# 职工管理系统数据库设计

## 1. 用户认证与权限管理模块

### 1.1 用户表(user)

```sql

CREATE TABLE `user` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`username` varchar(50) NOT NULL COMMENT '登录用户名',

`password` varchar(100) NOT NULL COMMENT '加密后的密码',

`salt` varchar(50) DEFAULT NULL COMMENT '加密盐值',

`email` varchar(100) DEFAULT NULL COMMENT '邮箱',

`phone` varchar(20) DEFAULT NULL COMMENT '手机号',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-待审核 1-正常 2-禁用',

`last\_login\_time` datetime DEFAULT NULL COMMENT '最后登录时间',

`last\_login\_ip` varchar(50) DEFAULT NULL COMMENT '最后登录IP',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_username` (`username`),

KEY `idx\_phone` (`phone`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='系统用户表';

```

### 1.2 角色表(role)

```sql

CREATE TABLE `role` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '角色名称',

`code` varchar(50) NOT NULL COMMENT '角色编码',

`description` varchar(200) DEFAULT NULL COMMENT '描述',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_code` (`code`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='角色表';

```

### 1.3 权限表(permission)

```sql

CREATE TABLE `permission` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '权限名称',

`code` varchar(100) NOT NULL COMMENT '权限编码',

`type` tinyint NOT NULL COMMENT '类型 1-菜单 2-按钮 3-API',

`url` varchar(200) DEFAULT NULL COMMENT '资源路径',

`method` varchar(10) DEFAULT NULL COMMENT '请求方法',

`icon` varchar(50) DEFAULT NULL COMMENT '图标',

`order\_num` int DEFAULT '0' COMMENT '排序号',

`parent\_id` bigint DEFAULT NULL COMMENT '父权限ID',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_code` (`code`),

KEY `idx\_parent` (`parent\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='权限表';

```

### 1.4 关联表

```sql

-- 用户-角色关联表

CREATE TABLE `user\_role` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`user\_id` bigint NOT NULL,

`role\_id` bigint NOT NULL,

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_user\_role` (`user\_id`,`role\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='用户角色关联表';

-- 角色-权限关联表

CREATE TABLE `role\_permission` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`role\_id` bigint NOT NULL,

`permission\_id` bigint NOT NULL,

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_role\_permission` (`role\_id`,`permission\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='角色权限关联表';

```

## 2. 职工信息管理模块

### 2.1 职工表(employee)

```sql

CREATE TABLE `employee` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_no` varchar(20) NOT NULL COMMENT '工号',

`name` varchar(50) NOT NULL COMMENT '姓名',

`gender` tinyint DEFAULT NULL COMMENT '性别 1-男 2-女',

`birth\_date` date DEFAULT NULL COMMENT '出生日期',

`id\_card` varchar(18) DEFAULT NULL COMMENT '身份证号',

`phone` varchar(20) DEFAULT NULL COMMENT '手机号',

`email` varchar(100) DEFAULT NULL COMMENT '邮箱',

`address` varchar(200) DEFAULT NULL COMMENT '住址',

`emergency\_contact` varchar(50) DEFAULT NULL COMMENT '紧急联系人',

`emergency\_phone` varchar(20) DEFAULT NULL COMMENT '紧急联系电话',

`avatar` varchar(255) DEFAULT NULL COMMENT '头像URL',

`status` tinyint NOT NULL DEFAULT '1' COMMENT '状态 1-试用期 2-正式 3-离职',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_no` (`employee\_no`),

UNIQUE KEY `idx\_id\_card` (`id\_card`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职工基本信息表';

```

### 2.2 部门表(department)

```sql

CREATE TABLE `department` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '部门名称',

`code` varchar(50) NOT NULL COMMENT '部门编码',

`manager\_id` bigint DEFAULT NULL COMMENT '部门主管ID',

`parent\_id` bigint DEFAULT NULL COMMENT '上级部门ID',

`order\_num` int DEFAULT '0' COMMENT '排序号',

`location` varchar(100) DEFAULT NULL COMMENT '办公地点',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_code` (`code`),

KEY `idx\_parent` (`parent\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='部门表';

