2.1 Last name, department and idnumber

2.1.2 Insert, update and delete the indexes get rebuilt and get slow down the process

2.2 COALESCE is internally translated to a CASE expression, ISNULL is an internal engine function. COALESCE is an ANSI standard function, ISNULL is T-SQL. Performance differences can and do arise when the choice influences the execution plan but the difference in the raw function speed is miniscule.

2.3 Yes, because employeeNO Idenity Specification is set to No