Blocking and Deletion in SAP ERP HCM

System View.

Iris Dopfer-Hirth, SAP
Month 06, 2017

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Run Simple

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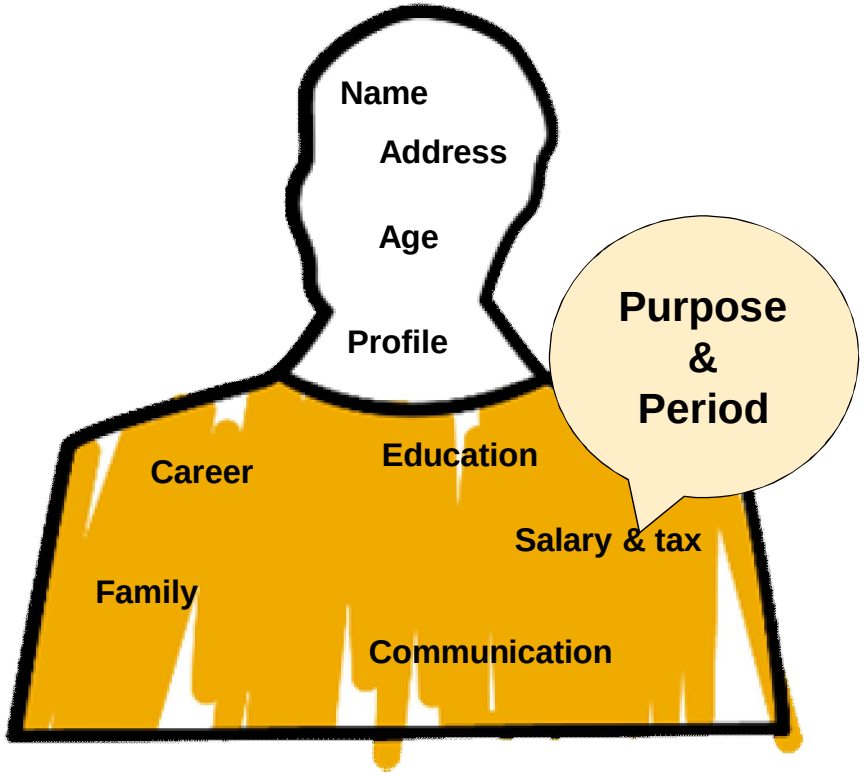
Personal Data of an Employee



Name: Edgar Employee

Address: Any Street, Any City

Date of birth: 12/07/1980

Start of employment: 01/01/2000

Marital status: married, one daughter

Since 2000: collection of data regarding vacation days, sick leave as well as salary and tax information

And much more data….

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Agenda

Motivation and Solution Overview

SAP ERP HCM: Data Blocking with Time-Dependent Authorization

SAP ERP HCM: Data Deletion

- **Deletion of Infotype Data Using SAP Information Lifecycle Management**
- Deletion of Data on Object Level

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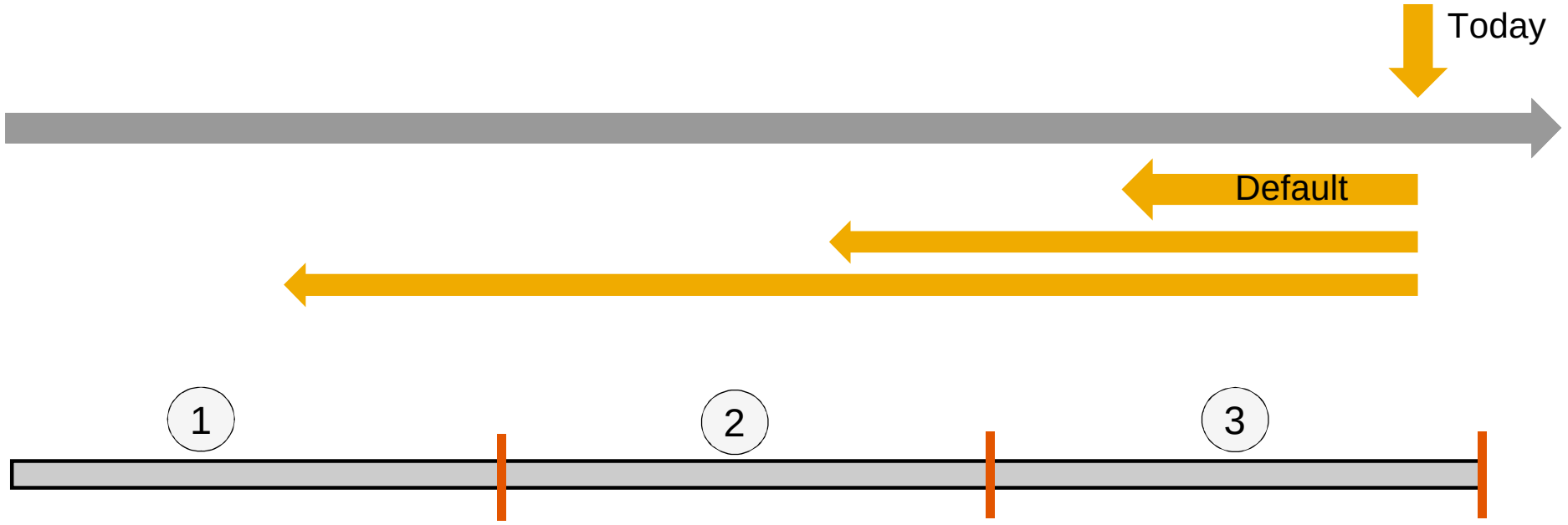
Time-Dependent Authorization (Concept)



e.g: infotype 0006 (address data):

1.1.2000 – 31.12.2005: Walldorf	1.1.2006 – 31.12.2010: Heidelberg	1.1.2011 – 31.12.2016: Wiesloch

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Blocking with time-dependent authorization

Objective

§ Objective:
  – Restrict access to address data (Infotype 0006)
  – Default period: 5 Years
  – Role based period: 10 Years

- Switch on the solution by
  - Implementing BAdI
  - Definition of the default period
  - Definition of an additional period
  - Authorization Object P_DURATION

