

# How One Model Limits IT Security Risks for People Analytics



When you're dealing with sensitive people data, understanding and mitigating IT security risks is paramount. Especially since behind every HR data point is a real human being.

So let's dive into what the risks are, how they can impact your business, and how One Model works to limit those risks.

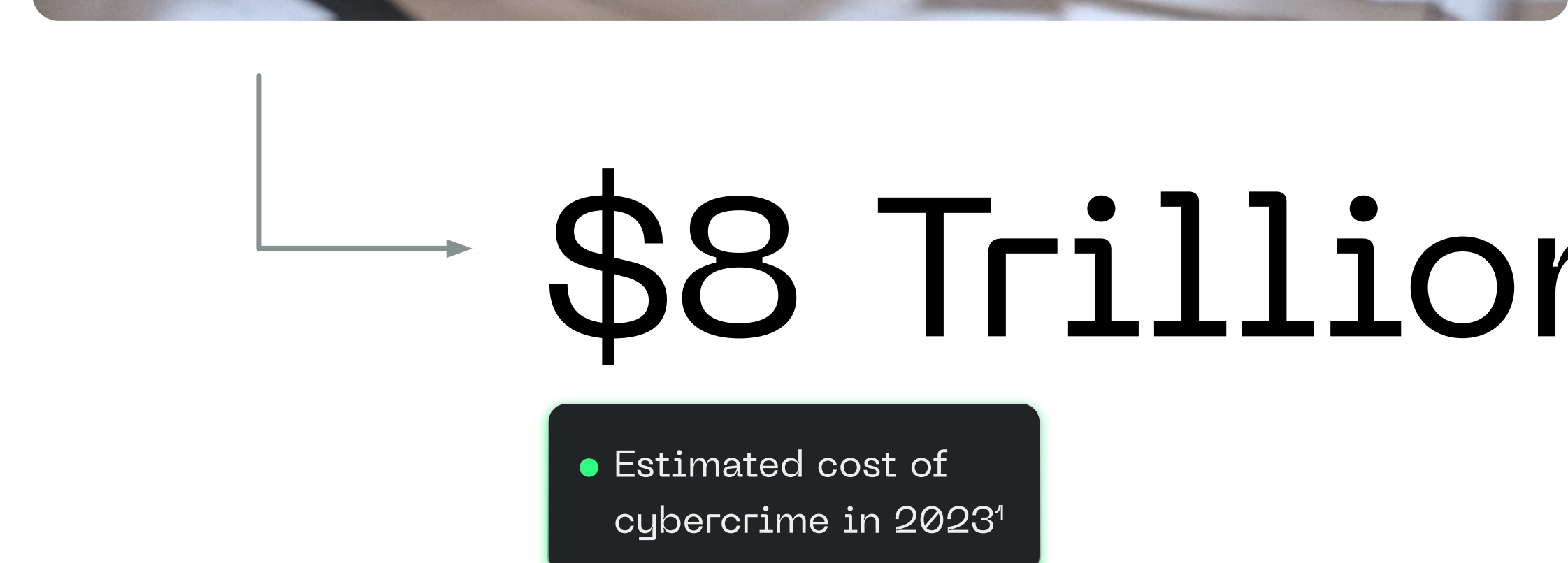
## Top 3 IT Security Risks in People Analytics

### 1. Financial Risks:

Potential data breaches or unauthorized access to sensitive employee information are costly. If malicious actors gain access to personal and financial data, it could result in identity theft, fraudulent activities, or financial loss for both individuals and the organization. Addressing a data breach brings legal fees, regulatory fines, and less financial stability for organizations.

