Investigating the relationship between System Management, Business Leadership, and human resource management

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Abstract: An important factor in the human resource transformation is the information system, which keeps the emphasis on personnel management and the development of strategic plans for organisational growth. The information system assists in identifying the employee competitive strength in addition to adding a vital dimension to the role of human resources (ESC). On the other hand, effective leadership is also necessary to affect the organization's production. By closing the communication gap, effective leadership lessens intra-conflicts. In order to build a systematic approach in the company environment, this research study will investigate the relationship between System management, HR management, and Executive management. It should be emphasised that various data management methodologies and sample methods are required to take into account in order to thoroughly depict this study with real-world data. This paper has chosen the non-probability sample method after taking these factors into account.

Keywords: **"**Employee strategic capability (ESC)", "Human Resource Management", System management, Business leadership,

Introduction

The continuous growing competition and constant demand are effectively increasing antagonism in the market. In such a scenario, every business needs to prove itself as superior to others. By considering the same purpose, different organizations and entrepreneurs are adopting more complex business operations

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to serve the services better. Now it is to be noted that more advancement of the business operations demands more data and human resource management for maintaining the proficiency. In this context, this research paper is going to investigate the relationship between leadership, human resource management and system management in the field of business management.

The literature suggests HR management plays one of the most important roles in the ground of the business by acting as a bridge between employees and the organization. Starting from hiring the potential candidates from the talent pool to keeping ready the employees for work execution, everywhere the human resource management leads their role. In order to support this factor and carry forward this study, literature review research methodology analysis and interpretation have been illustrated below along with discussion and findings. Moreover, the researcher has also going to take the support from the existing published research article to make this paper more accurate and realistic.

Literature Review
Human Resource information system helps to build a sustainable business environment
The increasing market demands and growing variety of the services generate more data on regular basis. In order to mention all the functionality of the business efficiently, these data are needed to be managed systematically. In previous days business data were commonly noted through a manual process. But this process won't run longer as such a process involved many human errors that may cause business loss (Barbosa et al., 2018). By considering this factor the developers have introduced the AI-based human resource information management system for business development. Through the software system, human resource officers can able to track the activities of each employee individually that further effectively helps to assess the progress of the employee.

Figure 1: Linking with System management and HRM
(Source: Subramony et al., 2018)

Subramony et al., (2018) has stated that HRM and system management is hand to hand connected as based on system data HRM activities varied. Sometimes it also has been noticed that the organization got a bulk order with short of a deadline that needs to be completed promptly. In such cases, the HR team can allocate the work to the different employees on the basis of their ability and proficiency. Moreover, the human resource information system is also effective to trace the work progress as well through which

particular task can be done within the allocated deadline (Dirani et al., 2020). Thus in the following way, system management helps in HR operation.

Sustainable business development through leadership

Leadership plays an important role to motivate the employees towards work by applying different motivational approaches and theories. It is to be noted that business sustainability is developed under a management and coordination environment. In such a kind of environment, the financial demands and concerns make the employees more responsible (Artamonova et al., 2019). Along with these factors, the ethical consideration of the business and efficient leadership brought an ongoing success in the business. A good leader usually posses with a variety of the leadership qualities, such as *creativity*, *vision*, *motivation*, *empathy* and *adaptability* (Barbosa et al., 2018). Among these five qualities of leadership, adaptability is one of the most important factors nowadays.
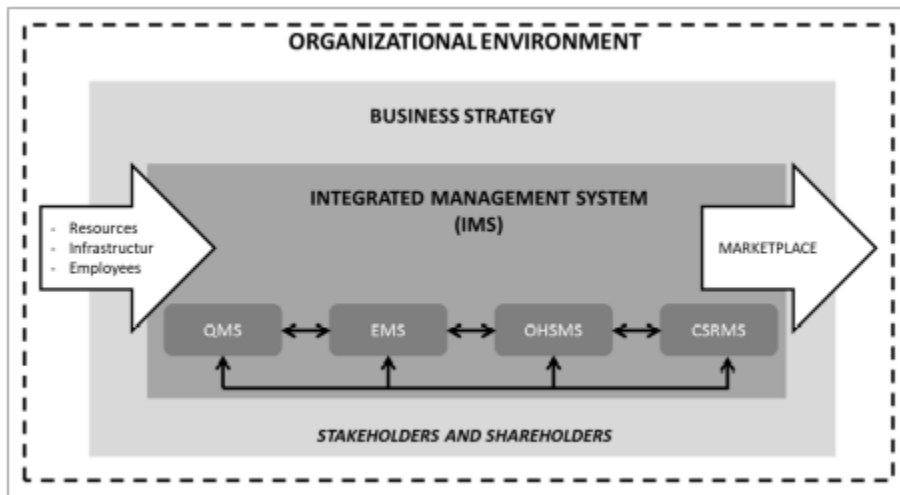