```

### 2.3 职位表(position)

```sql

CREATE TABLE `position` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '职位名称',

`code` varchar(50) NOT NULL COMMENT '职位编码',

`level` int DEFAULT NULL COMMENT '职级',

`description` varchar(200) DEFAULT NULL COMMENT '职位描述',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_code` (`code`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职位表';

```

### 2.4 关联表

```sql

-- 职工-部门关联表

CREATE TABLE `employee\_department` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`department\_id` bigint NOT NULL,

`is\_primary` tinyint NOT NULL DEFAULT '1' COMMENT '是否主部门 1-是 0-否',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_department` (`employee\_id`,`department\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职工部门关联表';

-- 职工-职位关联表

CREATE TABLE `employee\_position` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`position\_id` bigint NOT NULL,

`is\_primary` tinyint NOT NULL DEFAULT '1' COMMENT '是否主职位 1-是 0-否',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_position` (`employee\_id`,`position\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职工职位关联表';

```

## 3. 考勤管理模块

### 3.1 考勤规则表(attendance\_rule)

```sql

CREATE TABLE `attendance\_rule` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '规则名称',

`work\_start\_time` time NOT NULL COMMENT '上班时间',

`work\_end\_time` time NOT NULL COMMENT '下班时间',

`late\_minutes` int DEFAULT '30' COMMENT '迟到分钟数',

`early\_minutes` int DEFAULT '30' COMMENT '早退分钟数',

`flexible\_time` int DEFAULT '0' COMMENT '弹性时间(分钟)',

`rest\_start\_time` time DEFAULT NULL COMMENT '午休开始时间',

`rest\_end\_time` time DEFAULT NULL COMMENT '午休结束时间',

`is\_active` tinyint NOT NULL DEFAULT '1' COMMENT '是否启用 1-是 0-否',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='考勤规则表';

```

### 3.2 打卡记录表(attendance\_record)

```sql

CREATE TABLE `attendance\_record` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`date` date NOT NULL COMMENT '打卡日期',

`clock\_in\_time` datetime DEFAULT NULL COMMENT '上班打卡时间',

`clock\_out\_time` datetime DEFAULT NULL COMMENT '下班打卡时间',

`clock\_in\_location` varchar(100) DEFAULT NULL COMMENT '上班打卡位置',

`clock\_out\_location` varchar(100) DEFAULT NULL COMMENT '下班打卡位置',

`status` tinyint DEFAULT NULL COMMENT '状态 1-正常 2-迟到 3-早退 4-缺卡',

`remark` varchar(200) DEFAULT NULL COMMENT '备注',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_date` (`employee\_id`,`date`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='打卡记录表';

```

### 3.3 请假申请表(leave\_application)

```sql

CREATE TABLE `leave\_application` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`type` tinyint NOT NULL COMMENT '请假类型 1-年假 2-病假 3-事假 4-婚假',

`start\_time` datetime NOT NULL COMMENT '开始时间',

`end\_time` datetime NOT NULL COMMENT '结束时间',

`duration` decimal(5,1) NOT NULL COMMENT '请假时长(天)',

`reason` varchar(500) NOT NULL COMMENT '请假原因',

`attachment` varchar(255) DEFAULT NULL COMMENT '附件URL',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-待审批 1-已通过 2-已拒绝',

`approver\_id` bigint DEFAULT NULL COMMENT '审批人ID',

`approve\_time` datetime DEFAULT NULL COMMENT '审批时间',

`approve\_comment` varchar(200) DEFAULT NULL COMMENT '审批意见',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_employee` (`employee\_id`),

KEY `idx\_status` (`status`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='请假申请表';

