SELECT \* FROM

(SELECT first\_name||' '||last\_name, salary, department\_id

, RANK() OVER (PARTITION BY department\_id ORDER BY salary DESC) Rank

FROM employees

)

WHERE Rank < 4;

SELECT first\_name||' '||last\_name, to\_char(hire\_date, 'YYYY'), department\_id,

AVG(salary)

OVER (PARTITION BY to\_char(hire\_date, 'YYYY'), department\_id) avg\_salary

FROM employees

ORDER BY department\_id;

SELECT dep

FROM

(SELECT YEAR, dep, avg\_zp,

row\_number() OVER (PARTITION BY dep ORDER BY dep) rang

FROM

(SELECT to\_char(hire\_date, 'YYYY') year,

department\_id dep,

AVG(salary) OVER (PARTITION BY to\_char(hire\_date, 'YYYY'), department\_id) avg\_zp

FROM employees)

GROUP BY year

, dep, avg\_zp

ORDER BY dep, year)

WHERE rang >= 2

GROUP BY dep;