**\$9.44M**

Average data breach costs in U.S.<sup>1</sup>



**\$8 Trillion**

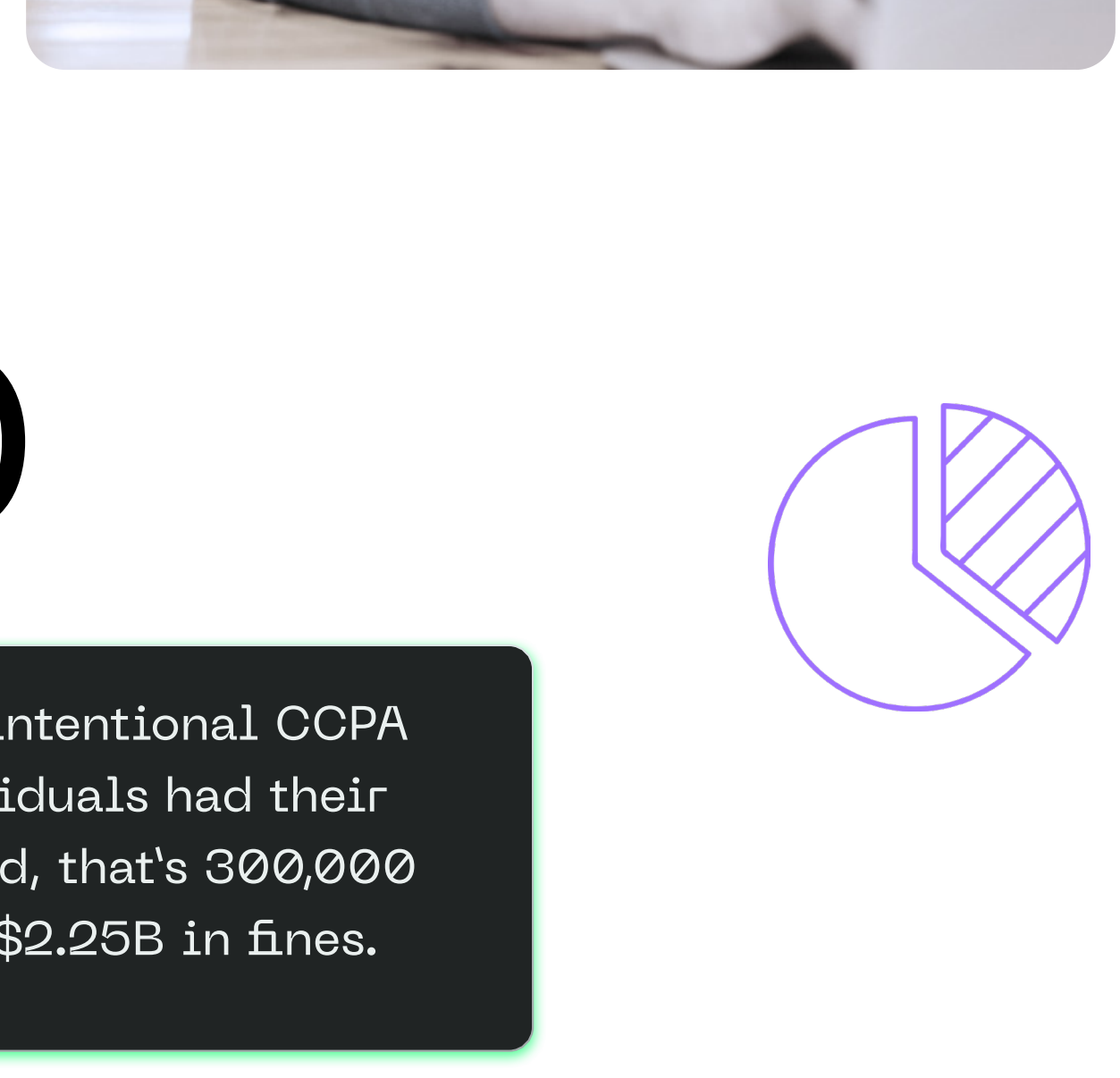
Estimated cost of cybercrime in 2023<sup>1</sup>

### 2. Legal Risks:

Collecting, processing, and analyzing employee data can raise legal concerns related to data privacy and compliance. Organizations need to navigate a complex landscape of regulations, such as the GDPR in the EU, CCPA in California, or the Privacy Act in the APAC region. Mishandling or improper use of employee data could result in legal actions, fines, and penalties.

