B0163 Disabled EE Actions BI

Purpose

The purpose of this report description is to explain how to show a summary of actions for all employees in an organizational unit in the Integrated HR-Payroll System.

Report Description

The B0163 Disabled Analysis by Actions report shows the number of actions for all employees, number of actions by disability code, and percentage actions disabled to all.

Report Location

PA: Disability

Report Uses

- This report can be used to show a summary of the number of actions for all employees for an organizational unit, the number of actions for disabled employees, and the percent of disabled to all actions. There is a drill-down capability on the organizational unit, which allows the user to identify the number of these actions for specific org unit(s) by disability code.

- The employee is an available object that can be added to the report. The employee can be added to the report if you need to identify the employee(s) with a disability.
- The report displays the disability on the latest action, from the report execution date.

How to Generate This Report

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found at Web Intelligence Prompts | NCOSC.

The Mandatory prompts for this report are:

- Organizational Unit
- CalMonth/Year (Single Value/Interval, Mandatory)

This report can also be further limited by utilizing the Optional prompts to further limiting the amount of data that retrieved into the body of the report. Optional prompts are indicated as optional in parentheses beside the prompt.

The Optional prompts are:

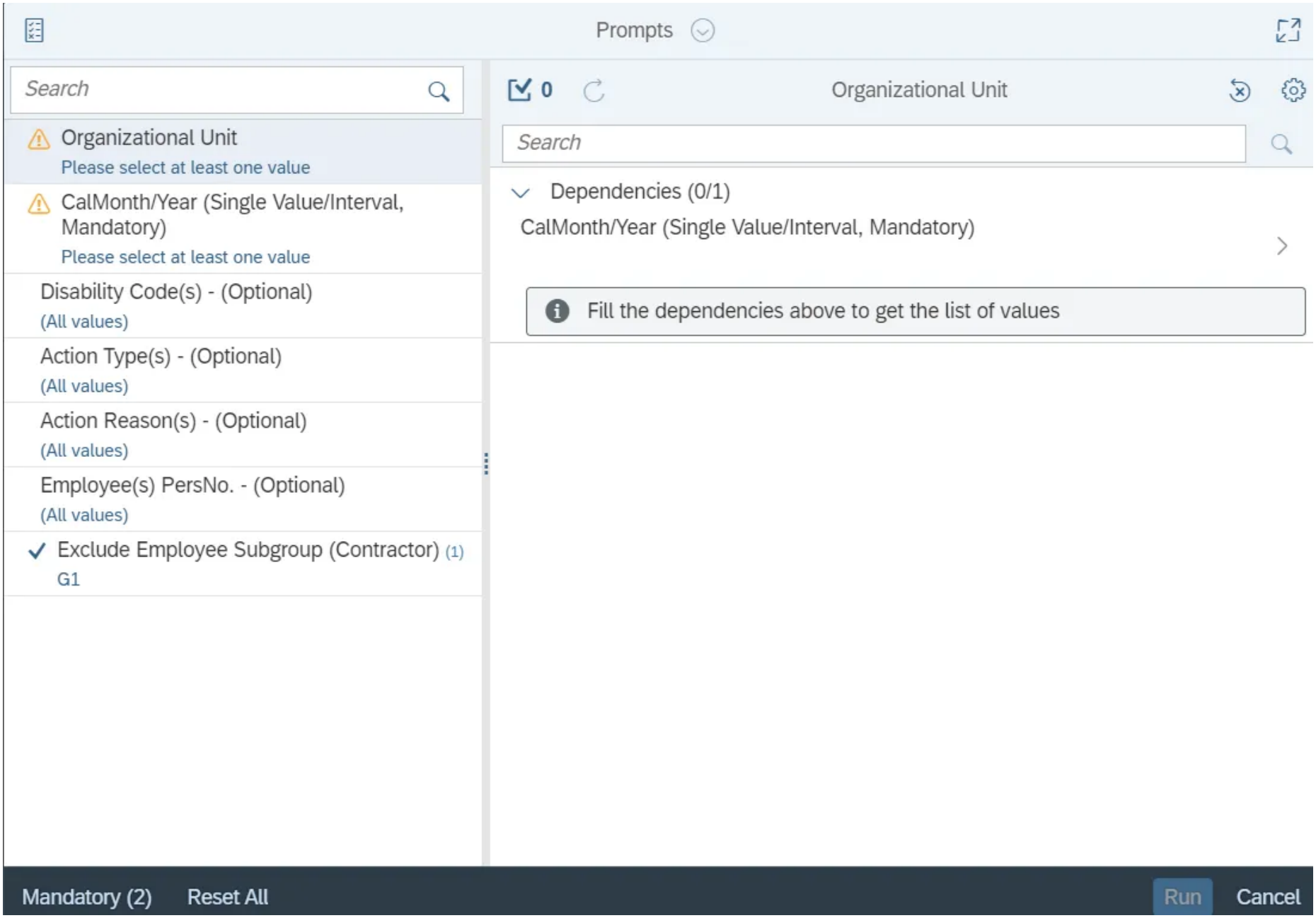
- Disability Code(s) - (Optional)
- Action Type(s) - (Optional)
- Action Reason(s) - (Optional)
- Employee(s) PersNo. - (Optional)