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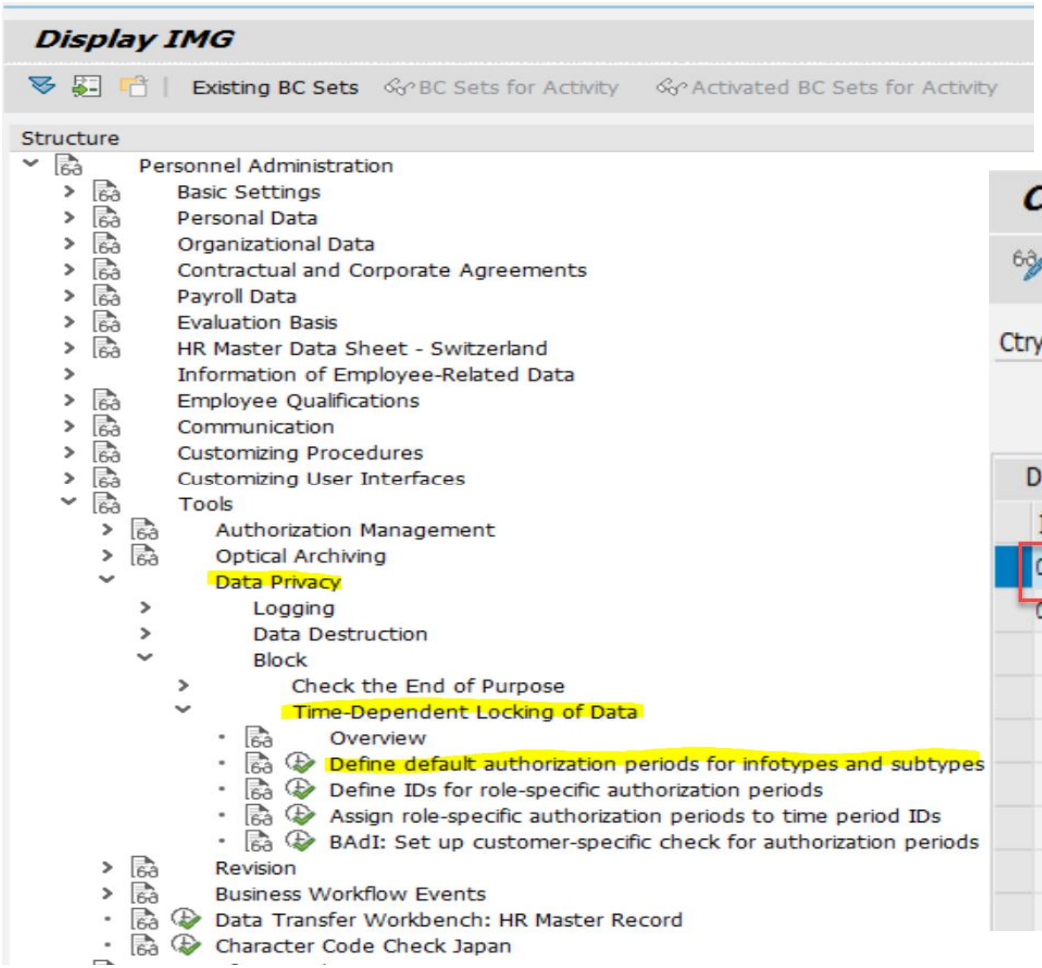
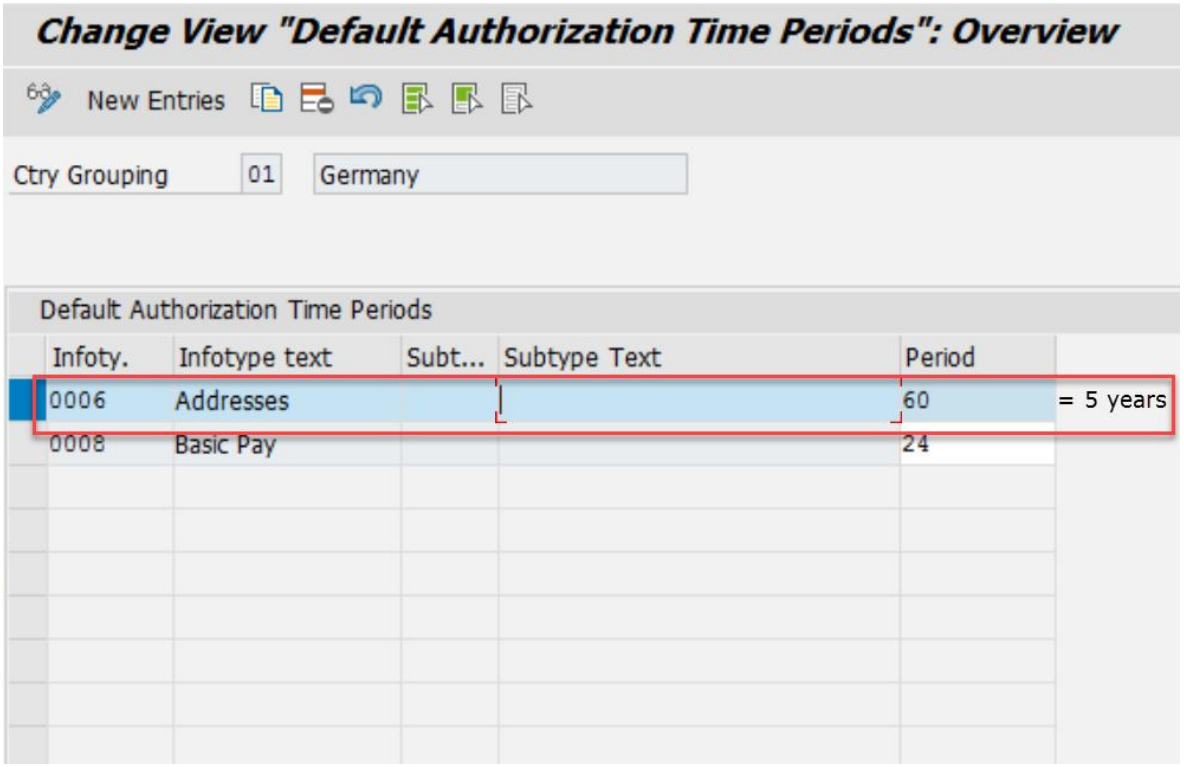
Blocking with time-dependent authorization

1. Step: Customizing Default Period





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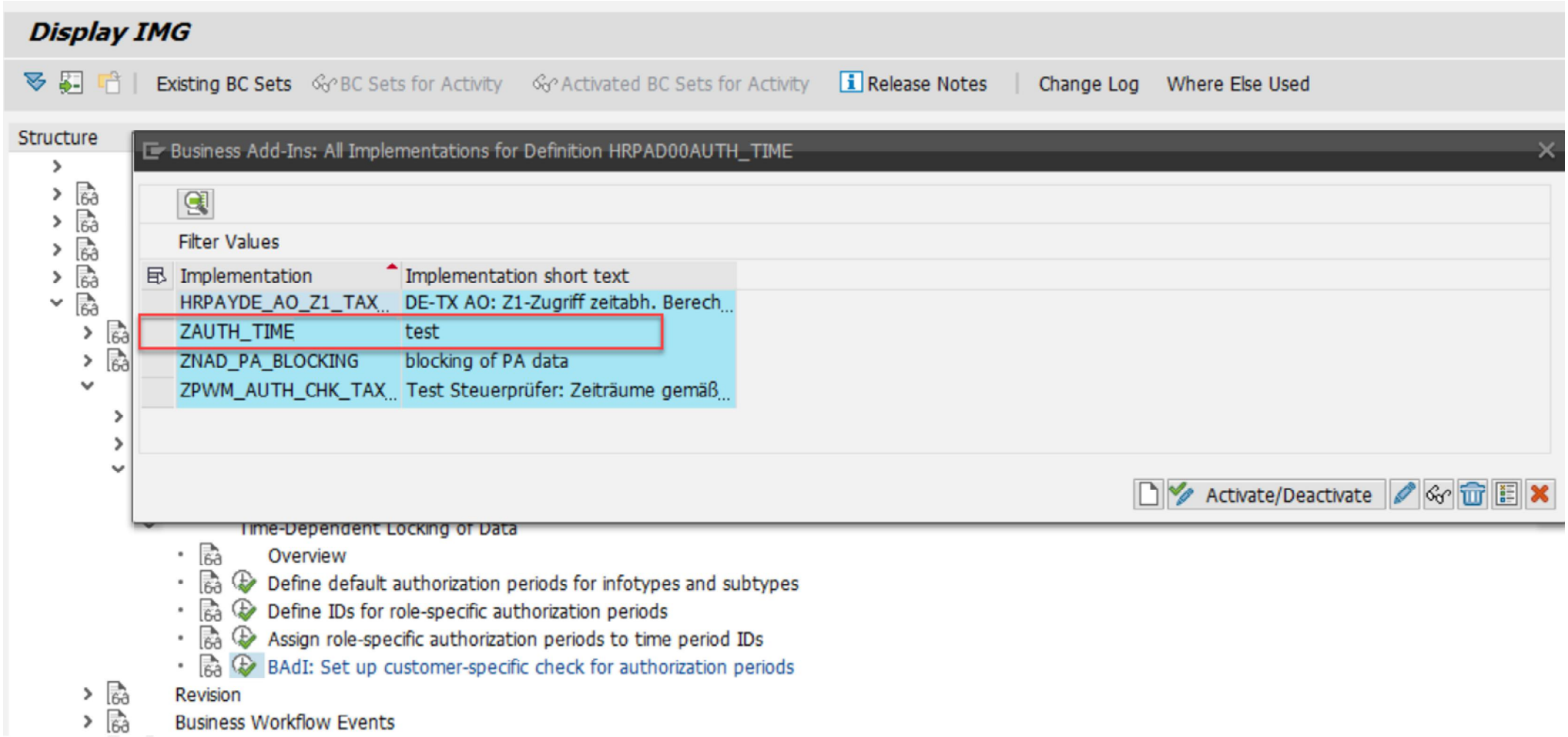
Blocking with time-dependent authorization

