DBMS ASSIGNMENT – 2

EMPLOYEE STRESS MANAGEMENT

Domain Description and Relevance

Domain: Employee Stress Management in the Workplace

Description:

Employee stress management in the workplace focuses on creating strategies and programs to identify, address, and alleviate stress among employees. It involves monitoring and managing factors that contribute to stress, providing support mechanisms, and implementing wellness initiatives to promote a healthier work environment.

Relevance:

- ✓ **Employee Well-being:** Prioritizing employee mental health and well-being is crucial for maintaining a positive workplace culture and fostering a productive workforce.
- ✓ **Productivity and Performance:** Stress can negatively impact job performance. Implementing stress management programs can lead to increased productivity, higher job satisfaction, and better overall performance.
- ✓ **Reduced Absenteeism:** High-stress levels often contribute to absenteeism. By addressing stress factors, organizations can reduce employee absenteeism and maintain a consistent and engaged workforce.
- ✓ **Retention and Recruitment:** Companies that actively support their employees' mental health are more attractive to potential hires and have higher employee retention rates.
- ✓ **Legal and Ethical Responsibilities:** Organizations have legal and ethical responsibilities to ensure a safe and healthy work environment. Addressing employee stress aligns with these responsibilities.
- ✓ **Enhanced Team Dynamics:** Stress management programs can foster a supportive workplace culture, improve team dynamics, and strengthen relationships among colleagues.

- ✓ **Prevention of Burnout:** Chronic stress can lead to burnout, impacting both individual employees and the organization. Stress management initiatives aim to prevent burnout and its associated consequences.
- ✓ **Corporate Social Responsibility (CSR):** Companies are increasingly expected to demonstrate social responsibility. Prioritizing employee mental health contributes to a positive CSR image.

Entity-Relationship Diagram (ERD)
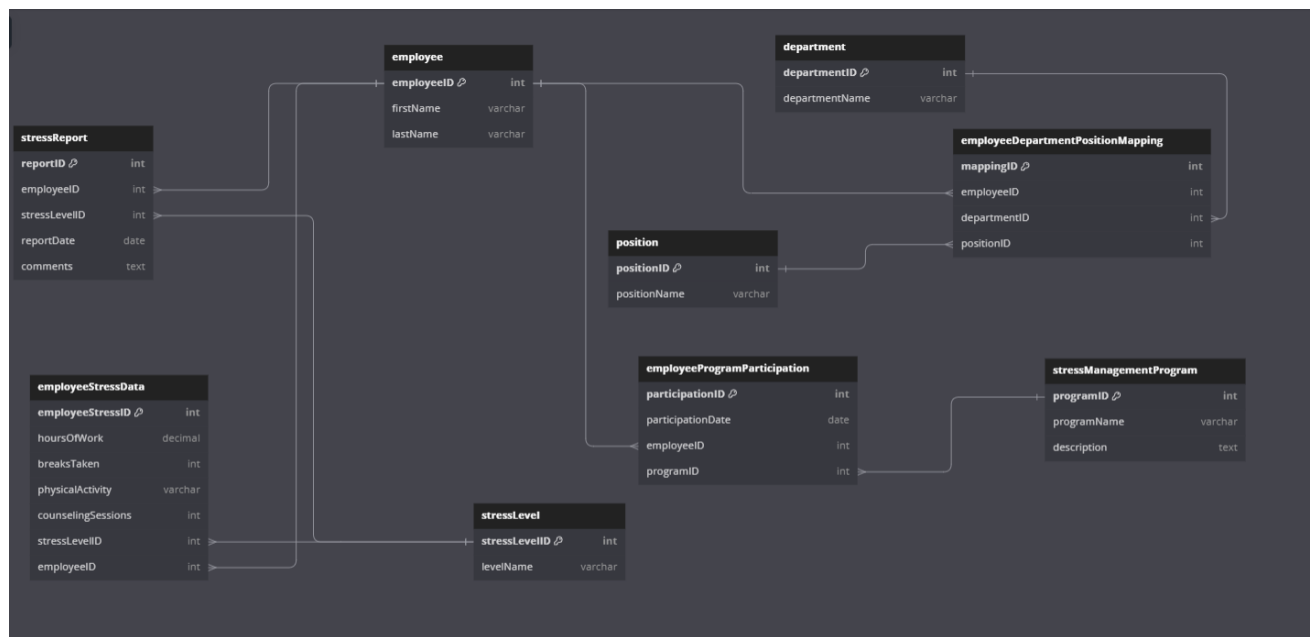
- **employee:**
  - ✓ **Attributes:**
    - **employeeID** (Primary Key): Unique identifier for each employee.
    - **firstName**: First name of the employee.
    - **lastName**: Last name of the employee.
- **department:**
  - ✓ **Attributes:**
    - **departmentID** (Primary Key): Unique identifier for each department.
    - **departmentName**: Name of the department.
- **position:**
  - ✓ **Attributes:**
    - **positionID** (Primary Key): Unique identifier for each position.
    - **positionName**: Name of the position.