Exclusion prompts exclude specified data by default while allowing customers the flexibility of changing them when necessary. Exclusion prompts are identified by the term Exclude followed by the prompt.

The Exclusion prompts are:

- Exclude Employee Subgroup (Contractor)

Image


Prompts
Search
Organizational Unit
Please select at least one value
CalMonth/Year (Single Value/Interval, Mandatory)
Please select at least one value
Disability Code(s) - (Optional)
(All values)
Action Type(s) - (Optional)
(All values)
Action Reason(s) - (Optional)
(All values)
Employee(s) PersNo. - (Optional)
(All values)
Exclude Employee Subgroup (Contractor) (1)
G1
0
Organizational Unit
Search
Dependencies (0/1)
CalMonth/Year (Single Value/Interval, Mandatory)
Fill the dependencies above to get the list of values
Mandatory (2)
Reset All
Run
Cancel

Initial Layout

The report has two report tabs.

- **B0163 Disabled Analysis by Actions**: The report shows number of actions for all employees, number of actions by disability code, and percentage actions disabled to all.

Image

B0163 Disabled Analysis b... Report Info

Org Unit	Org Unit Desc	Action Type	Action Type Desc	Number of Actions (All Employees)	Number of Actions (By Disability Code)	% Actions Disabled to All
22222222		Z0	New Hire (NC)	15		
22222222		Z1	Promotion (NC)	1		
22222222		Z2	Reinstatement/Reemployment(NC)	38	3	7.89
22222222		Z8	Transfer (NC)	1		
22222222		Z9	Appointment Change (NC)	3		
22222222		ZC	Salary Adjustment (NC)	32	4	12.50
22222222		ZG	Separation (NC)	16	1	6.25

- **Report Info tab**: This report tab displays the values of the prompt selections for the executed report.

Image



Available Objects

This is a list of the available objects that can be added to the report, from the Document Dictionary once in the Design mode:

Dimensions

- Org Unit
- Action Reason
- Action Type
- Age Range

- Agency Hire Date
- Cal Mth/Yr
- Cal Qtr
- Cal Qtr/Yr

- Disability Change Reason

- Disability code

- Effective Date
- Employee
- Employee Group
- Employee Subgroup
- Employee’s Name
- Employment Status
- Ethnic Orogin
- Fiscal period
- Fiscal year/period
- Gender
- Job
- Job Branch
- Job Family
- Length of Serv as of Date of Action
- Original Hire Date
- Personnel Area
- Personnel Subarea
- Pos Addr Street
- Pos City