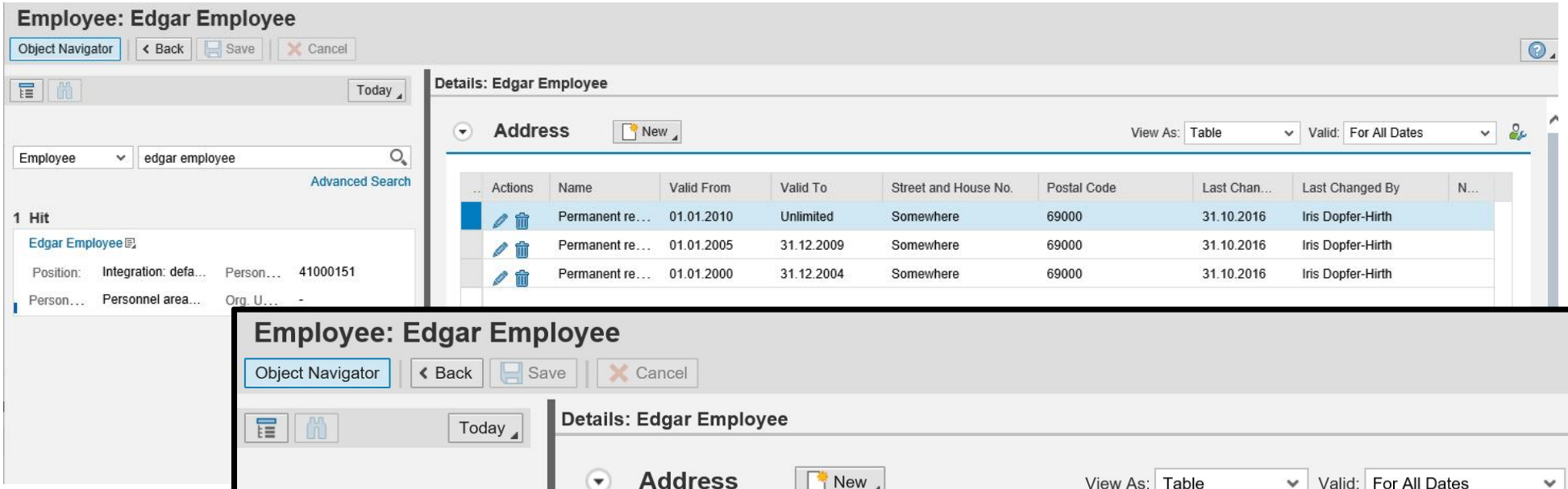
2. Step: Define & activate BAdI



Blocking with time-dependent authorization

Result

Full Authorization



Default Period

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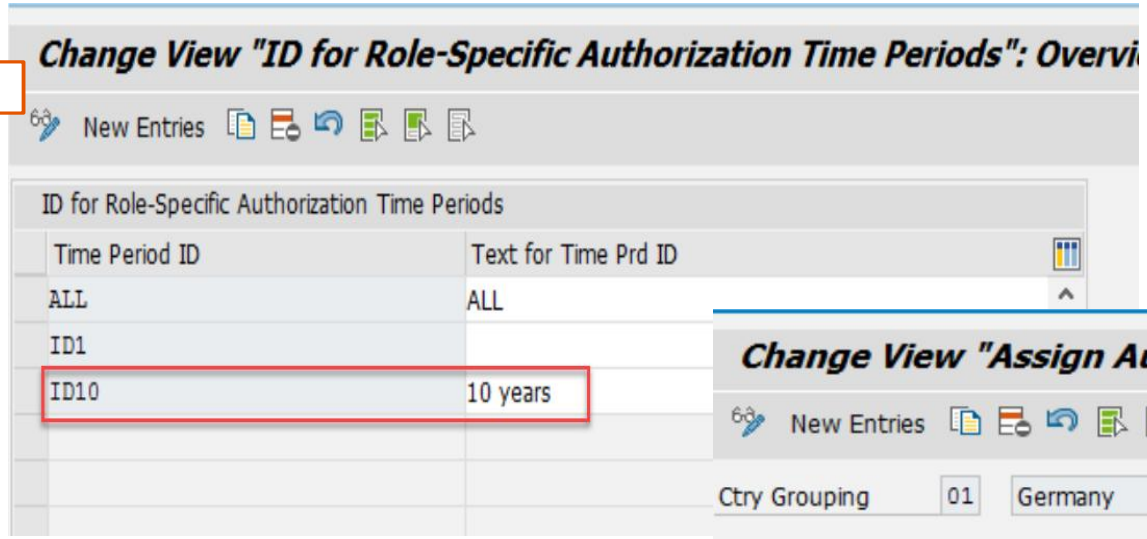
Blocking with time-dependent authorization

3. & 4. Step: Customizing Role-specific Period

3.