Figure 2: Alignment of System Management and HR Management

(Source: Barbosa et al., 2018)

As per Barbosa et al., (2018), market diversification is quite high. In order to achieve sustainability and cope of with the market, system management is need to adopt in the business area. It is very difficult to assume which products catch more marketplaces faster and which are not (Mattingly & Kraiger, 2019). In such cases, the entire business practices are needed to modify promptly as per the present market demands that require adaptability. Good business leaders always try to make decisions with proper business data and discuss the same with the team member before taking the final decision. In such cases, system management is required where all the business data, like financial data, annual turnover, employee strength, current business position and so on are present (Jain & Kumar, 2021). On the basis of these data, the target point can be set based on which the business is supposed to be run in the nearer future. A remarkable thing about business system management is that it can represent complex data into the graphical form through which complicated data can be understood easily. Hence, in this way a leader can run the team proficiently that effectively could improve the productivity of the business.

System management works as a commutator in between HR and Business leadership

The main function of human resources is the management of the employees, controlling the work progress and developing the strategies for the business for a better future. While on the other side, business leadership is maintain the internal process of the business by managing a team (Velikorossov et al., 2020). Here, for both of the works, sufficient data management is required for better business operation. It is to be noted that data-driven leadership allows the organization to anticipate the situation faster and respond quickly as per the market trends (Jain & Kumar, 2021). For example, organizational leaders always get benefits from advanced data analytics by gathering the most recent and updated

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information that plays an important role in making strategic planning. While on the other side, by utilizing similar data the HR team can able to make a specific decision for an organization for improving overall wellbeing.

Thus, from the above discussion, the link of system management with HR management and leadership can be understood.

Advantage and Disadvantage of the System Management

The various advantage and disadvantages of system management have discussed below:

Advantage:

Using the system management technology in various service systems of the business has many advantages as it helps to extract the data on time with better security and also helps to build up trust among customers and the business partners as well. The increased transparency in the workplace influence performance and productivity (Lim et al., 2020). The tracking system of the system management is another important part that helps to lower the cost by minimizing the investment in the inessential area and thus it builds a better scope for the business.

Disadvantage:

Though technology has various advantages in the field of business, still some disadvantages also can be found. In the era of digital technology, many users need to work online that further may create a gateway for hackers to hack the data (Akram et al., 2019). In case, the organizational database gets hacked and original data replaced with false data, then all the decisions made based on those false data by HR managers and leaders will be vague and may cast a negative impact on the business activity.

Research Methodology

A firm that is able to improve its system management would be able to enjoy a great strategic capability. Good system management can ensure the execution of each business process efficiently. In this study, a few strategies competencies can be considered for the suggested literature (Jain & Yadav, 2019). The Methodology section deals with the understanding of user research methods by which the researchers have collected all suitable data sets for this chosen topic. Methodological selection is important to discuss the search engines and other methods of choosing the process of data collection (Subramony et al., 2018). Both data collection and analysis processes are analyzed in this area along with the used philosophy, approach and research design.

