**HRMS Database Project Documentation**

**Database Overview**

The Human Resource Management System (HRMS) database is designed to efficiently manage comprehensive employee data within an organization. This database centralizes information related to employee personal details, job roles, salary data, and performance evaluations. It is structured around several key tables: Employee, Department, Job, Salary, and Performance Review, each serving a specific function in the human resources management ecosystem.

**Targeted End-User Persona: HR Manager**

**Characteristics:**

Organizational Skills: Exceptional ability to manage and organize large amounts of employee data.

Detail-Oriented: Ensures accuracy in every aspect of human resources data management.

Tech-Savvy: Comfortable using advanced database systems to retrieve and manipulate employee data.

Decision-Making: Uses data-driven insights from the HRMS to make strategic HR decisions.

**Responsibilities:**

* **Data Management**: Oversee the input and maintenance of employee records to keep up-to-date and accurate information within the HRMS.
* **Payroll Processing:** Utilize the Salary table for managing and processing employee salaries, ensuring timely and accurate payroll operations.
* **Performance Monitoring**: Manage and update the Performance Review table to reflect accurate employee performance data and use this data to make informed decisions about promotions, bonuses, and other rewards.
* **Regulatory Compliance:** Ensure all HR processes comply with legal standards and company policies, particularly in data handling and salary administration.

**Typical Use Cases:**

**1. Adding New Employees:**

Task: Enter new employee data into the HRMS.

Process: Access the 'Add New Employee' form, fill in details such as name, department, job role, and contact information, and submit the data to be stored in the Employee table.

Tools Used: HRMS interface, `AddEmployee` stored procedure for database entry.

**2. Updating Employee Salary:**

Task: Adjust the salary details for an employee after a performance review or promotion.

Process: Search for the employee in the HRMS, navigate to their salary details, modify the salary figures, and update the record ensuring all changes comply with the `CheckSalaryBeforeUpdate` trigger to prevent errors.

Tools Used: Salary update form, salary database table, database triggers for validation.

**3. Conducting Performance Reviews:**

Task: Evaluate the performance of employees using historical data stored in the Performance Review table.

Process: Access the performance review section, select an employee, review past performance entries, and update with new performance data.

Tools Used: Performance review interface, performance data records.

**Conclusion**

The HRMS database is a crucial tool for HR managers, designed to streamline and enhance the efficiency of managing human resources in an organization. This document outlines the structure of the database, the functionalities it offers, and how the HR manager interacts with the system to perform essential HR tasks, ensuring the organization's HR operations are smooth and effective.