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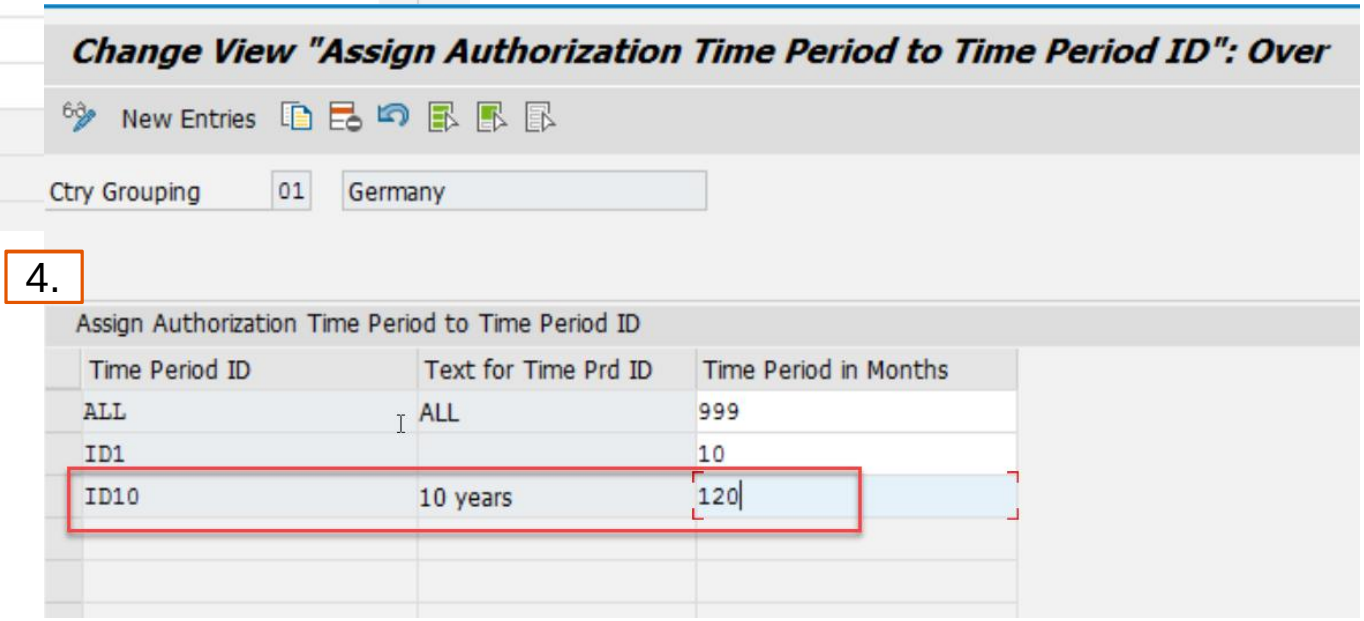

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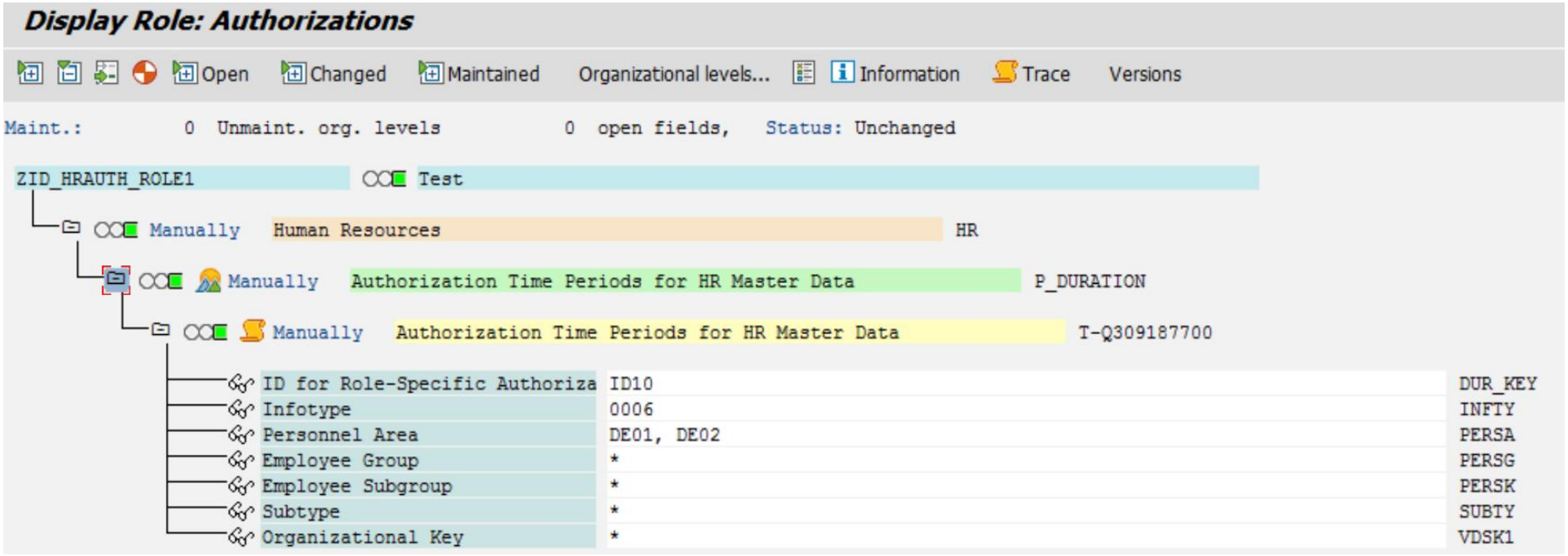
Blocking with time-dependent authorization

