OPIM 5272: BUSINESS PROCESS MODELING AND DATA MANAGEMENT

Reengineering the HR Payroll Process for Small Businesses: Horizon Organic

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PHASE 3 REPORT: HR PAYROLL PROCESS

GROUP 4

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I. Overview of Small Businesses: Horizon Organic

While studying business processes, our team primarily focusses on small businesses. Growing businesses which approximately have 1000-1500 employees with 7-10 locations. We capture the transition of these small businesses into bigger corporates and the need for business process reengineering in this transformation. In this report we take the example of 'Horizon Organic' which is a growing natural and organic dairy retailer in America. Horizon Organic provides customers with high-quality dairy products. The total employee strength of the Whole Foods company is approximately 1500+ as of 2016, most of whom are paid monthly or bi-monthly.

With so many employees and growing rapidly, it is necessary for Horizon Organic to accelerate their payroll process by reengineering the existing payroll system so as to reduce additional labor cost and to overcome a time-intensive process. The trigger activity in the HR Payroll cycle is the 'Closing of the Payroll Cycle'. The process concludes once the employees receive their 'monthly pay slips'. Our team critically reviews and examines all the possible actors involved in the process starting from human resources, employees, managers to the payroll vendor, government agencies and even the insurance providers so as to suggest some key changes to improve the existing process.

The objective of this project is to assess the status of the current payroll process in small businesses vis a vis Horizon Organic and an endeavor to find solutions to improve accuracy, efficiency and effectiveness for their HR Payroll System.

II. Current Process Model

Horizon Organic is a small but growing organization and represents many such small businesses operating in today's world. HR Payroll process is a key business process inside the organization as it directly caters to the internal customers i.e. the Employees. An effective and swift HR Payroll system is a must specially in a growing organization since any delay in the same it affects employee productivity and morale. The current process does not involve a Central Database system and is dependent on key actors to drive the process manually. This has resulted in multiple points of redundancy in the system. The overall process currently takes about 10-12 days to be completed. Growing volumes have also impacted the business in a large way by delaying the process and resulting in increasing manual errors. The As-Is diagram (Figure 1) is used to visualize and demonstrate the current process followed in the organization.

A. Input Data:

- The trigger event which starts of the process is the closing of the Payroll Cycle.
- New employee information is recorded and the process kicks in.
- Human Resources Department reviews and verifies if employees' information is correct.
- If information is correct, employee files a request for attendance regularization asking for an approval from the manager.

- If approved by the manager, the application goes into next process about reviewing completeness. When the application is denied, employee needs to re-check payroll information and resubmit the request.
- Once all employees submit their payroll request, payroll team starts to review the data for completeness.
- If the employees have not submitted their payroll data, then the payroll team notifies the employees via e-mail and ask them to re-file their request.

B. Review Process:

- Payroll team then reviews and checks the paid time off, over time and bonus. If there are some data inconsistencies, then the payroll team sends out a mail notification to make corrective changes and re-enter the information.
- The re-entered information again goes for an approval process to the manager and follows the same path to reach the payroll batch processor.
- Legal and Compliance then receive the payroll information and verify the specific Tax compliance and forwards the same to the Finance team for a final approval.

C. Generate Payment:

- Payroll vendor/bank receives all the information from the finance team and proceeds with crediting the salary of the employees. Receipts are produced and forwarded to the Finance, Legal/compliance and the Human Resource departments.
- Simultaneously the insurance provider is also paid the monthly employer contribution towards the employee insurance.
- The Legal/Compliance department updates the necessary government agencies so as to meet the corporate compliance requirements.
- The Human Resource team generates employee pay slips and thus the process ends.

III. Issues with the Current Process

A. Manual Labor Intensive Process: Roadblock to scale

It is observed that the HR payroll process of most small businesses vis a vis Horizon Organic is almost 90% manual with all payment information being documented in paper forms. There are no standard mechanisms for managers to track paid time off, overtime and bonus. Hence, there is a possibility of financial leakage and overpayment. This could impart an additional financial burden to the company. The departments are working in silos and there is no proper co-ordination and synergy between the departments.

B. Obsolete Payroll System

The current payroll process of Horizon Organic consists of many redundancies. For instance, whenever a data inconsistency is observed employees need to review the complete information by themselves and re-submit the payroll information and request to respective managers for approvals. This reduces the productivity of the managers and results in many manual errors. In addition, after the salaries are credited, the receipts need to return to each department such as Finance Department, Legal Compliance and Human Resources Department separately.

IV. Improving the Process

A. Reducing Data Redundancy

One of the key objectives is to solve the immense data redundancy involved in the process. Multiple iterations of the same step generate a lot repetitive data. This can be resolved by creating a centralized database system. The individual updates and modifications should be consolidate and processed through the proposed database system. Employees should directly be given access to update their payroll data in the system. The manager would have access to review and approve the same as required with privilege access in the same system. Also, once the manager approves the critical payroll data no further updates checks would involve the manager approval step. Any further changes would only involve the employee and the payroll. Also, the system would be able to do a comprehensive check on all the vital information and forward it for the final batch process. This would result in simplifying the existing process and improve organizational productivity.

B. Improving Data Integrity

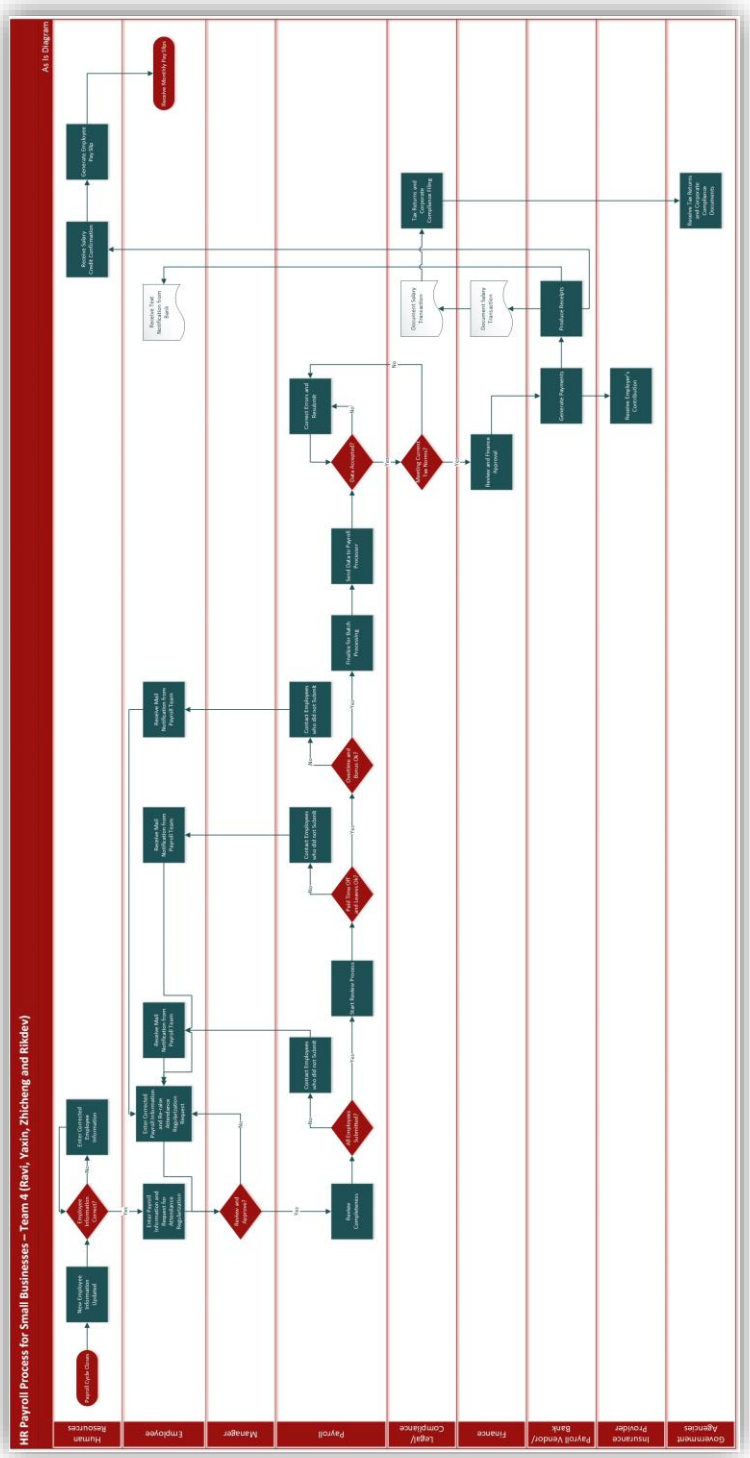
Data Integrity as another extremely critical principle which needs to be practiced to reengineer the payroll process. The entire payroll information needs to be consolidated in the database system. Once the salaries are processed by the bank a single intimation is sent to the centralized system with the necessary receipts and documentation. This would remove multiple point of contacts in each of the departments to document the financial transaction. This would also help in preserving sensitive company information in one single repository and can be used for any compliance related requirements in the future. The access to this sensitive information would only be given to privileged users in each department.