- **stressLevel:**
  - ✓ **Attributes:**
    - **stressLevelID** (Primary Key): Unique identifier for each stress level.
    - **levelName**: Name or description of the stress level.
- **stressManagementProgram:**
  - ✓ **Attributes:**
    - **programID** (Primary Key): Unique identifier for each stress management program.
    - **programName**: Name or title of the stress management program.
    - **description**: Detailed description of the stress management program.
- **stressReport:**
  - ✓ **Attributes:**
    - **reportID** (Primary Key): Unique identifier for each stress report.
    - **employeeID** (Foreign Key): References the **employeeID** in the Employee table.
    - **stressLevelID** (Foreign Key): References the **stressLevelID** in the StressLevel table.
    - **reportDate**: Date when the stress report was generated.
    - **comments**: Additional comments or notes related to the stress report.
- **employeeProgramParticipation:**
  - ✓ **Attributes:**
    - **participationID** (Primary Key): Unique identifier for each participation entry.
    - **participationDate**: Date when the employee participated in the program.
    - **employeeID** (Foreign Key): References the **employeeID** in the Employee table.
    - **programID** (Foreign Key): References the **programID** in the StressManagementProgram table.
- **employeeStressData:**
  - ✓ **Attributes:**
    - **employeeStressID** (Primary Key): Unique identifier for each entry in the stress data table.
    - **hoursOfWork**: Number of hours worked by the employee.
    - **breaksTaken**: Count of breaks taken by the employee.
    - **physicalActivity**: Information about the employee's physical activities.
    - **counselingSessions**: Number of counseling sessions attended by the employee.
    - **stressLevelID** (Foreign Key): References the **stressLevelID** in the StressLevel table.
    - **employeeID** (Foreign Key): References the **employeeID** in the Employee table.
- **employeeDepartmentPositionMapping:**

- ✓ **Attributes:**
  - **mappingID** (Primary Key): Unique identifier for each mapping.
  - **employeeID** (Foreign Key): References the **employeeID** in the Employee table.
  - **departmentID** (Foreign Key): References the **departmentID** in the Department table.
  - **positionID** (Foreign Key): References the **positionID** in the Position table.

Tables

employee

employeeID	firstName	lastName
PK		

department

departmentID	departmentName
PK	

position

positionID	positionName
PK	

stressLevel

stressLevelID	levelName
PK	

stressManagementProgram

programID	programName	description
PK		

stressReport

reportID	employeeID	stressLevelID	reportDate	comments
PK	FK	FK		

employeeProgramParticipation

participationID	participationDate	employeeID	programID
PK		FK	FK

employeeStressData

employeeStressID	hoursOfWork	breaksTaken	physicalActivity	counselingSessions	stressLevelID	employeeID
PK					FK	FK

employeeDepartmentPositionMapping

mappingID	employeeID	departmentID	positionID
PK	FK	FK	FK