The advantages of our design approach are:

We can store multiple phone numbers for both customers and employees using nested tables, without any limitations on the number of phone numbers. In comparison, traditional relational modeling only allows a maximum of two phone numbers.

By using references, we can minimize the need for duplicate values in our tables. For example, we only need to save job information once in the Job table, and then reference it from the Employee table. This approach makes it easier to access information and eliminates the need for join statements to retrieve related data.

Using structured types makes our tables look more organized and well-designed.

The use of inheritances and subtypes makes our tables consistent, which can reduce confusion and errors in our work.

The use of constraints ensures that we maintain data integrity and prevents false data from being inserted into our tables.

However, there are also some disadvantages to our approach:

Accessing data through nested types can be more difficult compared to relational modeling. It may also be harder to remove or modify values.

Using structured types, subtypes, and inheritances can lead to more layers in our tables, which can make it harder to navigate and access specific values.

Although using references can minimize the need for joins, it can sometimes take longer to find a specific value through a reference.