

2(a) Normalization Steps:

1. First Normal Form (1NF):

- Ensure all attributes are atomic. The original table contains atomic values, so it is already in 1NF.

2. Second Normal Form (2NF):

- **Identify Primary Key:** StaffID (each staff has one job).
- **Remove Partial Dependencies:** Attributes like Job, SchoolID, and School depend on JobID (not directly on StaffID). Create separate tables:
 - **Job Table:** JobID (PK), JobTitle, SchoolID (FK).
 - **School Table:** SchoolID (PK), SchoolName.

3. Third Normal Form (3NF):

- **Remove Transitive Dependencies:** SchoolName depends on SchoolID (via Job table). PerformanceGrade depends on MeetingID. Create:
 - **Performance Table:** MeetingID (PK), StaffID (FK), MeetingDate, PerformanceGrade.

Final Normalized Tables:

1. Staff

- StaffID (PK)
- StaffName
- StaffTelephone
- StaffStreet
- PostCode
- StaffType
- StartDate
- JobID (FK)

2. Job

- JobID (PK)
- JobTitle
- SchoolID (FK)

3. School

- SchoolID (PK)

- SchoolName

4. Performance

- MeetingID (PK)
- StaffID (FK)
- MeetingDate
- PerformanceGrade