5. Step: P_Duration in PFCG role and assign role to user



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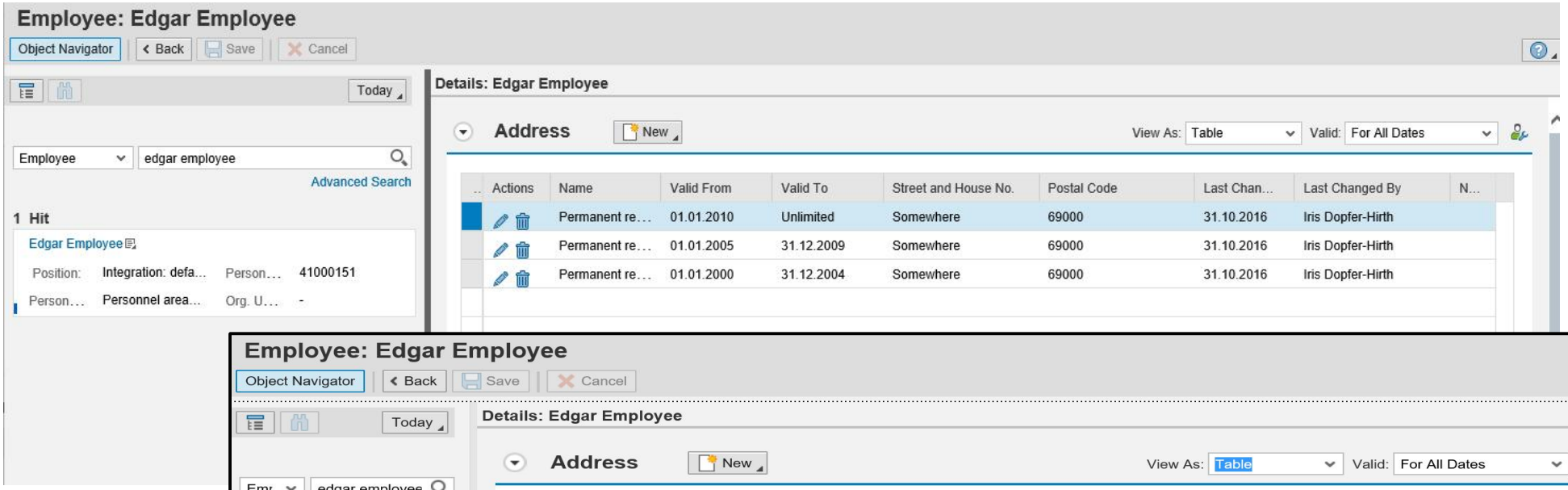
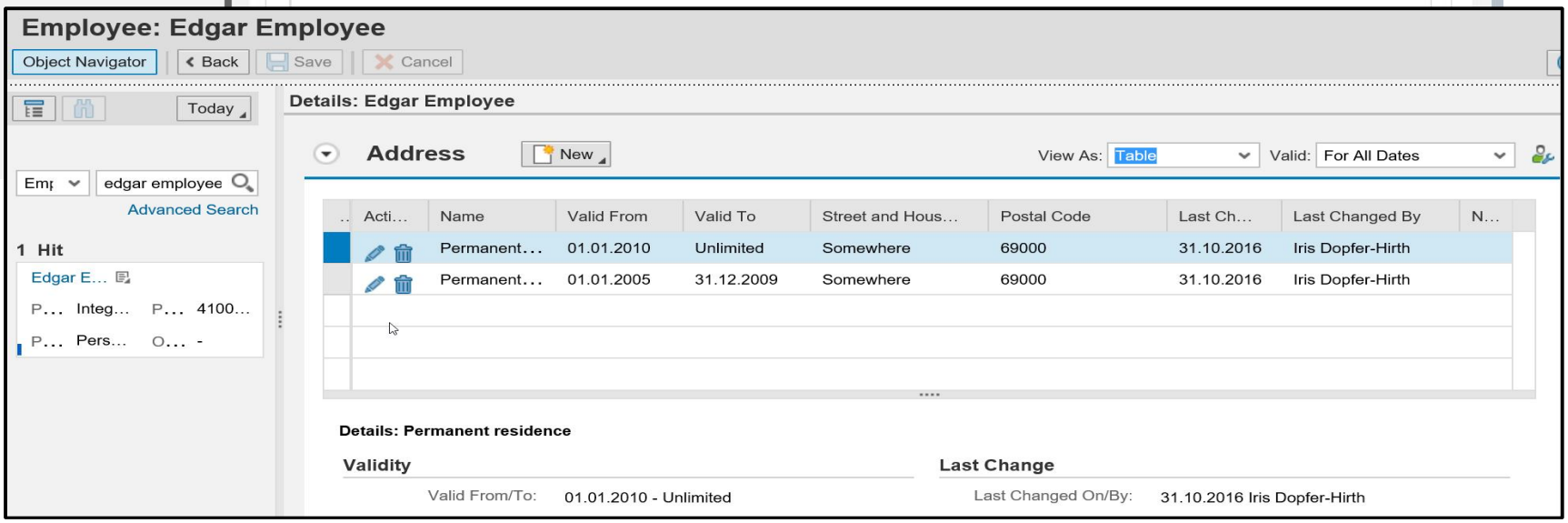
Blocking with time-dependent authorization

Result

Full Authorization



Enhanced Period



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Motivation and Solution Overview

SAP ERP HCM: Data Blocking with Time-Dependent Authorization

SAP ERP HCM: Data Deletion

- **Deletion of Infotype Data Using SAP Information Lifecycle Management**
- Deletion of Data on Object Level

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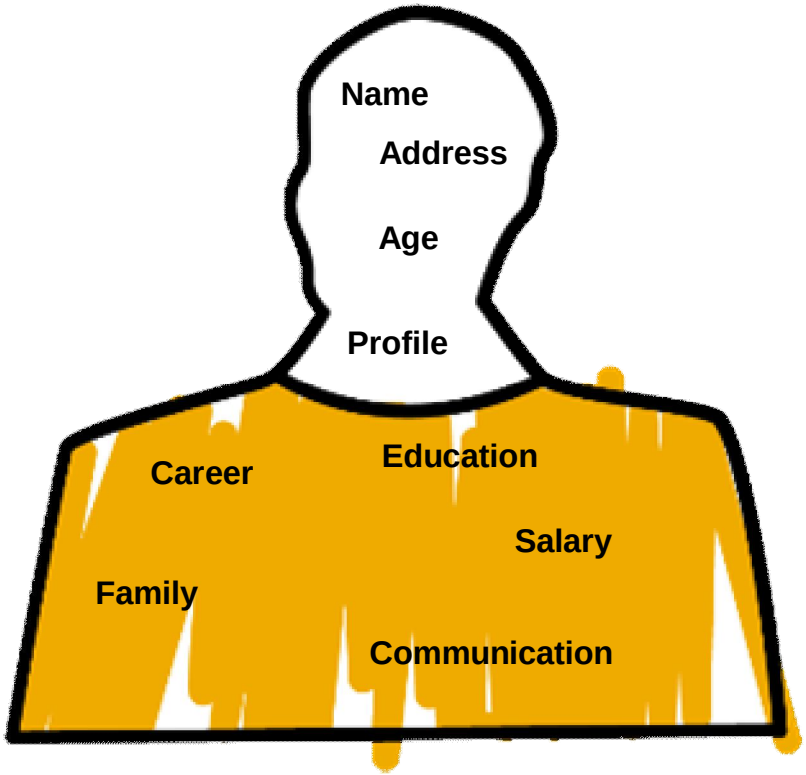
Deletion of Infotype Data

Using SAP Information Lifecycle Management

Archive & Deletion with PU22	PA_LDOC	- Long Term Documents
	PA_CALC	- Payroll Results
	PA_TIME	- Time data - Results of analysis
Deletion	HRPA_CHLLN	- Challenge
	HRPA_CTRCT	- Contract Elements
	HRPA_LOAN	- Loans
	HRPA_PWAT	- Powers of Attorney
	HRPA_PYDTL	- Payment Details
	HRPA_TASK	- Date Monitoring (IT0019)
	HRTIM_ABS	- Absences
	HRTIM_ATT	- Attendance
	HRTIM_MAT	- Maternity Protection
	HRTIM_PWS	- Planned Working Time (IT0007)
	HRTIM_QUOT	- Time Quotas
Archive & Deletion	HRPD_PREL	- Relationships for Person (HRP1001)



