# HR \_Project

* **Objective and Context deux modules :**

To have an interface that contains information about employees (both corporate and local) across the different Coficab sites, including details such as age, gender, date of birth, date of entry, etc. Additionally, the interface should provide productivity data by calculating indicators related to attendance and the number and type of training sessions attended.

* **Outil :**

Mirosoft Power BI

* **Data Source**

Excel file/ time tracking system (example Tunisia: Accurtime)

* **Data warehouse**
* ***Input data***

Attendance, training details and KPIs

* ***Output data***

Dashboard and Web Interface

* **Modeling**



* **Tables vs Keys**

1. **Employer**:

Primary Key: Composite key (Id\_Empl, Plant)

1. **Tracking**:

Primary Key: Composite key (Matricule, Plant, Date)

1. **Plant**:

Primary Key: Plant

1. **Department**:

Primary Key: ID\_Department

1. **Job**:

Primary Key: ID\_Job

1. **Profil**:

Primary Key: ID\_Profile

1. **Role Profil**:

Primary Key: Composite key (ID\_Profile, ID\_Role)

1. **Role**:

Primary Key: ID\_Role

1. **Training Historic**:

Primary Key: Composite key (ID\_Training, ID\_Employer)

1. **Training**:

Primary Key: ID\_Training

1. **Budget**:

Primary Key: ID\_Budget

* **The main relationships**
* **Employer ⬄tracking :**

Each employee is uniquely identified by their employee number (Employer\_id) and plant in the Employer table.

Time tracking (hours worked) is recorded in the Tracking table, with a column Employer\_id and plant that acts as a foreign key, referring in the Employer table.

The clock-in date is defined by the Date column, allowing for the monitoring of hours worked by each employee on a specific month.

* **Employer ⬄Profil :**

Role Table: Contains the various roles with a unique identifier Role\_id and a name for each role (Role\_Name).

Employer Table: Each employee is assigned a role through the Role\_id column, which is a foreign key referencing the Role table. This setup allows each employee to be assigned a specific role, such as Manager, Technician, etc.

**Note**: The objective of creating the tables Profil, Rôle, and Rôle\_Profil is to manage data access based on the employee's profile.

* **Employer ⬄ Training Historic :**

Training Table: Contains information about the training sessions (e.g., types of training, descriptions).

Employer Table: Identifies employees through their Employer\_id.

Training\_Historic Table: Records the training attended by each employee (Employer\_id), the types of training (Training\_id), the site (Site), and the date (Date\_Formation).

This relational structure allows you to track the types of training each employee has completed, along with the location and date of the training, using the Training\_Historic table to link employees and training sessions, while specifying where and when the training took place.