

HUMAN RESOURCES

Building a strong workforce and workplace

Team: Human Resources

Responsible for: Workplace environment, and attracting, developing, and retaining talent

Shadow IT & Access Challenges:

- Access to highly sensitive employee data that must be protected
- Sharing of sensitive data across internal and external teams
- Managing the employee lifecycle, including a critical role in onboarding and offboarding



The human resources (HR) team

plays a pivotal role in fostering a thriving and inclusive workplace environment by attracting, developing, and retaining talent for the organization. HR is dedicated to creating and implementing effective employee management strategies, nurturing employee growth through training and development initiatives, and ensuring a positive workplace culture. This team also focuses on making sure your organization is compliant with labor laws, benefits administration, and enhancing overall employee satisfaction. Their drive to empower employees means they need to access and share confidential employee information including personal identifiable information (PII) day in and day out.



HR and security

In their daily workflows, HR teams need to use, access, and share credentials to platforms that manage confidential employee details, process applicants, and recruitment, and facilitate background checks. This critical information often needs to be quickly accessible or shareable. With the growing number of applications your teams need to use, this increases the risk of users taking security shortcuts and using weak, similar passwords to gain quick access to what they need.

HR teams also often need to share sensitive company or employee documentation with external partners such as prospective employees, contractors, or employment agencies. Without a standard protocol or process to securely share with staff outside the company, your HR team may share confidential information through unencrypted emails, or share confidential data with external vendors or consultants, which indefinitely increases the risk of a data breach.

With the large amount of employee data and documentation the HR team touches, safeguarding against security risks is essential to this team's – and your company's – success.