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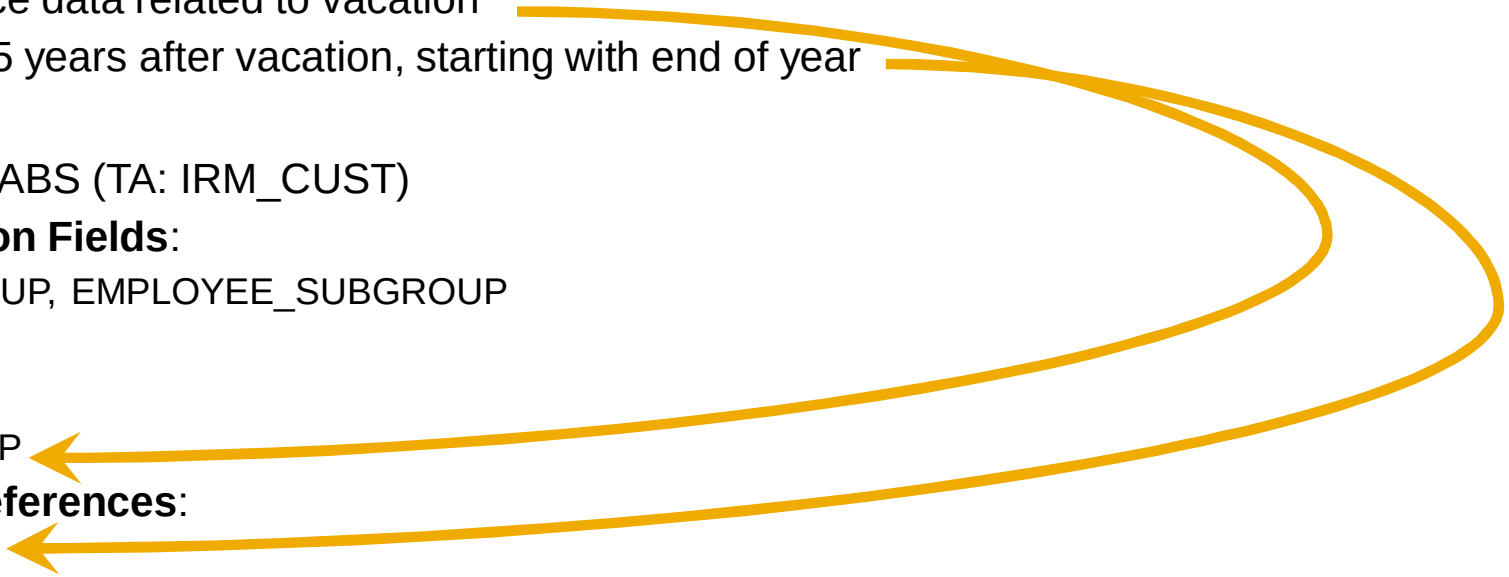
Deletion of Absences by using ILM

- Objective:
  - Deletion of absence data related to vacation
  - Retention period: 5 years after vacation, starting with end of year

- ILM Object HRTIM_ABS (TA: IRM_CUST)
  - Available **Condition Fields**:
    - EMPLOYEE_GROUP, EMPLOYEE_SUBGROUP
    - IS_QUOTA
    - MOLGA
    - SUBTYPE_GROUP
  - Available **Time References**:
    - END_OF_YEAR
    - HCM_BEGIN_OF_RECORD, HCM_END_OF_RECORD



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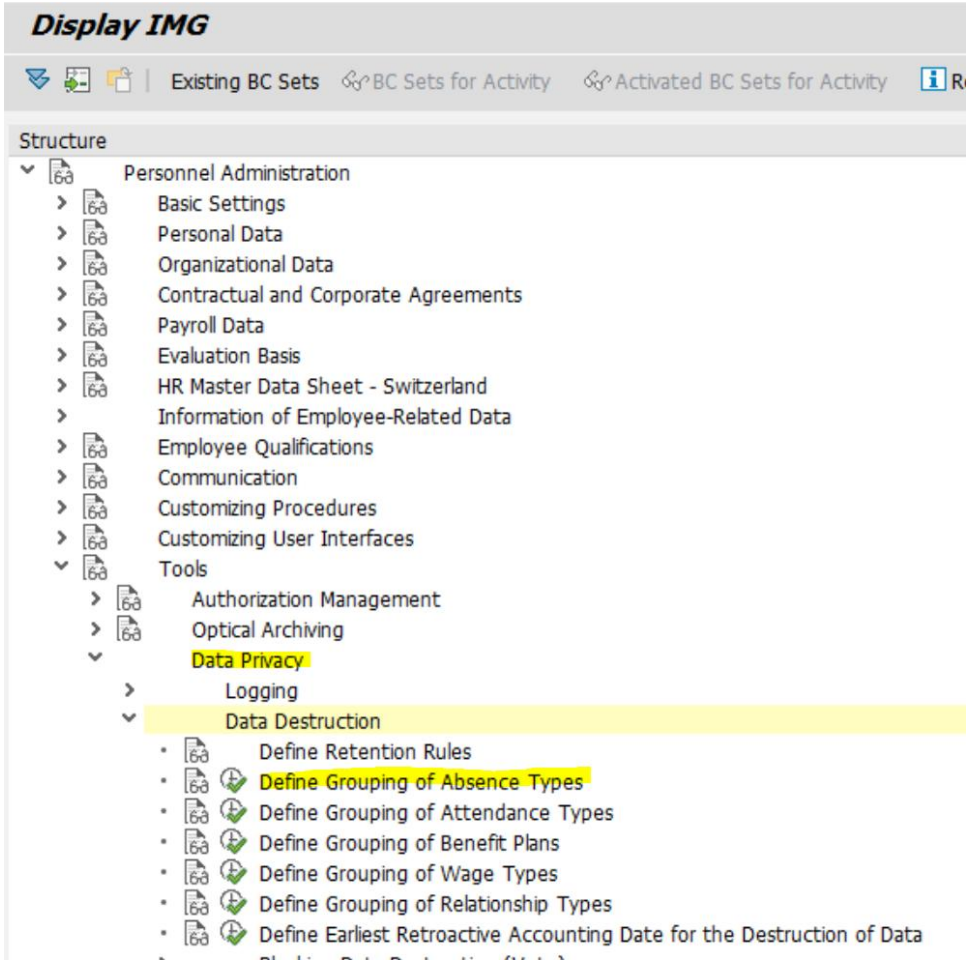
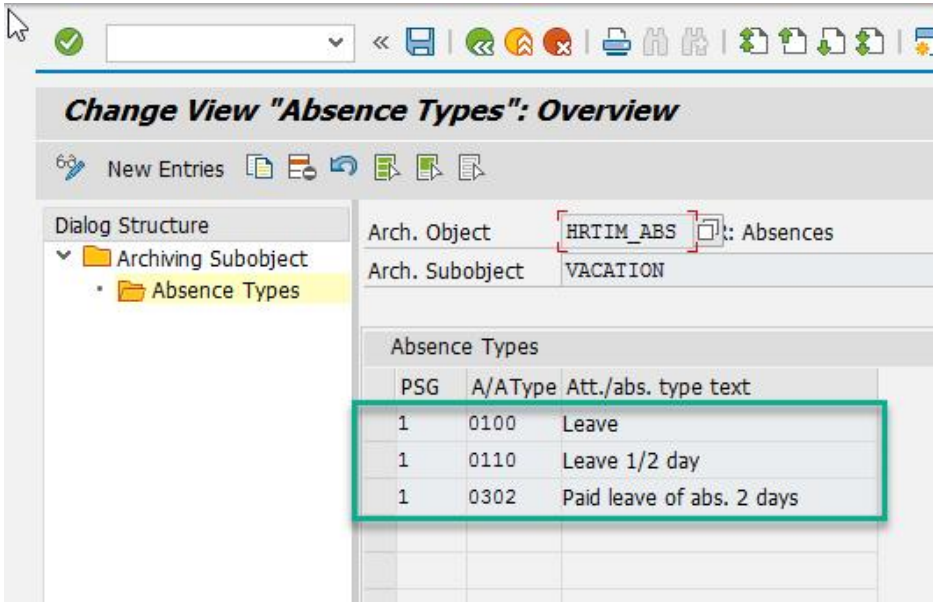
Data Deletion with ILM objects: Customizing