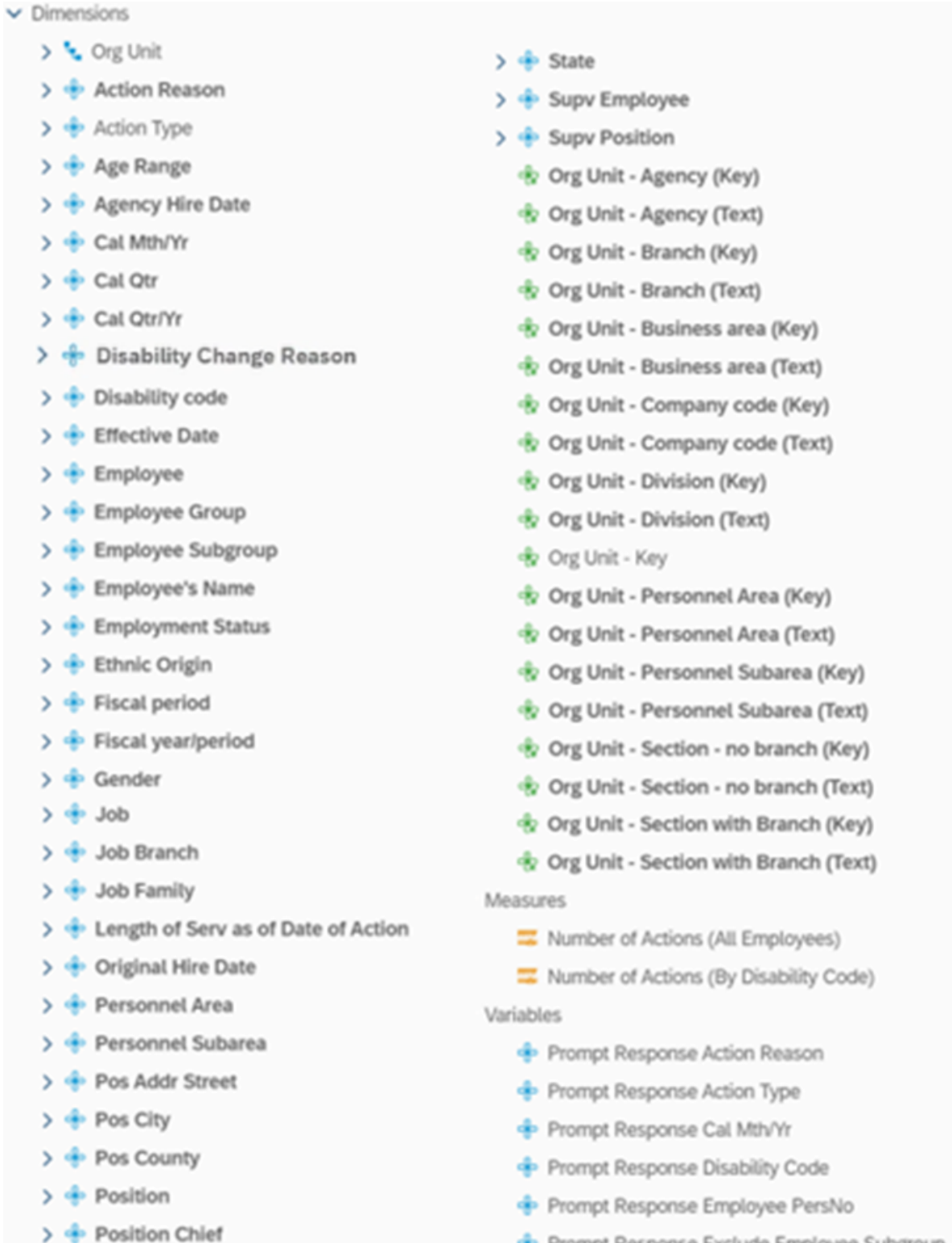
- Pos County
- Position
- Position Chief
- Processed Date
- SOC Code
- State
- Supv Employee
- Supv Position
- Org Unit – Agency (Key)
- Org Unit – Agency (Text)
- Org Unit – Branch (Key)
- Org Unit – Branch (Text)
- Org Unit – Business Area (Key)
- Org Unit – Business Area (Text)
- Org Unit – Company code (Key)
- Org Unit – Company code (Text)
- Org Unit – Division (Key)
- Org Unit – Division (Text)
- Org Unit - Key
- Org Unit – Personnel Area (Key)
- Org Unit – Personnel Area (Text)
- Org Unit – Personnel Subarea (Key)
- Org Unit – Personnel Subarea (Text)
- Org Unit – Section – no branch (Key)
- Org Unit – Section – no branch (Text)
- Org Unit – Section with branch (Key)
- Org Unit – Section with branch (Text)

