

# 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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