Research approach

This section has chosen a *"deductive"* approach to complete the research. This is utilized to allow the study to progress from generic to specific reasoning. Furthermore, this approach helps to reach broad viewpoints by constructing and testing a theoretical framework, which leads to reaching a detailed conclusion. The chosen method entailed a comprehensive investigation into the function of system management in the ground of business (Rahardja et al., 2018). This method was chosen by the researchers to test a hypothesis using a relevant method. Another argument for favoring this method over "inductive" is the careful study of test results, which confirms or disproves the theory.

Research design

The study used a *"descriptive"* design to properly analyse each research framework. In this study, every piece of information gathered would be thoroughly discussed. The results of the researchers will be based on accurate secondary data on the subject. By addressing the research questions that have been chosen, this research design has aided researchers in reaching the study's aims. Researchers might use this study technique to collect data in order to characterize a phenomenon or event in a systematic way (Kopylenko et al., 2019). The approach allows researchers to obtain a deep understanding of the chosen subject.

Data collection

The study will use a *"secondary"* data collection strategy through *"qualitative data gathering"* to include correct data sets. The secondary data sets will be based on pre-publication journal and news article perspectives. The goal is to discover the most critical information about HR operation system

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management. The study will use a "secondary" data collection strategy to include correct data sets. The secondary data sets are based on pre-publication journal and news article perspectives (Bruçaj, 2019). The goal is to discover the most critical information about the relationship between system management, Human resource management and Leadership for a sustainable business. The study has faced a slight limitation due to the lack of primary data. However, each data is analyzed well before adding in this research paper. The search engine *"Google scholar"* is used to find journals.
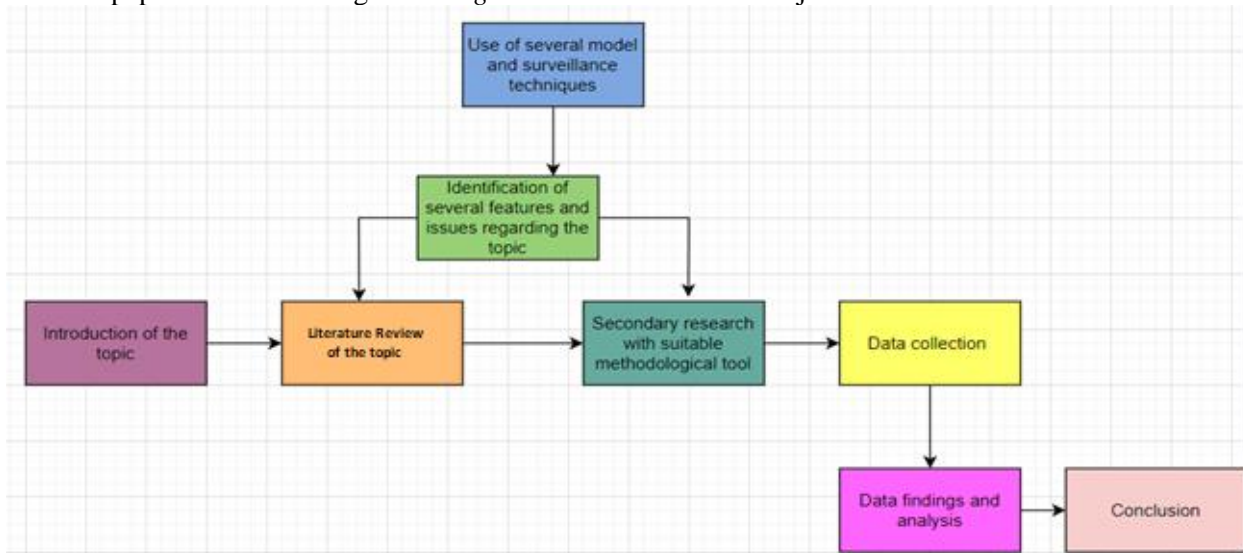

Figure 3: Research Flowchart

(Source: Self-created)

The above figure has demonstrated the research flowchart based on which the entire study is to be executed to meet the agenda.

