OHR Internal – GEAR Data Flow

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OHR Analytics
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Pull OHR data
Where IFG = GE Oil & Gas with all Business Segments

Pull OHR data
Where IFG = GE Corporate And Buss Segmnt = Corporate Global Research And Sub Business = CORP GR-Oil & Gas

Combine Both Data Sets

Remove all SSOs starting with 5 (Contractor Employees)

Split ENG Canidates By Org Name - SSOs with "-ENG" in column Organization Name

Split ENG Candidates By Mgr name - other SSOs thave **Supervisor SSO ID** listed in latest clean HC list

Engg Candidates

All Other SSOs (Non Engg Candidates)

Compare job title in Non-ENG candidates list and that is retrieved from the prior raw OHR data for the same SSO

Add to ENG candidates those SSOs where job title not changed OR SSOs where job title has changed, but function remained the same

Map each SSO from ENG candidates pool into PC and Sub-PC by using Managers and Orgs List shared by Maxim

All SSOs should be mapped, the pending SSOs that remain unmapped sent to Maxim to update Org Name list

For Deltas - Check for each fields if any of 3 has changed (**Org Name, Manager, Job title**)

For Deltas - Overwrite PC/Sub-PC with values for SSOs where none of 3 fields have changed or if only manager has changed;

Others do not overwrite, but flag as a delta

Identification of New SSOs

SSOs available in "ENG candidates" and present in the raw data (the latest clean data) and at least one of the fields (org name, manager, job title) have changed - Flag as Delta

SSOs available in "ENG candidates" list but not present in the raw data (the latest clean data) - Flag as Delta

Generate the list having the reason and send to Maxim.Maxim to confirm back with updated information