

P3 - Logical ERD Model

Here is a brief description of the changes made from the previous ERD to the new ERD:

1. **Application Details:** The new ERD simplifies the "Application" entity by focusing on essential attributes like "Application_ID," "Application_Status," and "Application_Date." This reflects a streamlined approach, but it's important to ensure that all necessary details for processing applications are captured.
2. **Referral Structure:** The new ERD maintains a single referral per applicant, as indicated by the structure of the "Referral" entity. This might limit scenarios where multiple referrals are relevant, so consider if this aligns with your business rules.
3. **Interview Process:** The new ERD suggests a single interview per applicant by its design. If multiple interviews are part of your process, you may need to adjust the cardinality to reflect this possibility.
4. **Cardinality Adjustments:** Cardinality has been reviewed and adjusted in the new ERD to better represent relationships. Ensure that these changes accurately reflect real-world processes, such as allowing multiple applications or interviews if needed.
5. **Entity Renaming and Attribute Changes:** Entities and attributes have been renamed for clarity and consistency. For example, "RecruiterID" is now "Recruiter_id," and "Email_Address" is now "Email_ID."
6. **Structural Adjustments:** The overall structure has been simplified for better readability, grouping related entities logically.

ERD Update Summary

- **Entities and Relationships:**

New Entities: We added entities like InterviewPanelAssignment, InterviewSchedule, HiringDecision, and Communication to handle specific processes. This helps reduce redundancy and makes the design clearer.

- Primary and Foreign Keys: Each entity now has a primary key to ensure uniqueness, and foreign keys are used to define relationships between entities, maintaining referential integrity.

- Elimination of Many-to-Many Relationships:

We have introduced associative entities like RecruiterJob and InterviewPanelAssignment. This makes the relationships easier to manage and ensures that they are clearly defined with foreign keys.

- Clear Role Definitions:

Entities such as InterviewPanelAssignment now specify roles within the interview process. Helps us understand it better.

- Data Redundancy Reduction:

We have minimised data redundancy by adding new entities and refining existing ones. For example, we separated 'InterviewSchedule' from 'Interview', the system can now handle more precise scheduling without repeating data unnecessarily.

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- Logical Data Model Features:

Atomic Attributes: All attributes are simple and indivisible, which makes the data structure easier to work with.

- No Composite Attributes: Each attribute represents a single data point, making it simpler to manage the data.
- Third Normal Form Compliance: The design ensures there are no partial or transitive dependencies, so that non-key attributes depend only on primary keys, which helps maintain data consistency.

UPDATED LOGICAL ERD MODEL:

