

SABIR OVERVIEW JOB AID

This Job Aid assists in familiarization and execution in the Service for Analytics and Business Intelligence (SABIR) tile. SABIR is a data visualization tool that includes pre-generated interactive metrics and dashboards. HR Professionals may use the SABIR tile to access data in three categories: Force Composition, Unit Strength & Readiness, and Enterprise.

Force Composition provides a view of Member characteristics, i.e., rank, employee identification (EMPLID), and unit identification code (UIC) — within the UIC Hierarchy.

Unit Strength & Readiness provides timely Unit and Soldier strength reporting data. Enterprise provides the overall Army strength picture.

The SABIR tile provides an alternate path in replacing reports from legacy systems — allowing HR Professionals to compile reports found in systems: Common Operating Picture Synchronizer (COPS) and Datastore. SABIR's versatility is an asset at every echelon.

 *NOTE: More on SABIR in Chapter 31, User Manual*

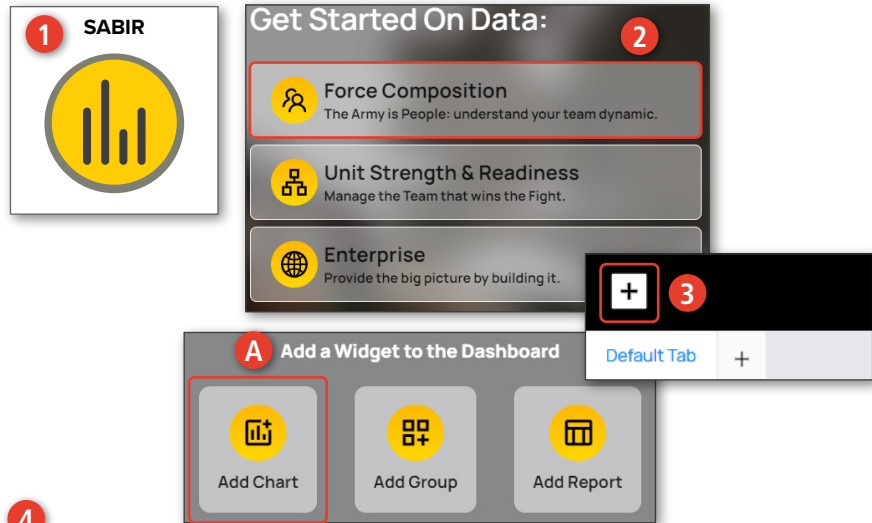
 *NAVIGATION: HR Professional Homepage > Global Search: SABIR > Select SABIR 'Fluid Structure Content'*

Force Composition

The Force Composition page allows the Strength Managers to view an Army unit's personnel records to ensure optimal readiness and efficiency. Critical tasks include reviewing detailed profiles of each Member, encompassing their unit information, medical status, and employment status (Year/Month Available to Move (YMAV) and IPPS-A Assignment End Date) as of the most current date.

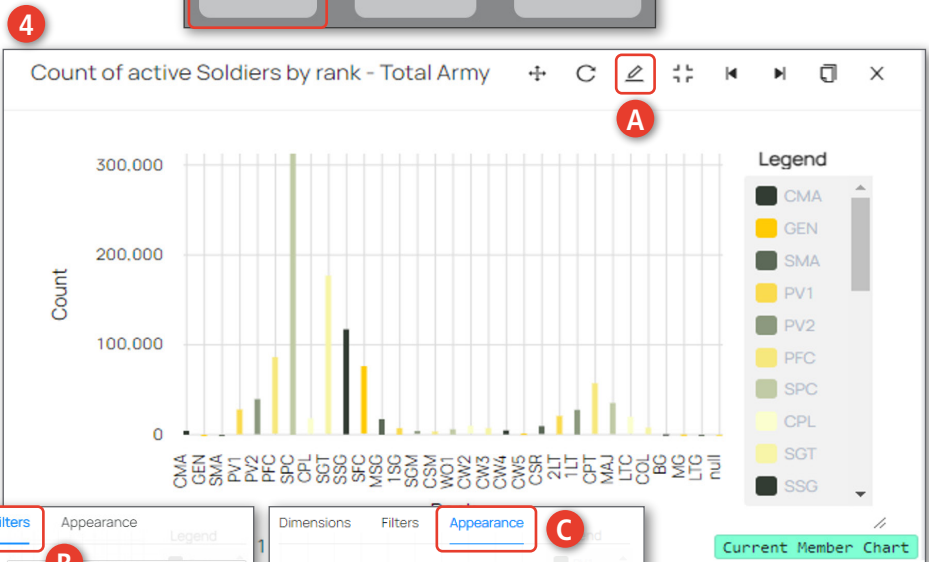
This data is crucial for strategic planning, resource allocation, and ensuring the well-being and capability of each Member to execute their roles effectively.

1. Navigate to the **SABIR** tile.
2. Screen displays three categories to choose from; Select **Force Composition**.
3. Select the Add Object (+) button.
 - 3A. Screen displays widget options. Select **Add Chart**.



NOTE: HR Professionals can add up to five tabs; at this time tab names cannot be changed.


4. Screen displays a chart of Members based on an HR Professionals UIC Hierarchy.
 - 4A. Select the **Chart Settings** icon to add drill down criteria and filters.
5. Screen displays tabs:
 - 5A. **Dimensions**
 - 5B. **Filters**
 - 5C. **Appearance**
 - 5D. Select applicable tabs, add criteria, then select **Apply**.

