Database Management System

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Employees are the backbone of any company and their management helps in determining organizational efficiency and also in lessening risks. Employee Database management is a significant employee management practice that helps in maintaining employee records, correct payouts to employees, statutory due calculation and salary expenses. A centralized and well managed employee database is essential in ensuring access to easy and correct information.

The database stores all the details of the employees such as name, address, rate of pay, location etc.

The database management system helps the administrator to establish links between data recorded in database tables. It stores related data in an efficient manner so that the stored data is easily accessible. Specialized databases are used for scientific, imaging, document storage and some others. Thus, in the current context DBMSs put together frequently required services and features of attribute management. It is also possible for applications to efficiently share code. Some of the features generally offered by database management systems are as follow.

Querying is the method of requesting information about attributes. A database query language and report writer facilitates users to analyze its data and update it according to the userâ€™s privileges on data.

There is a need for constantly maintaining a backup regularly in case of emergency like failure of primary disks or other equipments. A backup copy also makes data accessible for distant organizations.

Replication of database helps in maintaining consistency and transparency of data throughout the system. Applying rules to attributes of database management system helps in maintaining clarity and reliability. It is best if such rules can be added and removed as required without significant data layout redesign. DBMS is also designed to limit who can see or modify specific attributes or groups of attributes for security. This is managed directly or individual basis, or by allocation of individuals and groups to roles.

The most frequently requested computations on attributes are counting, summing, averaging, sorting, grouping, cross-referencing, and so on. Instead of depending on computer applications for these they depend on the DBMS to provide such calculations. It is possible to determine who accessed or changed the attributes by keeping a record of these. DBMS helps in improving the speed of interactions of frequently occurring requests.

Capabilities of the employees are the main driving force in organizations today. Management needs crucial information about its human resources to make important business decisions. And then there is mandatory need to maintain employee data. With paper-based, spreadsheet based or home-grown systems, human resource professionals have to use up a lot of their time in maintaining and updating employee data. So a massive amount of man- hours and resources is expended in just maintaining these data. Despite so much being spent there still remain a lot of faults and discrepancy in the data which makes searching for employee information or related reports a humungous task. DBMS helps organizations to administer employee data with ease, reliability and precision. Employee database enables in capturing employee personal and professional details which can be updated by employees as and when needed. It also allows a view of employee hierarchy by showing relationships in a graphical mode which includes their pictures, details and

reporting structure.

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