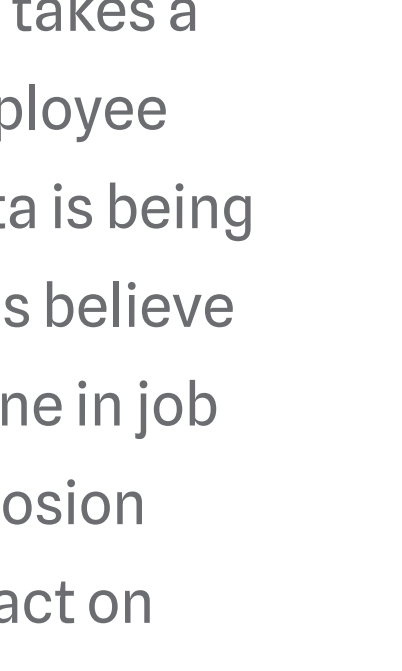
**€20M or 4%**

Of annual revenue from preceding year for serious GDPR violations<sup>2</sup>



**Up to \$7,500**

Per consumer in penalties for intentional COPPA violation.<sup>3</sup> So if 300,000 individuals had their personal data unknowingly sold, that's 300,000 violations for a grand total of \$2.25B in fines.



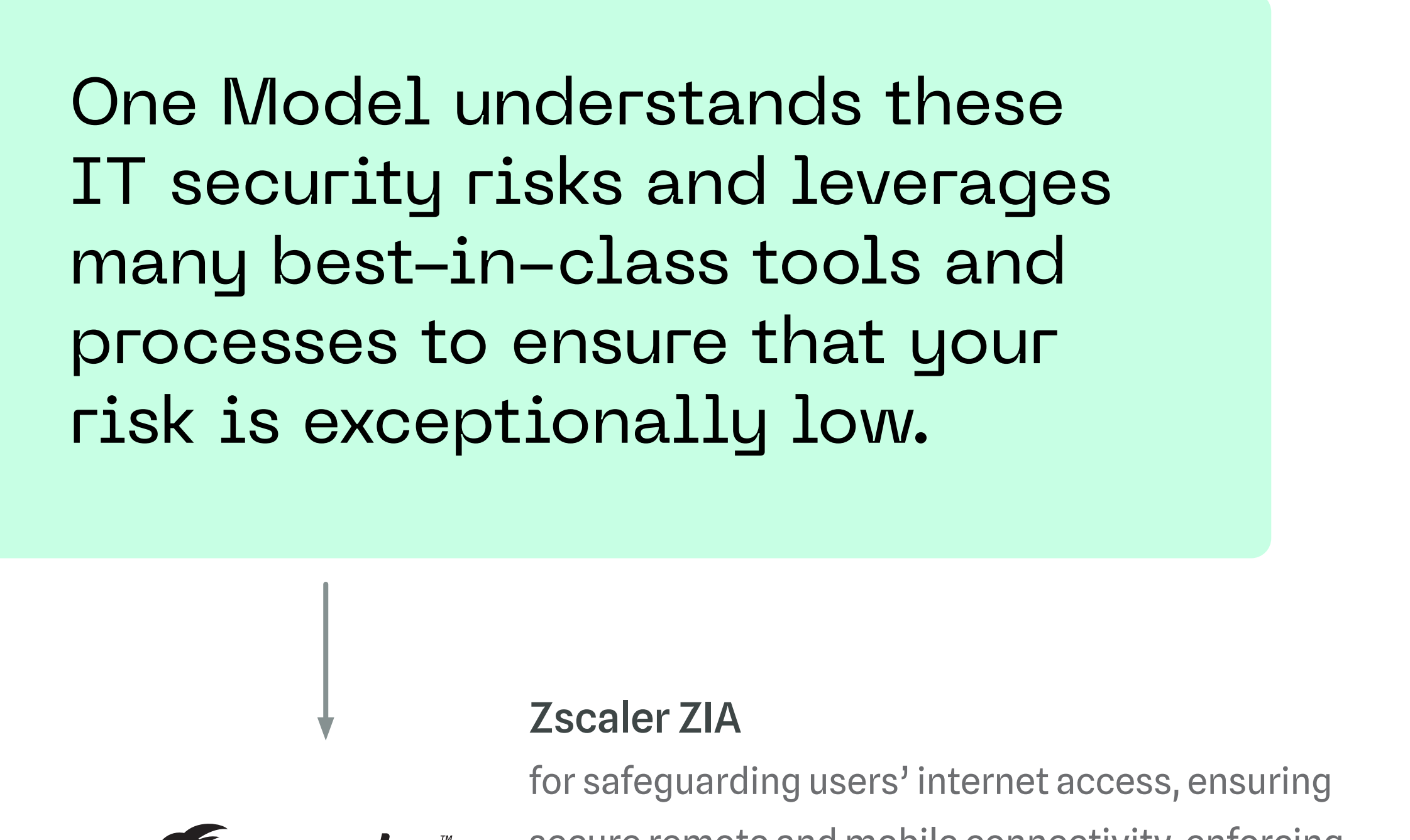
### 3. Intangible Asset Risks:

When security issues arise, your organization's reputation takes a hit. This includes the erosion of consumer confidence, employee trust, and staff morale if individuals perceive that their data is being used inappropriately or without their consent. If employees believe their privacy is not being respected, it could lead to a decline in job satisfaction, productivity, and overall engagement. This erosion of trust can be difficult to quantify but has a profound impact on your organization's culture, reputation, and long-term success. Disgruntled employees might also choose to leave the organization, resulting in talent loss.



**33%**

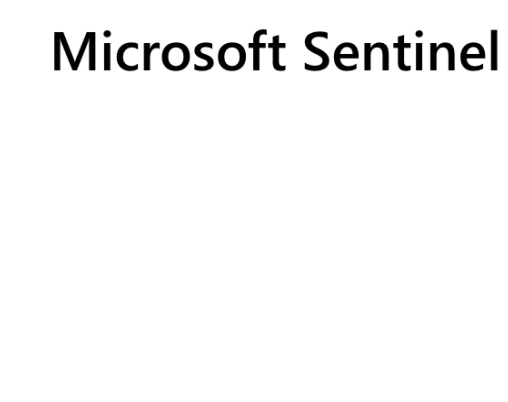
Of employee annual salary to backfill one role<sup>4</sup>



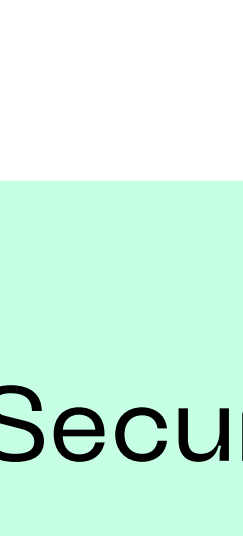
**10% more \$**

Per employee for U.S. companies with a bad reputation<sup>5</sup>

One Model understands these IT security risks and leverages many best-in-class tools and processes to ensure that your risk is exceptionally low.

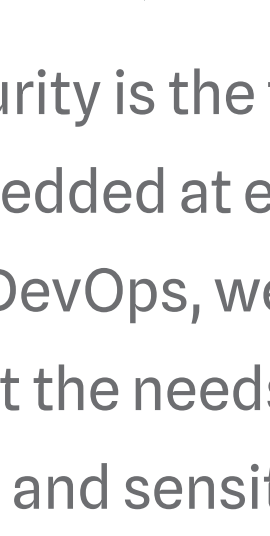


**Zscaler ZIA**  
for safeguarding users' internet access, ensuring secure remote and mobile connectivity, enforcing web security policies, thwarting threats, and preventing data loss across all devices and locations.



**Microsoft Sentinel**

**Microsoft Sentinel SIEM**  
for security monitoring, threat detection, incident investigation, automated response, and compliance reporting.