Survey Questions:

Q1. How far do you agree that system management is required for sustainable business in the current era?

Table 1**:** System management is required for sustainable business in the current era

(Source: Created by the researchers)

Options provided	Total respondents	Collected responses	Percentile
Strongly agreed	101	37	37%
Agreed	101	21	21%
Neutral	101	12	12%
Disagreed	101	16	16%

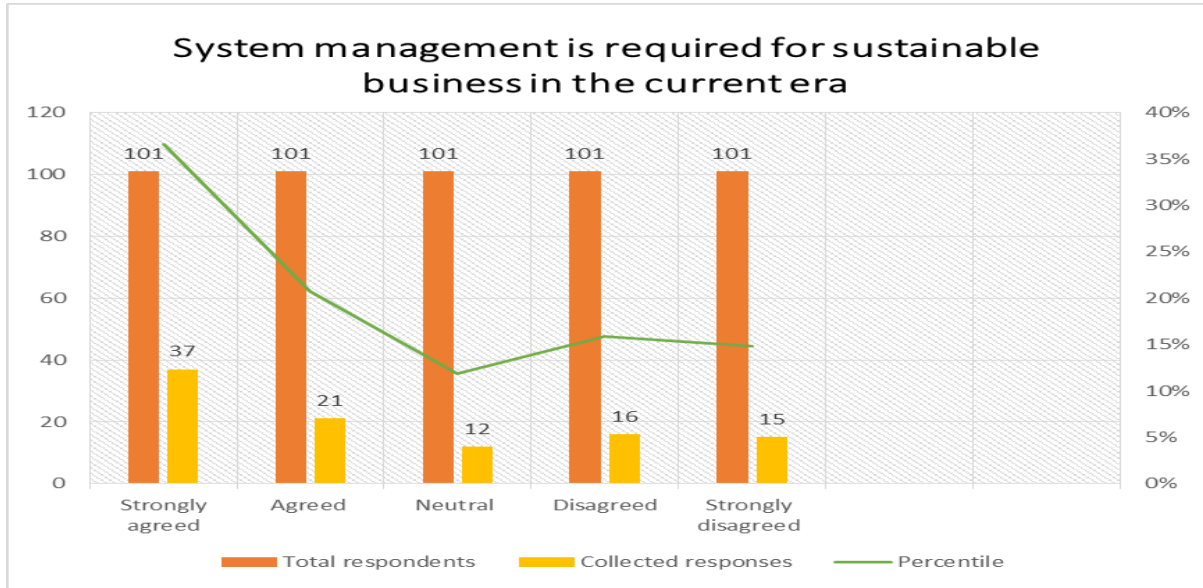| Strongly disagreed	101	15	15%

Figure 4: Responses on the requirements of the system management for sustainable business
(Source: self-developed)

The above figure has demonstrated the responses of the 101 participants to understand what people think regarding the requirements of the system management for sustainable business. As per the above response, it has been noticed that nearly 37% and 21% of the participants strongly agreed and agreed with the fact respectively while 16% and 15% of the participants disagreed and strongly agreed with this fact.

Q2. Do you believe that there is a link between system management, HR management and business leadership?

