employee.xml:  
<beans xmlns="http://www.springframework.org/schema/beans"

xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"

xsi:schemaLocation="

http://www.springframework.org/schema/beans

http://www.springframework.org/schema/beans/spring-beans.xsd">

<bean id="dept1" class="com.cognizant.springlearn.model.Department">

<property name="id" value="1"/>

<property name="name" value="HR"/>

</bean>

<bean id="dept2" class="com.cognizant.springlearn.model.Department">

<property name="id" value="2"/>

<property name="name" value="Finance"/>

</bean>

<bean id="skill1" class="com.cognizant.springlearn.model.Skill">

<property name="id" value="1"/>

<property name="name" value="Java"/>

</bean>

<bean id="skill2" class="com.cognizant.springlearn.model.Skill">

<property name="id" value="2"/>

<property name="name" value="Spring Boot"/>

</bean>

<bean id="skill3" class="com.cognizant.springlearn.model.Skill">

<property name="id" value="3"/>

<property name="name" value="Angular"/>

</bean>

<bean id="employeeList" class="java.util.ArrayList">

<constructor-arg>

<list>

<bean class="com.cognizant.springlearn.model.Employee">

<property name="id" value="1"/>

<property name="name" value="John"/>

<property name="salary" value="50000"/>

<property name="permanent" value="true"/>

<property name="dateOfBirth" value="1989-12-12"/>

<property name="department" ref="dept1"/>

<property name="skillList">

<list>

<ref bean="skill1"/>

<ref bean="skill2"/>

</list>

</property>

</bean>

<bean class="com.cognizant.springlearn.model.Employee">

<property name="id" value="2"/>

<property name="name" value="Jane"/>

<property name="salary" value="60000"/>

<property name="permanent" value="false"/>

<property name="dateOfBirth" value="1990-05-15"/>

<property name="department" ref="dept2"/>

<property name="skillList">

<list>

<ref bean="skill2"/>

<ref bean="skill3"/>

</list>

</property>

</bean>

<bean class="com.cognizant.springlearn.model.Employee">

<property name="id" value="3"/>

<property name="name" value="Alice"/>

<property name="salary" value="70000"/>

<property name="permanent" value="true"/>

<property name="dateOfBirth" value="1985-08-20"/>

<property name="department" ref="dept1"/>

<property name="skillList">

<list>

<ref bean="skill1"/>

</list>

</property>

</bean>

<bean class="com.cognizant.springlearn.model.Employee">

<property name="id" value="4"/>

<property name="name" value="Bob"/>

<property name="salary" value="55000"/>

<property name="permanent" value="false"/>

<property name="dateOfBirth" value="1992-11-05"/>

<property name="department" ref="dept2"/>

<property name="skillList">

<list>

<ref bean="skill3"/>

</list>

</property>

</bean>

</list>

</constructor-arg>

</bean>

</beans>

EmployeeDao.java:

package com.cognizant.springlearn.dao;

import com.cognizant.springlearn.model.Employee;

import org.springframework.context.ApplicationContext;

import org.springframework.context.support.ClassPathXmlApplicationContext;

import org.springframework.stereotype.Repository;

import java.util.ArrayList;

import java.util.List;

@Repository

public class EmployeeDao {

private static List<Employee> EMPLOYEE\_LIST;

public EmployeeDao() {

ApplicationContext context = new ClassPathXmlApplicationContext("employee.xml");

EMPLOYEE\_LIST = (ArrayList<Employee>) context.getBean("employeeList");

}

public List<Employee> getAllEmployees() {

return EMPLOYEE\_LIST;

}

}

**Department.java**

package com.cognizant.springlearn.model;

public class Department {

private int id;

private String name;

// Getters and setters

}

Skill.java:

package com.cognizant.springlearn.model;

public class Skill {

private int id;

private String name;

// Getters and setters

}

Employee.java:

package com.cognizant.springlearn.model;

import java.util.Date;

import java.util.List;

public class Employee {

private int id;

private String name;

private double salary;

private boolean permanent;

private Date dateOfBirth;

private Department department;

private List<Skill> skillList;

// Getters and setters

}