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Data Management in HCM

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Time-Dependent Authorization Check
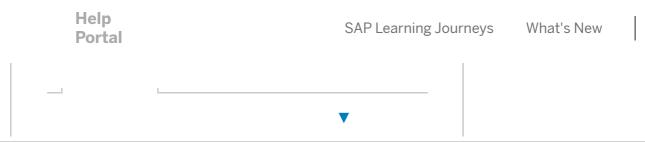
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To block users from accessing data in the past for a specific period of time, you can enhance the standard SAP authorization check with a customer-specific authorization check. By changing the access authorizations, you can remove the access to personal data in the past so it cannot be used or changed by a user. When doing so, take into consideration that different user roles require different authorization time periods.

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A shift planner, for example, needs different access authorization for infotype data than an HR administrator. The shift planner must be able to display infotype data for the last year independently of the system date to have a reliable basis for the absence statistics. To calculate the remaining entitlement for parental leave, an HR administrator must have access to infotype data for a period longer than the last year. Both users do not need to access data that lies outside of the authorization periods defined for them.

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Prerequisites

For the time-dependent authorization check to run, the BAdI `HRPAD00AUTH_TIME` (**Time Logic in the PA Authorization Check**) must be implemented and activated. This BAdI is **not** implemented in the standard SAP system. However, a sample implementation that you can copy and adjust to meet your requirements is delivered.

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> **ⓘ Note**
>
> The following information relates to the sample implementation.

For this, you define a minimum authorization period based on the type of data (infotype and subtypes) and the HCM localization (`MOLGA`). You can enhance these minimum authorization periods for individual user roles and assign them to the corresponding roles (authorization object **Authorization Time Periods for HR Master Data**, `P_DURATION`: P_DURATION (HR: Authorization Time Periods for HR Master Data)).

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Periods (T77PADDUR_DEF).

- Definition of different user role IDs in table **ID for Role-Specific Authorization Time Periods** (T77PADDUR_KEY).

- Assignment of role-specific authorization time periods in months for the defined user role IDs in table **Assign Authorization Time Period to Time Period ID** (T77PADDURATION).

- Maintain User Roles: Authorization object **Authorization Time Periods for HR Master Data** (P_DURATION: P_DURATION (HR: Authorization Time Periods for HR Master Data)) can be used to assign role-specific authorization time periods.

- Implement and activate BAdI HRPAD00AUTH_TIME (**Time Logic in the PA Authorization Check**).

> ℹ️ **Note**
>
> In addition to the authorization periods at infotype level, you can use the method RESTRICT_PAYROLL_ACCESS of the Business-Add-In (BAdI) **Set up customer-specific check for authorization periods** (HRPAD00AUTH_TIME) to restrict access to the payroll results.

For further information and a description of the required steps, see Customizing under **Personnel Management** › **Personnel Administration** › **Tools** › **Authorization Management** › **Block Employee Data** › **Time-Dependent Authorization Check**.

> ℹ️ **Note**
>
> For information on time-dependent authorization in Payroll and Personnel Time Management, see the following SAP Notes:

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