1 Step: Grouping Definition -> Condition Fields





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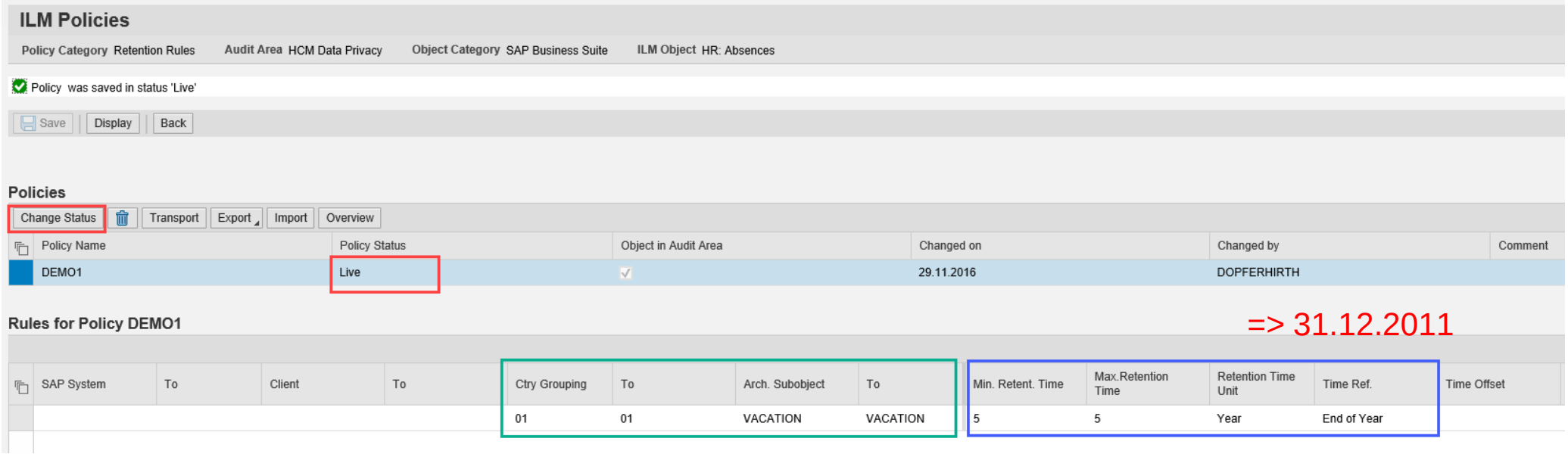
Data Deletion with ILM objects: Customizing

2 Step: ILM Rule Definition

- **Prerequisite:**
  - Business Function „ILM“ active
  - Audit Area HCM_DP assigned to HRTIM_ABS



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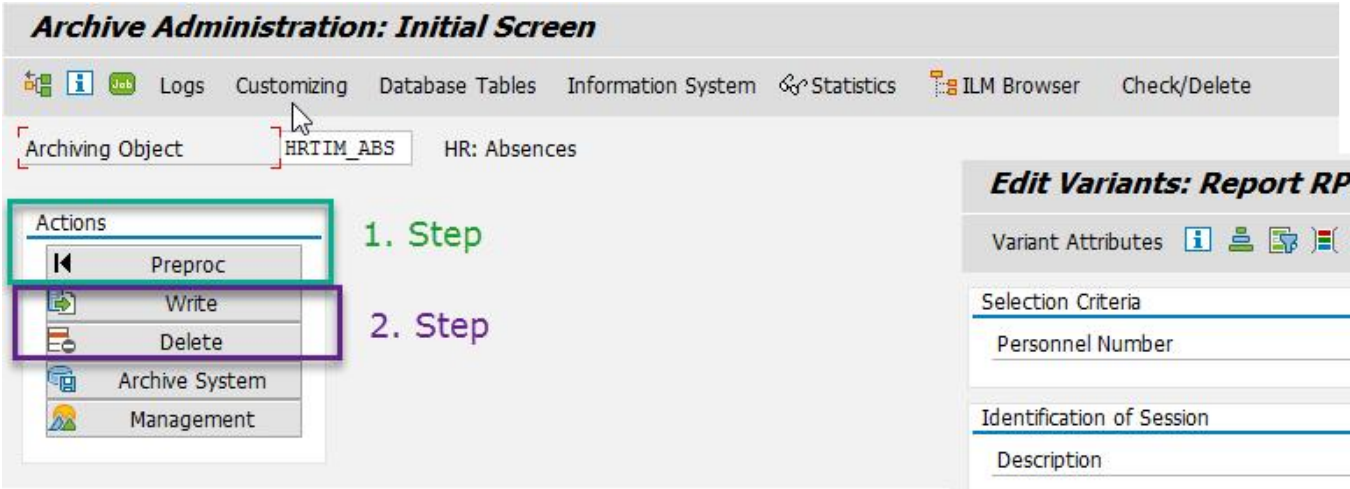
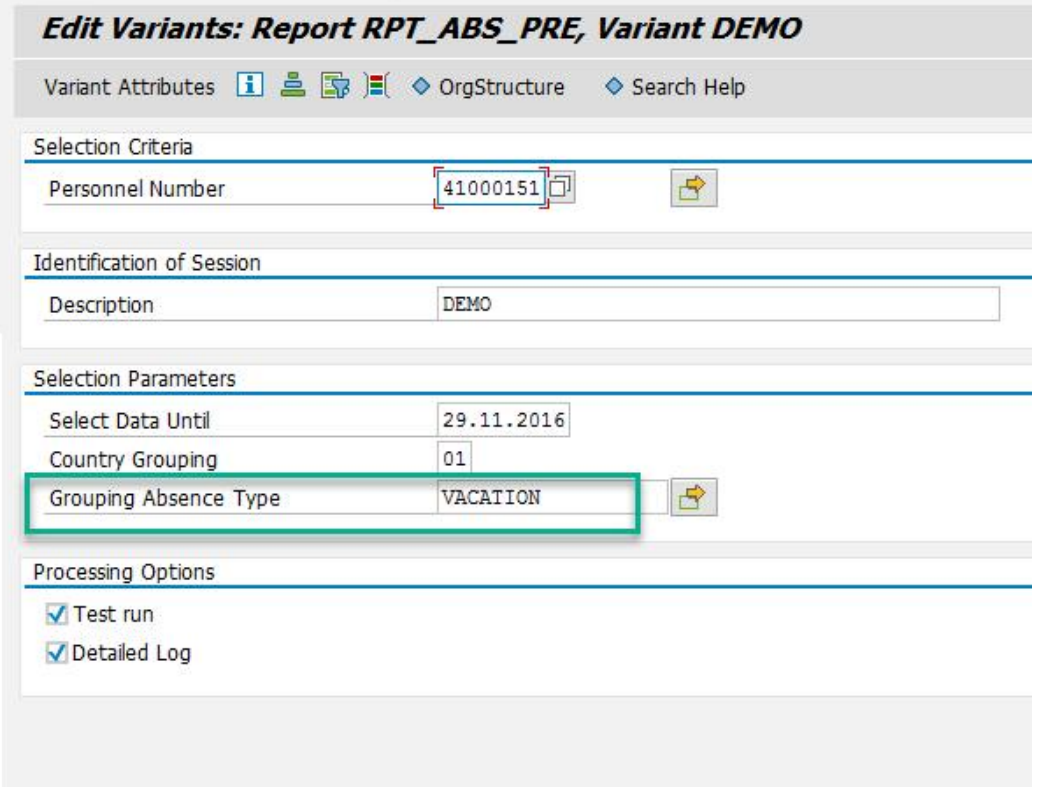
Data Deletion with ILM objects: Execution