C. Automation

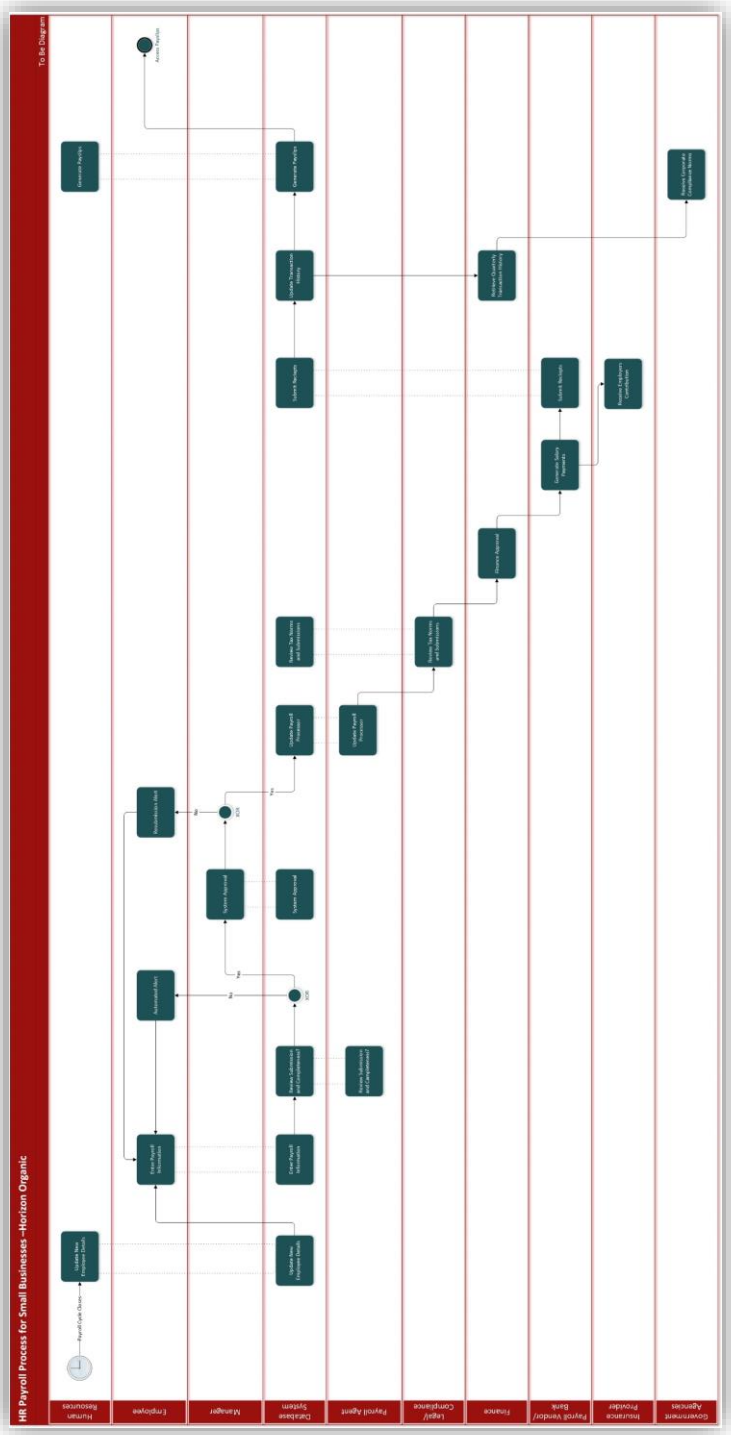
The below To-Be diagram also highlights few of the parallel activities which can be simplified and automated. For example, the employee can directly have access to his or her pay slips from the front-end system of the database. The system would store historical employee data in one single repository, this would reduce a lot of burden from the HR team.

V. Process Diagrams

A. As Is Diagram– HR Payroll Process for Small Businesses: Horizon Organic (Figure 1)



B. To Be Diagram– HR Payroll for Small Businesses: Horizon Organic (Figure 2)



VI. Database Creation

While reengineering the HR Payroll process for Horizon Organic, our team suggested the creation of a central database system to accurately capture the information exchanges as proposed in the To Be process. The Entity Relationship Diagram is a good way to outline our team's ideas and use a logical diagram to explain the relationship between each table in the proposed database.

With our design, the database system can help the human resource department to secure corporate data, handle data exchange in a streamlined way and also scale quickly by storing amounts of employee information.

There are several benefits of central database system while using ER Diagram. Firstly, employees can enter their payroll information to the new payroll system and all status will be processed via terminals. Instead of spending valuable time on reviewing employees' payroll information, managers can focus more on running the company and strategic decision-making. Secondly, many processes are now operated in real time and employees will receive a feedback within 24 hours.

In addition, the database can process a large amount of data at one time in accordance with payroll agent's approval and procedures. Last but not the least, the central database system can maintain accurate payroll details and properly record new recruitment and retirement of employees.

The objective of reengineering the payroll process is to improve the overall efficiency of current operations. We also believe that this would:

A. Help reduce Data redundancy at the organizational level.

B. Improve productivity among employees and managers alike.

C. Reduce manual errors and manual intervention in the process; which was a barrier to scale the organization quickly.

D. Optimize and Secure exchange of business-critical information within the organization.

VII. Entity Relationship Diagram

Below is a comprehensive study of the Entity Outlines we used to prepare the proposed Central Database System.

Phase 2 - ER Diagram
HR Payroll Process.vs


Location
Location ID
Location Name
Location Address
Country Name
Is Located
Department
Department ID
Manager ID
Department Name
Has
Job Details
Job ID
Department ID
Job Title
Pay/Hours Rate
Work Hours/Week
Part of
Manages
Works
Enters
Employee
Employee ID
Job ID
Department ID
First Name
Last Name
Date of Birth
attribute name
Hire Date
Email ID
Phone Number
Manager ID
Gender
Address
Employee Payroll Details
Employee ID
Month
Year
Hours Worked
Extra Hours Worked
Bonus
Leave Days
Has
Has
Approves
Review
Employee Skill Details
Employee ID
Skill ID
Employee Financials
SSN
Employee ID
Annual CTC
Bank Name
Bank Account Number
Payroll Review Request
Review ID
Employee ID
Month
Year
Manager ID
Review Submission Date
Review Approval Date
Approval Status
Stores
Transacts
Skill Details
Skill ID
Skill Name
Skill Details
Salary Transaction History
Transaction ID
Employee ID
SSN
Review ID
Month
Year
Transaction Date
Salary Amount

VIII. Database Design

Employee		
Attributes	**Type**	**Contraint Criteria**
Employee ID	VARCHAR2 (10)	Primary Key
First Name	VARCHAR2 (20)	Not Null
Last Name	VARCHAR2 (20)	Not Null
Date of Birth	Date	
Hire Date	Date	Not Null
Email ID	VARCHAR2 (20)	Not Null and Unique
Phone Number	Numeric (10)	Not Null and Unique
Manager ID	VARCHAR2 (10)	
Gender	VARCHAR2 (20)	
Address	VARCHAR2 (50)	

Employee Financials		
Attributes	**Type**	**Contraint Criteria**
SSN	VARCHAR2 (15)	Primary Key
Employee ID	VARCHAR2 (10)	FK to Employee
Annual CTC	Numeric (15)	Not Null
Bank Account Number	Numeric (20)	Not Null
Bank Name	VARCHAR2 (20)	Not Null

Department		
Attributes	**Type**	**Contraint Criteria**
Department ID	VARCHAR2 (10)	Primary Key
Department Name	VARCHAR2 (20)	Not Null
Manager ID Location ID	VARCHAR2 (10) VARCHAR2 (10)	FK to Employee FK to Location

Location		
Attributes	**Type**	**Contraint Criteria**
Location ID	VARCHAR2 (10)	Primary Key
Location Name	VARCHAR2 (20)	Not Null
Location Address	VARCHAR2 (40)	Not Null
Country Name	VARCHAR2 (20)	

Salary Transaction History		
Attributes	**Type**	**Contraint Criteria**
Transaction ID	VARCHAR2 (10)	Primary Key

Employee ID	VARCHAR2 (10)	FK to Employee
Month	VARCHAR2 (10)	Not Null
Year	Date	Not Null
Salary Amount	Numeric	Not Null
Transaction Date	Date	Not Null
SSN	VARCHAR2 (15)	FK to Employee Financials
Review ID	VARCHAR2 (10)	FK to Payroll Review Request

Employee Payroll Details		
Attributes	**Type**	**Contraint Criteria**
Employee ID	VARCHAR2 (10)	Composite Primary Key; FK to Employee
Month	VARCHAR2 (10)	Composite Primary Key
Year	Date	Composite Primary Key
Hours Worked	Numeric (10)	
Extra Hours Worked	Numeric (10)	
Bonus	Numeric (10)	
Leave Days	Numeric (10)	

Job Details		
Attributes	**Type**	**Contraint Criteria**
Job ID	VARCHAR2 (10)	Primary Key
Department ID	VARCHAR2 (10)	FK to Department
Job Title	VARCHAR2 (20)	
Work Hours/Week	Numeric (10)	Not Null
Pay/Hour Rate	Numeric (10)	Not Null

Payroll Review Request		
Attributes	**Type**	**Contraint Criteria**
Review ID	VARCHAR2 (10)	Primary Key
Employee ID	VARCHAR2 (10)	FK to Employee
Month	VARCHAR2 (10)	
Year	Numeric (10)	
Manager ID	VARCHAR2 (10)	FK to Employee Payroll Details
Review Submission Date	Date	Not Null
Review Approval Date	Date	
Approval Status	VARCHAR2 (10)	

Skill Details		
Attributes	**Type**	**Contraint Criteria**
Skill ID	VARCHAR2 (10)	Primary Key

Skill Name	VARCHAR2 (20)	
Skill Details	VARCHAR2 (40)	

Employee Skill Details		
Attributes	**Type**	**Contraint Criteria**
Skill ID	VARCHAR2 (10)	FK to Skill Details
Employee ID	VARCHAR2 (10)	FK to Employee

IX. Conclusion

Our team evaluated the HR Payroll Process of a typical small but growing organization i.e. Horizon Organic. Post our comprehensive study, we observed the deficiencies in its current process model. These include data redundancy, unsecured data exchange and manual errors and productivity loss.