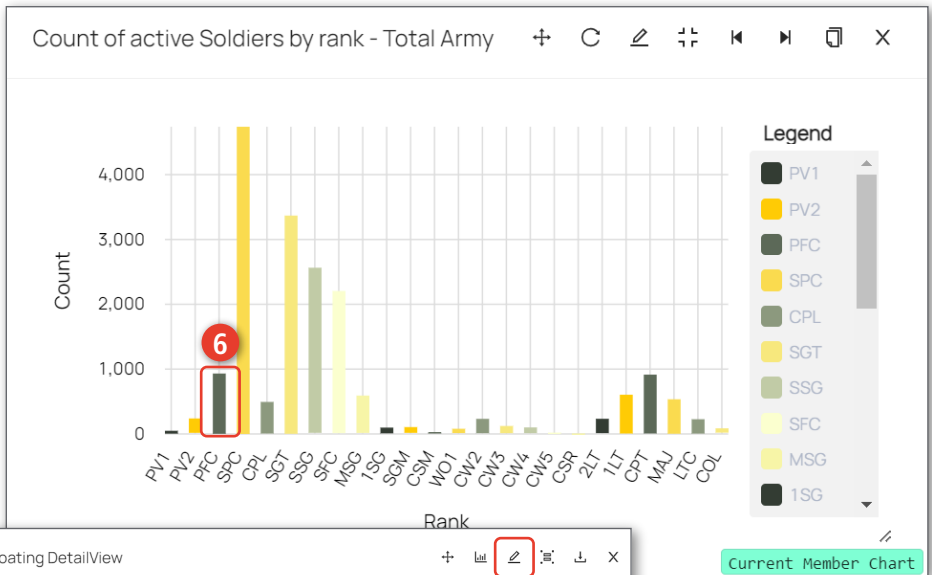


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Force Composition CONTINUED

6. Select **Bar** to display a byname roster of desired population.
7. Select **Detail View Settings**.
 - 7A. Add additional information to roster and close box.
8. Select **Download** to save a CSV file of Current Member Detail view roster.
9. Once screen displays '**Ready to download**', select **Save as** to save in desired location.
10. To save charts built in SABIR, ensure you select the **Save** button before exiting.

 **NOTE:** SABIR will save charts but no byname roster criteria settings.



Floating DetailView

Record Count: 493 out of 494
Detail View Applied Filters: rank = CPL dmos = E42A,O42B,O42H,W420A

Emplid	Rank	Full Name	Curr Uic
0000000000	CPL	SMITH JOHN	WFQ
0000000000	CPL	JONES JENNIFER	WJM

Available Columns:

- Emplid
- Rank
- Full Name
- Curr Uic
- Age
- Arqoda
- Asip
- Asip Short Desc
- Asis
- Asis Short Desc

Floating DetailView

Record Count: 493 out of 494
Detail View Applied Filters: rank = CPL dmos = E42A,O42B,O42H,W420A

Emplid	Rank	Full Name	Curr Uic
0000000000	CPL	SMITH JOHN	WFQMA4

Download

Ready to download! Please click 'Save as' button to download file.

File name: Current Member Detail View - as of 2023-09-11.csv

Cancel Save as

Unit Strength and Readiness

The Unit Strength and Readiness page enables the Strength Managers and Commanders to conduct unit strength analysis to evaluate the combat readiness and manpower of a unit based on the Authorization from the force document (Force Management System Web (FMSWEB)).

The process integrates Personnel Management Authorization Document (PMAD) analysis to assess alignment with staffing authorizations and identify gaps. Additional Skill Identifier (ASI) analysis is performed to evaluate the specialized skills and qualifications within the unit.

1. Navigate to the **SABIR** tile.
2. Screen displays three categories to choose from; Select **Unit Strength & Readiness**.
3. Select the Add Object (+) button.
 - 3A. Screen displays widget options. Select **Add Chart**.
4. Screen displays a chart of UICs based on an HR Professionals UIC Hierarchy.
 - 4A. Select the **Chart Settings** icon to add drill down criteria and filters.
5. Screen displays tabs:
 - 5A. **Dimensions**
 - 5B. **Filters**
 - 5C. **Appearance**
 - 5D. Select applicable tabs, add criteria, then select **Apply**.

1 SABIR

2 Get Started On Data:

- Force Composition: The Army is People: understand your team dynamic.
- Unit Strength & Readiness: Manage the Team that wins the Fight.**
- Enterprise: Provide the big picture by building it.

3 Add a Widget to the Dashboard

- Add Chart**
- Add Group
- Add Report

4 Unit strength and readiness chart

sum of Pos Filled Flag (asg #)

Direct Sub UIC	sum of Pos Filled Flag (asg #)
(W0CWEFF)	~5,000
(W3NCEFF)	~5,000
(W3YBAA)	~5,000
(W6DHA4A)	~5,000
(W6DJAA)	~5,000
(W6EGAA)	~5,000
(WAT3FE)	~18,000
(WAT4FE)	~82,000
(WALJFE)	~82,000
(WANVFE)	~10,000
(WNEDEFF)	~5,000

