**HRMS Database Project Description**

**Overview**

The Human Resource Management System (HRMS) is a specialized database designed to facilitate the management of employee information within a company. The database is engineered to handle various aspects of human resources including personal employee details, job positions, salary data, and performance reviews. This system provides a comprehensive platform for HR managers to efficiently manage HR tasks, enhancing the overall operational efficiency of the HR department.

**Database Structure**

The HRMS database consists of several interconnected tables that store specific types of data:

**Employee Table:** This table stores personal and contact information of employees, linking each employee to their respective department through a foreign key.

**Department Table**: Lists all departments within the company, each with a unique identifier and name.

**Job Table:** Contains job titles and the associated department IDs, showing where each job fits within the organizational structure.

**Salary Table:** Tracks salary payments for each employee, including the amount and pay date, linked to employees through their employee ID.

**Performance Review Table:** Records details about employee performance reviews, such as review dates and ratings, directly linked to individual employees.

**Features and Functionalities**

**Views:** The database includes views such as `EmployeeDetails`, which consolidates information from multiple tables to provide a comprehensive overview of each employee’s details in one place.

**Stored Procedures:** For operational efficiency, the database utilizes stored procedures like `AddEmployee` which allows HR managers to insert new employee records into the database seamlessly.

**Triggers:** Triggers such as `CheckSalaryBeforeUpdate` ensure data integrity by enforcing business rules, for example, preventing updates to the salary table that would set a salary amount below an acceptable threshold.

**User Interactions**

The primary users of the HRMS database are HR managers who engage with the system to perform a variety of tasks:

**Adding New Employees:** HR managers can add new employee records to the database using a form that feeds data into the `Employee` table via the `AddEmployee` stored procedure.

**Updating Employee Salaries:** Using the database, HR managers can update salary details for employees, with changes checked against business rules through the `CheckSalaryBeforeUpdate` trigger.

**Managing Performance Reviews:** HR managers use the database to access and update performance reviews, ensuring they have current and historical data on employee performance.

**Implementation and Testing**

The database was implemented using MySQL, following best practices in database design to ensure robustness and scalability. Testing included verifying the functionality of triggers and stored procedures, ensuring they operate correctly under various scenarios such as attempting to enter duplicate employee contact information or setting salaries below the minimum threshold.

**Documentation and User Manual**

Comprehensive documentation was prepared as part of the project milestones, detailing the database schema, implementation details, and functionalities. A user manual specifically designed for HR managers provides step-by-step instructions on how to use the system effectively for daily HR tasks.