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Human Capital
Management Cloud

Oracle Advanced HCM Controls

Advanced HCM Controls automates data analyses and exception workflows needed to satisfy data privacy regulations (e.g., GDPR), ends insider threats (e.g., payroll fraud), and addresses risks and compliance mandates.

Graph-based analyses continually monitor HCM Cloud security, configuration and transactions. Enterprises can leverage a pre-built library of rule templates, or build their own in a visual workbench. Auditors can rely on the results of this embedded security and compliance automation, which remains in sync with HCM changes whenever they happen.

COMPLY WITH DATA PRIVACY REGULATIONS (GDPR)

Design or update HCM security to minimize exposure of personal data. Ensure data is accessed as intended, and only for purposes specified in the GDPR Data Protection by Design and by Default guidelines. Respond to Subject Access Requests (SAR) using a visual workbench that analyzes HCM security setups and data – finding, for example, who has access to a former employee's personal data, who approved an employee's compensation changes or whether an individual's data has been expunged.

STOP INSIDER THREATS

Auditors require detailed analyses that identifies all functions and data available to each HCM user. This analysis is computed across thousands of privileges and policies in all HCM modules, including Hiring, Compensation, Benefits, Time & Labor, and Payroll. Advanced HCM Controls provides the only mechanism that fully describes users' abilities with accuracy at the most granular level based on the privilege granted regardless whether the user's role has changed over time. For example, it can find users who can:

- Grant sensitive HR, Payroll and Time & Labor privileges without authorization
- Create new employees, then pay them or modify their compensation.

Access Controls for HCM

Key Capabilities

- Data Privacy (GDPR) and Security Analysis for all HCM users
- Payroll and Payment Fraud Detection for all HCM transactions
- Deep security analysis for HCM configuration & maintenance
- Pre-built templates for core audit analyses
- Visual workbench to build new analyses
- Dashboards with analytics, alerts and reporting

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PROTECT AGAINST FRAUD, MISUSE AND ERROR

Continually monitor HCM transactions to find and eliminate ghost employees, duplicate user records, unauthorized salary and compensation changes, payroll errors, and more. For example, find HCM transactions where a single user has updated an employee's salary AND personal payment method, or updated an employee's payroll AND bank account information.

ADAPT TO NEW RISK AND COMPLIANCE MANDATES

Move quickly and accurately with an integrated foundation.

Visual algorithm workbench: Intuitive tool for designing new audit analyses that perform sophisticated data operations.

Comprehensive data graph: Perform deep ad-hoc analyses of Oracle ERP, HCM and CX Cloud. Examine all navigation paths that a user can follow to a given page, button or data record.

Manage exceptions to closure: Each exception to access or transaction policies is assigned to an investigator. Investigators identify root causes and solutions using visualizations of user access.

Supervised learning: The data graph is automatically updated when investigators take action. For example, when an investigator deems an incident to be addressed, the graph is updated and the same alert is not repeated. Similarly, if the investigator fixes a security issue in HCM, related incidents are automatically closed.

Secure collaboration with auditors: External auditors and consultants can be granted limited self-service access for testing and analysis. Use this to eliminate the all-too-common practice of sharing large data HCM/ERP/CX extracts that contain sensitive user and financial data.

Dashboards to manage multiple teams and initiatives: Embedded role-based dashboards provide metrics, alerts and reporting of status and activities across all teams and organizations

Mitigate Risk and Strengthen Compliance

Key Benefits

- Strengthen fraud and security controls
- Prevent fraudulent payments
- Lower cost of compliance with controls
- Provide separation of duties

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