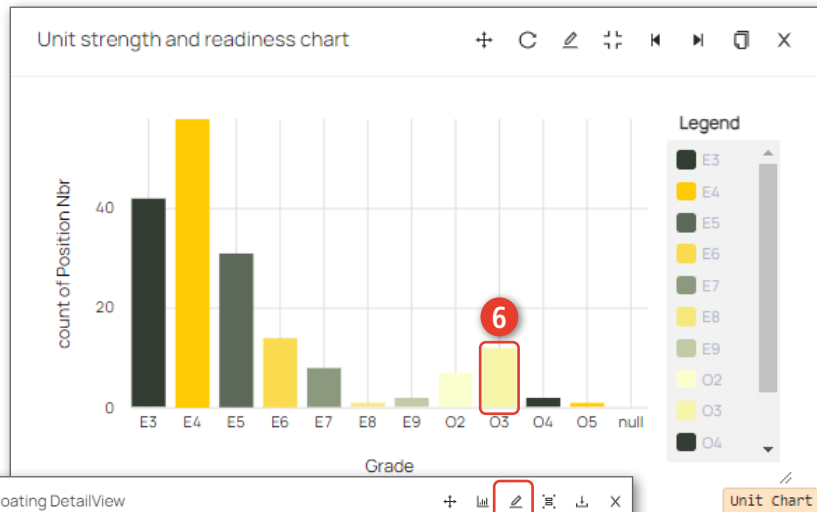
5 Configuration Panels:

- Dimensions:** Population: Current Member (A), Dimension 1: Rank, Dimension 2: Select a second dimension, Aggr Method: Count. **Apply** (D)
- Filters:** Add Filter: Select a filter to Add (B). **Apply** (D)
- Appearance:** Enable auto chart title update, Chart Title: Count of active Soldiers by rank - Total Army, Chart Type: Veritcal Bar, Display Legend: Yes, Sort By: Dimension, Sort Order: Rank Order, Color Schemes: Scheme 1 (default). **Apply** (D)

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Unit Strength and Readiness CONTINUED

6. Select **Bar** to display a byname roster of desired population.
7. Select **Detail View Settings**.
 - 7A. Add additional information to roster and close box.
8. Select **Switch to Aggregated View**.
9. Screen displays a current Military Occupational Specialty Inventory (MOSI) snapshot in detail view with applied filters.
10. Select **Download** to save a CSV file of Unit Detail view.
 - 10A. Once screen displays 'Ready to download', select **Save as** to save in desired location.
11. To save chart, ensure you select the **Save** button before exiting.



Floating DetailView

Record Count: 12 out of 12
Detail View Applied Filters: grade = O3 posAuth = 1

Deptid	Uic	Pos Auth	Pos Filled Flag
01873674	WABS1H	1	0
00421150	WABST0	1	0

Switch to Aggregated View

Available Columns:

- Deptid
- Uic
- Pos Auth
- Pos Filled Flag
- Parent Uic
- Direct Sub Uic
- Arqoda
- Asi1
- Asi1 O
- Asi2
- Asi2 O

close

Floating DetailView

Record Count: 12 out of 12
Detail View Applied Filters: grade = O3 posAuth = 1

Uic	Pos Auth	Pos Filled Flag	Duty Title Long

Switch to Aggregated View

Floating DetailView

Record Count: 0 out of 0
Detail View Applied Filters: grade = O3 posAuth = 1

Deptid	Uic	Pos Auth	Pos Filled Flag
00421150	WABST0	11	10

Switch to Normal View

Download

Ready to download! Please click 'Save as' button to download file.

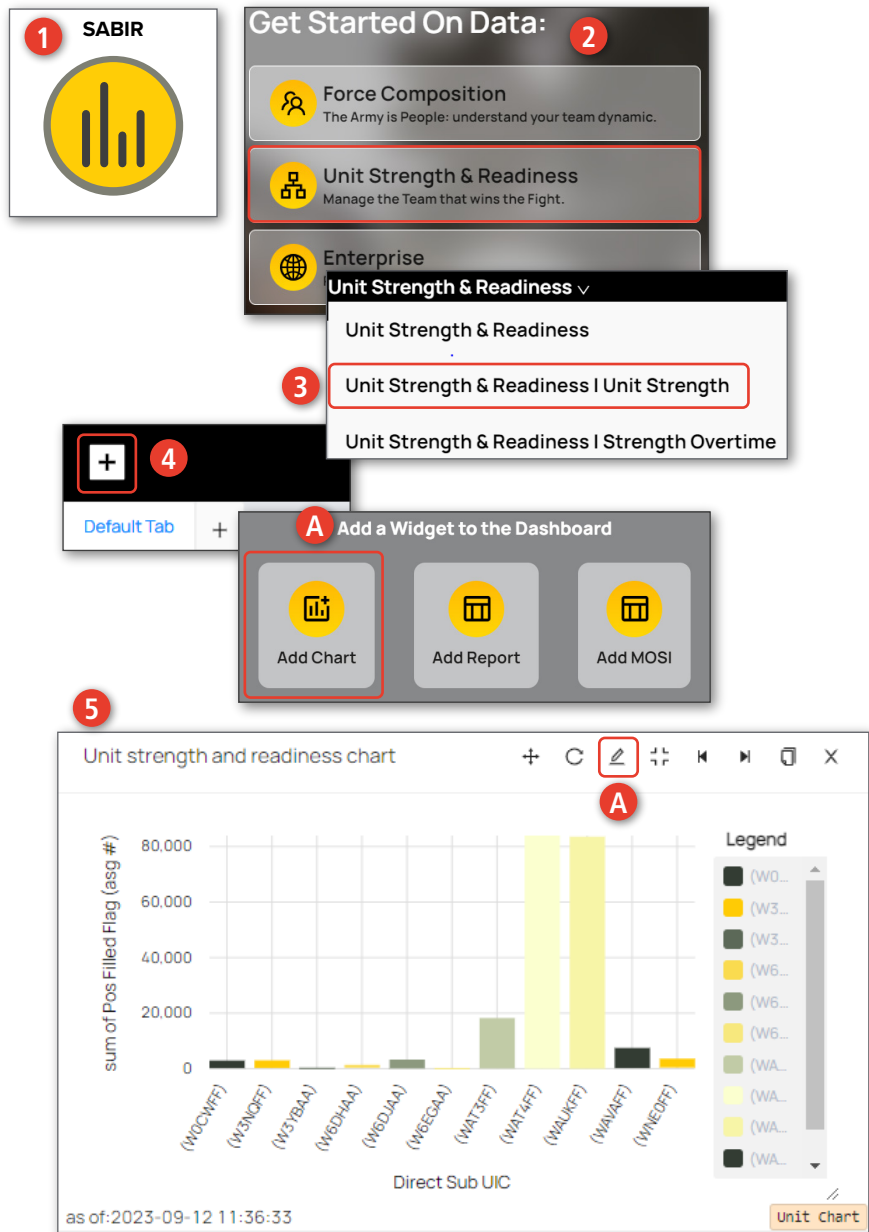
File name: Unit Detail View (Aggregated view) - as of 2023-09-12.csv

