**Project: Employee Management System**

**Project Description**

The **Employee Management System** is a structured SQL database designed to manage employee records, including personal details, salaries, job roles, and department affiliations. It maintains historical salary records for trend analysis and payroll adjustments. The system ensures data integrity with relational constraints and enables seamless querying for HR analytics. Users can track employee hiring trends, salary growth, and department-wise workforce distribution. Additionally, it supports Power BI integration for advanced visual reporting.

**📌 Core Features**

**1. Employee Management**

✅ Add, update, and delete employees  
✅ Store personal details (name, hire date, job title, salary, etc.)  
✅ Assign employees to different departments

**2. Department Management**

✅ Create and manage departments  
✅ Assign employees to departments  
✅ Track the number of employees per department

**3. Salary Management**

✅ Store and update salary details  
✅ Maintain historical salary records  
✅ Retrieve salary history for any employee

**4. Reports & Analysis**

✅ List all employees with department names and salaries  
✅ Calculate the **average salary per department**  
✅ Find **employees hired after a specific date**  
✅ Identify **highest-paid employees in each department**  
✅ Count the number of employees in each department

**🛠️ Advanced Features (Optional Enhancements)**

**5. Performance & Promotion Tracking**

🔹 Add a **performance evaluation table**  
🔹 Store promotions and track career progress

**6. Leave & Attendance Management**

🔹 Track employee **leave history**  
🔹 Store **attendance records**

**7. Role-Based Access Control (RBAC)**

🔹 Implement **Admin, HR, and Employee roles**  
🔹 Restrict access to salary updates and department changes

**8. Integration with Power BI**

🔹 Visualize employee data with interactive dashboards  
🔹 Show trends in **salary growth and hiring rates**

**📈 Business Use Cases**

✅ HR teams can **manage employees efficiently**  
✅ Finance teams can **analyze salary trends**  
✅ Managers can **track department performance**

**Benefits of the Employee Management System 🔹**

**Improved Data Organization**

* Stores employee, department, and salary details in a structured way, making retrieval easy.

**Efficient HR Management**

* Helps HR teams track employee records, hiring dates, and salary changes.

**Salary & Payroll Transparency**

* Maintains historical salary records, ensuring accurate payroll management.

**Better Decision-Making**

* Provides insights into workforce distribution, salary trends, and department growth.

**Time-Saving Automation**

* Automates employee and salary tracking, reducing manual paperwork.

**Enhanced Data Security**

* Prevents unauthorized changes to salary or department data using constraints and access control.

**Performance Monitoring**

* Tracks employee promotions, salary increments, and hiring trends over time.

**Easy Scalability**

* Supports the growth of organizations by allowing easy addition of employees and departments.

**Error Reduction**

* Avoids duplication and incorrect data entries with primary keys, constraints, and foreign keys.

**Integration with Power BI & Analytics**

* Enables visual reporting, trend analysis, and data-driven decision-making.