We recommended a solution that would automate and redesign its current HR Payroll process and ensure a smooth way to collect, manage, store and share data by creating a robust centralized database system. In conclusion, we expect that our proposed solution would vastly improve the existing payroll process by improving employee productivity, reducing data redundancy and automation. The proposed system would also be scalable and would be able complete the process within a 6-7-day window from the current 10-12-day duration.

X. Oracle SQL Developer Scripting

```
-- QUERY 1 - FIND AVERAGE SALARY BY DEPARTMENTS
select d.DEPARTMENT_ID, avg(s.salary_amount) "Avg Salary"
from HR_DEPARTMENT d
join HR_SALARY_TXN_HISTORY s
on d.manager_id = s.EMPLOYEE_ID
group by d.DEPARTMENT_ID
order by 2 desc;
```

	DEPARTMENT_ID	Avg Salary
1	10	6720
2	20	4800
3	80	3840
4	70	2400
5	40	2400

```
-- QUERY 2 - FIND AN EMPLOYEE WITH LAST NAME WILLIAMS
SELECT employee_id, last_name, first_name
FROM   HR_employees
WHERE  LOWER(last_name) = 'williams';
```

	EMPLOYEE_ID	LAST_NAME	FIRST_NAME
1	10010004	Williams	Royee

```
-- QUERY 3 - FIND EMPLOYEES HIRED BEFORE 1 JAN 1990
SELECT last_name, TO_CHAR(HIRE_DATE, 'DD-Mon-YYYY') "HIRE DATE"
FROM  HR_employees
WHERE HIRE_DATE < TO_DATE('01-Jan-90','DD-Mon-RR');
```

	LAST_NAME	HIRE DATE
1	Oxford	11-Mar-1989
2	Trump	12-Mar-1989
3	Farmery	15-Mar-1989
4	Armstrong	18-Mar-1989
5	Brzler	19-Mar-1989
6	Oliphant	20-Mar-1989
7	Archer	23-Mar-1989

```
-- QUERY 4 - FIND EMPLOYEES AND THE NUMBER OF SKILLS THEY HAVE
select e.EMPLOYEE_ID, count(*) "SKILL COUNT"
from HR_EMPLOYEES e
left join HR_SKILL_DETAILS es
on e.EMPLOYEE_ID = es.EMPLOYEE_ID
group by e.EMPLOYEE_ID
order by 2 desc;
```

	EMPLOYEE_ID	SKILL COUNT
1	10010004	1
2	10010015	1
3	10010011	1
4	10010019	1
5	10010022	1
6	10010023	1
7	10010008	1
8	10010009	1

-- QUERY 5 - FIND WHICH BANK HOLDS THE MAXIMUM NUMBER OF ACCOUNTS

```
select bank_name, count(*) "ACCOUNT COUNT"
from HR_EMPLOYEE_FINANCIALS
group by bank_name
order by 2 desc;
```

	BANK_NAME	ACCOUNT COUNT
1	BOA	14
2	Chase	7
3	Wells Fargo	5
4	TD Bank	3

-- QUERY 6 - Query to display the manager number and the salary of the lowest paid employee for that manager. Exclude anyone who does not have a manager. Exclude any groups where the minimum salary is $2000 or less. Sort the output in descending order of

--salary. Name the columns properly.

```
Select manager_id "Manager ID", min(salary_amount) "Salary of Lowest
Paid Employee"
from hr_employees e
join HR_SALARY_TXN_HISTORY s
on e.manager_id = s.EMPLOYEE_ID
where manager_id is not null
```

```
group by manager_id
having min(salary_amount) > 5000
order by min(salary_amount) DESC;
```

	Manager ID	Salary of Lowest Paid Employee
1	10010021	6720
2	10010018	6720
3	10010012	5760

-- QUERY 7 - Query to output a single column displaying the following text for each employee:

--FIRST_NAME LAST_NAME is xxx years old and has worked in the company for xxx months.

```
select e.first_name||' ' ||e.last_name||' is '|| round((sysdate-
e.date_of_birth)/365)||
' years old and has worked in the company for '||
round(months_between(sysdate,e.hire_date))||' months. '"Employee
Tenure"
from hr_employees e;
```

	Employee Tenure
1	Aaliya Oxford is 46 years old and has worked in the company for 333 months.
2	Warl Cast is 43 years old and has worked in the company for 229 months.
3	Edwin Trump is 46 years old and has worked in the company for 333 months.
4	Royee Williams is 43 years old and has worked in the company for 229 months.
5	Alana Jones is 42 years old and has worked in the company for 212 months.
6	Sara Ruggier is 40 years old and has worked in the company for 229 months.
7	Tom Gough is 39 years old and has worked in the company for 200 months.
8	Alexandre Prendergast is 46 years old and has worked in the company for 229 months.
9	Elijah Farmery is 43 years old and has worked in the company for 332 months.
10	Richard Caplin is 46 years old and has worked in the company for 229 months.
11	Rickey Kckland is 43 years old and has worked in the company for 92 months.
12	Yasmine Benton is 42 years old and has worked in the company for 229 months.
13	Eloy Kennedy is 40 years old and has worked in the company for 92 months.
14	Yasmine Qwym is 39 years old and has worked in the company for 229 months.
15	Mina Armstrong is 46 years old and has worked in the company for 332 months.
16	Rene Lively is 43 years old and has worked in the company for 229 months.
17	Wade Brzler is 46 years old and has worked in the company for 332 months.
18	Rick Thomson is 43 years old and has worked in the company for 109 months.
19	Nancy Oliphant is 42 years old and has worked in the company for 332 months.
20	Wesley Olson is 40 years old and has worked in the company for 229 months.

```
-- QUERY 8 - FIND EMPLOYEES WHO HAVE WORKED EXTRA HOURS
select e.last_name, e.first_name, p.HOURS_WORKED,
case p.extra_hours_worked when 0 then 'No extra hour worked'
else 'Extra hours worked' end "Extra Hours",
case p.leave_days when 0 then 'No leaves taken'
else 'Leaves Taken' end "Leaves (Y/N)"
from hr_employees e
join HR_PAYROLL_DETAILS p
on e.employee_id = p.employee_id;
```

	LAST_NAME	FIRST_NAME	HOURS_WORKED	Extra Hours	Leaves (Y/N)
1	Oxford	Aaliya	40	Extra hours worked	No leaves taken
2	Cast	Warl	40	No extra hour worked	No leaves taken
3	Trump	Edwin	48	No extra hour worked	No leaves taken
4	Williams	Royee	40	No extra hour worked	No leaves taken
5	Jones	Alana	40	No extra hour worked	No leaves taken
6	Ruggier	Sara	48	No extra hour worked	No leaves taken
7	Gough	Tom	40	No extra hour worked	No leaves taken
8	Prendergast	Alexandre	40	Extra hours worked	No leaves taken
9	Farmery	Elijah	48	No extra hour worked	No leaves taken
10	Caplin	Richard	40	No extra hour worked	No leaves taken
11	Kckland	Rickey	40	Extra hours worked	No leaves taken
12	Benton	Yasmine	48	No extra hour worked	No leaves taken
13	Kennedy	Eloy	40	No extra hour worked	No leaves taken
14	Qwym	Yasmine	40	No extra hour worked	No leaves taken
15	Armstrong	Mina	40	Extra hours worked	No leaves taken
16	Lively	Rene	40	Extra hours worked	No leaves taken
17	Brzler	Wade	40	Extra hours worked	No leaves taken
18	Thomson	Rick	48	No extra hour worked	No leaves taken
19	Oliphant	Nancy	40	No extra hour worked	No leaves taken

```
-- QUERY 9 - RENAME RVW_SUB_DATE TO REVIEW_SUBMISSION_DATE
-- AND RVW_APP_DATE TO REVIEW_APPROVAL_DATE
ALTER TABLE HR_PAYROLL_REVIEW
RENAME COLUMN RVW_SUB_DATE TO REVIEW_SUBMISSION_DATE;

ALTER TABLE HR_PAYROLL_REVIEW
RENAME COLUMN RVW_APP_DATE TO REVIEW_APPROVAL_DATE;
```

```
Table HR_PAYROLL_REVIEW altered.
```

	COLUMN_NAME	DATA_TYPE	NULLABLE
1	REVIEW_ID	VARCHAR2(10 BYTE)	No
2	EMPLOYEE_ID	VARCHAR2(10 BYTE)	Yes
3	MONTH	VARCHAR2(10 BYTE)	Yes
4	YEAR	NUMBER(10,0)	Yes
5	MANAGER_ID	VARCHAR2(10 BYTE)	Yes
6	REVIEW_SUBMISSION_DATE	DATE	No
7	REVIEW_APPROVAL_DATE	DATE	Yes
8	APPROVAL_STATUS	VARCHAR2(10 BYTE)	Yes

-- QUERY 10 - CREATE A VIEW TO FIND ALL EMPLOYEES IN DEPARTMENT 80

```
CREATE VIEW HR_EMPLOYEES_80
AS SELECT E.employee_id ID_NUMBER, E.last_name NAME,
D.DEPARTMENT_ID DEPARTMENT, S.SALARY_AMOUNT SALARY
FROM    HR_employees E
JOIN HR_DEPARTMENT D
ON E.MANAGER_ID=D.MANAGER_ID
JOIN HR_SALARY_TXN_HISTORY S
ON E.EMPLOYEE_ID=S.EMPLOYEE_ID
WHERE   D.department_id = 80;
```

```
View HR_EMPLOYEES_80 created.
```

