PHP pseudocode:

• Connect to the database and fetch the employee data (First name, Last name, Employee ID, Email address and department name).

To add employee information:

- Create logic to handle adding employee data to the database tables.
- Check and send errors if department name does not exist in the database.
- Set Email and employee ID keys to "unique" in the database and generate an error if user tries to add an existing email or employee ID.
- Create a prepared statement to insert employee data into the database tables.
- If adding data to the database fails generate an error.

To edit or update employee information:

- Create logic to update employee information in the database.
- Create a prepared statement to check if employee ID exists in the database, if it doesn't send an error.
- Check and send errors if department name does not exist in the database.
- Create a prepared statement to update the employee info into database according to their employee ID.
- If updating data in the database fails generate an error.

To search employee information in the database

- Create a query to select all info from the database tables.
- Create a prepared statement to be able to search the info for employee first name, last name, email address, employee id or department name.

JavaScript pseudocode

- Create JavaScript code to handle adding employee information into the database, another JavaScript code to handle editing employee information and a search function, calling the app's PHP script to fetch data from the server.
- When user submits data through the web form, create a JSON object with the employee and department data.
- Send the data to the PHP script and wait for a response.
- If there's an error adding or editing employee info, use JavaScript to display the error in a specific area on the web page and scroll the page to that area.
- Otherwise if form data is recorded successfully into the database, change the form background color to green for a few seconds before reverting to the original background color and reset the form.
- Add functionality to the search form to allow user to submit the search value by clicking the submit button or pressing the "enter" key.
- Use JavaScript to generate a table from the search results and allow sorting functionality within the table header.