

Definitions of Job functions and Logic of Aggregation.

Sl No	Abbreviation	Description	Definition	Aggregate Job Function
1	ACCT	Accounting	Financial Analysis, Auditing, Financial Planning, Accounting Management, Bookkeeping, Tax Preparation, Financial Reporting and other roles related to managing an organization's finances and accounts.	Common Functions
2	ADM	Administration	Office Management, Executive Assistance, Administrative Assistance, Secretarial Work, Business Operations, Facilities Management and other roles related to supporting the day-to-day operations of an organization.	Common Functions
3	ADVR	Advertising	Media Planning, Creative Development, Campaign Management, Digital Marketing, Brand Management, Market Research and other roles related to promoting products, services, or ideas through various channels.	Common Functions
4	ANLS	Analytics	Data Analysis, Business Intelligence, Data Science, Market Research, Operations Research, Quantitative Analysis and other roles related to collecting, analyzing, and interpreting data to inform business decisions.	Common Functions
5	ART	Arts and Design	Graphic Design, Visual Design, UI/UX Design, Fine Arts, Performing Arts, Creative Direction and other roles related to creative expression, visual communication, and design.	Services
6	BD	Business Development	Sales and Marketing, Partnership Development, Strategic Planning, Growth Tracking, Account Management, Entrepreneurship and other roles related to identifying and pursuing new business opportunities, building relationships, and driving revenue growth.	Services
7	CNST	Construction	Building and Development, Architecture, Engineering, Project Management, Contracting, Trades and Labor and other roles related to the planning, design, and execution of construction projects.	Infrastructure and Logistics
8	CUST	Customer Service	Customer Support, Account Management, Client Relations, Technical Support, Help Desk, Call Center Operations and other roles related to ensuring customer satisfaction, resolving issues, and providing excellent service.	Services
10	DSGN	Design	Graphic Design, User Experience (UX) Design, User Interface (UI) Design, Industrial Design, Interior Design, Fashion Design and other roles related to creating visual and functional designs for various products, services, and experiences.	Common Functions
9	DIST	Distribution and Logistics	Supply Chain Management, Transportation Management, Warehouse Management, Inventory Control, Procurement, Shipping and Receiving and other roles related to the movement and storage of goods, products, and resources	Infrastructure and Logistics

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11	EDU	Education	Teaching, Research, Academic Administration, Curriculum Development, Instructional Design, Education Policy and other roles related to learning, instruction, and educational leadership	Services
12	ENG	Engineering	Software Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, Aerospace Engineering, Biomedical Engineering and other roles related to designing, developing, and maintaining systems, structures, and products.	Infrastructure and Logistics
13	FIN	Finance	Financial Planning, Accounting, Investment Banking, Asset Management, Financial Analysis, Risk Management and other roles related to managing money, investments, and financial resources	Common Functions
38	FBS	Food and beverages services	Direct preparation, presentation, and service of food and beverages to customers in a variety of settings (e.g., restaurants, bars, banquets); focused on customer order fulfillment, quality control, and table service standards.	Services
39	FPRO	Food production	Planning, organizing, and executing the process of preparing food items in a professional kitchen or production facility; focused on culinary techniques, adherence to recipes, food safety, and efficiency of meal preparation.	Manufacturing
14	GENB	General Management and Business Operations.	Executive Management, Business Administration, Operations Management, Strategic Planning, Project Management, Entrepreneurship and other roles related to overseeing and directing business activities, resources, and teams.	Common Functions
15	HCPR	Healthcare Practitioners and Technicians	Medical Doctors, Nursing Professionals, Allied Health Professionals, Dental Care, Pharmacy, Therapy and Counseling and other roles related to providing medical care, treatment, and support to patients.	Services
36	HOSP	Hospitality Management	General management and oversight of various hospitality operations, including hotels, resorts, and restaurants; focused on guest services, operational efficiency, and overall business performance.	Services
37	HOTL	Hotel Management	Specialized operations and management of hotels and lodging facilities, including front office, housekeeping, room inventory, reservations, and guest experience; focused on maximizing occupancy and guest satisfaction.	Services

