Person Security Profile in Oracle Fusion HCM

Security profiles identify instances of Human Capital Management (HCM) objects. For example, a person security profile identifies one or more Person objects, and a payroll security profile identifies one or more Payroll objects.

It is a mechanism that controls and restricts users' access to employee records and personal information based on defined security rules. It allows organizations to manage the confidentiality of employee data by ensuring that only authorized individuals can view and access specific employee records.

Uses:

➢ We can include security profiles in HCM data roles to identify the data that users with those roles can access.

➢ We can also assign security profiles directly to abstract roles, such as employee. However, we are unlikely to assign them directly to job roles, because users with same job role usually access different sets of data. You're recommended not to assign security profiles directly to job roles.

Steps Involved in person security profile:

Access Control:

Person Security Profiles define which users or roles have access to view and manage employee records. They are designed to prevent unauthorized users from accessing sensitive employee information.

Attributes and Criteria:

Security Profiles are configured using attributes such as department, job, location, and other relevant criteria. These criteria determine which employees a user can access based on their role and security settings.

Hierarchy-Based Security:

Person Security Profiles can be linked to organizational hierarchies, ensuring that users can only access records within their authorized hierarchy.

Data Segmentation:

The concept of data segmentation is used to segment employee data based on predefined criteria. Users only see data for employees who meet the criteria defined in their security profiles.

Global vs. Specific Profiles:

Organizations can create global profiles that apply to all users or create specific profiles for different roles or user groups.

Dynamic Update:

Changes to security profiles take effect immediately, ensuring that data access is always up-to-date based on user roles and responsibilities.

Self-Service Security:

Employees can also have security profiles to restrict access to their own records in self-service portals.

Audit Trail:

Oracle Fusion HCM keeps an audit trail of who accessed which employee records and when. Person Security Profiles are particularly important when dealing with sensitive employee information, complying with data protection regulations, and maintaining privacy within the organization. By implementing these profiles, organizations can control data visibility, prevent unauthorized access, and enhance the security of their employee data.

Steps to create :

1. Setup & maintenance:
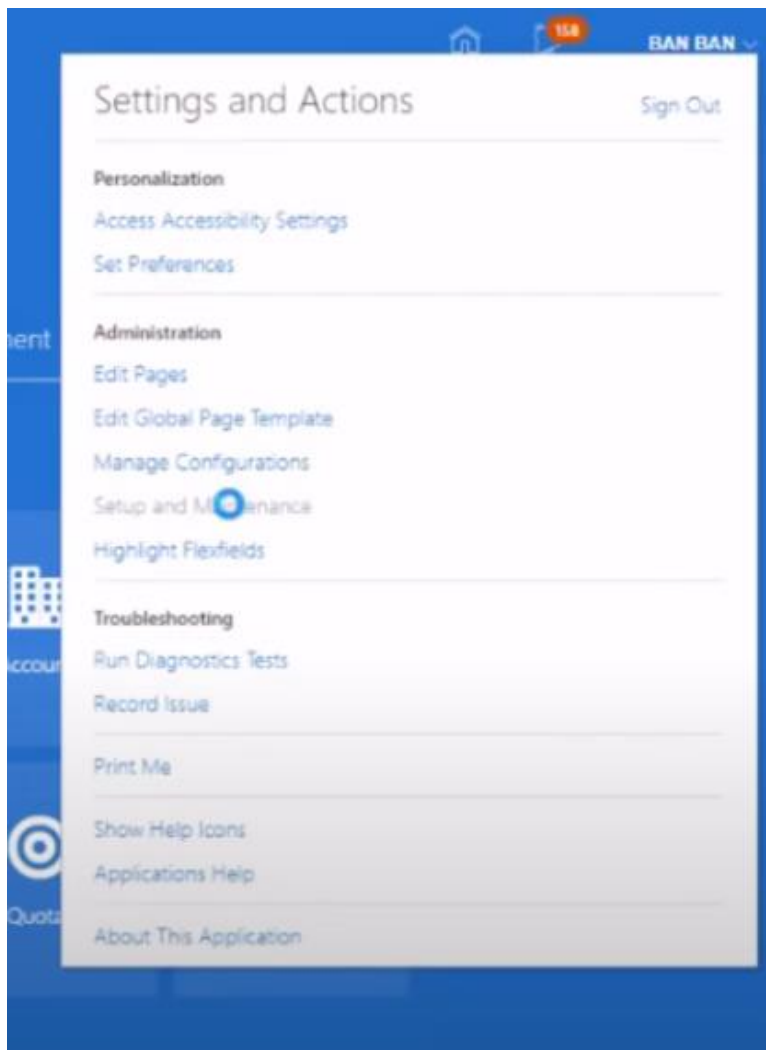
2. Go to respective implementation project

3. Click on manage person security profile:

4. Create

5. Save and close