-- QUERY THE VIEW

```
select * from HR_EMPLOYEES_80;
```

	ID_NUMBER	NAME	DEPARTMENT	SALARY
1	10010008	Prendergast	80	2400
2	10010004	Williams	80	2400

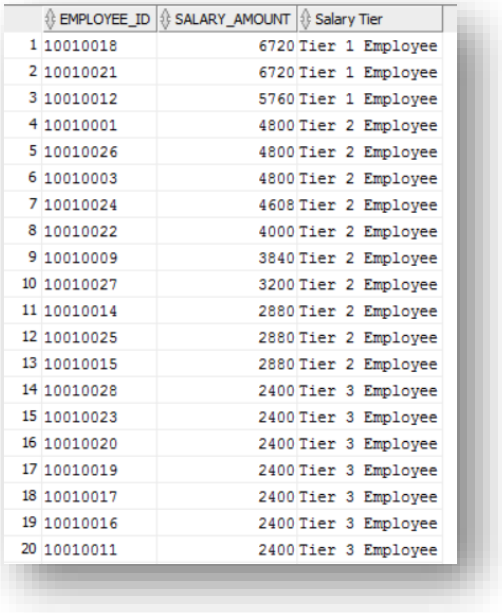
-- QUERY 11 - FIND THE APPROVAL STATUS FOR MANAGER ID

```
select employee_id, manager_id, review_submission_date,
approval_status from hr_payroll_review
where employee_id in (select employee_id from hr_employees where
manager_id = '10010003');
```

	EMPLOYEE_ID	MANAGER_ID	REVIEW_SUBMISSION_DATE	APPROVAL_STATUS
1	10010002	10010003	04-JAN-16	Y
2	10010007	10010003	06-JAN-16	Y
3	10010016	10010003	01-JAN-16	Y
4	10010019	10010003	06-JAN-16	Y
5	10010020	10010003	04-JAN-16	Y

-- QUERY 12 - SALARY TIER USING CASE EXPRESSION AND ORDERED BY DESCENDING ORDER

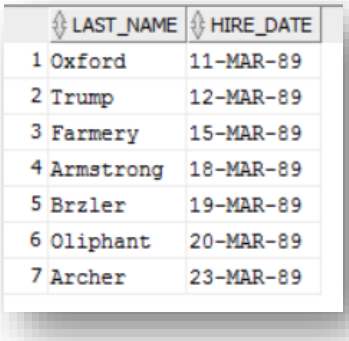
```
select employee_id, SALARY_AMOUNT,
case when salary_amount < 2500 then 'Tier 3 Employee'
when SALARY_AMOUNT >= 2500 and SALARY_AMOUNT< 5000 then 'Tier 2
Employee'
when SALARY_AMOUNT> 5000 then 'Tier 1 Employee'
else 'NA'
end "Salary Tier"
from HR_SALARY_TXN_HISTORY
order by salary_amount desc;
```



	EMPLOYEE_ID	SALARY_AMOUNT	Salary Tier
1	10010018	6720	Tier 1 Employee
2	10010021	6720	Tier 1 Employee
3	10010012	5760	Tier 1 Employee
4	10010001	4800	Tier 2 Employee
5	10010026	4800	Tier 2 Employee
6	10010003	4800	Tier 2 Employee
7	10010024	4608	Tier 2 Employee
8	10010022	4000	Tier 2 Employee
9	10010009	3840	Tier 2 Employee
10	10010027	3200	Tier 2 Employee
11	10010014	2880	Tier 2 Employee
12	10010025	2880	Tier 2 Employee
13	10010015	2880	Tier 2 Employee
14	10010028	2400	Tier 3 Employee
15	10010023	2400	Tier 3 Employee
16	10010020	2400	Tier 3 Employee
17	10010019	2400	Tier 3 Employee
18	10010017	2400	Tier 3 Employee
19	10010016	2400	Tier 3 Employee
20	10010011	2400	Tier 3 Employee

-- QUERY 13 - DISPLAY THE LAST NAME AND HIRE DATE OF EVERY EMPLOYEE WHO WAS HIRED IN 1994.

```
select last_name, hire_date
from hr_employees
where hire_date like '%89';
```



	LAST_NAME	HIRE_DATE
1	Oxford	11-MAR-89
2	Trump	12-MAR-89
3	Farmery	15-MAR-89
4	Armstrong	18-MAR-89
5	Brzler	19-MAR-89
6	Oliphant	20-MAR-89
7	Archer	23-MAR-89

-- QUERY 14 - THE HR DEPARTMENT WANTS TO FIND THE LENGTH OF EMPLOYMENT FOR EACH EMPLOYEE. FOR EACH EMPLOYEE, DISPLAY THE LAST NAME AND CALCULATE THE NUMBER OF MONTHS BETWEEN TODAY AND THE DATE ON WHICH THE EMPLOYEE WAS HIRED.

```
select last_name "Employee",
round(months_between(sysdate,hire_date))"Months_Worked"
from hr_employees
order by 'Months_Worked';
```

	Employee	Months_Worked
1	Oxford	333
2	Cast	229
3	Trump	333
4	Williams	229
5	Jones	212
6	Ruggier	229
7	Gough	200
8	Prendergast	229
9	Farmery	332
10	Caplin	229
11	Kckland	92
12	Benton	229
13	Kennedy	92
14	Qwym	229
15	Armstrong	332
16	Lively	229
17	Brzler	332
18	Thomson	109
19	Oliphant	332
20	Olson	229
21	Zhao	176
22	Laflamme	229
23	Campus	92
24	Vaughn	229

-- QUERY 15 - THE HR DEPARTMENT NEEDS EMPLOYEES' BANK ACCOUNT NUMBER AND BANK ACCOUNT NAME. FOR EACH EMPLOYEE, DESPLAY THE LAST NAME, BANK ACCONT NAME AND BANK ACCOUNT NUMBER

```
select e.last_name, b.bank_name, b.bank_account_number
from hr_employees e join hr_employee_financials b
on e.employee_id = b.employee_id;
```

	LAST_NAME	BANK_NAME	BANK_ACCOUNT_NUMBER
1	Oxford	Chase	400827384827
2	Cast	Chase	400920498372
3	Trump	Wells Fargo	401013611917
4	Williams	Chase	401106725462
5	Jones	Wells Fargo	401199839007
6	Ruggier	BOA	401292952552
7	Gough	BOA	401386066097
8	Prendergast	BOA	401479179642
9	Farmery	Wells Fargo	401572293187
10	Caplin	BOA	401665406732
11	Kckland	BOA	401758520277
12	Benton	BOA	401851633822
13	Kennedy	Chase	401944747367
14	Qwym	Chase	402037860912
15	Armstrong	Wells Fargo	402130974457
16	Lively	Wells Fargo	402224088002
17	Brzler	Chase	402317201547
18	Thomson	Chase	402410315092
19	Oliphant	BOA	402503428637
20	Olson	BOA	402596542182

-- QUERY 16 - THE HR DEPARTMENT WANTS TO DETERMINE THE NAMES OF ALL EMPLOYEES WHO WERE HIRED AFTER TRUMP. CREATE A QUERY TO DISPLAY THE NAME

--AND HIRE DATE OF ANY EMPLOYEE HIRED AFTER EMPLOYEE TRUMP

```
Select e.last_name, e.hire_date
from hr_employees e join hr_employees Trump
on (Trump.last_name = 'Trump')
where Trump.hire_date < e.hire_date;
```

	LAST_NAME	HIRE_DATE
1	Cast	13-OCT-97
2	Williams	14-OCT-97
3	Jones	13-MAR-99
4	Ruggier	15-OCT-97
5	Gough	14-MAR-00
6	Prendergast	16-OCT-97
7	Farmery	15-MAR-89
8	Caplin	17-OCT-97
9	Kckland	16-MAR-09
10	Benton	18-OCT-97
11	Kennedy	17-MAR-09
12	Qwym	19-OCT-97
13	Armstrong	18-MAR-89
14	Lively	20-OCT-97
15	Brzler	19-MAR-89
16	Thomson	21-OCT-07
17	Oliphant	20-MAR-89
18	Olson	22-OCT-97
19	Zhao	21-MAR-02
20	Laflamme	23-OCT-97

-- QUERY 17 - CREATE A REPORT FOR HR THAT DISPLAYS THE LAST NAME AND PHONE NUMBER OF EVERY EMPLOYEE WHO REPORTS TO BENTON

```
Select last_name, phone_number
from hr_employees where manager_id = (select employee_id
from hr_employees where last_name = 'Benton');
```

	LAST_NAME	PHONE_NUMBER
1	Qwym	9133882079
2	Armstrong	9363363951
3	Archer	2152551667

-- QUERY 18 - DISPLAY THE EMPLOYEE'S NAME AND THEIR SKILLS DETAILS. THE PURPOSE IS TO MAKE EASIER FOR HR TO RECODE THE EACH EMPLOYEE'S SKILLS.

```
SELECT FIRST_NAME, LAST_NAME,SKILL_DETAILS
FROM HR_EMPLOYEES,HR_SKILL,HR_SKILL_DETAILS
WHERE HR_EMPLOYEES.EMPLOYEE_ID = HR_SKILL_DETAILS.EMPLOYEE_ID
AND HR_SKILL_DETAILS.SKILL_ID = HR_SKILL.SKILL_ID;
```