```

### 3.4 假期余额表(leave\_balance)

```sql

CREATE TABLE `leave\_balance` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`year` int NOT NULL COMMENT '年度',

`type` tinyint NOT NULL COMMENT '假期类型 1-年假 2-病假 3-调休假',

`total\_days` decimal(5,1) NOT NULL DEFAULT '0.0' COMMENT '总天数',

`used\_days` decimal(5,1) NOT NULL DEFAULT '0.0' COMMENT '已用天数',

`remaining\_days` decimal(5,1) NOT NULL DEFAULT '0.0' COMMENT '剩余天数',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_year\_type` (`employee\_id`,`year`,`type`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='假期余额表';

```

## 4. 薪资福利管理模块

### 4.1 薪资表(salary)

```sql

CREATE TABLE `salary` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`year\_month` varchar(7) NOT NULL COMMENT '薪资年月(YYYY-MM)',

`base\_salary` decimal(12,2) NOT NULL COMMENT '基本工资',

`position\_salary` decimal(12,2) DEFAULT '0.00' COMMENT '岗位工资',

`performance\_salary` decimal(12,2) DEFAULT '0.00' COMMENT '绩效工资',

`seniority\_salary` decimal(12,2) DEFAULT '0.00' COMMENT '工龄工资',

`bonus` decimal(12,2) DEFAULT '0.00' COMMENT '奖金',

`overtime\_pay` decimal(12,2) DEFAULT '0.00' COMMENT '加班费',

`attendance\_deduction` decimal(12,2) DEFAULT '0.00' COMMENT '考勤扣款',

`other\_addition` decimal(12,2) DEFAULT '0.00' COMMENT '其他加项',

`other\_deduction` decimal(12,2) DEFAULT '0.00' COMMENT '其他扣项',

`social\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '社保个人部分',

`housing\_fund` decimal(12,2) DEFAULT '0.00' COMMENT '公积金个人部分',

`tax` decimal(12,2) DEFAULT '0.00' COMMENT '个人所得税',

`net\_salary` decimal(12,2) NOT NULL COMMENT '实发工资',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-未发放 1-已发放',

`payment\_time` datetime DEFAULT NULL COMMENT '发放时间',

`remark` varchar(200) DEFAULT NULL COMMENT '备注',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_month` (`employee\_id`,`year\_month`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='薪资表';

```

### 4.2 社保记录表(social\_insurance)

```sql

CREATE TABLE `social\_insurance` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`year\_month` varchar(7) NOT NULL COMMENT '年月(YYYY-MM)',

`pension\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '养老保险',

`medical\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '医疗保险',

`unemployment\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '失业保险',

`employment\_injury\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '工伤保险',

`maternity\_insurance` decimal(12,2) DEFAULT '0.00' COMMENT '生育保险',

`housing\_fund` decimal(12,2) DEFAULT '0.00' COMMENT '住房公积金',

`total\_personal` decimal(12,2) DEFAULT '0.00' COMMENT '个人合计',

`total\_company` decimal(12,2) DEFAULT '0.00' COMMENT '公司合计',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_employee\_month` (`employee\_id`,`year\_month`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='社保记录表';

```

### 4.3 福利表(benefit)

```sql

CREATE TABLE `benefit` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`name` varchar(50) NOT NULL COMMENT '福利名称',

`type` tinyint NOT NULL COMMENT '福利类型 1-节日福利 2-生日福利 3-健康福利',

`amount` decimal(10,2) DEFAULT NULL COMMENT '福利金额',

`description` varchar(200) DEFAULT NULL COMMENT '福利描述',

`is\_active` tinyint NOT NULL DEFAULT '1' COMMENT '是否有效 1-是 0-否',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='福利表';

-- 职工福利发放记录表

CREATE TABLE `employee\_benefit` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`benefit\_id` bigint NOT NULL,

`year\_month` varchar(7) DEFAULT NULL COMMENT '发放年月',

`amount` decimal(10,2) NOT NULL COMMENT '发放金额',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-未发放 1-已发放',

`grant\_time` datetime DEFAULT NULL COMMENT '发放时间',

`remark` varchar(200) DEFAULT NULL COMMENT '备注',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_employee` (`employee\_id`),

KEY `idx\_benefit` (`benefit\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职工福利发放记录表';