Table 2: Link between "system management, HR management and business leadership"
(Source: Created by the researchers)

Options provided	Total respondents	Collected responses	Percentile
Highly Agree	101	38	38%
Agree	101	29	29%
Neutral	101	7	7%
Disagree	101	15	15%

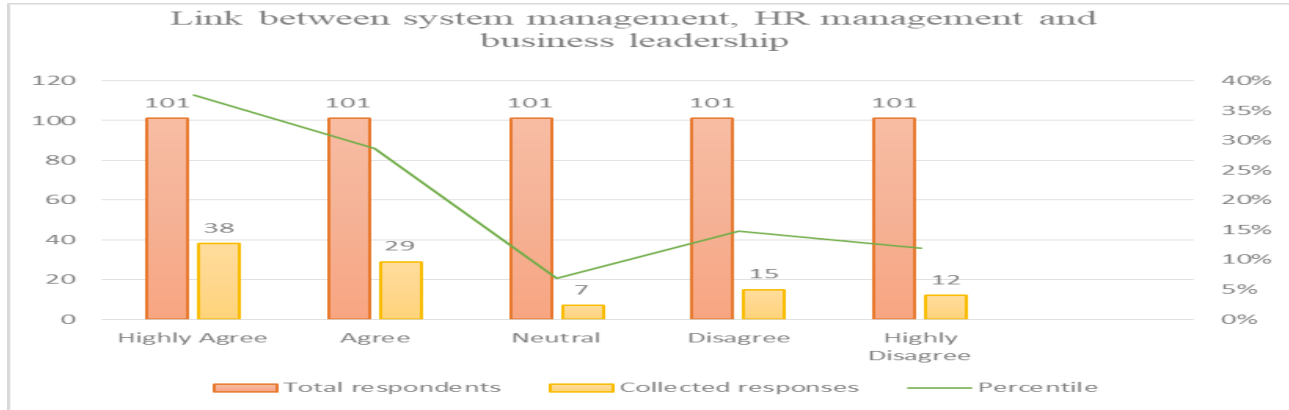| **Highly Disagree**	101	12	12%

Figure 5: Responses on the link between system management, HR management and Business leadership

(Source: self-developed)

In order to determine whether there is a connection between system management, HR management, and business leadership for sustainable model, the above figure shows the graph of the responses of 101 participants. According to the preceding response, 15% and 12% of participants disagreed and basically agree with this fact, whereas 38% and 29% of people agreed and strongly agreed with it, respectively.

Q3. Do you agree that the HR management system influence the advancement of the HR operation?

Table 3**:** HR management system influence the advancement

(Source: Created by the researchers)

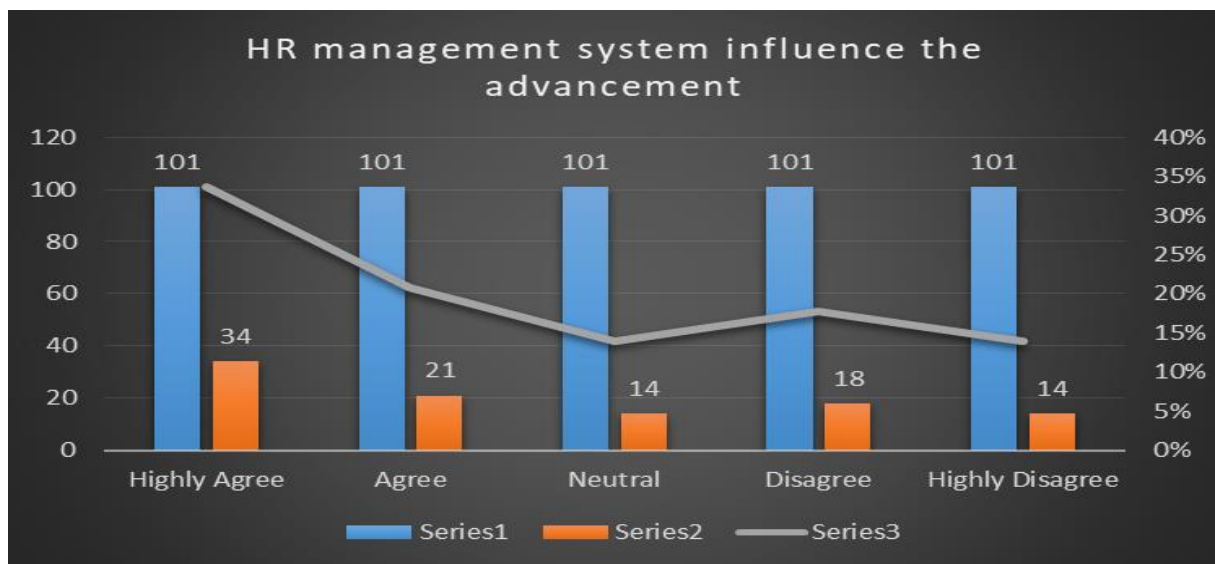| **Options provided**	**Total respondents**	**Collected responses**	**Percentile**
Highly Agree	101	34	34%
Agree	101	21	21%
Neutral	101	14	14%
Disagree	101	18	18%
Highly Disagree	101	14	14%

