Information quality

IQ1: The e-HRM system provides information that is exactly what you need

IQ2: The e-HRM system provides information you need at the right time

IQ3: The e-HRM system provide information that is relevant to your job

IQ4: The e-HRM system provides sufficient information

IQ5: The e-HRM system provides information that is easy to understand

IQ6: The e-HRM system provides up-to-date Information

IQ7: The e-HRM system provides sufficient information

System quality

SQ1: The e-HRM system is easy to use.

SQ2: The e-HRM system is user-friendly.

SQ3: The e-HRM system provides high-speed information access.

SQ4: The e-HRM system provides interactive features between users and system

US1: Most of the users bring a positive attitude or evaluation towards the e-HRM system function

. US2: You think that the perceived utility about the e-HRM system is high.

US3: The e-HRM has met your expectations.

US4: You are satisfied with the e-HRM system.

U1: The frequency of use with the e-HRM system is high.

U2: You depend upon the e-HRM system

U3: I was able to complete a task using the e-HRM even if there was no one around to tell me what to do as I go.

U4: I have the knowledge necessary to use the e-HRM.

NB1: The e-HRM system helps you improve your job performance.

NB2: The e-HRM system helps the organization save cost.

NB3: The e-HRM system helps the organization achieve its goal.

NB4: Using The e-HRM improves the assessment and training

NB5: Using The e-HRM in job increases my productivity.

NB6: Overall, using the e-HRM enhances recruitment and performance management.