	FIRST_NAME	LAST_NAME	SKILL_DETAILS
1	Aaliya	Oxford	Admin and Records
2	Warl	Cast	English Language
3	Edwin	Trump	IT Knowledge
4	Royee	Williams	Analytical Thinking
5	Alana	Jones	Accounting Skills
6	Sara	Ruggier	Budgetary Skills
7	Tom	Gough	Knowledge about Cash flow
8	Alexandre	Prendergast	Safety Requirements
9	Elijah	Farmery	Statutes
10	Richard	Caplin	Admin and Records
11	Rickey	Kckland	English Language
12	Yasmine	Benton	IT Knowledge
13	Eloy	Kennedy	Analytical Thinking
14	Yasmine	Qwym	Accounting Skills
15	Mina	Armstrong	Budgetary Skills
16	Rene	Lively	Knowledge about Cash flow
17	Wade	Brzler	Safety Requirements
18	Rick	Thomson	Statutes
19	Nancy	Oliphant	Program Planning
20	Wesley	Olson	Admin and Records

-- QUERY 19 - DISPLAY THE DEPARTMENT NAME, LOCATION NAME, ADDRESS AND THE WORK HOURS PER WEEK IN EACH LOCATION. LIST ALL OF THE PAY HOURS DESCENDING.

```
SELECT DEPARTMENT_NAME,LOCATION_NAME,LOCATION_ADDRESS,PAYHOUR_RATE AS
"Work Hours/w"
FROM HR_DEPARTMENT,HR_JOB_DETAILS,HR_LOCATION
WHERE HR_DEPARTMENT.LOCATION_ID = HR_LOCATION.LOCATION_ID
AND HR_JOB_DETAILS.DEPARTMENT_ID = HR_DEPARTMENT.DEPARTMENT_ID
ORDER BY HR_JOB_DETAILS.PAYHOUR_RATE DESC;
```

	DEPARTMENT_NAME	LOCATION_NAME	LOCATION_ADDRESS	WORK HOURS/W
1	Legal Department	Brighton	4 B Blue Ridge Blvd	35
2	IT Department	New Orleans	6639 N Blue Gum St	35
3	IT Department	New Orleans	6639 N Blue Gum St	30
4	Finance	Chicago	7 Eads St	30
5	Security	San Jose	7 W Jackson Blvd	25
6	Legal Department	Brighton	4 B Blue Ridge Blvd	25
7	Marketing	Hamilton	34 Center St	25
8	Administration	Bridgeport	8 W Cerritos Ave #54	25
9	Production	Ashland	3 Mcauley Dr	24
10	Security	San Jose	7 W Jackson Blvd	20
11	Client Service	Anchorage	639 Main St	20
12	Finance	Chicago	7 Eads St	18
13	Production	Ashland	3 Mcauley Dr	15
14	Marketing	Hamilton	34 Center St	15
15	Marketing	Hamilton	34 Center St	15
16	Client Service	Anchorage	639 Main St	15
17	Marketing	Hamilton	34 Center St	15
18	IT Department	New Orleans	6639 N Blue Gum St	15
19	Administration	Bridgeport	8 W Cerritos Ave #54	15

--- QUERY 20 - DISPLAY EACH EMPLOYEE'S SALARY AMOUNT, SSN, EXTRA HOURS WORKED AND THE BANK ACCOUNT NUMBER TO MAKE A REPORT FOR EMPLYEE'S EXTRA HOUR DETAIL LIST.

```
SELECT
HR_EMPLOYEES.FIRST_NAME,HR_EMPLOYEES.LAST_NAME,HR_SALARY_TXN_HISTORY.
SALARY_AMOUNT,HR_SALARY_TXN_HISTORY.SSN,HR_PAYROLL_DETAILS.EXTRA_HOUR
S_WORKED
FROM HR_SALARY_TXN_HISTORY,HR_EMPLOYEES,HR_PAYROLL_DETAILS
WHERE HR_SALARY_TXN_HISTORY.EMPLOYEE_ID = HR_EMPLOYEES.EMPLOYEE_ID
AND HR_PAYROLL_DETAILS.EMPLOYEE_ID = HR_EMPLOYEES.EMPLOYEE_ID
AND HR_PAYROLL_DETAILS.EXTRA_HOURS_WORKED > 0;
```

	FIRST_NAME	LAST_NAME	SALARY_AMOUNT	SSN	EXTRA_HOURS_WORKED
1	Aaliya	Oxford	4800	1012013011	4
2	Alexandre	Prendergast	2400	8019011102	5
3	Rickey	Kckland	2400	6015014014	4
4	Mina	Armstrong	2880	125733246	3
5	Rene	Lively	2400	567334523	4
6	Wade	Brzler	2400	533673465	3
7	Miles	Archer	2880	123421244	2
8	Rico	Johnson	3200	574984805	3
9	penny	Lomax	2400	238450567	4

--- QUERY 21 - IMPROVE THE SPEED OF QUERY ACCESS TO THE FIRST_NAME COLUMN IN THE HR_EMPLOYEES TABLE USING INDEXING

```
CREATE INDEX    first_name_index
ON hr_employees(first_name);
```

```
Index FIRST_NAME_INDEX created.
```

--- QUERY 22 – UPDATE THE DEPARTMENT NAME OF 'IT DEPARTMENT' TO 'ITES DEPARTMENT' IN THE HR_DEPARTMENT TABLE

```
UPDATE HR_DEPARTMENT
SET   department_name= 'ITes Department'
WHERE department_name= 'IT Department';
```

```
1 row updated.
```

	DEPARTMENT_ID	DEPARTMENT_NAME	MANAGER_ID	LOCATION_ID
1	10	ITes Department	10010018	1100
2	20	Legal Department	10010003	1200
3	30	Administration	null	1300
4	40	Client Service	10010010	1400
5	50	Marketing	10010006	1500
6	60	Production	null	1600
7	70	Finance	10010007	1700
8	80	Security	10010009	1800
9	90	Accounting	null	1900

--- QUERY 22 – CREATING A TABLE FOR ALL EMPLOYEES WHO HAVE BEEN HIRED AFTER 1ST JAN 2000.

```
CREATE TABLE    HR_NEW_JOINEES AS
          SELECT  employee_id, FIRST_NAME, last_name, hire_date
          FROM    HR_employees
          WHERE   HIRE_DATE > '01-JAN-00';
```

```
Table HR_NEW_JOINEES created.
```

	EMPLOYEE_ID	FIRST_NAME	LAST_NAME	HIRE_DATE
1	10010007	Tom	Gough	14-MAR-00
2	10010011	Rickey	Kckland	16-MAR-09
3	10010013	Eloy	Kennedy	17-MAR-09
4	10010018	Rick	Thomson	21-OCT-07
5	10010021	Li	Zhao	21-MAR-02
6	10010023	Jamison	Campus	22-MAR-09
7	10010026	Zena	Shay	25-OCT-03
8	10010027	Rico	Johnson	24-MAR-11
9	10010028	Oran	Sheffield	26-OCT-12
10	10010029	penny	Lomax	25-MAR-14

```
DESCRIBE HR_NEW_JOINEES
```

```
Name          Null?    Type
------------- -------- ------------
EMPLOYEE_ID   NOT NULL VARCHAR2(10)
FIRST_NAME    NOT NULL VARCHAR2(20)
LAST_NAME     NOT NULL VARCHAR2(20)
HIRE_DATE     NOT NULL DATE
```

