

Privacy Aware Employee Talent Management System

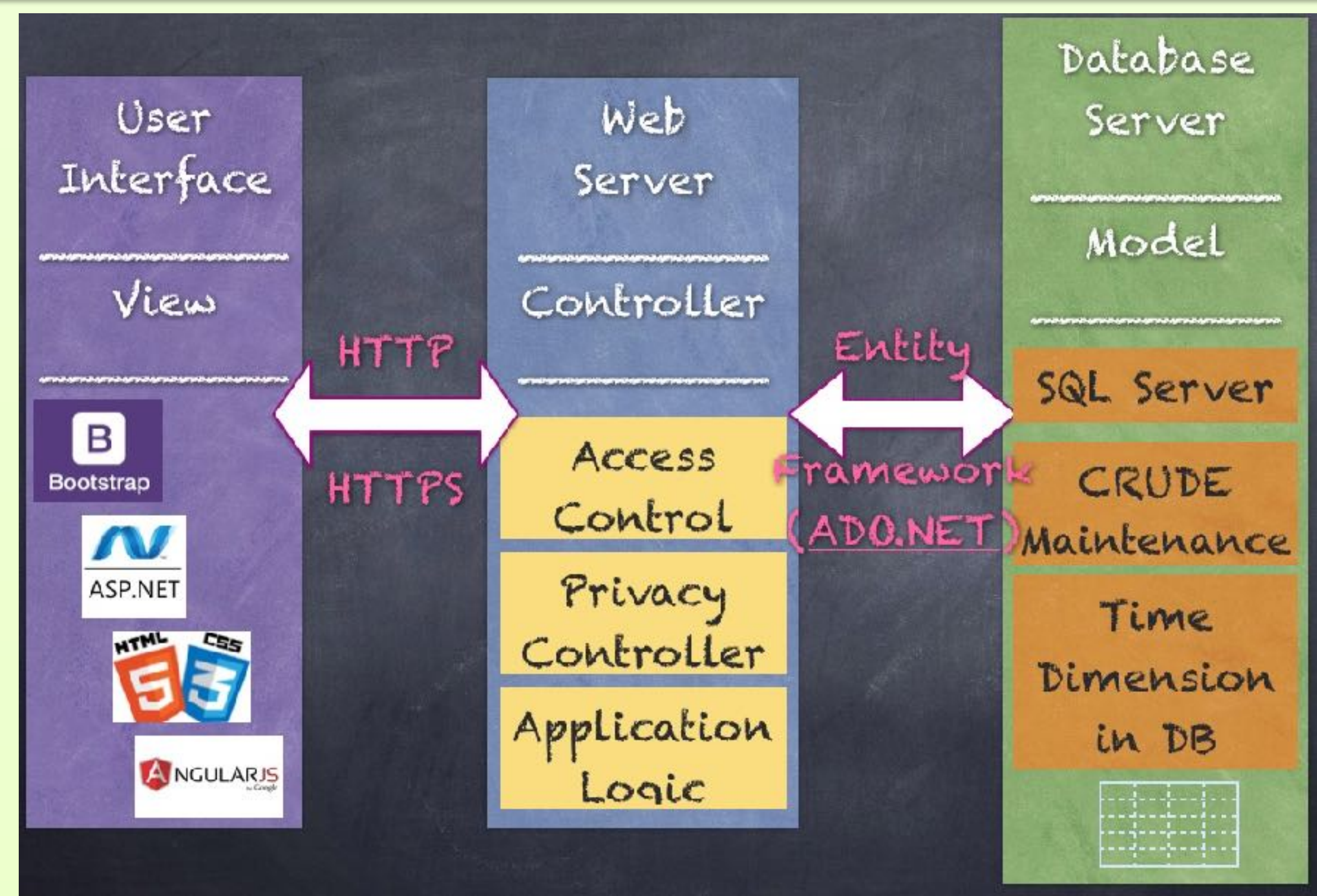
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Cleveland State University

A privacy aware, database-driven, web service system to develop and retain high talent employees

