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Module 12.3 Lesson Learned

3/2/24

The Capstone group project proved to be straightforward and interesting. Technically it was enjoyable but there were some challenges. First, Populating the database with sample data was inefficient and could have been implemented more efficiently. Second, the reporting demonstration was suboptimal and in a different setting I would have used an analytics tool. Finally, I would have made the people data much more robust.

Regarding the sample data, the assignment was to use SQL to create the data. This was laborious and time consuming, which drove oversimplification of the sample data. The effect of this was an inability to demonstrate the power of the schema to capture nuances. Once the schema was created with SQL, in the future it would be better to manually generate the sample data in a spreadsheet and import it into the table with an import utility. This could have efficiently provided some very robust sample data to generate reports off of.

Regarding the reporting, using an analytics tool (like Tableau or PowerBI) to connect to the database and design real time dashboards would have better demonstrated the usefulness of the database schema. Of course this level of functionality is beyond the scope of the assignment, but using more robust tools can provide much more interactive functionality, like drill through and dynamic filtering. A truly professional reports really requires more than a query, it requires some data science.

People data is pretty robust in general and we didn’t create any structure to empower tax reporting, name changes, job changes, multiple employment periods, or any of a number of other features a real HR database would have. Handling change can be done by using effective dated tables, but there is many other features that are needed to help the company navigate the modern regulatory environment.