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

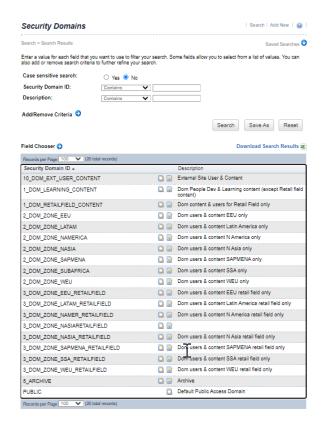
The access to the group is based on job roles and exceptions (to be validated)

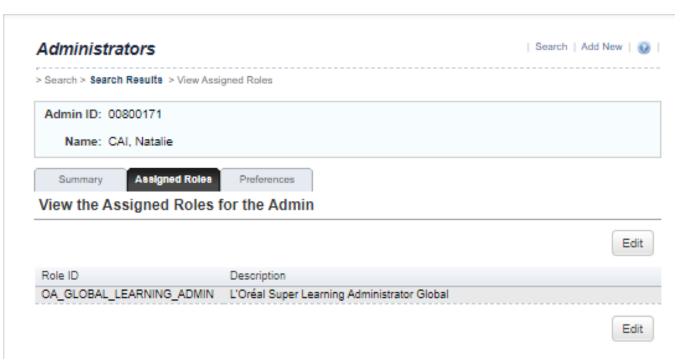
The job roles are as follows:

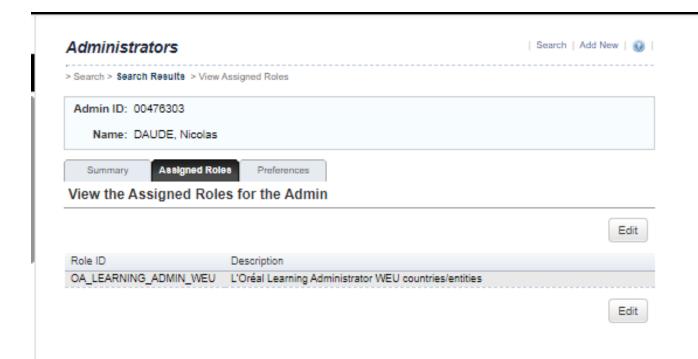
Prof. Field	Professional field	Spe.	Specialization	Job Role	Job Role description
PF000016	Human Resources	SP000063	Learning	JR000125	Learning management
PF000016	Human Resources	SP000068	HR Transversal	JR000131	HR business partner
PF000016	Human Resources	SP000068	HR Transversal	JR000132	Head of HR
PF000016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



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.







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	RBP-Only (1)	Active Membership	Last Modified ↓
3706	GRT_PPA_PERFG	Employee	Dynamic		1421	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:

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

EX25:

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

Access request workflow

Shared document with Wipro: https://loreal.sharepoint.com/:x:/s/-FR--FR-ONEHRSupport /ESERncvTPKdCp_rFpdcopQ0Bzq8w4hxNTsGMHiSYUeJNLQ?email=rim.trimech%40loreal.com&e=4%3Apg5hVu&at=9&CID=90D70435-872E-4CF3-9DBA-5ACB3CF02D48&wdLOR=cE0B57C1D-9AF7-49EC-837B-97487EA76AC6

