

ScienceQtech Employee Performance Mapping

Project Overview

This project was completed as part of the SQL Course-End Project through Simplilearn. The objective of the project is to analyze employee performance data for a data science startup named ScienceQtech and support HR decision-making during the annual appraisal cycle.

Objective

- Analyze employee performance and ratings
- Identify salary distribution and role alignment
- Calculate employee bonuses
- Ensure job roles match organizational standards
- Improve query performance using indexing

Dataset Description

emp_record_table: Contains employee details such as ID, name, role, department, experience, salary, rating, manager ID, project ID, country, and continent.

proj_table: Contains project information including project ID, name, domain, start date, closure date, development quarter, and status.

data_science_team: Contains information of employees working in the data science team.

Tools & Technologies Used

- MySQL
- MySQL Workbench
- SQL (DDL, DML, DQL)
- Stored Procedures & Functions
- Views and Indexes

Tasks Performed

- Created and populated the employee database
- Designed ER Diagram
- Executed complex SQL queries using joins, subqueries, and unions
- Assigned employee rankings based on experience
- Calculated bonus and salary statistics
- Created views, stored procedures, and functions
- Optimized query performance using indexes

Key Learnings

This project provided hands-on experience in applying SQL concepts to real-world business scenarios. It strengthened my understanding of HR analytics, database optimization, and performance evaluation.

Conclusion

The ScienceQtech Employee Performance Mapping project enhanced my SQL proficiency and practical understanding of how databases support organizational decision-making. This project demonstrates my ability to work with relational databases and solve real-world analytical problems.

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