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16	HR	Human Resources	Recruitment and Talent Acquisition, Employee Relations, Benefits and Compensation, Training and Development, Organizational Development, Labor Relations and other roles related to managing an organization's workforce, culture, and employee experience.	Common Functions
17	IT	Information Technology	Software Development, Network Administration, Cybersecurity, Data Management, IT Project Management, Technical Support, Database Administration, Cloud Computing	Common Functions
18	LGL	Legal	Law Practice, Legal Counseling, Litigation, Corporate Law, Intellectual Property Law, Contract Law and other roles related to providing legal advice, representation, and support to individuals, organizations, and businesses	Common Functions
19	MGMT	Management	Executive Leadership, Strategic Planning, Operations Management, Team Management, Department Management, Project Management and other roles related to overseeing and directing organizations, teams, and projects.	Common Functions
20	MNFC	Manufacturing	Production Management, Quality Control, Supply Chain Management, Operations Management, Process Engineering, Plant Management and other roles related to designing, producing, and delivering physical products.	Manufacturing
21	MRKT	Marketing	Brand Management, Product Marketing, Digital Marketing, Social Media Marketing, Market Research, Public Relations, Communications, Campaign Management	Services
22	OTHR	Other	Arts and Design, Education, Non-Profit, Government, Real Estate, Skilled Trades and other roles that don't align with the more defined categories.	Common Functions
24	PRCH	Procurement and Purchasing	Supply Chain Management, Sourcing, Contract Management, Purchasing, Procurement Analysis, Logistics and other roles related to acquiring goods, services, and materials for an organization.	Infrastructure and Logistics
25	PRDM	Product Management	Product Development, Product Launch, Product Marketing, Product Planning, Product Design, Product Strategy and other roles related to creating, maintaining, and improving products or services	Manufacturing
27	PROD	Production	Content Creation, Video Production, Film Production, Audio Production, Post-Production, Broadcasting and other roles related to creating and distributing content, such as media, entertainment, and arts.	Manufacturing

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26	PRJM	Project Management	Planning and Execution, Team Leadership, Scope Management, Schedule Management, Budgeting and Cost Management, Risk Management and other roles related to leading and coordinating projects from start to finish	Common Functions
23	PR	Public Relations	Media Relations, Communications, Reputation Management, Crisis Communications, Event Planning, Corporate Communications and other roles related to managing the image and reputation of individuals, organizations, or businesses.	Common Functions
28	QA	Quality Assurance	Testing and Validation, Quality Control, Process Improvement, Compliance, Auditing and other roles related to ensuring the quality and reliability of products, services, or processes.	Manufacturing
29	RSCH	Research	Scientific Research, Academic Research, Market Research, User Experience Research, Social Science Research and other roles related to studying and analyzing data to answer questions, identify trends, and provide insights.	Common Functions
31	SALE	Sales	Business Development, Account Management, Sales Management, Business-to-Business (B2B) Sales, Business-to-Consumer (B2C) Sales, Retail Sales and other roles related to generating revenue, identifying new sales opportunities, and building customer relationships.	Services
32	SCI	Science	Biological Sciences, Physical Sciences, Environmental Sciences, Medical Sciences, Social Sciences, Research and Development and other roles related to scientific inquiry, experimentation, and discovery.	Services
33	STRA	Strategy	Business Strategy, Corporate Strategy, Strategic Planning, Management Consulting, Operations Strategy, Innovation Strategy and other roles related to developing and implementing plans to achieve business objectives and drive growth.	Common Functions
34	SUPL	Supply Chain	Logistics, Procurement, Operations Management, Inventory Management, Distribution, Transportation and other roles related to the planning, coordination, and execution of activities involved in producing and delivering products or services.	Infrastructure and Logistics

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35	TRNG	Training	Instructional Design, Corporate Training, Organizational Development, Talent Development, Learning and Development, Education and other roles related to teaching, guiding, and developing skills and knowledge in individuals or groups.	Common Functions
30	WRT	Writing	Content Writing, Copywriting, Editing, Journalism, Technical Writing, Creative Writing, and other roles related to creating, editing, and publishing written content.	Services