IDENTITY & ACCESS MANAGEMENT BEGINS WITH HR

When a new employee completes an HR application, they've provided most of the information needed to create and manage their user account. These forms collect data - including personal details, contract start and end dates, position, manager, and department. Identity management processes can be fully automated by linking this HR data to the rest of the network. With no extra effort, your IT department can ditch some of its most burdensome user account management efforts.

Modern organizations increasingly adopt policies that position HR systems as their core identity registration. HR is capable of providing an organization with its highest quality data as the initial point of entry; no user account lifecycle stages offer more control. All other linked systems can synchronize their data against HR's core registry – forming the perfect foundation for Identity and Access Management.

Through a variety of certified partnerships, Tools4ever's IAM solution connects out-of-the-box with all current HR systems. This includes UltiPro, Ceridian, Workday, ADP, and SAP, among others. IAM detects every change in the HR system, synchronizing user account data and network access accordingly.

IAM's data detection and corresponding procedures include the following examples:

Change in HR before collaborator	Procedure in the network
Onboarding/Provisioning	IAM creates an individual's identity, user account(s), email, and home directory group memberships according to its Access Governance (AG) model. IAM creates new employees' user accounts and access rights in downstream systems and resources (e.g. SAP, PlanCare, Cura, TOPdesk). IAM connects to more than 150 target systems.
Updates/Reprovisioning	When IAM detects any changes made to an individual's identity, it synchronizes the updates before adjusting network access accordingly. The Access Governance model is automatically consulted to add and remove the configured authorizations for a given role.
Deactivation/Offboarding	User accounts are deactivated in secure phases and moved to a different OU.
Name changes	IAM adjusts the display name and e-mail address.

KEY BENEFITS

New employee immediately productive

By linking the HR system to the network's user accounts, IAM immediately synchronizes changes accurately. IAM creates accounts on an employee's first day, so they can start working immediately. IAM's standard implementation includes AG/Role-Based Access Control (RBAC) authorization management. This assigns the correct access rights and group memberships to every role from the off.

Bidirectional transfer

In addition to synchronizing information from HR systems, IAM can write back updated data on a regular basis. Examples include an employee's IAM-generated email address or telephone number.

Security / Auditing

Updates/Reprovisioning: One of the most important purposes for implementing identity management is to prevent the accumulation of access rights – also known as "permission bloat". Permission bloat leads to compliance risks, auditing difficulties, security vulnerabilities, and excessive licensing expenditures. IAM prevents users from accumulating more access rights than are strictly necessary by adding and removing authorizations based upon the configured AG model.
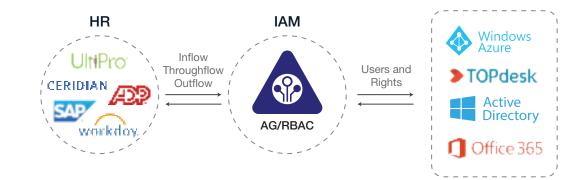
Resignation: IT departments often receive delayed notice regarding employee departures. Failure to promptly clean up an inactive user creates an "orphan account". Orphan accounts contribute to network pollution and allow former employees to continue accessing company resources and information. Further, orphan accounts contribute to the same compliance, auditing, security, and licensing risks associated with permission bloat.

Return on investment (ROI)

Creating, modifying, and deleting user accounts takes many organizations 30 minutes or more. IAM's data synchronization effectively reduces this to zero for system administrators and helpdesk employees. Larger organizations (1,000+) easily recoup 1+ FTE(s) to reassign towards more impactful projects.

Offers organizations advanced functionality

HR tracks all sorts of information that proves beneficial to any organization. For example, the data associating employees with their manager allows for automatic email notifications; notices can be sent to inform managers of the new hire's user account creation and all relevant information. Similarly, automatic email notifications can be sent to an employee's manager upon their departure.

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