3 Step: Transaction SARA





Preproc Variant

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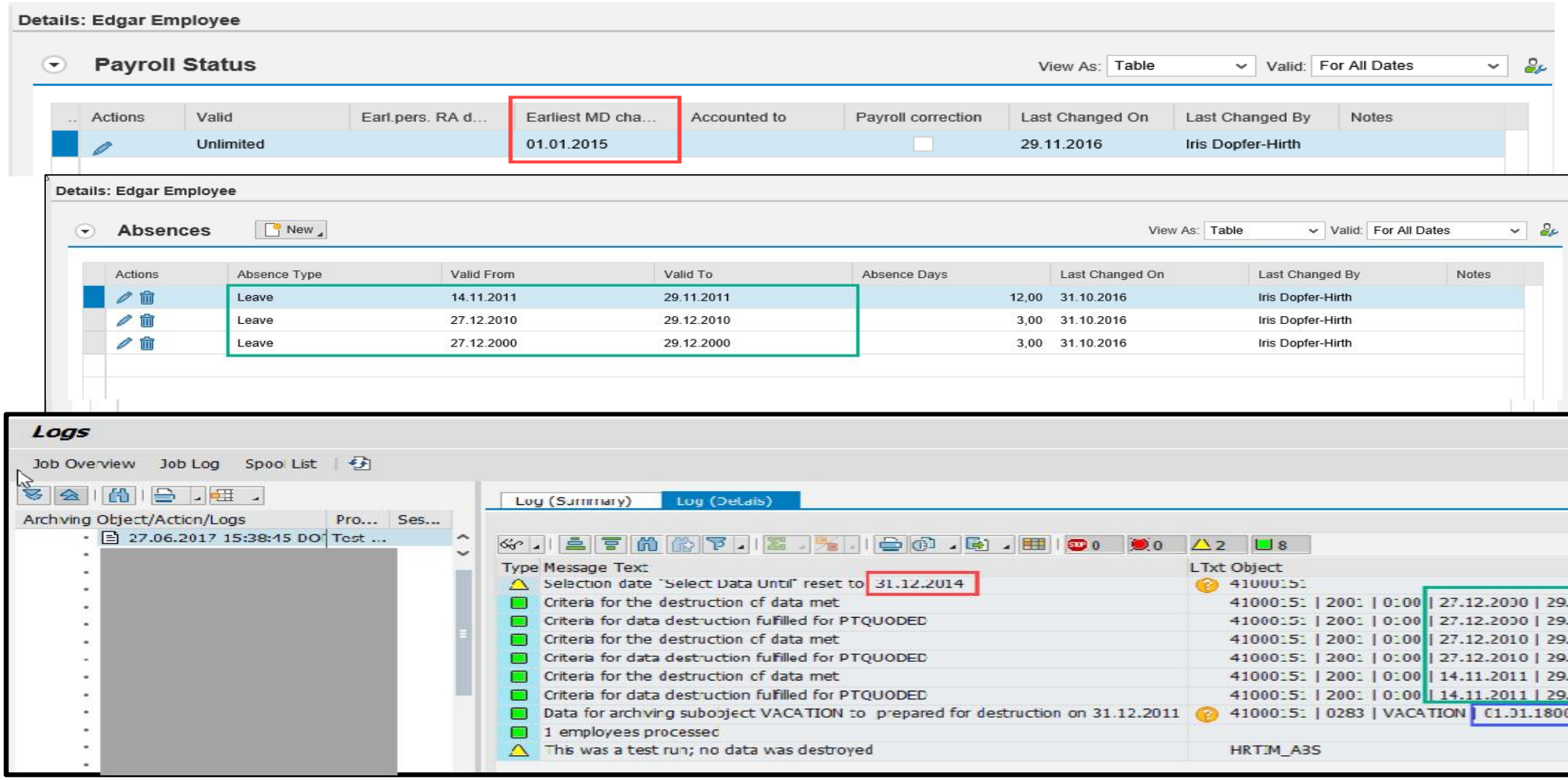
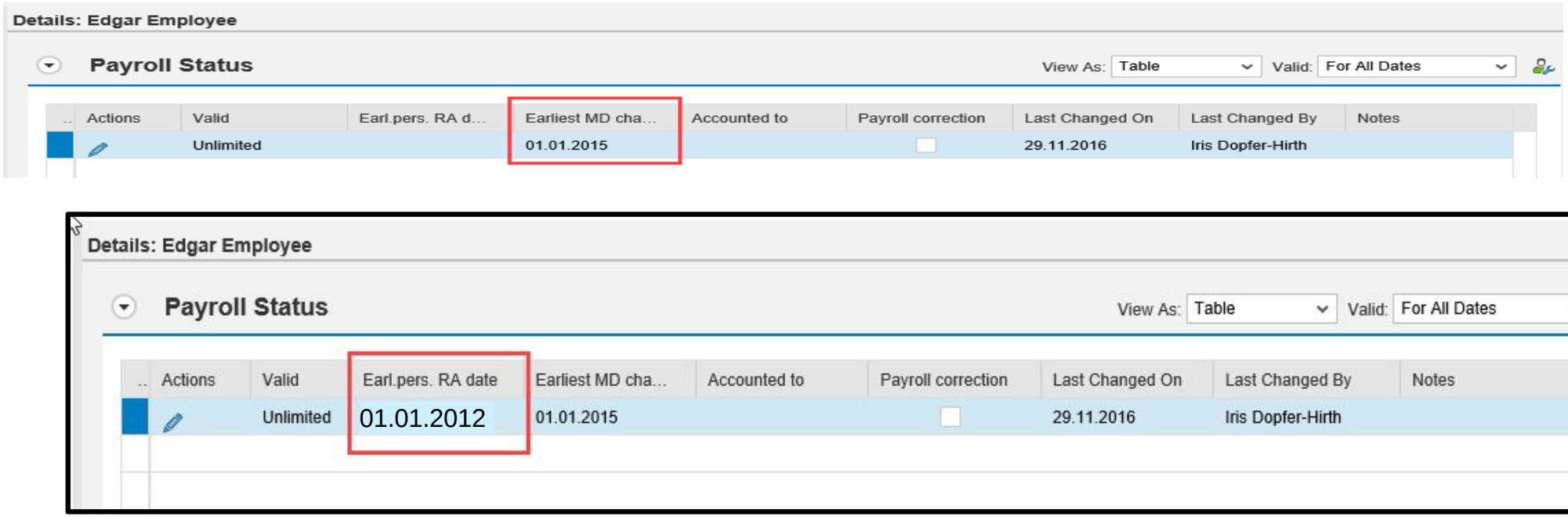
Data Deletion with ILM objects: Execution

3 Step: Transaction SARA



Data Deletion with ILM objects: Execution

After Deletion



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Thank you.

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Product Manager Data Privacy, HCM Core

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