

Employee(employee\_id, first\_name, last\_name, full\_name, national\_id, date\_of\_birth, country\_of\_birth, phone, email, address, emergency\_contact\_name, emergency\_contact\_phone, relationship, biography, profile\_image, employment\_progress, account\_status, employment\_status, hire\_date, is\_active, profile\_completion, department\_id, position\_id, manager\_id, contract\_id, tax\_form\_id, salary\_type\_id,

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pay\_grade)

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Employee.position\_id references Position.position\_id

Employee.pay\_grade references PayGrade.pay\_grade\_id

Employee.tax\_form\_id references TaxForm.tax\_form\_id

Employee.department\_id references Department.department\_id

Employee.manager\_id references Employee.employee\_id

Employee.salary\_type\_id references SalaryType.salary\_type\_id

Employee.contract\_id references Contract.contract\_id

HRAdministrator(employee\_id, approval\_level, record\_access\_scope,

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document\_validation\_rights)

HRAdministrator.employee\_id references Employee.employee\_id

SystemAdministrator(employee\_id, system\_privilege\_level, configurable\_fields,

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audit\_visibility\_scope)

SystemAdministrator.employee\_id references Employee.employee\_id

PayrollSpecialist(employee\_id, assigned\_region, processing\_frequency,

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last\_processed\_period)

PayrollSpecialist.employee\_id references Employee.employee\_id

LineManager(employee\_id, team\_size, supervised\_departments, approval\_limit)

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LineManager.employee\_id references Employee.employee\_id

Position(position\_id, position\_title, responsibilities, status)

Department(department\_id, department\_name, purpose, department\_head\_id)

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Department.department\_head\_id references Employee.employee\_id

Skill(skill\_id, skill\_name, description)

Employee\_Skill(employee\_id, skill\_id, proficiency\_level)

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Employee\_Skill.employee\_id references Employee.employee\_id

Employee\_Skill.skill\_id references Skill.skill\_id

Verification(verification\_id, verification\_type, issuer, issue\_date, expiry\_period)

Employee\_Verification(employee\_id, verification\_id)

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Employee\_Verification.employee\_id references Employee.employee\_id

Employee\_Verification.verification\_id references Verification.verification\_id

Role(role\_id, role\_name, purpose)

Employee\_Role(employee\_id, role\_id, assigned\_date)

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Employee\_Role.employee\_id references Employee.employee\_id

Employee\_Role.role\_id references Role.role\_id

RolePermission(role\_id, permission\_name, allowed\_action)

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RolePermission.role\_id references Role.role\_id

Contract(contract\_id, type, start\_date, end\_date, current\_state)

FullTimeContract(contract\_id, leave\_entitlement, insurance\_eligibility,

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weekly\_working\_hours)

FullTimeContract.contract\_id references Contract.contract\_id

PartTimeContract(contract\_id, working\_hours, hourly\_rate)

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PartTimeContract.contract\_id references Contract.contract\_id

ConsultantContract(contract\_id, project\_scope, fees, payment\_schedule)

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ConsultantContract.contract\_id references Contract.contract\_id

InternshipContract(contract\_id, mentoring, evaluation, stipend\_related)

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InternshipContract.contract\_id references Contract.contract\_id

Insurance(insurance\_id, type, contribution\_rate, coverage)

Termination(termination\_id, date, reason, contract\_id)

Termination.contract\_id references Contract.contract\_id

Reimbursement(reimbursement\_id, type, claim\_type, approval\_date, current\_status, employee\_id)

Reimbursement.employee\_id references Employee.employee\_id

Mission(mission\_id, destination, start\_date, end\_date, status, employee\_id, manager\_id)

Mission.employee\_id references Employee.employee\_id

Mission.manager\_id references Employee.employee\_id

Leave(leave\_id, leave\_type, leave\_description)

VacationLeave(leave\_id, carry\_over\_days, approving\_manager)

SickLeave(leave\_id, medical\_cert\_required, physician\_id)

ProbationLeave(leave\_id, eligibility\_start\_date, probation\_period)

HolidayLeave(leave\_id, holiday\_name, official\_recognition, regional\_scope)

Leave.leave\_id references VacationLeave.leave\_id / SickLeave.leave\_id /  
ProbationLeave.leave\_id / HolidayLeave.leave\_id

LeavePolicy(policy\_id, name, purpose, eligibility\_rules, notice\_period, special\_leave\_type,  
reset\_on\_new\_year)

LeaveRequest(request\_id, employee\_id, leave\_id, justification, duration, approval\_timing,  
status)

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LeaveRequest.employee\_id references Employee.employee\_id

LeaveRequest.leave\_id references Leave.leave\_id

LeaveEntitlement(employee\_id, leave\_type\_id, entitlement)

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LeaveEntitlement.employee\_id references Employee.employee\_id

LeaveEntitlement.leave\_type\_id references Leave.leave\_id

LeaveDocument(document\_id, leave\_request\_id, file\_path, uploaded\_at)

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LeaveDocument.leave\_request\_id references LeaveRequest.request\_id

Attendance(attendance\_id, employee\_id, shift\_id, entry\_time, exit\_time, duration,

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login\_method, logout\_method, exception\_id)

