

# Spell & Scroll Solutions, Inc. HR Data Documentation

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## Overview

This document provides a comprehensive reference for the HR-related data schema used in the analysis of employee performance, satisfaction, and organizational structure at Spell & Scroll Solutions, Inc., a wizarding-world-themed company. The data model includes multiple interconnected tables that simulate real-world HR scenarios with magical flair.

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## Tables

### 1. employees

Stores core employee information.

Column	Type	Description
employee_id	INT (PK)	Unique identifier for each employee
first_name	VARCHAR	First name of the employee
last_name	VARCHAR	Last name of the employee
date_of_birth	DATE	Employee's birth date
email	VARCHAR	Work email address
phone_number	VARCHAR	Contact phone number
hire_date	DATE	Date of hire
job_title	VARCHAR	Employee's job title
department	VARCHAR	Department the employee belongs to
manager_id	INT (FK)	Employee ID of their manager
blood_status	VARCHAR	Magical blood status (e.g. Pureblood, Half-blood)
wand_core	VARCHAR	Core material of employee's wand
magical_rank	VARCHAR	Level of magical expertise

is_active	BOOLEAN	Employment status
salary_galleons	INT	Monthly salary in Galleons
performance_score	INT	General performance score (1-10)
spell_efficiency	INT	Spellcasting effectiveness (1-10)
charm_accuracy	INT	Accuracy with charms (1-10)
years_of_experience	INT	Years since hire or total experience

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## 2. training\_certifications

Tracks magical certifications and training per employee.

Column	Type	Description
certification_id	INT (PK)	Unique identifier for each certification
employee_id	INT (FK)	References <code>employees.employee_id</code>
cert_name	VARCHAR	Name of the certification
cert_level	VARCHAR	Level (Beginner, Intermediate, Master)
issue_date	DATE	When the certification was issued
expiry_date	DATE	When it expires (nullable)
status	VARCHAR	Current status (Valid, Expired, Revoked)

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## 3. magical\_work\_survey

Captures employee sentiment and engagement.

Column	Type	Description
survey_id	INT (PK)	Unique survey response ID
employee_id	INT (FK)	References <code>employees.employee_id</code>
survey_date	DATE	Date of survey completion

overall_satisfaction	VARCHAR	General job satisfaction (e.g., Satisfied, Neutral)
job_spell_alignment	VARCHAR	Satisfaction with job-fit for magical skill
magical_involvement	VARCHAR	Level of magical engagement (e.g., Engaged, Disengaged)
team_relationships	VARCHAR	Relationships with team members
management_trust_level	VARCHAR	Trust level in leadership
comment	TEXT	Optional open-ended response

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#### 4. exit\_interviews

Details reasons and context for employee departures.

Column	Type	Description
exit_id	INT (PK)	Unique exit record ID
employee_id	INT (FK)	References <code>employees.employee_id</code>
exit_date	DATE	Official exit date
reason_for_leaving	VARCHAR	Exit reason (e.g., Burnout, New Opportunity)
would_recommend_company	VARCHAR	If they'd recommend working at the company
final_comments	TEXT	Optional final remarks

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#### 5. promotions

Logs internal job advancements over time.

Column	Type	Description
promotion_id	INT (PK)	Unique promotion record
employee_id	INT (FK)	References <code>employees.employee_id</code>
promotion_date	DATE	Date of promotion

previous_title	VARCHAR	Previous job title
new_title	VARCHAR	New job title post-promotion
notes	TEXT	Notes or reasons for promotion

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## Notes

- All foreign keys (**employee\_id**) are consistent and traceable to the **employees** table.
  - Categorical values (e.g., satisfaction levels, certification levels) are standardized to reduce noise.
  - Data includes realistic errors and variation for robust analysis (e.g., typos, nulls, future dates).
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This dataset supports use in SQL-based querying, Python-based analytics, or visualization dashboards (e.g., Tableau, Power BI).