

Empowering Data-Driven HR Decisions: Balancing Security and Accessibility in an SAP HANA-Based People Analytics Platform

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Abstract: *This paper presents a case study on developing a secure and accessible People Analytics Platform using SAP HANA, emphasizing the balance between security and accessibility in HR analytics. Leveraging SAP HANA's capabilities, the platform implements robust security measures including user roles, row-level access control, data encryption, automated data masking, and audit trail functionality to protect sensitive HR data. Results demonstrate enhanced data availability, superior performance, and seamless usability, empowering HR professionals to make informed decisions. This research contributes to theory and practice by highlighting the importance of balancing security and accessibility in HR analytics platform design and providing practical insights for implementing robust security measures using SAP HANA. Further research directions include quantitative evaluations of specific security techniques and comparative studies on governance processes, aiming to develop a comprehensive theoretical framework for secure and ethical HR analytics. Overall, this study initiates dialogue at the intersection of HR analytics, security, ethics, and technology design, offering valuable guidance to organizations navigating data-driven decision-making in the digital age.*

Keywords: SAP HANA

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