

Access Rights & RLS - PMGM & Learning

- LEARNING :
- CONNECT:
- Access request workflow



All the accesses to the Access Groups & RLS Groups are handled by the HRIS Support Team (Manager : Anthony COADIC), who is the owner of the administration of SuccessFactors.

LEARNING :

There are two levels of accesses when it comes to access to data.

1/ Access to the dashboard on People Analytics and access to aggregated data : Attribution of GRT_PPA_LEARN on Success factors

The access to the group is based on job roles and exceptions (to be validated)

The job roles are as follows :

Prof. Field	Professional field	Spe.	Specialization	Job Role	Job Role description
PF000016	Human Resources	SP000063	Learning	JR000125	Learning management
PF000016	Human Resources	SP000068	HR Transversal	JR000131	HR business partner
PF000016	Human Resources	SP000068	HR Transversal	JR000132	Head of HR
PF000016	Human Resources	SP000068	HR Transversal	JR000295	HR Services


Manage Permission Groups

To view all groups, click the remove icon to clear the criteria. The remove icon is

ID	Group Name	User Type	Static or Dynamic	RHP-Only	Active Membership	Last Modified	
3757	GRT_PPA_EXCEPTIONS	Employee	Static	<input type="checkbox"/>	413	2022-04-28	Take Action
3753	GRT_PPA_LEARN	Employee	Dynamic	<input type="checkbox"/>	1138	2022-04-27	Take Action
3754	GRT_PPA_COACH	Employee	Dynamic	<input type="checkbox"/>	2	2022-04-27	Take Action
3752	GRT_PPA_TSLAG	Employee	Dynamic	<input type="checkbox"/>	1094	2022-04-20	Take Action
3751	GRT_PPA_FEEDBACK	Employee	Dynamic	<input type="checkbox"/>	1138	2022-04-20	Take Action

2/ Access to the detailed data : Attribution of the Security Groups of the LMS to follow the same approach as the LMS, Learning International Team & Zone Learning Managers have access to WW data & Country Level Learning Managers have access to Zone data.

Security Domains

| Search | Add New | 

Search > Search Results


Saved Searches 

Enter a value for each field that you want to use to filter your search. Some fields allow you to select from a list of values. You can also add or remove search criteria to further refine your search.

Case sensitive search: ☐ Yes ☒ No

Security Domain ID:

Description:


Add/Remove Criteria 

Field Chooser 

[Download Search Results](#) 

Records per Page: 100 (20 total records)	
Security Domain ID	Description
10_DOM_EXT_USER_CONTENT	<input checked="" type="checkbox"/> External Site User & Content
1_DOM_LEARNING_CONTENT	<input checked="" type="checkbox"/> Dom People Dev & Learning content (except Retail field content)
1_DOM_RETAILFIELD_CONTENT	<input checked="" type="checkbox"/> Dom content & users for Retail Field only
2_DOM_ZONE_EEU	<input checked="" type="checkbox"/> Dom users & content EEU only
2_DOM_ZONE_LATAM	<input checked="" type="checkbox"/> Dom users & content Latin America only
2_DOM_ZONE_NAMERICA	<input checked="" type="checkbox"/> Dom users & content N America only
2_DOM_ZONE_NASIA	<input checked="" type="checkbox"/> Dom users & content N Asia only
2_DOM_ZONE_SAPMENA	<input checked="" type="checkbox"/> Dom users & content SAPMENA only
2_DOM_ZONE_SUBAFRICA	<input checked="" type="checkbox"/> Dom users & content SSA only
2_DOM_ZONE_WEU	<input checked="" type="checkbox"/> Dom users & content WEU only
3_DOM_ZONE_EEU_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content EEU retail field only
3_DOM_ZONE_LATAM_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content Latin America retail field only
3_DOM_ZONE_NAMER_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content N America retail field only
3_DOM_ZONE_NASIARETAILFIELD	<input checked="" type="checkbox"/>
3_DOM_ZONE_NASIA_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content N Asia retail field only
3_DOM_ZONE_SAPMENA_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content SAPMENA retail field only
3_DOM_ZONE_SSA_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content SSA retail field only
3_DOM_ZONE_WEU_RETAILFIELD	<input checked="" type="checkbox"/> Dom users & content WEU retail field only
5_ARCHIVE	<input checked="" type="checkbox"/> Archive
PUBLIC	<input checked="" type="checkbox"/> Default Public Access Domain
Records per Page: 100 (20 total records)	

Administrators

| Search | Add New | 

> Search > Search Results > View Assigned Roles

Admin ID: 00800171

Name: CAI, Natalie

Summary


Assigned Roles

Preferences

View the Assigned Roles for the Admin

Role ID	Description
OA_GLOBAL_LEARNING_ADMIN	L'Oréal Super Learning Administrator Global

Administrators

| Search | Add New | 

> Search > **Search Results** > View Assigned Roles

Admin ID: 00476303

Name: DAUDE, Nicolas

Summary

Assigned Roles

Preferences

View the Assigned Roles for the Admin

Edit

Role ID	Description
OA_LEARNING_ADMIN_WEU	L'Oréal Learning Administrator WEU countries/entities

Edit

HOW TO TROUBLESHOOT LEARNING RLS ?