Cancel Save as

Unit Strength and Readiness | Unit Strength (Assignments Past End Date Report)

Personnel with past assignment end dates impact the accuracy of personnel accountability and strength reporting (PASR) and the use of SABIR as a strength tool. HR Professionals must identify personnel with past assignment end dates using SABIR, the authorized tool for PASR.

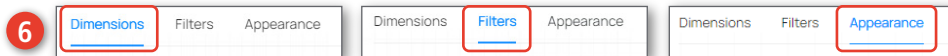
1. Navigate to the **SABIR** tile.
2. Screen displays three categories to choose from; Select **Unit Strength & Readiness**.
3. Hover over the Unit Strength & Readiness tab; Select **Unit Strength and Readiness | Unit Strength**.
4. Select the Add Object (+) button.
 - 4A. Screen displays widget options; Select **Add Chart**.
5. Screen displays view of Unit Strength and Readiness Chart.
 - 5A. Select the **Chart Settings** icon to add drill down criteria and filters.



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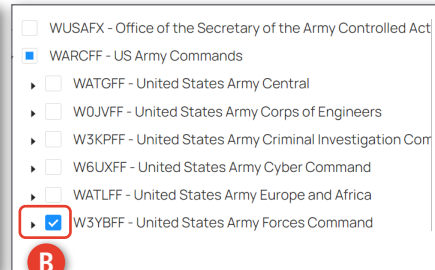
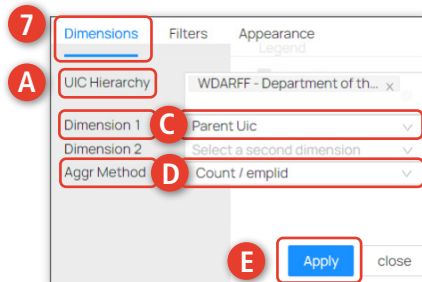
Unit Strength (Assignments Past End Date Report) CONTINUED

6. Screen displays **Dimensions, Filters, and Appearance** tabs.



7. Dimensions tab:

7A. Select **UIC Hierarchy** drop-down; Navigate to your unit using the drill down menu.

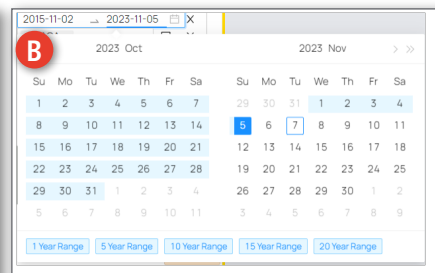
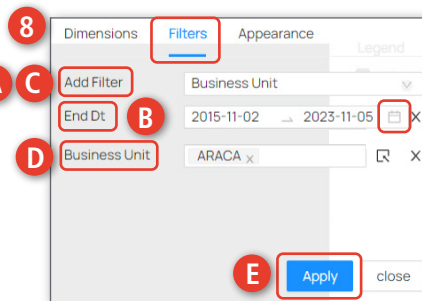



7B. Once you reach desired unit, ensure the check box has a check mark.

7C. Select **Dimension 1** drop-down; Select **Parent UIC**.

7D. Select **Aggr Method** drop-down; Select **Count/emplid**.

7E. Select **Apply**.



 *NOTE: All subordinate units under the checked UIC will be included in the report.*

8. Filters tab:

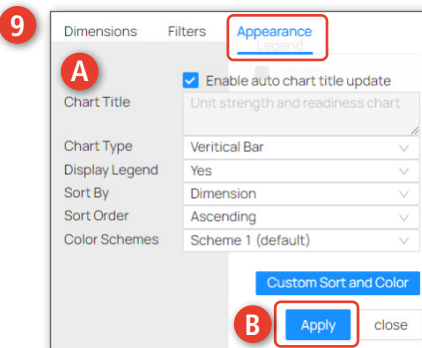
8A. Select **Add Filter** drop-down.


8B. Select **End Dt**; Select calendar icon and select your date range.

8C. Select **Add Filter** drop-down.

8D. Select **Business Unit**. Select desired population (i.e., ARA, NGD, ARR).

8E. Select **Apply**.



 *NOTE: Not adding a filter for Business Unit, bar chart will automatically account for Active and Reserve Members.*

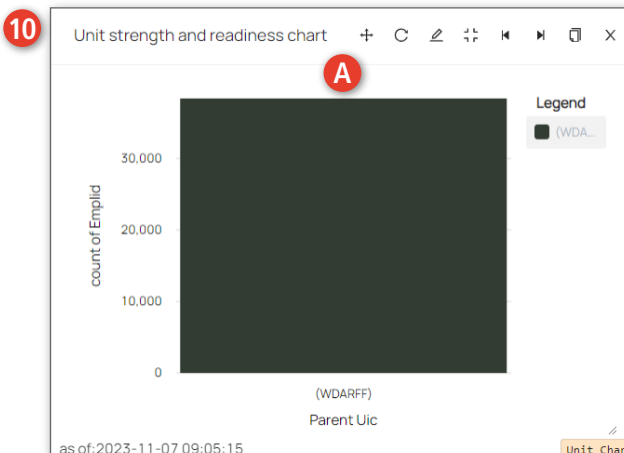
9. Appearance tab:


9A. Make selections if applicable.