Appendix

--Create Employees Table

```
CREATE TABLE HR_EMPLOYEES
(
  EMPLOYEE_ID VARCHAR2(10) NOT NULL
, FIRST_NAME VARCHAR2(20) NOT NULL
, LAST_NAME VARCHAR2(20) NOT NULL
, DATE_OF_BIRTH DATE
, HIRE_DATE DATE NOT NULL
, EMAIL_ID VARCHAR2(20) NOT NULL
, PHONE_NUMBER NUMBER(10) NOT NULL
, MANAGER_ID VARCHAR2(10)
, GENDER VARCHAR2(20)
, ADDRESS VARCHAR2(50)
, CONSTRAINT EMPLOYEES_PK PRIMARY KEY
  (
    EMPLOYEE_ID
  )
);

SET DEFINE OFF

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010001', 'Aaliya', 'Oxford', to_date('71-03-17', 'RRRR-MM-DD'),
to_date('89-03-11', 'RRRR-MM-DD'), 'oxford@hotmail.com', 6.313353414E9, '10010018',
'Femal', '6639 N Blue Gum St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010002', 'Warl', 'Cast', to_date('73-06-12', 'RRRR-MM-DD'), to_date('97-
10-13', 'RRRR-MM-DD'), 'cast@gmail.com', 3.104985651E9, '10010003', 'Male', '4 B Blue
Ridge Blvd');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010003', 'Edwin', 'Trump', to_date('71-03-29', 'RRRR-MM-DD'), to_date('89-
03-12', 'RRRR-MM-DD'), 'trump@163.com', 4.407808425E9, 'null', 'Male', '8 W Cerritos
Ave #54');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010004', 'Royee', 'Williams', to_date('73-06-12', 'RRRR-MM-DD'),
to_date('97-10-14', 'RRRR-MM-DD'), 'williams@qq.com', 9.565376195E9, '10010009',
'Male', '639 Main St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010005', 'Alana', 'Jones', to_date('75-05-31', 'RRRR-MM-DD'), to_date('99-
03-13', 'RRRR-MM-DD'), 'jones@163.com', 6.022774385E9, '10010006', 'Male', '34 Center
St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010006', 'Sara', 'Ruggier', to_date('77-05-15', 'RRRR-MM-DD'),
to_date('97-10-15', 'RRRR-MM-DD'), 'ruggier@hotmail.com', 9.313139635E9, 'null',
'Femal', '3 Mcauley Dr');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
```

```
VALUES ('10010007', 'Tom', 'Gough', to_date('77-06-10', 'RRRR-MM-DD'), to_date('00-
03-14', 'RRRR-MM-DD'), 'gough@qq.com', 4.146619598E9, '10010003', 'Male', '7 Eads
St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010008', 'Alexandre', 'Prendergast', to_date('71-03-18', 'RRRR-MM-DD'),
to_date('97-10-16', 'RRRR-MM-DD'), 'alepre@gmail.com', 3.132887937E9, '10010009',
'Femal', '7 W Jackson Blvd');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010009', 'Elijah', 'Farmery', to_date('73-06-13', 'RRRR-MM-DD'),
to_date('89-03-15', 'RRRR-MM-DD'), 'farmery@qq.com', 8.158282147E9, 'null', 'Femal',
'5 Boston Ave #88');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010010', 'Richard', 'Caplin', to_date('71-03-30', 'RRRR-MM-DD'),
to_date('97-10-17', 'RRRR-MM-DD'), 'caplin@163.com', 6.105453615E9, '10010006',
'Femal', '228 Runamuck Pl #2808');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010011', 'Rickey', 'Kckland', to_date('73-06-13', 'RRRR-MM-DD'),
to_date('09-03-16', 'RRRR-MM-DD'), 'kckland@189.com', 4.084401785E9, '10010006',
'Male', '2371 Jerrold Ave');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010012', 'Yasmine', 'Benton', to_date('75-05-12', 'RRRR-MM-DD'),
to_date('97-10-18', 'RRRR-MM-DD'), 'benton@gmail.com', 6.104922615E9, 'null', 'Male',
'37275 St  Rt 17m M');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010013', 'Eloy', 'Kennedy', to_date('77-05-16', 'RRRR-MM-DD'),
to_date('09-03-17', 'RRRR-MM-DD'), 'kennedy@163.com', 6.582145566E9, '10010006',
'Male', '25 E 75th St #69');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010014', 'Yasmine', 'Qwym', to_date('77-06-11', 'RRRR-MM-DD'),
to_date('97-10-19', 'RRRR-MM-DD'), 'qwym@gg.com', 9.133882079E9, '10010012', 'Femal',
'98 Connecticut Ave Nw');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010015', 'Mina', 'Armstrong', to_date('71-03-19', 'RRRR-MM-DD'),
to_date('89-03-18', 'RRRR-MM-DD'), 'armstrong@gmail.com', 9.363363951E9, '10010012',
'Femal', '56 E Morehead St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010016', 'Rene', 'Lively', to_date('73-06-14', 'RRRR-MM-DD'), to_date('97-
10-20', 'RRRR-MM-DD'), 'lively@gmail.com', 8.158286764E9, '10010003', 'Femal', '73
State Road 434 E');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010017', 'Wade', 'Brzler', to_date('71-03-31', 'RRRR-MM-DD'), to_date('89-
03-19', 'RRRR-MM-DD'), 'brzler@hotmail.com', 3.037241547E9, '10010006', 'Male',
'69734 E Carrillo St');
```

```
INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010018', 'Rick', 'Thomson', to_date('73-06-14', 'RRRR-MM-DD'),
to_date('07-10-21', 'RRRR-MM-DD'), 'thomson@gmail.com', 9.088754722E9, 'null',
'Male', '322 New Horizon Blvd');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010019', 'Nancy', 'Oliphant', to_date('75-05-14', 'RRRR-MM-DD'),
to_date('89-03-20', 'RRRR-MM-DD'), 'oliphant@gmail.com', 9.131451724E9, '10010003',
'Femal', '1 State Route 27');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010020', 'Wesley', 'Olson', to_date('77-05-17', 'RRRR-MM-DD'),
to_date('97-10-22', 'RRRR-MM-DD'), 'olson@hotmail.com', 5.128619563E9, '10010003',
'Male', '394 Manchester Blvd');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010021', 'Li', 'Zhao', to_date('77-06-12', 'RRRR-MM-DD'), to_date('02-03-
21', 'RRRR-MM-DD'), 'zhao@qq.com', 2.126175063E9, 'null', 'Male', '6 S 33rd St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010022', 'Whitley', 'Laflamme', to_date('71-03-20', 'RRRR-MM-DD'),
to_date('97-10-23', 'RRRR-MM-DD'), 'laflame@hotmail.com', 2.157914519E9, '10010021',
'Male', '6 Greenleaf Ave');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010023', 'Jamison', 'Campus', to_date('73-06-15', 'RRRR-MM-DD'),
to_date('09-03-22', 'RRRR-MM-DD'), 'campus@hotmail.com', 2.152551641E9, '10010024',
'Male', '618 W Yakima Ave');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010024', 'Peter', 'Vaughn', to_date('71-03-11', 'RRRR-MM-DD'),
to_date('97-10-24', 'RRRR-MM-DD'), 'vaughn@gmail.com', 3.305378472E9, 'null', 'Male',
'74 S Westgate St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010025', 'Miles', 'Archer', to_date('73-06-15', 'RRRR-MM-DD'),
to_date('89-03-23', 'RRRR-MM-DD'), 'archer@hotmail.com', 2.152551667E9, '10010012',
'Femal', '3273 State St');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010026', 'Zena', 'Shay', to_date('75-05-11', 'RRRR-MM-DD'), to_date('03-
10-25', 'RRRR-MM-DD'), 'shay@qq.com', 3.305375556E9, 'null', 'Femal', '1 Central
Ave');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010027', 'Rico', 'Johnson', to_date('77-05-18', 'RRRR-MM-DD'),
to_date('11-03-24', 'RRRR-MM-DD'), 'johnson@hotmail.com', 9.096399887E9, '10010026',
'Male', '86 Nw 66th St #8673');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
```

```
VALUES ('10010028', 'Oran', 'Sheffield', to_date('77-06-13', 'RRRR-MM-DD'),
to_date('12-10-26', 'RRRR-MM-DD'), 'oran@gmail.com', 6.509335072E9, '10010024',
'Male', '2 Cedar Ave #84');

INSERT INTO HR_EMPLOYEES (EMPLOYEE_ID, FIRST_NAME, LAST_NAME, DATE_OF_BIRTH,
HIRE_DATE, EMAIL_ID, PHONE_NUMBER, MANAGER_ID, GENDER, ADDRESS)
VALUES ('10010029', 'penny', 'Lomax', to_date('71-03-21', 'RRRR-MM-DD'), to_date('14-
03-25', 'RRRR-MM-DD'), 'lomax@gmail.com', 2.016721553E9, '10010024', 'Femal', '909
Thorburn Ave');
```

--Create Employee Financials Table

```
CREATE TABLE HR_EMPLOYEE_FINANCIALS
(
  SSN VARCHAR2(15) NOT NULL
, EMPLOYEE_ID VARCHAR2(10)
, ANNUAL_CTC NUMBER(15) NOT NULL
, BANK_ACCOUNT_NUMBER VARCHAR2(20) NOT NULL
, BANK_NAME VARCHAR2(20) NOT NULL
, CONSTRAINT HR_EMPLOYEE_FINANCIALS_PK PRIMARY KEY
  (
    SSN
  ),
CONSTRAINT HR_EMPLOYEE_FINANCIALS_FK1 FOREIGN KEY
(
  EMPLOYEE_ID
)
REFERENCES HR_EMPLOYEES
(
  EMPLOYEE_ID
)
);

SET DEFINE OFF

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('1012013011', '10010001', 55000.0, '400827384827', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('2013014012', '10010002', 55000.0, '400920498372', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('3014015014', '10010003', 55000.0, '401013611917', 'Wells Fargo');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('4015016012', '10010004', 55000.0, '401106725462', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('5016017021', '10010005', 44000.0, '401199839007', 'Wells Fargo');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('6017018015', '10010006', 44000.0, '401292952552', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('7018019011', '10010007', 44000.0, '401386066097', 'BOA');
```

```
INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('8019011102', '10010008', 44000.0, '401479179642', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('1109018015', '10010009', 44000.0, '401572293187', 'Wells Fargo');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('8017016012', '10010010', 44000.0, '401665406732', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('6015014014', '10010011', 44000.0, '401758520277', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('4013012012', '10010012', 44000.0, '401851633822', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('3032446459', '10010013', 44000.0, '401944747367', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('1245643643', '10010014', 44000.0, '402037860912', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('125733246', '10010015', 44000.0, '402130974457', 'Wells Fargo');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('567334523', '10010016', 44000.0, '402224088002', 'Wells Fargo');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('533673465', '10010017', 55000.0, '402317201547', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('662356235', '10010018', 55000.0, '402410315092', 'Chase');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('523545234', '10010019', 55000.0, '402503428637', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('245534523', '10010020', 55000.0, '402596542182', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('787534567', '10010021', 55000.0, '402689655727', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('444234673', '10010022', 55000.0, '402782769272', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('837463653', '10010023', 55000.0, '402875882817', 'BOA');
```

```
INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('234643234', '10010024', 55000.0, '402968996362', 'TD Bank');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('123421244', '10010025', 55000.0, '403062109907', 'TD Bank');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('887563456', '10010026', 55000.0, '403155223452', 'TD Bank');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('574984805', '10010027', 55000.0, '403248336997', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('889048764', '10010028', 55000.0, '403341450542', 'BOA');

INSERT INTO HR_EMPLOYEE_FINANCIALS (SSN, EMPLOYEE_ID, ANNUAL_CTC,
BANK_ACCOUNT_NUMBER, BANK_NAME)
VALUES ('238450567', '10010029', 55000.0, '403434564087', 'BOA');
```

