

# UC1 – User On-boarding and Birth-right Provisioning

- HR application is a simple web application with a user interface to create/update Full-time or Contractor user information

The following information is captured during user creation:

First Name

Last Name

UserID

Employee Type

Manager Name (For Contractors)

End Date (Populated for Contractors all the time)

User created or updated through this application is appended/updated in the FTE flat-file

- FTE Flat-file is the authoritative source for user on-boarding and birth-right access provisioning

IDM system is integrated with LDAP and Database for provisioning

LDAP system is integrated for Security Group Management as well. Two groups are created namely “Employees” and “Contractors”. Create two membership groups as well (one for FTE and one for Contractor)

- Through reconciliation/aggregation with the flat-file, the users are created/updated in IDM as below:
  - Users with Employee Type as FTE:
    - If the UserID does not exist, then create the user in IDM with password admin@123, else update the user’s data.
    - Provision Database Account
    - Provision LDAP account and add membership for the “Employees” group
  - Users with Employee Type as Contractor, :
    - If the UserID does not exist, then create the user in IDM with password admin@1234, else update the user’s data.
    - Provision LDAP account and add membership for the “Contractor” group

## UC2 – Access Request, Approval and Notification

- Any user logs into the self-service interface of the IDM application and requests for access to the employee group/Contractor entitlement(members). The request is routed to the user's manager for approval
- User's manager receives an email notification that the user has requested for the group membership access
- User's manager logs into the IDM application and approves the request
- The user's account is provisioned to the LDAP Access.

## UC3 – Employee Type Conversion

- Change the employee type of a Contractor user (who does not have access to Employee access) from “Contractor” to “FTE” through the HR web application
- Aggregate/Reconcile the flat-file authoritative source
- The user’s employee type is converted into FTE
- The user now gets the Employee group access and provisioned to him automatically
- The user is removed from “Contractors” group in LDAP
- The user is added into the “FTE” group in LDAP

## UC4 – Termination (Scheduled/Event-Based)

- Change the end date of an existing, active contractor user to today's date through the HR Web Application.
- Aggregate/Reconcile the flat-file authoritative source
- The termination workflow triggers
  - The Contractor users' status is changed to "Inactive" in the IDM system
  - the end-date is updated in IDM system to today's date
  - The users accounts are disabled.

