
Empowering Human Resources Management in Technology to Improve Leadership Function in Business Practice: Systematic Review

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Abstract: This study identifies scientific findings of the relationship between HR empowerment and technology skills to empower leadership skills in functional business areas. Scientists' advice shows a close relationship between HR governance and technological skills and the empowerment of leadership roles in the business world. For that, we reviewed dozens of international publications, and we specialized in around 50 preliminary formulation papers and problems and ten leading publications as important findings data. We chose data analysis utilizing the coding and in-depth interpretation for valid and reliable findings and answered the research questions. We are looking for data sources electronically on Google scholar, Publication ERIC, and Microsoft academic data sources from 2015 to 2021 so that the analyzed data is indeed updated. After reviewing the discussion, we can summarize the findings of published evidence stating that human resource management in the business world in the modern era requires technological power to work there truly compete because HR management is closely related to superior policies and practices businesses need. Thus this simple finding becomes an impactful input for researchers, university instructors, and another world of business practice.

Keywords: HRM, Technology, Leadership Function, Business Practices and Review Study

INTRODUCTION

Empowerment of human resources increases individual skills to achieve better work performance. (Block, 2016; Block, 1991; Saratun, 2016). For example, if a manager hires his employees to a business, he is looking for people who fit the company's circumstances and needs because employees will perform better, last longer, and be more fortunate than people who do not fit into the company. Likewise, human resource management is administrative work that regulates the selection, companies' progress and retains workers in organizations and businesses. (De Cenzo & Robbins, 2007; Duvie & Nwokediuko, 2017; Kitur, 2021). HR is a board that manages worker-related issues such as registration, preparation, upgrading, remuneration, inspiration, correspondence, and organization. Managing human assets falls within the five main capacities that accompany it: staffing, upgrading, training, work comfort, and work-related well-being, and representation and employment relationships. In the capacity of each of these centers, HR plays various exercises and improves employee welfare. Human assets' capacity is communicated as follows: job inspection and work planning, recruitment and appointment of retail representatives, preparation and improvement of work quality and evaluation of implementation management, recitation, benefits, work relations, and employee administrative relations. (Levy & Murnane, 2012; Clark, 2006).

Likewise, quality human resource management with technology is a comprehensive effort to think and always anticipate future demands, have a positive attitude, behave respectfully, have broad insight, and have the ability, skills, and expertise to keep up with the needs in various fields and sectors competitive business. (De Cenzo & Robbins, 2007). Their superior and competitive human resources are productive individuals who act as workers and as movers who have a significant leadership influence on a company. Such human resources are the most critical elements in organizational growth and achieving its goals. Among the roles and functions of human resources that are most critical and in line with industry trends, 4.0 are the roles and functions of human resources leading to creating and developing science and technology. (Xu et al., 2018; Putra et al., 2020).

To achieve good business HR functions and competencies is not an easy thing. This requires a long process and winding and challenging regulations. (Kandachar & Halme, 2017; Spaargaren, 2011; Dobers & Halme, 2009). It must be admitted that even though natural resources are abundant without adequate human resources to manage and utilize them, the achievement of company goals will be challenging to achieve. Therefore, as an asset, human resources need to be trained, and their capabilities are developed so that their quality supports the company's goals. To form quality human resources requires careful planning. (Buller & McEvoy, 2012;

Posthuma et al., 2013; Wilton, 2016). There are several reasons why HR planning is essential for companies. Meeting the needs of talented human resources the right people in the right place need to be achieved by the company to achieve efficiency and effectiveness in achieving company goals. Placement of competent employees, especially technological skills and applications, and the correct position can be achieved more optimally and quickly because the company is very aware of the quality of human resources needed. (Ala-Mutka, 2011; Ferrari, 2013; Ilomäki et al., 2016).

Efforts to improve HR planning's efficiency and effectiveness will carry out restructuring and resettlement of HR if it is no longer efficient and effective (Rummler & Brache, 2012). This is done so that all human resources are active in positions or jobs following their abilities. To save costs before carrying out the recruitment process, the human resources division will evaluate, including regulating and replacing quality human resources in terms of technical skills and leadership abilities, and potential. That way, expenses related to finding jobs can be saved. By empowering proactive behavior by having suitable HR arrangements, organizations and companies can make progress steps that accept business elements and keep changing. (Benn et al., 2014; Sarkis et al., 2010; Lindgreen & Swaen, 2010).