---Create Skill Table

```
CREATE TABLE HR_SKILL
(
  SKILL_ID VARCHAR2(10) NOT NULL
, SKILL_NAME VARCHAR2(20)
, SKILL_DETAILS VARCHAR2(40)
, CONSTRAINT HR_SKILL_PK PRIMARY KEY
  (
    SKILL_ID
  )
);

SET DEFINE OFF

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19253527', 'Clerical 1', 'Admin and Records');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19253746', 'Communication 1   ', 'English Language');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19253965', 'Computer Use 1', 'IT Knowledge');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19254184', 'Critical thinking', 'Analytical Thinking');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19254403', 'Financial', 'Accounting Skills');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19254622', 'Accounting 1', 'Budgetary Skills');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19254841', 'Budget 1', 'Knowledge about Cash flow');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19255060', 'Health & Safety 1', 'Safety Requirements');
```

```
INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19255279', 'Legal 1', 'Statutes');

INSERT INTO HR_SKILL (SKILL_ID, SKILL_NAME, SKILL_DETAILS)
VALUES ('19255498', 'Managerial', 'Program Planning');
```

----Create Locations Table

```
CREATE TABLE HR_LOCATION
(
  LOCATION_ID VARCHAR2(10) NOT NULL
, LOCATION_NAME VARCHAR2(20) NOT NULL
, LOCATION_ADDRESS VARCHAR2(40) NOT NULL
, COUNTRY_NAME VARCHAR2(20)
, CONSTRAINT HR_LOCATION_PK PRIMARY KEY
  (
    LOCATION_ID
  )
);

SET DEFINE OFF

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1100', 'New Orleans', '6639 N Blue Gum St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1200', 'Brighton', '4 B Blue Ridge Blvd', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1300', 'Bridgeport', '8 W Cerritos Ave #54', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1400', 'Anchorage', '639 Main St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1500', 'Hamilton', '34 Center St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1600', 'Ashland', '3 Mcauley Dr', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1700', 'Chicago', '7 Eads St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1800', 'San Jose', '7 W Jackson Blvd', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('1900', 'Sioux Falls', '5 Boston Ave #88', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2000', 'Baltimore', '228 Runamuck Pl #2808', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2100', 'Kulpsville', '2371 Jerrold Ave', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2200', 'Middle Island', '37275 St  Rt 17m M', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2300', 'Los Angeles', '25 E 75th St #69', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
```

```
VALUES ('2400', 'Chagrin Falls', '98 Connecticut Ave Nw', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2500', 'Laredo', '56 E Morehead St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2600', 'Phoenix', '73 State Road 434 E', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2700', 'Mc Minnville', '69734 E Carrillo St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2800', 'Milwaukee', '322 New Horizon Blvd', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('2900', 'Taylor', '1 State Route 27', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3000', 'Rockford', '394 Manchester Blvd', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3100', 'Aston', '6 S 33rd St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3200', 'San Jose', '6 Greenleaf Ave', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3300', 'Irving', '618 W Yakima Ave', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3400', 'Albany', '74 S Westgate St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3500', 'Middlesex', '3273 State St', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3600', 'Stevens Point', '1 Central Ave', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3700', 'Shawnee', '86 Nw 66th St #8673', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3800', 'Easton', '2 Cedar Ave #84', 'US');

INSERT INTO HR_LOCATION (LOCATION_ID, LOCATION_NAME, LOCATION_ADDRESS, COUNTRY_NAME)
VALUES ('3900', 'New York', '909 Thorburn Ave', 'US');
```

----Create Department Table

```
CREATE TABLE HR_DEPARTMENT
(
  DEPARTMENT_ID VARCHAR2(10 BYTE) NOT NULL
, DEPARTMENT_NAME VARCHAR2(20 BYTE) NOT NULL
, MANAGER_ID VARCHAR2(20 BYTE)
, LOCATION_ID VARCHAR2(10 BYTE) NOT NULL
, CONSTRAINT HR_DEPARTMENT_PK PRIMARY KEY
  (
    DEPARTMENT_ID
  ),
CONSTRAINT HR_DEPARTMENT_FK1 FOREIGN KEY
(
  LOCATION_ID
```

```
)
REFERENCES HR_LOCATION
(
  LOCATION_ID
)
);

SET DEFINE OFF

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('10', 'IT Department', '10010018', '1100');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('20', 'Legal Department', '10010003', '1200');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('30', 'Administration', 'null', '1300');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('40', 'Client Service', '10010010', '1400');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('50', 'Marketing', '10010006', '1500');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('60', 'Production', 'null', '1600');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('70', 'Finance', '10010007', '1700');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('80', 'Security', '10010009', '1800');

INSERT INTO HR_DEPARTMENT (DEPARTMENT_ID, DEPARTMENT_NAME, MANAGER_ID, LOCATION_ID)
VALUES ('90', 'Accounting', 'null', '1900');
```

----Create Job Detail Table

```
CREATE TABLE HR_JOB_DETAILS
(
  JOB_ID VARCHAR2(10) NOT NULL
, DEPARTMENT_ID VARCHAR2(10)
, JOB_TITLE VARCHAR2(20)
, WORKHOURS_WEEK NUMBER(10)
, PAYHOUR_RATE NUMBER(10)
, CONSTRAINT HR_JOB_DETAILS_PK PRIMARY KEY
  (
    JOB_ID
  ),
  CONSTRAINT HR_JOB_DETAILS_FK1 FOREIGN KEY
(
  DEPARTMENT_ID
)
REFERENCES HR_DEPARTMENT
(
  DEPARTMENT_ID
)
);

SET DEFINE OFF

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('10110', '10', 'Programmer', 40.0, 30.0);
```

```
INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('11121', '30', 'Admin Staff', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('12132', '30', 'Admin Manager', 48.0, 25.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('13143', '10', 'Server Manager', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('14154', '50', 'Sales Executive', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('15165', '50', 'Sales Manager', 48.0, 25.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('17187', '40', 'Server', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('18198', '40', 'Service Manager', 48.0, 20.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('21231', '70', 'Finance Manager', 48.0, 30.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('22242', '50', 'Sales Person', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('26286', '50', 'Sales Person', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('27297', '10', 'IT Manager', 48.0, 35.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('30330', '20', 'Chief Advisor', 48.0, 35.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('31341', '20', 'Legal Consultant', 40.0, 25.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('32352', '60', 'Worker', 40.0, 15.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('33363', '60', 'Production Manager', 48.0, 24.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
```

```
VALUES ('34374', '70', 'Accountant', 40.0, 18.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('35385', '80', 'Security Manager', 48.0, 25.0);

INSERT INTO HR_JOB_DETAILS (JOB_ID, DEPARTMENT_ID, JOB_TITLE, WORKHOURS_WEEK,
PAYHOUR_RATE)
VALUES ('36396', '80', 'Guard', 40.0, 20.0);
```

----Create Employee Skill Details Table

```
CREATE TABLE HR_SKILL_DETAILS
(
  SKILL_ID VARCHAR2(10)
, EMPLOYEE_ID VARCHAR2(10)
, CONSTRAINT HR_SKILL_FK1 FOREIGN KEY
(
  EMPLOYEE_ID
)
REFERENCES HR_EMPLOYEES
(
  EMPLOYEE_ID
)

);

SET DEFINE OFF

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253527', '10010001');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253746', '10010002');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253965', '10010003');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254184', '10010004');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254403', '10010005');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254622', '10010006');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254841', '10010007');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255060', '10010008');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255279', '10010009');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253527', '10010010');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253746', '10010011');
```

```
INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253965', '10010012');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254184', '10010013');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254403', '10010014');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254622', '10010015');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254841', '10010016');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255060', '10010017');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255279', '10010018');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255498', '10010019');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253527', '10010020');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253746', '10010021');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19253965', '10010022');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254184', '10010023');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254403', '10010024');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254622', '10010025');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19254841', '10010026');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255060', '10010027');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255279', '10010028');

INSERT INTO HR_SKILL_DETAILS (SKILL_ID, EMPLOYEE_ID)
VALUES ('19255498', '10010029');
```

--Create Payroll Review Table

```
CREATE TABLE HR_PAYROLL_REVIEW
(
  REVIEW_ID VARCHAR2(10) NOT NULL
, EMPLOYEE_ID VARCHAR2(10)
, MONTH VARCHAR2(10)
, YEAR NUMBER(10)
, MANAGER_ID VARCHAR2(10)
```

```
, RVW_SUB_DATE DATE NOT NULL
, RVW_APP_DATE DATE
, APPROVAL_STATUS VARCHAR2(10)
, CONSTRAINT HR_PAYROLL_REVIEW_PK PRIMARY KEY
  (
    REVIEW_ID
  ),
CONSTRAINT HR_PAYROLL_REVIEW_FK1 FOREIGN KEY
(
  EMPLOYEE_ID
)
REFERENCES HR_EMPLOYEES
(
  EMPLOYEE_ID
)
);

SET DEFINE OFF

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10001', '10010001', 'January', 2016.0, '10010018', to_date('16-01-06',
'RRRR-MM-DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10002', '10010002', 'January', 2016.0, '10010003', to_date('16-01-04',
'RRRR-MM-DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10003', '10010003', 'January', 2016.0, 'null', to_date('16-01-02', 'RRRR-MM-
DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10004', '10010004', 'January', 2016.0, '10010009', to_date('16-01-01',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10005', '10010005', 'January', 2016.0, '10010006', to_date('16-01-03',
'RRRR-MM-DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10006', '10010006', 'January', 2016.0, 'null', to_date('16-01-03', 'RRRR-MM-
DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10007', '10010007', 'January', 2016.0, '10010003', to_date('16-01-06',
'RRRR-MM-DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10008', '10010008', 'January', 2016.0, '10010009', to_date('16-01-04',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'N');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10009', '10010009', 'January', 2016.0, 'null', to_date('16-01-02', 'RRRR-MM-
DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');
```