9B. Select **Apply and Close**.

10. Screen displays updated view of the Strength and Readiness Chart.

10A. Select the **Bar Chart** to display a byname roster.



 *NOTE: The byname roster is set to the HR Professionals ROWSECCLASS.*

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Unit Strength (Assignments Past End Date Report) CONTINUED

11. The Floating DetailView screen displays.

11A. Select **Detail View Settings**.

11B. Select the following **Columns**: Arqoda, Orgraa, Component (ARA=Active duty, NGD= National Guard, ARR= Reserve), End Dt, Emplid, Full Name, Sf Grade (Soldier Grade), Sf Rank (Soldier Rank), Sf Pmos (Soldier Primary MOS), DML, and DMSL.

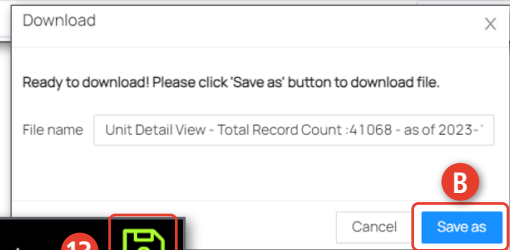
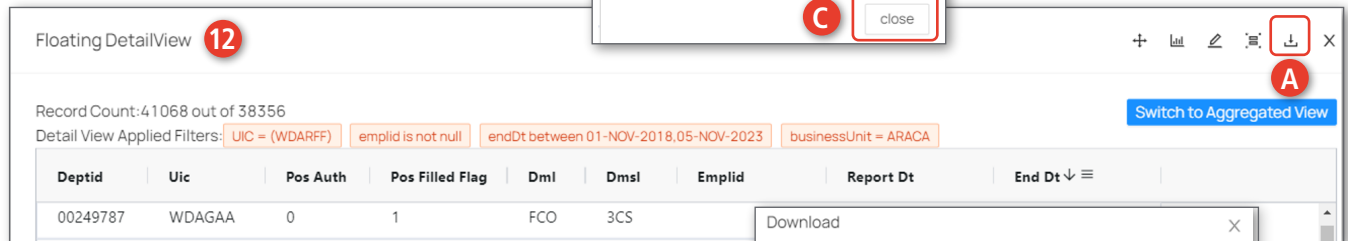
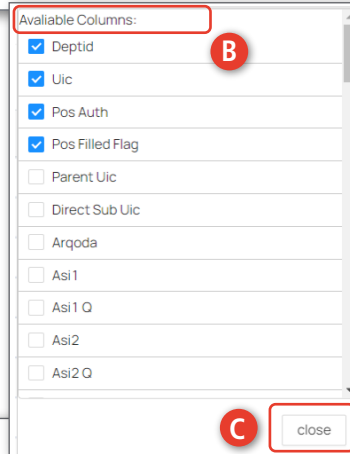
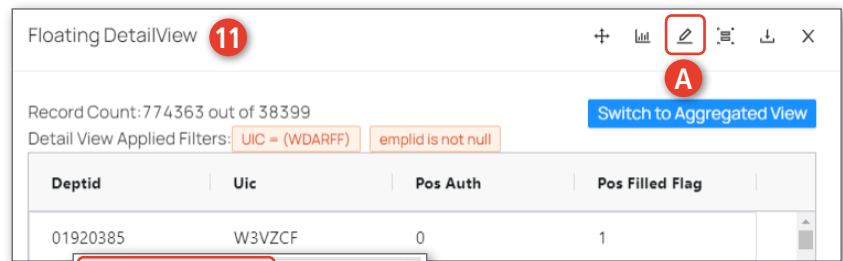
11C. Select **Close**.


12. Screen displays updated byname roster.

12A. Select **Download** to save a CSV file of Unit Detail view.

12B. Once screen displays 'Ready to download'; Select **Save as** to save in desired location.

13. To save Chart, ensure you select the **Save** button before exiting.



 **NOTE:** To verify roster accuracy, navigate to the *Members Manage Assignments* landing page to verify that Members have past their Assignment End Date.



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Unit Strength and Readiness | Strength Overtime (MOSI)

The Unit Strength Overtime subpage of Unit Strength and Readiness provides unit strength forecasting by leveraging Military Occupational Specialty Inventory (MOSI) reports to predict a military unit's strength over a 12-month period.

These reports are in a snapshot view (1st and 15th of the month) that provides detailed data on gains and losses, enabling Commanders and Planners to anticipate changes in unit strength. This predictive insight is instrumental in making informed decisions on recruitment, training, and resource allocation to ensure optimal operational readiness.

1. Navigate to the **SABIR** tile.
2. Screen displays three categories to choose from; Select **Unit Strength & Readiness**.
3. Hover over the Unit Strength & Readiness tab; Select **Unit Strength and Readiness | Strength Overtime**.
4. Select the Add Object (+) button.
 - 4A. Screen displays widget options; Select **Add MOSI**.
5. Screen displays MOSI view.
 - 5A. Input **Date Range**, **Unit**, and **MOS**.
 - 5B. Select **Add** after each **Grade** selection.
6. Screen displays an updated MOSI view with selected criteria.
 - 6A. Select a **Date** tab to expand data.