Measures

- Number of Actions (All Employees)
- Number of Actions (By Disability Code)

Variables

- Prompt Response Action Reason
- Prompt Response Action Type
- Prompt Response Cal Mth/Yr
- Prompt Response Disability Code
- Prompt Response Employee PersNo
- Prompt Response Exclude Employee Subgroup
- Prompt Response Organizational Unit
- % Actions Disabled to All


Dimensions
Org Unit
Action Reason
Action Type
Age Range
Agency Hire Date
Cal Mth/Yr
Cal Qtr
Cal Qtr/Yr
Disability Change Reason
Disability code
Effective Date
Employee
Employee Group
Employee Subgroup
Employee's Name
Employment Status
Ethnic Origin
Fiscal period
Fiscal year/period
Gender
Job
Job Branch
Job Family
Length of Serv as of Date of Action
Original Hire Date
Personnel Area
Personnel Subarea
Pos Addr Street
Pos City
Pos County
Position
Position Chief
State
Supv Employee
Supv Position
Org Unit - Agency (Key)
Org Unit - Agency (Text)
Org Unit - Branch (Key)
Org Unit - Branch (Text)
Org Unit - Business area (Key)
Org Unit - Business area (Text)
Org Unit - Company code (Key)
Org Unit - Company code (Text)
Org Unit - Division (Key)
Org Unit - Division (Text)
Org Unit - Key
Org Unit - Personnel Area (Key)
Org Unit - Personnel Area (Text)
Org Unit - Personnel Subarea (Key)
Org Unit - Personnel Subarea (Text)
Org Unit - Section - no branch (Key)
Org Unit - Section - no branch (Text)
Org Unit - Section with Branch (Key)
Org Unit - Section with Branch (Text)
Measures
Number of Actions (All Employees)
Number of Actions (By Disability Code)
Variables
Prompt Response Action Reason
Prompt Response Action Type
Prompt Response Cal Mth/Yr
Prompt Response Disability Code
Prompt Response Employee PersNo

Special Report Considerations/Features

- This report includes actions in the range from Z0 through ZZ.
- Beginning 6/25/2020, the system will show three values for Disability Code. Based on the dates selected for the report prompt, if June 2020 or later is selected, only three values will be available.

Disability Code	Description
N	No, I don’t have a disability
X	Yes, I have a disability (or previously had a disability)
Y	I don’t wish to answer

- If May 2020 or any earlier month is selected for the date prompt, the following Disability Codes will be shown.

Disability Code	Description
A	None/prefer not to report
B	Blind or severely visually impaired
C	Deaf or severely hearing impaired
D	Loss or limited use of arms and/or hands
E	Non-ambulatory (must use a wheelchair)
F	Other orthopedic impairment (e.g. amputation, arthritis, etc.)
G	Respiratory impairment
H	Nervous system/neurological disorder
I	Mental restored
J	Intellectual disability

Disability Code	Description
K	Learning disability
L	Other (heart disease, diabetes, speech impairment)
M	Other (specify in COMMENTS section)

Note: The A-M codes above can be seen in BOBJ reports only because historical data is maintained in BI. These historical codes CANNOT be seen in ERP.

- The Disability information has been migrated from Infotype 0077 to 9877 and during this process a new field has been added for “Disability Change Reason Code” and the following are the Codes and Text.
- In compliance to federal regulation C.F.R. 60-741.42(e), as of March 2026, the disability information in SAP HR Payroll system are moved from infotype 0077 to 9877.
- A new field called ‘Disability Change Reason Code’ is added to the infotype 9877 to capture whether the disability is self-reported by the employee through Fiori portal or through an HR Action.

Disability Change Reason Code	Description of Disability Change Reason Code
0	Employee Self Report
1	Hiring Action
2	Error entering data
3	Employee reported change in disability

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