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INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10010', '10010010', 'January', 2016.0, '10010006', to_date('16-01-01',
'RRRR-MM-DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10011', '10010011', 'January', 2016.0, '10010006', to_date('16-01-03',
'RRRR-MM-DD'), to_date('16-01-11', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10012', '10010012', 'January', 2016.0, 'null', to_date('16-01-03', 'RRRR-MM-
DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10013', '10010013', 'January', 2016.0, '10010006', to_date('16-01-06',
'RRRR-MM-DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10014', '10010014', 'January', 2016.0, '10010012', to_date('16-01-04',
'RRRR-MM-DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'N');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10015', '10010015', 'January', 2016.0, '10010012', to_date('16-01-02',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10016', '10010016', 'January', 2016.0, '10010003', to_date('16-01-01',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10017', '10010017', 'January', 2016.0, '10010006', to_date('16-01-09',
'RRRR-MM-DD'), to_date('16-01-11', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10018', '10010018', 'January', 2016.0, 'null', to_date('16-01-03', 'RRRR-MM-
DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10019', '10010019', 'January', 2016.0, '10010003', to_date('16-01-06',
'RRRR-MM-DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10020', '10010020', 'January', 2016.0, '10010003', to_date('16-01-04',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10021', '10010021', 'January', 2016.0, 'null', to_date('16-01-02', 'RRRR-MM-
DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'N');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
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VALUES ('10022', '10010022', 'January', 2016.0, '10010021', to_date('16-01-01',
'RRRR-MM-DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10023', '10010023', 'January', 2016.0, '10010024', to_date('16-01-09',
'RRRR-MM-DD'), to_date('16-01-11', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10024', '10010024', 'January', 2016.0, 'null', to_date('16-01-03', 'RRRR-MM-
DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10025', '10010025', 'January', 2016.0, '10010012', to_date('16-01-06',
'RRRR-MM-DD'), to_date('16-01-07', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10026', '10010026', 'January', 2016.0, 'null', to_date('16-01-04', 'RRRR-MM-
DD'), to_date('16-01-08', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10027', '10010027', 'January', 2016.0, '10010026', to_date('16-01-02',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10028', '10010028', 'January', 2016.0, '10010024', to_date('16-01-01',
'RRRR-MM-DD'), to_date('16-01-04', 'RRRR-MM-DD'), 'Y');

INSERT INTO HR_PAYROLL_REVIEW (REVIEW_ID, EMPLOYEE_ID, MONTH, YEAR, MANAGER_ID,
RVW_SUB_DATE, RVW_APP_DATE, APPROVAL_STATUS)
VALUES ('10029', '10010029', 'January', 2016.0, '10010024', to_date('16-01-09',
'RRRR-MM-DD'), to_date('16-01-10', 'RRRR-MM-DD'), 'Y');


--Create Payroll Details Table
CREATE TABLE HR_PAYROLL_DETAILS
(
  EMPLOYEE_ID VARCHAR2(10) NOT NULL
, MONTH VARCHAR2(10)
, YEAR NUMBER(10)
, HOURS_WORKED NUMBER(10)
, EXTRA_HOURS_WORKED NUMBER(10)
, BONUS NUMBER(10)
, LEAVE_DAYS NUMBER(10)
, CONSTRAINT HR_PAYROLL_DETAILS_FK1 FOREIGN KEY
(
  EMPLOYEE_ID
)
REFERENCES HR_EMPLOYEES
(
  EMPLOYEE_ID
)
);

SET DEFINE OFF

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
```

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VALUES ('10010001', 'January', 2016.0, 40.0, 4.0, 80.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010002', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010003', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010004', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010005', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010006', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010007', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010008', 'January', 2016.0, 40.0, 5.0, 100.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010009', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010010', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010011', 'January', 2016.0, 40.0, 4.0, 80.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010012', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010013', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010014', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010015', 'January', 2016.0, 40.0, 3.0, 60.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010016', 'January', 2016.0, 40.0, 4.0, 80.0, 0.0);
```

```
INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010017', 'January', 2016.0, 40.0, 3.0, 60.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010018', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010019', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010020', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010021', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010022', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010023', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010024', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010025', 'January', 2016.0, 40.0, 2.0, 40.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010026', 'January', 2016.0, 48.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010027', 'January', 2016.0, 40.0, 3.0, 60.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010028', 'January', 2016.0, 40.0, 0.0, 0.0, 0.0);

INSERT INTO HR_PAYROLL_DETAILS (EMPLOYEE_ID, MONTH, YEAR, HOURS_WORKED,
EXTRA_HOURS_WORKED, BONUS, LEAVE_DAYS)
VALUES ('10010029', 'January', 2016.0, 40.0, 4.0, 80.0, 0.0);
```

```
--Create Salary Transaction History Table
CREATE TABLE HR_SALARY_TXN_HISTORY
(
  TRANSACTION_ID VARCHAR2(10 BYTE) NOT NULL
, EMPLOYEE_ID VARCHAR2(10 BYTE) NOT NULL
, MONTH VARCHAR2(10 BYTE) NOT NULL
, YEAR NUMBER(10, 0) NOT NULL
, SALARY_AMOUNT NUMBER NOT NULL
, TRANSACTION_DATE DATE NOT NULL
```

```
, SSN VARCHAR2(15 BYTE) NOT NULL
, REVIEW_ID VARCHAR2(10 BYTE) NOT NULL
, CONSTRAINT HR_SALARY_TXN_HISTORY_PK PRIMARY KEY
  (
    TRANSACTION_ID
  ),
CONSTRAINT HR_SALARY_TXN_HISTORY_FK1 FOREIGN KEY
(
  EMPLOYEE_ID
)
REFERENCES HR_EMPLOYEES
(
  EMPLOYEE_ID
),
CONSTRAINT HR_SALARY_TXN_HISTORY_FK2 FOREIGN KEY
(
  REVIEW_ID
)
REFERENCES HR_PAYROLL_REVIEW
(
  REVIEW_ID
),
CONSTRAINT HR_SALARY_TXN_HISTORY_FK3 FOREIGN KEY
(
  SSN
)
REFERENCES HR_EMPLOYEE_FINANCIALS
(
  SSN
)
);

SET DEFINE OFF

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101010', '10010001', 'December', 2015.0, 4800.0, to_date('16-01-01', 'RRRR-
MM-DD'), '1012013011', '10001');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101011', '10010002', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '2013014012', '10002');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101012', '10010003', 'December', 2015.0, 4800.0, to_date('16-01-01', 'RRRR-
MM-DD'), '3014015014', '10003');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101013', '10010004', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '4015016012', '10004');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101014', '10010005', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '5016017021', '10005');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101016', '10010007', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '7018019011', '10007');
```

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INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101017', '10010008', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '8019011102', '10008');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101018', '10010009', 'December', 2015.0, 3840.0, to_date('16-01-01', 'RRRR-
MM-DD'), '1109018015', '10009');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101019', '10010010', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '8017016012', '10010');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101020', '10010011', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '6015014014', '10011');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101021', '10010012', 'December', 2015.0, 5760.0, to_date('16-01-01', 'RRRR-
MM-DD'), '4013012012', '10012');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101023', '10010014', 'December', 2015.0, 2880.0, to_date('16-01-01', 'RRRR-
MM-DD'), '1245643643', '10014');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101024', '10010015', 'December', 2015.0, 2880.0, to_date('16-01-01', 'RRRR-
MM-DD'), '125733246', '10015');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101025', '10010016', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '567334523', '10016');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101026', '10010017', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '533673465', '10017');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101027', '10010018', 'December', 2015.0, 6720.0, to_date('16-01-01', 'RRRR-
MM-DD'), '662356235', '10018');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101028', '10010019', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '523545234', '10019');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101029', '10010020', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '245534523', '10020');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
```

```
VALUES ('101030', '10010021', 'December', 2015.0, 6720.0, to_date('16-01-01', 'RRRR-
MM-DD'), '787534567', '10021');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101031', '10010022', 'December', 2015.0, 4000.0, to_date('16-01-01', 'RRRR-
MM-DD'), '444234673', '10022');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101032', '10010023', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '837463653', '10023');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101033', '10010024', 'December', 2015.0, 4608.0, to_date('16-01-01', 'RRRR-
MM-DD'), '234643234', '10024');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101034', '10010025', 'December', 2015.0, 2880.0, to_date('16-01-01', 'RRRR-
MM-DD'), '123421244', '10025');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101035', '10010026', 'December', 2015.0, 4800.0, to_date('16-01-01', 'RRRR-
MM-DD'), '887563456', '10026');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101036', '10010027', 'December', 2015.0, 3200.0, to_date('16-01-01', 'RRRR-
MM-DD'), '574984805', '10027');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101037', '10010028', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '889048764', '10028');

INSERT INTO HR_SALARY_TXN_HISTORY (TRANSACTION_ID, EMPLOYEE_ID, MONTH, YEAR,
SALARY_AMOUNT, TRANSACTION_DATE, SSN, REVIEW_ID)
VALUES ('101038', '10010029', 'December', 2015.0, 2400.0, to_date('16-01-01', 'RRRR-
MM-DD'), '238450567', '10029');
```

--Drop Table Statements

```
DROP TABLE HR_EMPLOYEES;
DROP TABLE HR_FINANCIALS;
DROP TABLE HR_SKILL;
DROP TABLE HR_LOCATION;
DROP TABLE HR_DEPARTMENT;
DROP TABLE HR_JOB_DETAILS;
DROP TABLE HR_SKILL_DETAILS;
DROP TABLE HR_PAYROLL_REVIEW;
DROP TABLE HR_PAYROLL_DETAILS;
DROP TABLE HR_SALARY_TXN_HISTORY;
```