**Case Study: Employee Performance Management System**

**Problem Statement:**

Design and implement an Employee Performance Management System using Oracle SQL and PL/SQL. The system will be used to manage employee information, performance reviews, and goals for an organization. Your task is to create the necessary database schema, populate the database with sample data, and develop PL/SQL procedures to handle employee management, performance reviews, and goal tracking.

**Requirements:**

1. **Employee Management**:
   * Implement the functionality to add, update, delete, and search for employees.
   * Ensure that each employee has attributes such as EMPLOYEE\_ID, FIRST\_NAME, LAST\_NAME, EMAIL, PHONE\_NUMBER, HIRE\_DATE, DEPARTMENT\_ID, and MANAGER\_ID.
2. **Performance Reviews**:
   * Implement the functionality to manage performance reviews.
   * Ensure that each performance review has attributes such as REVIEW\_ID, EMPLOYEE\_ID, REVIEW\_DATE, REVIEWER\_ID, COMMENTS, and RATING.
3. **Goal Tracking**:
   * Implement the functionality to manage employee goals.
   * Ensure that each goal has attributes such as GOAL\_ID, EMPLOYEE\_ID, GOAL\_DESCRIPTION, START\_DATE, END\_DATE, and STATUS.

**Tasks:**

1. **Design the Database Schema**:
   * Create the Employees, Reviews, and Goals tables with the appropriate fields and constraints.
   * Define primary keys and foreign keys to maintain data integrity.
2. **Populate the Database with Sample Data**:
   * Insert sample records into the Employees, Reviews, and Goals tables to facilitate testing of the system.
3. **Develop PL/SQL Procedures**:
   * Create a procedure to handle employee management. The procedure should insert, update, and delete employee records.
   * Create a procedure to manage performance reviews. The procedure should insert new reviews, update existing ones, and delete reviews.
   * Create a procedure to track employee goals. The procedure should insert new goals, update existing ones, and change the status of goals.

**Expected Outcomes:**

1. **Employees Table**:
   * Contains all information about the employees of the organization.
2. **Reviews Table**:
   * Stores performance review details for each employee.
3. **Goals Table**:
   * Tracks the goals set for each employee, including their status and completion dates.
4. **PL/SQL Procedures**:
   * Efficiently manage employees, performance reviews, and goals, maintaining accurate records in the database.

**Deliverables:**

1. SQL scripts to create the Employees, Reviews, and Goals tables.
2. SQL scripts to insert sample data into the tables.
3. PL/SQL scripts for the procedures to handle employee management, performance reviews, and goal tracking.
4. Documentation explaining how to set up and use the system, including how to run the PL/SQL procedures.

**Database Schema:**

1. **Employees Table**:
   * **EMPLOYEE\_ID**: Number, Primary Key
   * **FIRST\_NAME**: Varchar2(50)
   * **LAST\_NAME**: Varchar2(50)
   * **EMAIL**: Varchar2(100)
   * **PHONE\_NUMBER**: Varchar2(15)
   * **HIRE\_DATE**: Date
   * **DEPARTMENT\_ID**: Number
   * **MANAGER\_ID**: Number, Foreign Key References Employees(EMPLOYEE\_ID)
2. **Reviews Table**:
   * **REVIEW\_ID**: Number, Primary Key
   * **EMPLOYEE\_ID**: Number, Foreign Key References Employees(EMPLOYEE\_ID)
   * **REVIEW\_DATE**: Date
   * **REVIEWER\_ID**: Number, Foreign Key References Employees(EMPLOYEE\_ID)
   * **COMMENTS**: Varchar2(500)
   * **RATING**: Number
3. **Goals Table**:
   * **GOAL\_ID**: Number, Primary Key
   * **EMPLOYEE\_ID**: Number, Foreign Key References Employees(EMPLOYEE\_ID)
   * **GOAL\_DESCRIPTION**: Varchar2(255)
   * **START\_DATE**: Date
   * **END\_DATE**: Date
   * **STATUS**: Varchar2(50)

**Case Study Task:**

* **Design**: Create the database schema as provided.
* **Implement**: Insert sample data into the Employees, Reviews, and Goals tables.
* **Develop**: Write PL/SQL procedures for handling employee management, performance reviews, and goal tracking.
* **Test**: Test the procedures with various scenarios (e.g., managing employees, adding performance reviews, tracking goals, ensuring proper updates).