System Overview

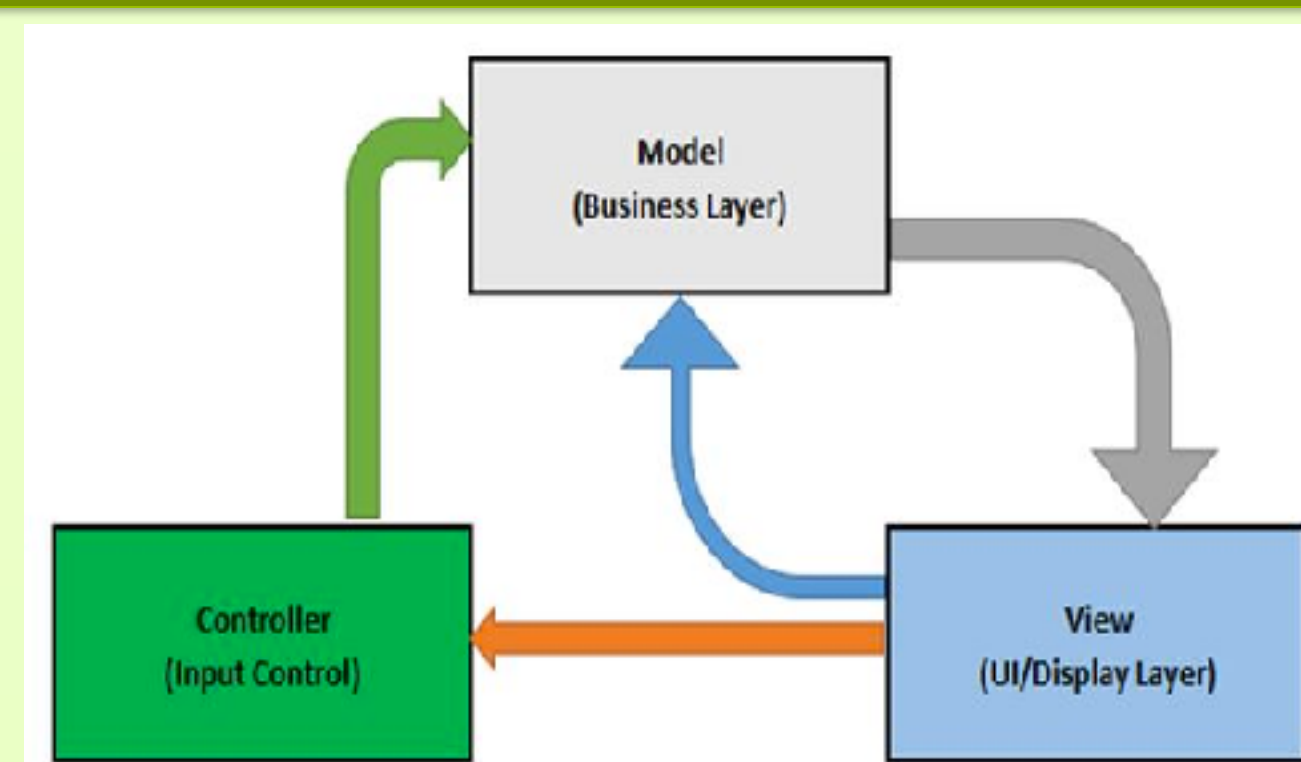
- Current Data in Excel Files
- Privacy Aware Multilevel User Access Control
- Automatic Tracking Mechanism
- Web-based User Interface

System Architecture

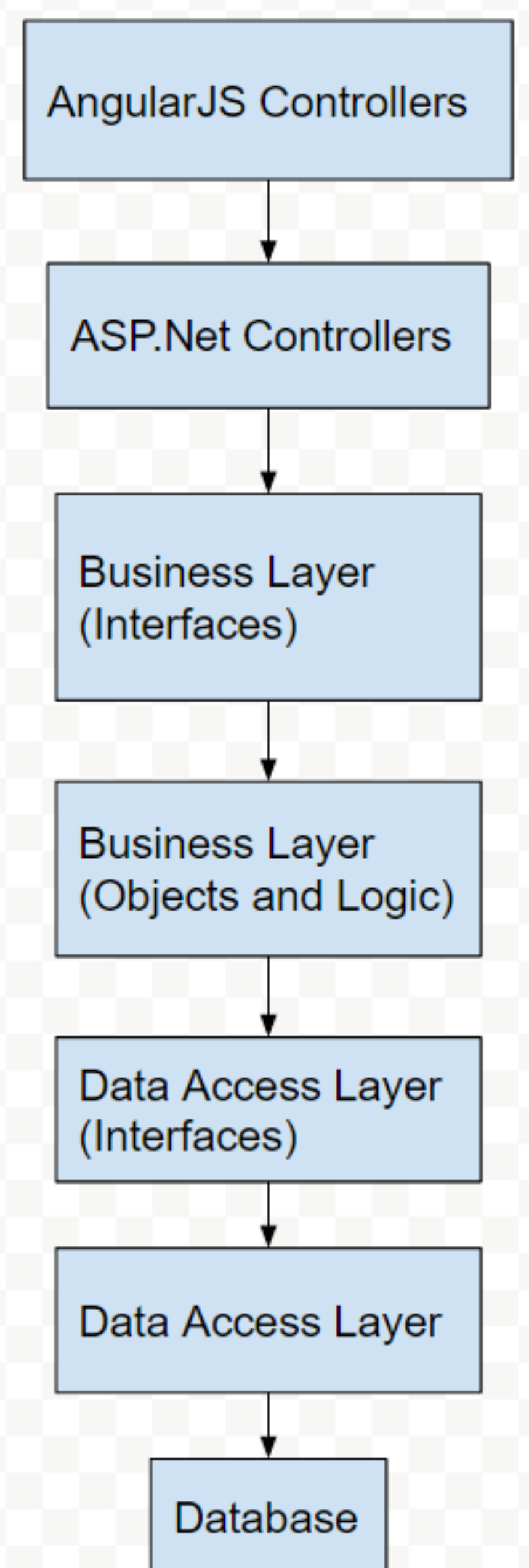


Server Design

- Model-View-Controller
- Column Level / Row Level Data Privacy Controller



Data Flow



Database Design

Microsoft SQL Server

Primary Key	UID
Key	email
Key	last_name
Key	first_name
Key	talent_code
Key	position_title
Key	competencies
Key	cur_job_start_date
Key	bus_group
Key	hr_uid
Key	bus_unit
Key	manager_name
Key	next_poten_job
Key	functional_hr_npj
Key	time_next_potential
Key	time_next_successive
Key	rd_code
Key	p_rd_code
Key	willing_to_relo
Key	padr_rating
Key	diversity_code
Key	passport
Key	country
Key	relo_code
Key	must_move
Key	mm_reason
Key	mm_desc
Key	mm_recom_action
Key	flight_risk
Key	fr_risk_hi
Key	fr_reason
Key	fr_actions
Key	vp_potential
Key	vp_reason

- Real-time Custom Reports
- Tracks Each Data Change
- Time Dimension Created

- Entity Framework— Database Connection
- Compiles to a DLL User Interface

