

*University of Dayton, School of Business Administration  
Winter (Spring), 2009*

*MBA 660, Information Technology and Systems  
Simple Database Assignment*

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You are provided with a Microsoft Access database with information about the people in several departments of Spacely Sprockets. You have been asked to analyze the information to see if there is any pattern of discrimination against women. It seems that one of our long-term employees, Becca Pearl, has threatened to file a salary discrimination suit with the department of labor. This is surprising since she is well paid and appreciated greatly by J.D. Clampett, the CEO of Spacely Sprockets. Ms. Pearl claims that women's salaries are almost always below those of comparable men's salaries; although how she would say who is comparable is hard to figure out because there are several departments and several job classifications within departments. Here is what Mr. Clampett wants you to do with the provided database:

- 1) Use the query and report functions Microsoft Access to sort and select out patterns of information which would help prove that the position you've been assigned in class, e.g., sort by sex and salary at the same time or just by salary; whatever you believe is appropriate. The combinations of fields you sort are up to you. Print a report for each sort you do with a title on it. Then use a highlighter pen to indicate any data that may prove your case and prepare a **3-4 PAGE** summary of your conclusions using the word-processing software of your choice (1-inch margins, 12-point font).
- 2) Mr. Clampett suggests that you start by figuring out the basic reasons why salaries are different. Find some hypothesis that explains the salary differentials. The job titles, for example, might be the key; maybe the number of years employed.
- 3) Salaries should be about the same in each Job Classification. Also, the lower the Job Class is, the less important the job is.
- 4) Employees get a raise every year, so the number of years should be a good indicator of salary. But then, because of inflation, we have had to pay the new people we hired more and more each year.
- 5) Mr. Clampett has told you that he is not certain why we pay people what we do, but he is confident that there is a good reason.
- 6) Discrimination on the basis of sex is defined for this assignment as a woman getting a lower salary for doing the same job as a man.

Upon review of this situation, Mr. Clampett also believes our HR database leaves much to be desired. For example, while it doesn't appear to be a problem currently, it is conceivable that deleting an employee (say upon retirement) could result in their job class or department being lost. Hence, he would like you to separate out themes into different tables and create proper relationships between the tables using appropriate foreign keys.

To complete this assignment, turn in all the reports that support your conclusions and indicate the important data on each report in pen. Also, turn in a copy of the whole employee database sorted in alphabetical order, as well as an extraction listing how many people we have working for us in the information systems department, and all employees at Job Class 4. The number of reports for the discrimination question you turn in is up to you; however many you need to make your case. But remember—you are trying to come to a conclusion. Consequently, don't give Mr. Clampett any irrelevant reports containing unnecessary data. Put a title on each report and write a **3-4 PAGE** summary explaining what you found. Staple all of the pages together and put a title page on the front with your name. You should also submit your database file to me via email. This assignment won't require a fantastic amount of Access knowledge, however, it will require a little, and will also require you to think logically and creatively. Finally, this is an INDIVIDUAL ASSIGNMENT, to be completed individually by each student.