

SNS COLLEGE OF ENGINEERING, COIMBATORE

STRATEGIC HUMAN RESOURCE MANAGEMENT

QUESTION BANK

Unit II - E-HRM

2 Marks

1. What do you mean by E-HRM?
2. What are the various Types of E-HRM?
3. Define the term E-Employee Profile.
4. What is E-Recruitment?
5. Mention Two Advantages of E-Recruitment,
6. What are the various Challenges in E-Test?
7. Define the term E-Learning.
8. What are the Benefits of Virtual Orientation?
9. What is E-Training? Ans: Meaning of E-Training
10. What are the Features of E-performance Management?
11. What is HRIS?
12. What are the Objectives of HRIS?
13. What are HR Portals?
14. Mention Two Benefits of HR Portal.
15. What are the Disadvantages of Employee Online Survey?

16 Marks:

1. Explain the concept of an e-employee profile. How does it differ from traditional employee profiles, and what are its key components?
2. Discuss the advantages and challenges of maintaining e-employee profiles in organizations. How can organizations ensure data accuracy and security in this context?
3. What are the key considerations and steps involved in the successful implementation of an e-HRM system within an organization?
4. Describe the potential impacts of e-HRM on an organization's HR processes and overall business performance.
5. Analyze the benefits and limitations of e-recruitment and selection methods compared to traditional approaches.
6. Illustrate the process of e-Recruitment.
7. Elaborate the methods of e-Recruitment with its advantages and disadvantages.
8. Describe the process of e-Selection.
9. Explain the types of e_tests and challenges in e-Selection.
10. Discuss the advantages and disadvantages of e-Selection
11. Explain the features and objectives of e-Learning.

12. Explain the role of virtual learning in employee orientation and training. What are the key technologies and tools used in virtual learning, and how do they contribute to employee development?
13. Illustrate the designing of an e-orientation programme and its benefits.