Building an accurate HR information system with the proper HR data framework is very important to take advantage of an association or organization. (Masum et al., 2018). HR management will encourage the improvement of a reliable and precise HR data framework, and of course, this is very valuable for the company. Making the working relationship between workers harmonious is privileged, and individuals who are skilled in positions and positions in an organization will create a harmonious working relationship. The cooperation is well established following each respective expertise in order to achieve company goals. So human resources are a critical and essential component for the survival of a company. So it is essential to improve quality by carrying out a good HR planning process, of course. (Chelladurai & Kerwin, 2018; Packianathan & Kerwin, 2017). Good HR planning will have a positive impact and benefits for the company in the future.

We realize that science and innovation's dominance is one of the right ways to develop serious fortitude to create added value and deep items. (Radjou et al., 2012; Bhatti, 2013). One of the values is empowering human resources with technology and improving leadership capacity. The awareness of the importance of science and technological innovation has been inherited from a long time ago, when this era entered the era of technology in all fields, the discourse at the first science congress in Indonesia expressed that this country might progress and develop if its improvements depended on science and innovation because the progress of a country and a country that is supported by its economy has shifted from controlling average assets to dominating scientific innovation. (Radjou et al., 2012).

For this situation, a public authority is needed to build the association by providing collaboration ideas between specialists or researchers and industry that can provide extra benefits for the two players. (Zhong et al., 2017; Frank et al., 2019). Obtaining from the achievements of various developed countries such as fertile countries in horticulture, fisheries, and animals such as superpower, which currently has a significant and developing financial power, is the key to achieving dominating science innovation. As we may be aware, the world, as it is now, in a period of competition worldwide, has the option to win over the public interest through the power of average assets, energy assets, human resources, economics and science, technology, and innovation. In Indonesia, the potential and opportunities for using innovation in various fields are still tremendous. (Achsien & Purnamasari, 2016; Biancone & Mohamed Radwan Ahmed Salem, 2018; Suhaili & Palil, 2016). In this way, innovation authority and progress can be started from the exemplary innovations that can be harnessed within the local network.

Leadership in organizations and companies is the key to adapting to innovation. Because of authoritative initiatives, they are centered on defining essential goals for an association and arousing the people within them to fulfill their goals to effectively carry out the greater mission. (Hughes et al., 2018; Hifza & Aslan, 2020; Hifza & Aslan, 2020; Hutagaluh et al., 2020). Individuals regularly perceive hierarchy as a characteristic capability in board business. However, it is essential for every associate and expert in any field can take advantage of this ability to become more attractive in their work. Having a solid foundation in authoritative administration can even help advance calls for extreme leadership traits. If necessary to meet needs and become more down-to-earth pioneers, Petronio & Colacino, (2008) suggest the planning skills for vital character qualities and psychological capacities that all successful pioneers recognize through administrative assessments. As influencing behavior is solid at their level of association, Pioneers need to influence and convince their friends. Whether it is concocting new thoughts or trying to change the way the office thinks, successful pioneers speak compassionately. They make an admirable effort to discern and understand their peers' inspiration and use that information to make a difference and build trust. Enthusiastic Endurance. There, it does not make any difference how convincing; business generally does not work out as expected. Thoughts fail, need to change, permeability barriers emerge, or the supervisor says, "no." As pioneers, they must be ready for the opportunity and react accordingly - with adaptability and versatility. "In today's reality, where changes are fast being made and the organization.

When the pioneers decide, they must have the option to isolate reality from feelings. Arrangements must be based on proper evidence. Lloyd-Walker & Walker, (2015) by way of collaborative procurement arrangements, project management will see the way pioneers need to arrange these vital data-related arrangements and not be genuinely connected to the problem. Almost certainly, everyone will have an alternative assessment of the most adept method of dealing with a particular business problem. If the judgment needs to be heard, it is necessary to agree with it with evidence. The evidence can be narrative and come from clients collected or based on research and insights. Interestingly, it is open-minded. This is wrong information to rely on exclusively online. Very one-sidedly rely on associations that transmit data, and they, as a rule, face tight schedules and do things quickly. As pioneers, they need to evaluate deliberately to gather evidence to avoid imprecise details or miscommunication that can trigger a helpless dynamic. (Power & Alison, 2017). Extroversion is not necessarily that contemplatives cannot be pioneers; 40% of heads are considered self-observers. Nevertheless, worthy pioneers do need human social inclinations. It cannot remain inactive at work, centered around laser work. They can be counted on as a frontrunner to communicate straightforwardly and cooperate with friends if self-observers can begin to learn this training by getting to know partners in more modest social settings or private meetings. Calmness, while extroversion is a beneficial quality, it is also necessary to practice calm. They need to pause and think before urging collaborators - or stopping talking in general. Active pioneers listen and focus not on what they need to say but on what is being said. When the available choice was needed, the pioneers needed to fight their will to respond. If they start to feel pushed, the people around them will feel it and quickly accept it. (Searls, 2012; Malthouse et al., 2013). On the actual weight. Dealing with feelings is fundamental for progress.