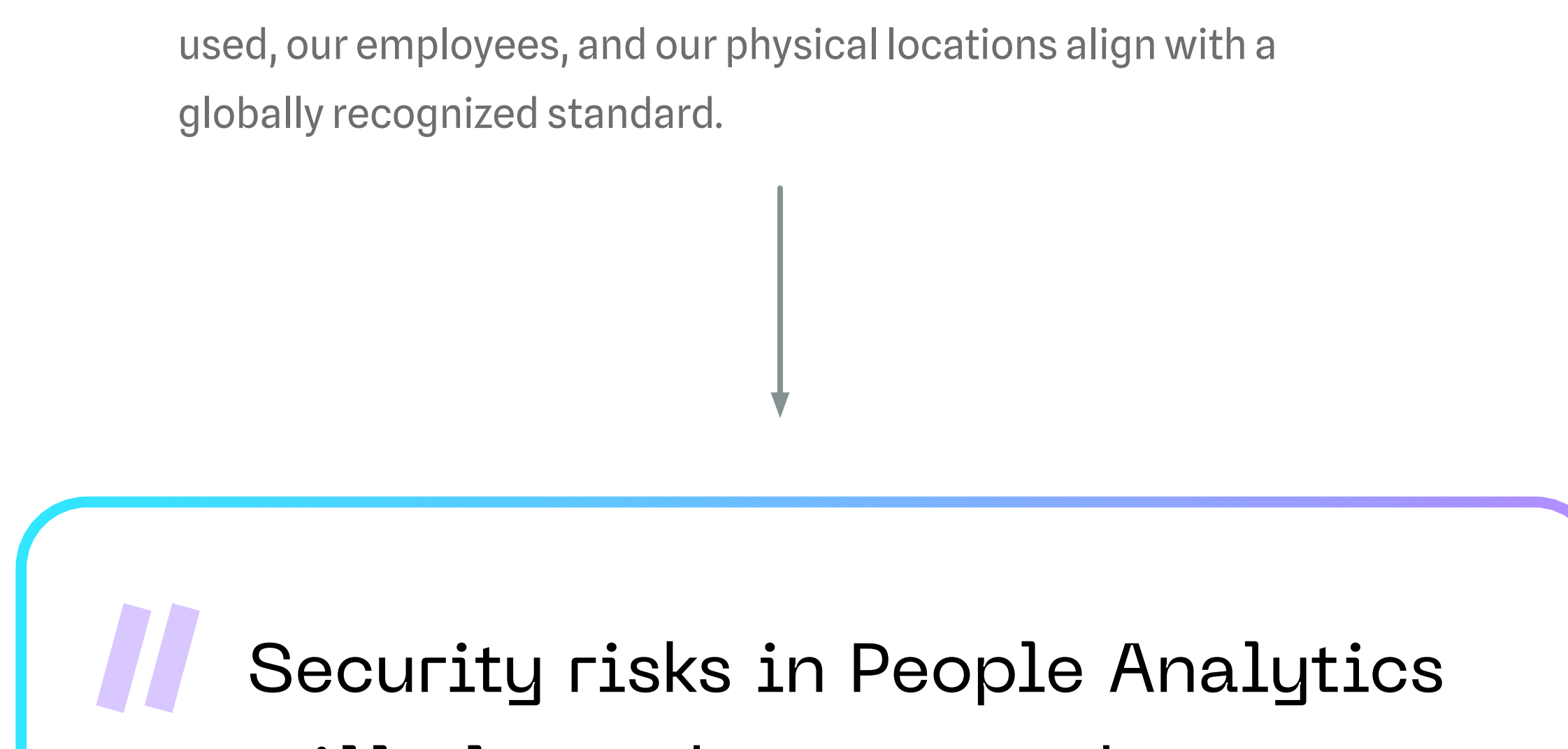
**Microsoft Defender**

**Defender for Endpoint**  
for protecting devices against malware, advanced threats, and cyber attacks via real-time threat detection, automated response, and endpoint visibility.

## Security Processes We Follow

Security is the first step in our DevOps process and is embedded at every stage. By following the principles of SecDevOps, we build secure and reliable applications that meet the needs of our customers while also protecting their data and sensitive information.

### Development/Security/Operations Process Flow



We've also aligned our platform with ISO 27001:2022, ensuring that all security around the organization itself, the technical controls used, our employees, and our physical locations align with a globally recognized standard.

Security risks in People Analytics will always be present, but our security posture is constantly improving. That's why we're able to support large-scale enterprises like Charles Schwab and Sun Life. We're committed to allocating the time, people, and resources needed to continuously improving our security and certifications.

— James Morales Information Security and Privacy Manager, One Model

With One Model's People Analytics platform, you can trust that your data is secure while still maintaining control of your data — so your company and employees are protected.

Ready to learn more?

Request A Demo

