctly.