

## **List of Tables**

Table 1.1: Types of E-HRM .....	43
Table 4.1: Size of the Organization .....	142
Table-4.2: Existence of E-HRM Activity in HRM Department.....	143
Table- 4.3: Year of Establishment .....	144
Table-4.4: Descriptive Statistics .....	145
Table- 4.5: Designation.....	146
Table-4.6: Gender Distribution.....	147
Table- 4.7: Age .....	148
Table-4.8: Work Experience .....	149
Table-4.9: Descriptive Statistics of the Personal Profile .....	150
Table-4.11: KMO and Bartlett's Test.....	152
Table 4.12: Total Variance Explained .....	154
Table -4.13: Rotated Component Matrix .....	155
Table 4.14: Name of the Factors.....	156
Table 4.15: Reliability Statistics .....	157
Table- 4.16: KMO and Bartlett's Test.....	158
Table-4.17: Total Variance Explained.....	159
Table-4.18: Rotated Component Matrix .....	160
Table- 4.19: Name of the Factors .....	161
Table: 4.20: Correlations .....	162
Table 4.21: Correlations between Three Types of E-HRM and Overall Benefit .....	164
Table 4.22: Relation between Three Types of E-HRM and Strategic Capability .....	167
Table 4.23: ANOVA .....	167
Table 4.24: Coefficients.....	168
Table-4.25: The Relation between Three Types of E-HRM and Financial Benefit .....	172

Table-4.26: ANOVA.....	173
Table-4.27: Coefficients .....	173
Table 4.28: Relation between Three Types of E-HRM Function and Employees Satisfaction ..	177
Table 4.29: ANOVA.....	178
Table 4.30: Coefficients .....	178
Table 4.31: Relation between Three Types of E-HRM Function and Overall Benefit .....	182
Table- 4.32: ANOVA.....	182
Table 4.33: Coefficients.....	183
Table 4.34: Recruitment Paired Samples Test.....	186
Table- 4.35: Selection Paired Samples Test .....	188
Table 4.36: Learning Paired Samples Test .....	190
Table 4.37: Training Paired Samples Test.....	192
Table 4.38: Performance Management Paired Samples Test .....	194
Table 4.39: Compensation Paired Samples Test.....	196
Table 4.40: Employee Profile Handling Paired Samples Test.....	198
Table 4.41: Human Resource Planning Paired Samples Test.....	200