The screenshot shows the SABIR dashboard interface. It starts with the SABIR tile (1), followed by the 'Get Started On Data' section where 'Unit Strength & Readiness' is selected (2). A dropdown menu shows 'Unit Strength & Readiness | Strength Overtime' (3). The 'Add a Widget to the Dashboard' dialog shows 'Add MOSI' selected (4A). The MOSI View screen shows the configuration fields for Date Range, Unit, MOS, and Grade, with the 'Add' button highlighted (5B).

The screenshot shows the MOSI View table with the following configuration: Display Percentage: Assigned / Authorization; Detail Columns: Asg, Auth, PMAD, Req, Gain, Loss, Net. The table shows data for 01-SEP-2023, 01-OCT-2023, 01-NOV-2023, 01-DEC-2023, 01-JAN-2024, 01-FEB-2024, 01-MAR-2024, 01-APR-2024, 01-MAY-2024, 01-JUN-2024. The table has columns for Unit, MOS, Grade, Action, and Asg Pct (auth) for each date range.

Unit	MOS	Grade	Action	01-SEP-2023	01-OCT-2023	01-NOV-2023	01-DEC-2023	01-JAN-2024	01-FEB-2024
82D	E11B	E5	Delete	105%	101%	99%	94%	90%	89%
82D	E11B	E6	Delete	103%	101%	97%	94%	92%	89%

NOTE: If results do not display date ranges selected, lower your zoom view percentage.

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Strength Overtime (MOSI) CONTINUED

7. Screen displays additional information.

7A. Select **Asg**, **Auth**, **Gain**, or **Loss** numbers to display byname roster.

8. Screen displays byname.

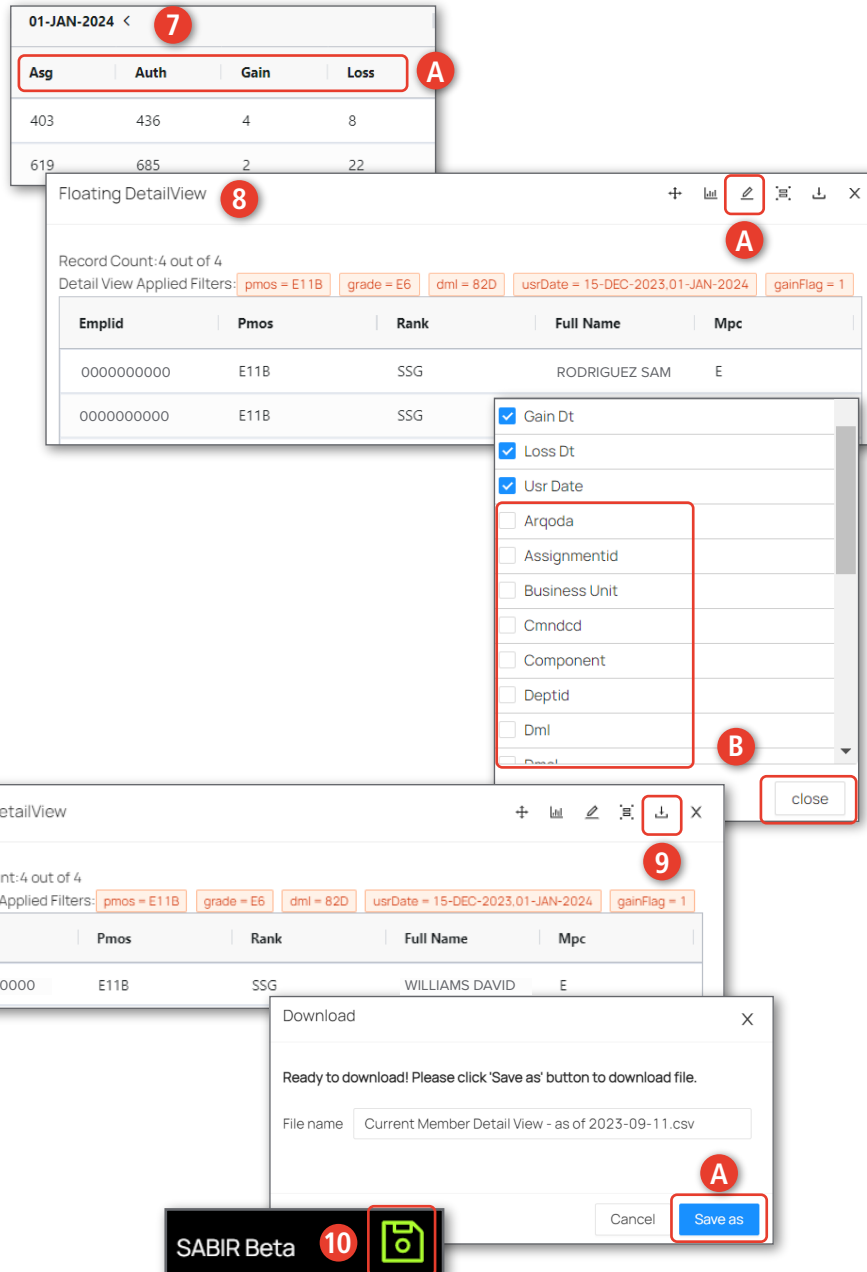
8A. Select **Detail View Settings**.

8B. Add additional information to roster and close box.

9. Select **Download** to save a CSV file of MOSI Detail view.

9A. Once screen displays 'Ready to download', select **Save as** to save in desired location.