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Attendance.employee\_id references Employee.employee\_id

Attendance.shift\_id references ShiftSchedule.shift\_id

Attendance.exception\_id references Exception.exception\_id

AttendanceLog(attendance\_log\_id, attendance\_id, actor, timestamp, reason)

AttendanceLog.attendance\_id references Attendance.attendance\_id

AttendanceCorrectionRequest(request\_id, employee\_id, date, correction\_type, reason,

status, recorded\_by)

AttendanceCorrectionRequest.employee\_id references Employee.employee\_id

AttendanceCorrectionRequest.recorded\_by references Employee.employee\_id

ShiftSchedule(shift\_id, name, type, start\_time, end\_time, break\_duration, shift\_date, status)

ShiftAssignment(assignment\_id, employee\_id, shift\_id, start\_date, end\_date, status)

ShiftAssignment.employee\_id references Employee.employee\_id

ShiftAssignment.shift\_id references ShiftSchedule.shift\_id

Exception(exception\_id, name, category, date, status)

Employee\_Exception(employee\_id, exception\_id)

Employee\_Exception.employee\_id references Employee.employee\_id

Employee\_Exception.exception\_id references Exception.exception\_id

Payroll(payroll\_id, employee\_id, taxes, period\_start, period\_end, base\_amount,

adjustments, contributions, actual\_pay, net\_salary, payment\_date)

Payroll.employee\_id references Employee.employee\_id

Currency (CurrencyCode, CurrencyName, ExchangeRate, CreatedDate, LastUpdated)

SalaryType(salary\_type\_id, type, payment\_frequency, currency)

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SalaryType.currency references Currency. CurrencyName

HourlySalaryType(salary\_type\_id, hourly\_rate, max\_monthly\_hours)

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MonthlySalaryType(salary\_type\_id, tax\_rule, contribution\_scheme)

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ContractSalaryType(salary\_type\_id, contract\_value, installment\_details)

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AllowanceDeduction(ad\_id, payroll\_id, employee\_id, type, amount, currency, duration, timezone)

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AllowanceDeduction.payroll\_id references Payroll.payroll\_id

AllowanceDeduction.employee\_id references Employee.employee\_id

AllowanceDeduction.currency references Currency. CurrencyName

PayrollPolicy(policy\_id, effective\_date, type, description)

OvertimePolicy(policy\_id, weekday\_rate\_multiplier, weekend\_rate\_multiplier,

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max\_hours\_per\_month)

LatenessPolicy(policy\_id, grace\_period\_mins, deduction\_rate)

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BonusPolicy(policy\_id, bonus\_type, eligibility\_criteria)

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DeductionPolicy(policy\_id, deduction\_reason, calculation\_mode)

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PayrollPolicy\_ID(payroll\_id, policy\_id)

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PayrollPolicy\_ID.payroll\_id references Payroll.payroll\_id

PayrollPolicy\_ID.policy\_id references PayrollPolicy.policy\_id

Payroll\_Log(payroll\_log\_id, payroll\_id, actor, change\_date, modification\_type)

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Payroll\_Log.payroll\_id references Payroll.payroll\_id

TaxForm(tax\_form\_id, jurisdiction, validity\_period, form\_content)

PayGrade(pay\_grade\_id, grade\_name, min\_salary, max\_salary)

PayrollPeriod(payroll\_period\_id, payroll\_id, start\_date, end\_date, status)

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PayrollPeriod.payroll\_id references Payroll.payroll\_id

Notification(notification\_id, message\_content, timestamp, urgency, read\_status, notification\_type)

Employee\_Notification(employee\_id, notification\_id, delivery\_status, delivered\_at)

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Employee\_Notification.employee\_id references Employee.employee\_id

Employee\_Notification.notification\_id references Notification.notification\_id

EmployeeHierarchy(employee\_id, manager\_id, hierarchy\_level)

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EmployeeHierarchy.employee\_id references Employee.employee\_id

EmployeeHierarchy.manager\_id references Employee.employee\_id

Device(device\_id, device\_type, terminal\_id, latitude, longitude, employee\_id)

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Device.employee\_id references Employee.employee\_id

AttendanceSource(attendance\_id, device\_id, source\_type, latitude, longitude, recorded\_at)

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AttendanceSource.attendance\_id references Attendance.attendance\_id

AttendanceSource.device\_id references Device.device\_id

ShiftCycle(cycle\_id, cycle\_name, description)

ShiftCycleAssignment(cycle\_id, shift\_id, order\_number)

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ShiftCycleAssignment.cycle\_id references ShiftCycle.cycle\_id

ShiftCycleAssignment.shift\_id references ShiftSchedule.shift\_id

ApprovalWorkflow(workflow\_id, workflow\_type, threshold\_amount, approver\_role, created\_by, status)

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ApprovalWorkflowStep(workflow\_id, step\_number, role\_id, action\_required)

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ApprovalWorkflowStep.workflow\_id references ApprovalWorkflow.workflow\_id

ApprovalWorkflowStep.role\_id references Role.role\_id

ManagerNotes(note\_id, employee\_id, manager\_id, note\_content, created\_at)

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ManagerNotes.employee\_id references Employee.employee\_id

ManagerNotes.manager\_id references Employee.employee\_id