**ScienceQtech Employee Performance Mapping**

**OVERVIEW**

1. **Description:**As a Junior Database Administrator at ScienceQtech, a startup operating in the Data Science field, I was tasked with generating detailed reports on employee performance for the upcoming annual appraisal cycle. The reports included information on employee details, their performance ratings, and the projects they have undertaken.
2. **Objective:**   
   The objective of my project was to analyse the employee database and extract specific data based on different requirements. This included finding the maximum salary of the employees, ensuring all jobs meet the organization’s profile standard, and calculating bonuses to find extra costs for expenses. The goal was to enhance the overall performance of the organization by ensuring that all required employees receive training.
3. **Tasks Performed:**

* Created a database named employee.
* Imported three datasets into this database: emp\_record\_table, Proj\_table, and Data\_science\_team.
* Created an ER diagram for the employee database.
* Wrote SQL queries to fetch specific data from these tables, such as employee details, their department details, and their performance ratings.
* Wrote queries to fetch employee details and their ratings if the rating is less than two, greater than four, or between two and four.
* Wrote a query to concatenate the FIRST\_NAME and the LAST\_NAME of employees in the Finance department from the employee table and then gave the resultant column alias as NAME.
* Wrote a query to list only those employees who have someone reporting to them. Also, showed the number of reporters (including the President).
* Wrote a query to list down all the employees from the healthcare and finance departments using union.
* Wrote a query to list down employee details such as EMP\_ID, FIRST\_NAME, LAST\_NAME, ROLE, DEPARTMENT, and EMP\_RATING grouped by dept. Also included the respective employee rating along with the max emp rating for the department.
* Wrote queries to calculate the minimum and maximum salary of employees in each role.
* Assigned ranks to each employee based on their experience.
* Created a view that displays employees in various countries whose salary is more than six thousand.
* Found employees with experience of more than ten years.
* Created a stored procedure to retrieve the details of employees whose experience is more than three years.
* Used stored functions to check whether the job profile assigned to each employee in the data science team matches the organization’s set standard.
* Created an index to improve the cost and performance of the query to find the employee whose FIRST\_NAME is ‘Eric’ in the employee table after checking the execution plan.
* Calculated the bonus for all the employees, based on their ratings and salaries.
* Calculated the average salary distribution based on the continent and country.

1. **Outcome:**This project provided valuable insights into employee performance, aiding the HR department in making informed decisions during the appraisal cycle. It also helped ensure that the organization’s standards are being met and that necessary training is being provided to employees.