--Final Project Part 2--

--SQL DDL--

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SQL DDL Statemetns for 'One HR Source of Truth Concept'

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IST 659 Final Project

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Drop the tables first, if they exist

Dropped in reverse order of creation to avoid any problems with

foreign key references

Using SQL Server 2016 DROP method

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DROP TABLE IF EXISTS EmployeeCore

DROP TABLE IF EXISTS EmployeeLocation

DROP TABLE IF EXISTS TalentCard

DROP TABLE IF EXISTS Position

DROP TABLE IF EXISTS PositionJobFamily

DROP TABLE IF EXISTS Rewards

DROP TABLE IF EXISTS Recognition

DROP TABLE IF EXISTS BusinessUnit

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Create the tables. Start by creating strong tables first

to simplify constraint creation.

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CREATE TABLE EmployeeCore (

EmployeeID int identity primary key

, FirstName varchar(30) not null

, LastName varchar(30) not null

, Phone varchar(30) not null

, ActiveStatus varchar(30) not null

, BusinessUnitID int unique not null

)

CREATE TABLE EmployeeLocation (

EmployeeLocationID int identity primary key

, Country varchar(30) not null

, State varchar(30) not null

, Zipcode varchar(30) not null

, Street varchar(30) not null

, EmployeeID int not null FOREIGN KEY REFERENCES EmployeeCore(EmployeeID)

)

CREATE TABLE BusinessUnit (

BusinessUnitID int identity primary key FOREIGN KEY REFERENCES EmployeeCore(BusinessUnitID)

, NPS int not null

, Engagement int not null

, SpanOfControl decimal not null

, ResignationRate decimal not null

)

CREATE TABLE Rewards (

RewardID int identity primary key

, CompaRaio int not null

, RecognitionPoints int not null

, PayScale int not null

, EmployeeID int not null FOREIGN KEY REFERENCES EmployeeCore(EmployeeID)

)

CREATE TABLE Recognition (

RecognitionID int identity primary key

, RecognitionDate datetime not null

, RecognitionAmount int not null

, RewardID int not null FOREIGN KEY REFERENCES Rewards(RewardID)

)

CREATE TABLE TalentCard (

TalentCardID int identity primary key

, HiPoStatus varchar(30) not null

, Mobility varchar(30) not null

, HiPoStatusDate datetime not null

, ManagerStatus smallint not null

, EmployeeID int not null FOREIGN KEY REFERENCES EmployeeCore(EmployeeID)

)

CREATE TABLE Position (

PositionID int identity primary key

, PositionStartDate datetime not null

, TalentCardID int not null FOREIGN KEY REFERENCES TalentCard(TalentCardID)

)

CREATE TABLE PositionJobFamily (

JobFamilyID int identity primary key

, TypeName varchar(30) not null

, PositionID int not null FOREIGN KEY REFERENCES Position(PositionID)

)

--SQL DML--

--Note: Several rows were entered in each table. These are just representative examples of what was added.

--Customer Table--

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Scooby','Doo','(555) 294-7438','Active',1);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Jim','Morrison','(555) 792-7537','Active',2);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Toby','Flenderson','(555) 134-6428','Active',3);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Ricky','Bobby','(555) 111-1111','Active',1);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Staypuffed','Marshmellowman','(555) 667-7768','Active',1);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Bruce','Wayne','(555) 454-7466','Active',3);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Donald','Chamberlin','(555) 124-2238','Active',2);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Elon','Musk','(555) 890-7008','Active',2);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Cosmo','Kramer','(555) 031-5637','Active',1);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Tony','Stark','(555) 662-4512','Active',3);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Mother','Teresa','(555) 665-4312','Active',2);

INSERT INTO EmployeeCore([FirstName],[LastName],[Phone], [ActiveStatus], [BusinessUnitID]) VALUES('Amanda','Hugankiss','(555) 994-7091','Active',3);

--EmployeeLocation Table

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',1);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','2 Morrow Lane',2);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','1 Little Offiliate Road',3);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',4);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',5);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',6);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','1 Little Offiliate Road',7);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','1 Little Offiliate Road',8);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',9);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','1 Little Offiliate Road',10);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','Pasta Street',11);