```

## 5. 职位变更管理模块

### 5.1 职位变更表(position\_change)

```sql

CREATE TABLE `position\_change` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`change\_type` tinyint NOT NULL COMMENT '变更类型 1-晋升 2-降职 3-平调',

`original\_position\_id` bigint NOT NULL COMMENT '原职位ID',

`new\_position\_id` bigint NOT NULL COMMENT '新职位ID',

`original\_department\_id` bigint DEFAULT NULL COMMENT '原部门ID',

`new\_department\_id` bigint DEFAULT NULL COMMENT '新部门ID',

`change\_date` date NOT NULL COMMENT '变更日期',

`reason` varchar(500) NOT NULL COMMENT '变更原因',

`attachment` varchar(255) DEFAULT NULL COMMENT '附件URL',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-待审批 1-已通过 2-已拒绝',

`approver\_id` bigint DEFAULT NULL COMMENT '审批人ID',

`approve\_time` datetime DEFAULT NULL COMMENT '审批时间',

`approve\_comment` varchar(200) DEFAULT NULL COMMENT '审批意见',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_employee` (`employee\_id`),

KEY `idx\_status` (`status`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='职位变更表';

```

### 5.2 离职申请表(resignation)

```sql

CREATE TABLE `resignation` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`employee\_id` bigint NOT NULL,

`resignation\_date` date NOT NULL COMMENT '离职日期',

`type` tinyint NOT NULL COMMENT '离职类型 1-自愿离职 2-辞退 3-退休',

`reason` varchar(500) NOT NULL COMMENT '离职原因',

`interview\_result` text DEFAULT NULL COMMENT '离职面谈结果',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-待审批 1-已通过 2-已拒绝',

`approver\_id` bigint DEFAULT NULL COMMENT '审批人ID',

`approve\_time` datetime DEFAULT NULL COMMENT '审批时间',

`approve\_comment` varchar(200) DEFAULT NULL COMMENT '审批意见',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_employee` (`employee\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='离职申请表';

```

### 5.3 交接记录表(handover)

```sql

CREATE TABLE `handover` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`resignation\_id` bigint NOT NULL,

`item\_name` varchar(100) NOT NULL COMMENT '交接事项',

`content` text DEFAULT NULL COMMENT '交接内容',

`receiver\_id` bigint DEFAULT NULL COMMENT '接收人ID',

`status` tinyint NOT NULL DEFAULT '0' COMMENT '状态 0-未交接 1-已交接',

`complete\_time` datetime DEFAULT NULL COMMENT '完成时间',

`remark` varchar(200) DEFAULT NULL COMMENT '备注',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_resignation` (`resignation\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='交接记录表';

```

## 6. 系统公告与制度管理模块

### 6.1 公告表(announcement)

```sql

CREATE TABLE `announcement` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`title` varchar(100) NOT NULL COMMENT '公告标题',

`content` text NOT NULL COMMENT '公告内容',

`type` tinyint NOT NULL COMMENT '公告类型 1-通知 2-公告 3-制度',

`publisher\_id` bigint NOT NULL COMMENT '发布人ID',

`publish\_time` datetime NOT NULL COMMENT '发布时间',

`end\_time` datetime DEFAULT NULL COMMENT '截止时间',

`is\_top` tinyint NOT NULL DEFAULT '0' COMMENT '是否置顶 1-是 0-否',

`status` tinyint NOT NULL DEFAULT '1' COMMENT '状态 1-发布 0-草稿',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_publisher` (`publisher\_id`),

KEY `idx\_status` (`status`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='公告表';

```

### 6.2 公告阅读记录表(announcement\_read)

```sql

CREATE TABLE `announcement\_read` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`announcement\_id` bigint NOT NULL,

`employee\_id` bigint NOT NULL,

`read\_time` datetime NOT NULL COMMENT '阅读时间',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

UNIQUE KEY `idx\_announcement\_employee` (`announcement\_id`,`employee\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='公告阅读记录表';

