# DATABASE DOCUMENTATION: TRAINING PROGRAM EVALUATION SYSTEM

An organization's commitment to employee development and training effectiveness can be measured through a dedicated Training Program Evaluation System. This system serves as a valuable tool for assessing and enhancing training programs, ensuring they align with organizational goals and contribute to the growth and success of the workforce.

## Relevance:

### Program Evaluation:

For organizational success, the evaluation of training programs is crucial. The system provides insights into the effectiveness of each program, helping organizations refine their training strategies..

### Trainee Progress :

Assessing individual trainee progress is essential for optimizing learning outcomes. The system facilitates the tracking of trainee performance and identifies areas for improvement.

### Trainer Effectiveness:

Evaluating trainers' performance ensures the delivery of high-quality training. The system allows organizations to assess trainers' effectiveness and make informed decisions for continuous improvement.

### Resource Allocation:

Efficient allocation of resources is vital for optimizing training programs. The system aids in identifying resource needs and allocating them effectively for maximum impact.

### Decision-Making:

Data-driven decision-making is empowered by the system's insights into training program performance. Leaders can align strategies with the needs and expectations of their workforce.

### Continuous Improvement:

Fostering a culture of continuous improvement is supported by the system's ability to provide ongoing feedback and data-driven insights. Organizations can adapt to changing circumstances and enhance training methodologies.

## Tables

1. **Roles Table:**
    - `RoleID` (INT, Primary Key)
    - `RoleName` (ENUM: 'Trainee', 'Trainer', 'Admin')
2. **Users Table:**
    - `UserID` (INT, Primary Key)

- FirstName (VARCHAR(255))
- LastName (VARCHAR(255))
- Email (VARCHAR(255))
- RoleID (INT, Foreign Key referencing Roles)
- Position (VARCHAR(255), For Trainers)
- Specialization (VARCHAR(255), For Trainers)
- Department (VARCHAR(255), For Trainees)

3. **Programs Table:**
   - ProgramID (INT, Primary Key)
   - ProgramName (VARCHAR(255))
   - ProgramDescription (TEXT)
   - StartDate (DATE)
   - EndDate (DATE)
4. **ProgramTrainers Table (Mapping Table):**
   - ProgramTrainerID (INT, Primary Key)
   - ProgramID (INT, Foreign Key referencing Programs)
   - TrainerID (INT, Foreign Key referencing Users)
   - StartDate (DATE)
   - EndDate (DATE)
5. **UserProgramProgress Table (Mapping Table):**
   - UserProgramID (INT, Primary Key)
   - UserID (INT, Foreign Key referencing Users)
   - ProgramID (INT, Foreign Key referencing Programs)
   - Progress (INT, Percentage for Trainees)
   - Status (ENUM: 'Not Started', 'In Progress', 'Completed' for Trainees)
6. **Feedback Table:**
   - FeedbackID (INT, Primary Key)
   - ProgramTrainerID (INT, Foreign Key referencing ProgramTrainers)
   - UserProgramID (INT, Foreign Key referencing UserProgramProgress)
   - FeedbackDate (DATE)
   - Rating (INT)
   - Comments (TEXT)

## NORMALIZATION:

### 1NF (First Normal Form):

All tables contain only atomic values, and there are no repeating groups or arrays.

### 2NF (Second Normal Form):

All tables are in 2NF; all non-prime attributes are fully functionally dependent on the primary key.

3NF (Third Normal Form):

All tables are in 3NF; there are no transitive dependencies, and all non-prime attributes are independent of each other.

## ER Diagram