

GDPR

1.No Warranty – No Consulting

The following document reflects the opinions and reflections of ICARO Software. ICARO is not allowed to render legal consulting for GDPR and is not doing this by publishing this document.

2.Checklist

We refer to the (official) checklist from the EU <https://gdpr.eu/checklist/>.

3.General considerations

There is no doubt that BAPI-Handler receives and processes personal data.

Fortunately, the extent of personal data is minimal.

Having a look to the master data, you can't find sensitive data like mail addresses or credit card numbers, but only identifying details like personnel ID, badge ID, first and last name. And: Don't forget the option to put more „harmful“ information into the customer-specific fields (23 and 24).

HR minimaster IDOC - HRCC1DNPER001

Position	Field name	Technical Name	Export Length
1	SOURCE_SYS	LOGSYS	10
2	TIMEID_NO	DZAUSW	8
3	FROM_DATE	BEGDA	8
4	TO_DATE	ENDDA	8
5	TIMEID_VERSION	PT_ZAUVE	1
6	PERNO	PW_FERNR	8
7	EDIT_NAME	EMNAM	40
8	SORT_NAME	SMNAM	30
9	LANGU	SPRAS	1
10	LANGU_ISO	LAISO	2
11	PS_GRP ATT_ABS_TYPE	PT_MOABW	2
12	COUNTRY_GROUPING	MOLGA	2
13	SUBSYSTEM_GROUPING	BDEGR	3
14	ES_GRP WORK_SCHED	PT_ZEITY	1
15	ACCESS_CONTROL_GROUP	PT_ZANBE	2
16	PERSONAL_CODE	PT_ZPINC	4
17	MAIL_INDICATOR	PT_ZMAIL	1
18	ATT_ABS_REASON_GRP	GRAWG	3
19	EXT_WAGETYPE_GRP	GRELG	3
20	TIME_EVENT_TYPE_GROUP	PT_PMBDE	2
21	COMP_CODE	PW_BUKRS	4
22	COSTCENTER	KOSTL	10
23	CUSTOMER_FIELD_1	PDC_USRDN	20
24	CUSTOMER_FIELD_2	HR_USRFLD	40

Generic Name
Logical System
Time Recording ID Number
Start Date
End Date
Time Recording ID Version
Personnel Number
Formatted Name of Employee
Employee's Name (Sortable by LAST NAME FIRST NAME)
Language Key
Language according to ISO 639
Personnel subarea grouping for absence/attendance types
Country Grouping
Grouping for Connection to Subsystem
Employee subgroup grouping for work schedules
Access Control Group
Personal Code
Mail Indicator
Grouping of Attendance/Absence Reasons
Grouping for Employee Expenses
Work time event type group
Company code
Cost Center
Multi-purpose field for time results confirmation (download)
Customer-Specific Field

4. BAPI Handler and GDPR

- BAPI-Handler should be part of your GDPR procedural directory
- BAPI-Handler should be part of your audits
- BAPI-Handler should be part of your security policies
- Restrict user access to the master data download directory \$BS_DIR/sapdaten.d/
- Restrict SAP authorizations of the RFC user within your SAP system. Please refer to the documentaion on minimal authorization for SAP RFC users in our download center

5. Security

We scramble the password of the SAP RFC user within BAPI Handler with a homegrown tool.

Use SNC or other measures if you want to obtain a higher security level.