10. To save MOSI, ensure you select the **Save** button before exiting.



01-JAN-2024 < 7

Asg	Auth	Gain	Loss
403	436	4	8
619	685	2	22

Floating DetailView 8

Record Count: 4 out of 4
Detail View Applied Filters: pmos = E11B | grade = E6 | dmi = 82D | usrDate = 15-DEC-2023,01-JAN-2024 | gainFlag = 1

Emplid	Pmos	Rank	Full Name	Mpc
0000000000	E11B	SSG	RODRIGUEZ SAM	E
0000000000	E11B	SSG		

Detail View Settings

- Gain Dt
- Loss Dt
- Usr Date
- Arqoda
- Assignmentid
- Business Unit
- Cmndcd
- Component
- Deptid
- Dmi
- Dmi

Floating DetailView 9

Record Count: 4 out of 4
Detail View Applied Filters: pmos = E11B | grade = E6 | dmi = 82D | usrDate = 15-DEC-2023,01-JAN-2024 | gainFlag = 1

Emplid	Pmos	Rank	Full Name	Mpc
0000000000	E11B	SSG	WILLIAMS DAVID	E

Download

Ready to download! Please click 'Save as' button to download file.

File name: Current Member Detail View - as of 2023-09-11.csv


Cancel Save as

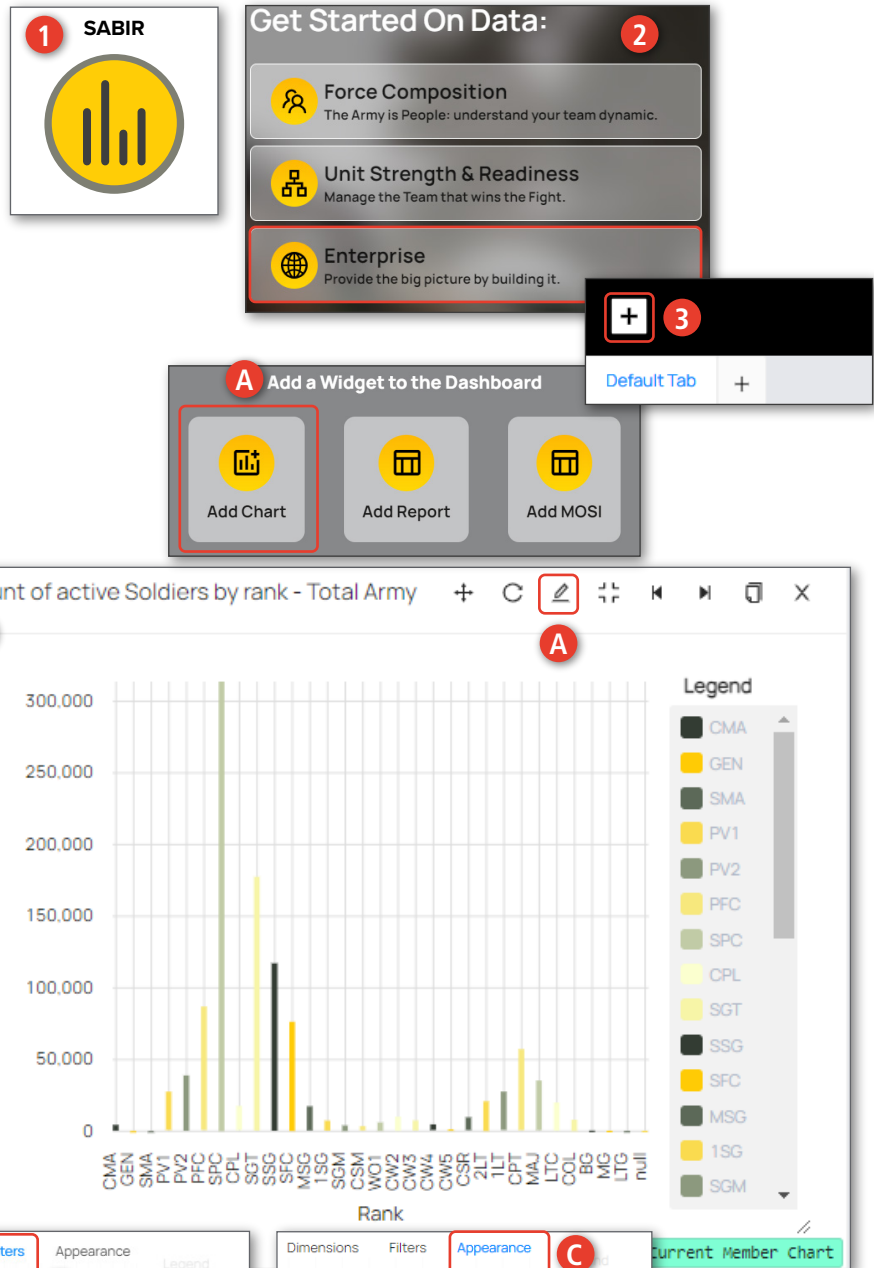
SABIR Beta 10

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Enterprise

1. Navigate to the **SABIR** tile.
2. Screen displays three categories to choose from; Select **Enterprise**.
3. Select the Add Object (+) button.
 - 3A. Screen displays widget options; Select **Add Chart**.
4. Screen displays view of active Members by rank.
 - 4A. Select the **Chart Settings** icon to add drill down criteria and filters.
5. Screen displays tabs:
 - 5A. **Dimensions**
 - 5B. **Filters**
 - 5C. **Appearance**
 - 5D. Select applicable tabs, add criteria, then select **Apply** and **Close**.