```

### 6.3 制度文档表(document)

```sql

CREATE TABLE `document` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`title` varchar(100) NOT NULL COMMENT '文档标题',

`type` tinyint NOT NULL COMMENT '文档类型 1-规章制度 2-操作手册 3-政策文件',

`version` varchar(20) NOT NULL COMMENT '版本号',

`file\_url` varchar(255) NOT NULL COMMENT '文件URL',

`file\_size` bigint DEFAULT NULL COMMENT '文件大小(字节)',

`publisher\_id` bigint NOT NULL COMMENT '发布人ID',

`publish\_time` datetime NOT NULL COMMENT '发布时间',

`effective\_date` date DEFAULT NULL COMMENT '生效日期',

`is\_latest` tinyint NOT NULL DEFAULT '1' COMMENT '是否最新版本 1-是 0-否',

`description` varchar(500) DEFAULT NULL COMMENT '文档描述',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

`update\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP ON UPDATE CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_publisher` (`publisher\_id`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='制度文档表';

```

### 6.4 消息表(message)

```sql

CREATE TABLE `message` (

`id` bigint NOT NULL AUTO\_INCREMENT,

`sender\_id` bigint NOT NULL COMMENT '发送人ID',

`receiver\_id` bigint NOT NULL COMMENT '接收人ID',

`title` varchar(100) NOT NULL COMMENT '消息标题',

`content` text NOT NULL COMMENT '消息内容',

`type` tinyint NOT NULL COMMENT '消息类型 1-系统 2-审批 3-提醒',

`related\_id` bigint DEFAULT NULL COMMENT '关联ID',

`related\_type` tinyint DEFAULT NULL COMMENT '关联类型',

`is\_read` tinyint NOT NULL DEFAULT '0' COMMENT '是否已读 1-是 0-否',

`read\_time` datetime DEFAULT NULL COMMENT '阅读时间',

`create\_time` datetime NOT NULL DEFAULT CURRENT\_TIMESTAMP,

PRIMARY KEY (`id`),

KEY `idx\_receiver` (`receiver\_id`,`is\_read`)

) ENGINE=InnoDB DEFAULT CHARSET=utf8mb4 COMMENT='消息表';

```

## 数据库关系图

```mermaid

erDiagram

USER ||--o{ USER\_ROLE : has

ROLE ||--o{ ROLE\_PERMISSION : has

PERMISSION ||--o{ ROLE\_PERMISSION : has

EMPLOYEE ||--o{ EMPLOYEE\_DEPARTMENT : works\_in

DEPARTMENT ||--o{ EMPLOYEE\_DEPARTMENT : contains

EMPLOYEE ||--o{ EMPLOYEE\_POSITION : holds

POSITION ||--o{ EMPLOYEE\_POSITION : assigned\_to

EMPLOYEE ||--o{ ATTENDANCE\_RECORD : has

EMPLOYEE ||--o{ LEAVE\_APPLICATION : applies

EMPLOYEE ||--o{ SALARY : receives

EMPLOYEE ||--o{ POSITION\_CHANGE : undergoes

EMPLOYEE ||--o{ RESIGNATION : submits

RESIGNATION ||--o{ HANDOVER : requires

ANNOUNCEMENT ||--o{ ANNOUNCEMENT\_READ : has

EMPLOYEE ||--o{ ANNOUNCEMENT\_READ : reads

DOCUMENT ||--o{ DOCUMENT : "version history"

EMPLOYEE ||--o{ MESSAGE : receives

```

所有表均使用InnoDB引擎，支持事务和外键约束。关键表建立了适当的索引以提高查询性能。日期时间字段默认使用当前时间戳，并自动更新修改时间。敏感信息如密码采用加密存储，个人隐私数据在查询时应进行脱敏处理。