Mandatories and Must coverage dashboard contains detail report with RLS applied on them.

If a user cannot see data in the detail report :

1- check user access in REL_EMPLOYEE_USER :

```
use database HRDP_CORE_PD_DB;

Select * from cmn_core_sch.rel_employee_user
where reeu_access_employee_upn_ddep = 'ANAS.BADIA@LOREAL.COM'
and reeu_subject_domain_reeu = 'LRN';
```

If we have record in the result , it means that user should be able to see these records in detail report. if result is null :

2-Check "HRDP_STG_PD_DB.LRN_STG_SCH.STG_PA_USER_PRFL_ROLE" : (Table that contains the LMS admin roles from system)

```
select * from HRDP_STG_PD_DB.LRN_STG_SCH.STG_PA_USER_PRFL_ROLE
where USER_NAME = ''; --user_name = user_id
```

User should have one of these roles below to see data , if NOT, we assign the ticket to **CORP - WW - SF LMS** team ! .

	ROLE_ID	...
17	WSM_INTEGRATION	
18	OA_LEARNING_ADMIN_NAMERICA	
19	HPV4REFRESH_ROLE	
20	IAS_SYSTEM_ADMIN_ROLE	
21	TECHNICAL_USER_INSTANCE_REFRESH_541E287B_INTEGRATION	
22	JPB_INTEGRATION	
23	OA_LEARNING_ADMIN_SSA	
24	LEARNING_ADMIN	
25	DELETE_LEARNING_HISTORY	
26	LPA_SYSTEM_ADMIN_ROLE	
27	IPS_SYSTEM_ADMIN_ROLE	
28	OPSMONITORING	
29	ALL_PERFORMANCE	
30	OA_LEARNING_ADMIN	

CONNECT:

There are two levels of accesses when it comes to access to data.

1/ Access to the dashboard on People Analytics and access to aggregated data : Attribution of GRT_PPA_PERFG on Success factors

The access to the group is based on job roles and exceptions (to be validated)











ID	Group Name	User Type	Static or Dynamic	RSP-Only	Active Membership	Last Modified
3706	GRT_PPA_PERFG	Employee	Dynamic	<input type="checkbox"/>	1521	2022-12-14

The job roles are :











	Job role code	Job role Label
1	JR000125	Learning management (JR000125)
2	JR000131	HR business partner (JR000131)
3	JR000132	Head of HR (JR000132)
4	JR000295	HR Services (JR000295)
5	JR000128	Rewards management (JR000128)
6	JR000127	International mobility management (JR000127)
7	JR000130	Talent management (JR000130)
8	JR000132	Head Of HR (JR000132)
9	JR000125	Learning Management (JR000125)
10	JR000131	HR Business Partner (JR000131)
11	JR000128	Rewards Management (JR000128)
12	JR000127	International Mobility Management (JR000127)
13	JR000130	Talent Management (JR000130)

2/ Access to the data (Scopes): 4 SuccessFactors roles + 1 logic role (Manager - Employee)

EX20 :

<input type="checkbox"/>	Permission Groups or Users	Target Population	Active	Action
<input type="checkbox"/>	GRT_EX20_HUB_RUK	TGT_HUB_RUK	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_HUB_POB_OTHER	TGT_HUB_POB_OTHER (temp)	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_HUB_POB	TGT_HUB_POB (temp)	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_CTR_ITA	TGT_CTR_ITA	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_CTR_ISR	TGT_CTR_ISR	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_CTR_IDN	TGT_CTR_IDN	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_HUB_IND	TGT_HUB_IND	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_HUB_HKG	TGT_HUB_HKG	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_HUB_GEA	TGT_HUB_GEA	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX20_CTR_EGY	TGT_CTR_EGY	✓	 Edit Granting

EX25 :

<input type="checkbox"/>	Permission Groups or Users	Target Population	Active	Action
<input type="checkbox"/>	GRT_EX25_ALL_NOSKP	TGT_ALL_NOSKP	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_SPE_SKP	TGT_SPE_SKP	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_HR	TGT_MET_HR	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_DIG	TGT_MET_DIG	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_CAE	TGT_MET_CAE	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_RNI	TGT_MET_RNI	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_TEC	TGT_MET_TEC	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_OPE	TGT_MET_OPE	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_MET_FIN	TGT_MET_FIN	✓	 Edit Granting
<input type="checkbox"/>	GRT_EX25_DIV_TRT	TGT_DIV_TRT	✓	 Edit Granting

Access request workflow

 Service now access request form: https://loreal.service-now.com/my services?id=nr_sc_cat_item&sys_id=df3ac789dbe4230015b612523996191a

Shared document with Wipro : https://loreal.sharepoint.com/:x:/s/-FR--FR-ONEHRSupport/ESERncvTPKdCp_rFpdcpQ0Bzq8w4hxNTsGMHiSYUeJNLQ?email=rim.trimech%40loreal.com&e=4%3Apg5hVu&at=9&CID=90D70435-872E-4CF3-9DBA-5ACB3CF02D48&wdLOR=cE0B57C1D-9AF7-49EC-837B-97487EA76AC6