Figure 6: Responses on the HR management system influence the advancement of HR operation
(Source: self-developed)

The above figure has demonstrated the graph of the responses of 101 participants to demonstrate the impact of the HR management system for influence of HR operation. As per the response curve it has been noticed that 34 participants among 101 has highly agreed with the fact and following them nearly 21 participants has agreed with this. However, on the other side, 18 and 14 participants has disagreed and highly disagreed the fact respectively. As the rate highly agree and agree rate is more, it can be said that HR management system influence the advancement of HR operation.

Q4. Do you think that business leadership has the potential to run a business more profitably?

Table 4: Business leadership has the potential to run a business more profitably
(Source: Created by the researchers)

Options provided	Total respondents	Collected responses	Percentile
Yes! I belief	101	46	46%
I think	101	29	29%
Not sure	101	7	7%
I disagreed	101	10	10%
Highly disagreed	101	9	9%

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Figure 7: Business leadership has the potential to run a business more profitably

(Source: self-developed)

The above table and graph has shown the data of responses of 101 participants where it has been asked whether the business leadership has the potential to run a business more profitably or not. On the basis of the survey it has been found that 46% of the total participants has belief the fact and 29% of the total participants have agreed (think) with the fact. While on the other side, only 10% and 9% participants have claim they are not sure and disagreed respectively.

Discussion and findings

On the basis of the above presented data and discussion it has been noticed that the system management has some significant impact on the HR operation and business leadership. In this context primary emerging "system management" data provides an effective information regarding the relationship between business leadership and human resource management. From the primary survey it can be seen that most of the participants are hopeful regarding the implication of the system management in the field of the business (Jain, & Pandey, 2019). Besides this it has been found that in current days, the HR practices are getting more complex due to the implication of different services such as *staffing management*, *compensation*, *employee and labor relationship management* that demands highly accurate data manipulation. In such cases the system management is required for maintain the efficacy of working (Saeed et al., 2019). Moreover, from the survey it also has been noticed that participants do believe, system management has significant role to maintain the safer and healthier workplace by notifying the maintenance if the workplace in a specific interval (Connolly et al., 2019). This practice provides a transparent ways for the administration to maintain standardize IT component to limit the waste of resources. Also any kind of redundancy practices also can be detect through the system. Hence, from this point it can be said that the business management system has a direct link with the business leadership and human resource operation.

Conclusion

Business system analysis software oversee the business development and analysis by accumulating company's business operation. Starting from the analyzing requirements, establishment of the system protocols to estimation of the cost everywhere the system management is required. Depending on the data of the system HR management team can take the responsible decisions. While on the other side, by optimizing the market accumulation based on these data, the business also can maintain its leadership in the market. In this context, for meeting the agenda of this study properly, this paper has execute a survey among 101 participants where it has been found that major number of the people believe that the there is a relationship between System Management, Business Leadership and Human Resource Management.

Future Scope

Due to the positive impact of System Management, it is indeed helps the HR management team to execute the business operation and hence it can be considered as a critical tool. The implementation of the business system may provide a better sustainability in the business operation that could also improve the business leadership and human resource management ahead.

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