 *NOTE: Enterprise Promotion, Candidates, and Restrictions are still in Beta testing.*



5

Dimensions Filters Appearance Legend

Population **A** Current Member

Dimension 1 Rank

Dimension 2 Select a second dimension

Aggr Method Count

D Apply close

Dimensions **Filters** Appearance Legend

Add Filter Dmos **B**

Dmos E11B x

D Apply close

Dimensions Filters **Appearance** **C**

Enable auto chart title update

Chart Title Count of active Soldiers by rank - Total Army

Chart Type Vertical Bar

Display Legend Yes

Sort By Dimension

Sort Order Rank Order

Color Schemes Scheme 1 (default)

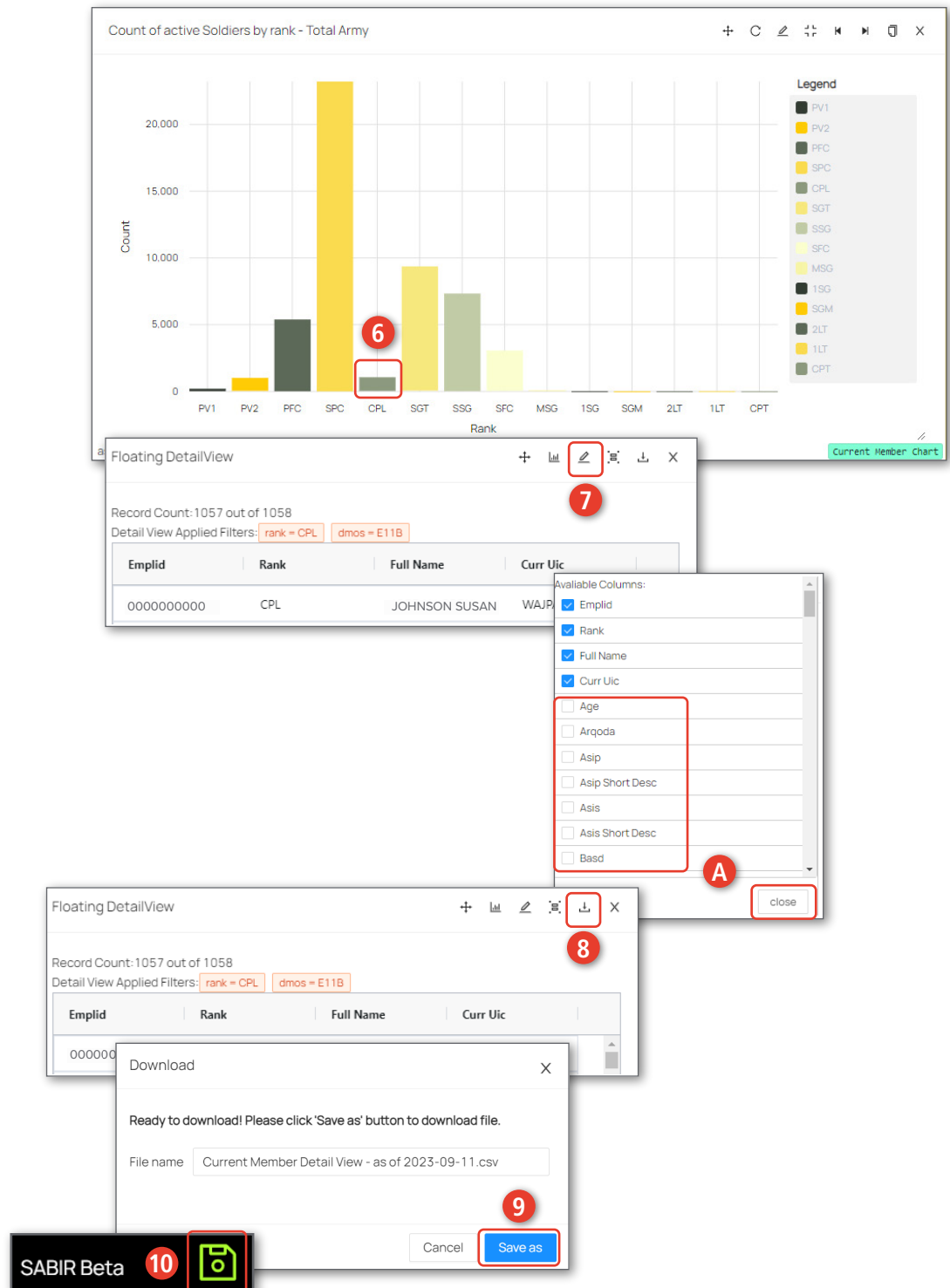
Custom Sort and Color

D Apply close

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Enterprise CONTINUED

6. Screen displays updated chart. Select **Bar** to display a byname roster of desired population.
7. Select **Detail View Settings**.
 - 7A. Add additional information to roster and close box.
8. Select **Download** to save a CSV file of Current Member Detail view roster.
9. Once screen displays 'Ready to download', select **Save as** to save in desired location.
10. To save charts built in SABIR, ensure you select the **Save** button before exiting.



Count of active Soldiers by rank - Total Army

Rank	Count
PV1	~100
PV2	~1000
PFC	~5000
SPC	~22000
CPL	~1000
SGT	~9000
SSG	~7000
SFC	~3000
MSG	~1000
1SG	~500
SGM	~500
2LT	~500
1LT	~500
CPT	~500

Floating DetailView

Record Count: 1057 out of 1058
 Detail View Applied Filters: rank = CPL, dmos = E11B

Emplid	Rank	Full Name	Curr Uic
0000000000	CPL	JOHNSON SUSAN	WAJPR

Available Columns:

- Emplid
- Rank
- Full Name
- Curr Uic
- Age
- Arqoda
- Asip
- Asip Short Desc
- Asis
- Asis Short Desc
- Basd

Download

Ready to download! Please click 'Save as' button to download file.

File name: Current Member Detail View - as of 2023-09-11.csv

SABIR Beta | **Save as**