INSERT INTO EmployeeLocation([Country],[State],[Zipcode], [Street], [EmployeeID]) VALUES('USA','New Jersey','00345','100 Business Done Right Road',12);

--BusinessUnit Table

INSERT INTO BusinessUnit([BusinessUnitID],[NPS],[Engagement], [SpanOfControl], [ResignationRate]) VALUES(1, 'Kamerica Industries',78, 82, 4.2, 11.3);

INSERT INTO BusinessUnit([BusinessUnitID],[NPS],[Engagement], [SpanOfControl], [ResignationRate]) VALUES(2, 'SpaceX United',88, 90, 4.1, 8.4);

INSERT INTO BusinessUnit([BusinessUnitID],[NPS],[Engagement], [SpanOfControl], [ResignationRate]) VALUES(3, 'Stark-Wayne Industries',66, 68, 2.2, 21.1);

--Rewards Table

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.66, 100, 4.1,1);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.89, 50, 4.2,2);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.75, 0, 6.1,3);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(1.04, 500, 5.1,4);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.98, 25, 4.1,5);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(1.66, 1000, 7.1,6);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.84, 100, 6.2,7);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(1.45, 700, 7.1,8);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(1.02, 350, 5.1,9);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(1.63, 1200, 7.1,10);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.55, 1800, 4.1,11);

INSERT INTO Rewards([CompaRaio],[RecognitionPoints],[PayScale],[EmployeeID]) VALUES(0.72, 100, 4.1,12);

--Recognition Table

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 100,1);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 50,2);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 0,3);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 500,4);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 25,5);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 1000,6);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 100,7);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 700,8);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 350,9);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 1200,10);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 1800,11);

INSERT INTO Recognition([RecognitionDate],[RecognitionAmount],[RewardID]) VALUES('1/1/2019', 100,12);

--TalentCard Table

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Mobile', 'None', 'No', 1);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('Yes', 'Mobile', '4/2/1966', 'No', 2);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Not Mobile', 'None', 'No', 3);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Limited Mobility', 'None', 'No', 4);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('Yes', 'Mobile', '11/14/1984', 'No', 5);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('Yes', 'Not Mobile', '3/1/1939', 'Yes', 6);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Mobile', 'None', 'No', 7);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('Yes', 'Limitd Mobility', '6/16/2008', 'Yes', 8);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Not Mobile', 'None', 'No', 9);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('Yes', 'Mobile', '1/1/1963', 'Yes', 10);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Mobile', 'None', 'No', 11);

INSERT INTO TalentCard([HiPoStatus],[Mobility],[HiPoStatusDate], [ManagerStatus], [EmployeeID]) VALUES ('No', 'Mobile', 'None', 'No', 12);

--Position Table

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 1);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('11/2/2004', 2);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 3);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 4);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 5);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 6);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/25/2004', 7);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 8);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 9);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/25/2004', 10);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('1/2/2003', 11);

INSERT INTO Position([PositionStartDate],[PositionID]) VALUES ('12/2/2001', 12);

--PositionJobFamily Table

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Customer Service Rep', 1);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Communications', 2);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Human Resources', 3);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Sales', 4);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Marketing', 5);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Employee Health and Safety', 6);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Information Services', 7);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Marketing', 8);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Sales', 9);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Research and Development', 10);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Customer Service Rep', 11);

INSERT INTO PositionJobFamily([TypeName],[PositionID]) VALUES ('Finance', 12);

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Answers to Data Questions (SQL SELECT Statements)

The following statements are views that will answer the data questions posed by the stakeholders.

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1. Which business units have the highest:

a. Number of employees

b. Resignation

c. Engagement

d. NPS

e. Span of Control

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/\*2. How many employees are mobile?

a. What percentage of employees are mobile?

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3. How many employees are HiPos?

a. What percent of HiPos are mobile?

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--4. What percentage of employees are HiPos?

--5. How many recognition points has an employee earned?

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6. What job family does an employee belong to?

a. Which 3 job families have the most employees?

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