

oracle EBS HUMAN RESOURCES data secured USING TELERAN usage management SOLUTION

the ORGANIZATION

One of the world's largest diversified corporations uses Oracle's EBS Human Resources (HR) system to manage their HR processes around the globe. They use SAP BusinessObjects to deliver HR reports and analyses to more than 8,500 HR personnel world-wide. Because of the sensitive nature of HR information, access to the HR database must be carefully monitored and controlled. Specific HR information can be viewed only by authorized users or roles.

the CHALLENGE

The HR organization applies data security at the BusinessObjects application layer by appending a SQL statement onto each BusinessObjects query that in turn controls access to sensitive HR database column and row level data. On occasion this process fails due to the complexity of the security and data model and rapidly changing users and roles. These failures breach internal governance and regulatory compliance requirements and open the door to exposure or misuse of personal data.

the teleran SOLUTION

When confronted with this security challenge, the HR team deployed Teleran's iSight™ and iGuard™ software products to monitor and control all access to the HR database. With the Teleran solution they did not have to endure the onerous process of changing a global application or involving DBA resources to adjust the security model within the database. iSight and iGuard together allowed the HR team to establish controls that simply "dropped in" to their existing environment with no disruption to users.

Within a day the HR team was monitoring each query with iSight to document that the overall data security was effective. iGuard query control policies evaluated and blocked any queries before they reached the database that did not properly append the security SQL statement. iGuard also sent real-time alerts about attempted policy violations to auditors responsible for overseeing the security of the HR database. In addition, iSight monitored and reported on attempted security violations that were blocked by iGuard, providing information on who launched the query, their location, the time of the request, and detailed analysis of the SQL query for further investigation if required.

SUMMARY

Sight auditing and iGuard policy controls were quickly and easily deployed. Teleran's solution required no changes to the database or applications and did not impact application performance. Teleran's independent layer of auditing and control has enabled this global company to manage their HR processes knowing that their employees' personal data is safe and secure and avoiding the liability and adverse publicity that can accompany a data breach.

the teleran BENEFIT

Real-time Protection:

- iGuard policies automatically and instantaneously prevent violations

Comprehensive:

- Met security objective of ensuring all access to sensitive human resources data was secure

Quick Implementation:

- System was installed and configured in less than one day

Unobtrusive:

- No impact on application or database performance

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