Competition between businesses is getting tighter and more global in recent times, and in the future, it is inevitable. Like it or not, ready or not, competition between businesses and countries must be faced so that there are differences in attitudes and abilities to respond to differences and the realities of the natural world in dealing with such situations. Likewise, competition for human resources in each country where daily business demands are guided by HR has the skills and expertise in technology to carry out this innovative and effective. To respond to the differences between HR management and business guidance with leading technology expertise and readiness, we see that this is the money to add to the knowledge base through studies and analysis to see what experts say and view through publications and other findings. We can help solve these differences for the superior quality of human resources in completing business and innovation. (Achtenhagen et al., 2013).

METHOD

Empowering efforts to improve human resource management with technological expertise to improve leadership functions in the business environment is the aim of this study through systematic publication reviews. We conducted data searches electronically on Google Scholar data sources, ERIC Publications, and other data sources that we specialize in from the 2010 to 2021 publications. Furthermore, we analyzed them under the phenomenological approach to finding valid and reliable findings. Our analysis process begins with an understanding of the paper problem, and we continue with coding, evaluation, and in-depth interpretation. All of our data is aimed at secondary data with a descriptive qualitative design review under the direction of a study of human resources and technology-assisted leadership in business and governmental organizations. (Haddock-Millar et al., 2016).

RESULTS

The findings of Manafi & Subramaniam, (2015) looking at the relationship between HR board practice, breakthrough initiatives, and sharing of information on developments in the Iranian electronics industry have made these findings highly relevant to our study's objectives. This investigative research factor can enhance an organization's particular advancement in the Iranian electronics business. This examination was drawn from a population of 23,704 workers from the eight largest electronic organizations in Iran. Of the five HRMs who worked on preparation, staffing, cooperation, and interest strongly influenced information sharing. Vision, scientific incitement, and individuals' recognition as innovative parts of administration have profoundly affected progress. Sharing of information only intervenes in the connection of preparation, cooperation, vision, and recognition of the individual with progress. The examination assumes that information sharing influences developments in electronic organizations. Likewise, the study by Kurland et al., (2010) with the subject matter of leadership models in education through the search for effects of school and future vision requires reliable human resources.

Findings from Aboramadan et al., (2020) who examined the HR roles of practicing executives and authoritative responsibilities in continuing education through work commitment interventions, were essential. Their study is one of the few investigations conducted in the Middle East. HRM training ultimately influences the responsibilities of the representative hierarchy in further education. Commitment to work represents a significant impact of the intervention between performance checks and hierarchical responsibilities. The exam proposes college administrators benefit from HRM training as a vehicle to spark positive business-related

perspectives. The creator uses the appearance of the underlying conditions to examine the theory. Anagnostopoulos et al., (2017), Hoye et al., (2015), Walzel et al., (2018) with his study of understanding strategies in decision-making through a multi-paradigm perspective.

Furthermore, Chan & Mak, (2012) prove how elite human asset training and hierarchical implementation of the intermediary work of the words welfare and well-being. This paper examines the work of welfare and wellness-related word interventions on the relationship between elite human asset training (HPHRP) and hierarchical execution. The creators collected information from 227 human assets council experts in Hong Kong, the People's Republic of China. The investigation results that the HPHRP impacts on authoritative enforcement through environmental chainsaw arbitrators. This paper adds to the appreciation by enhancing OSH's importance in HR boards in China. This is in line with Talbott et al.'s (2019)'s findings with the theme of studying efforts to strengthen property and rights and public-based human resources from the element of governance for indigenous people around the world.

The proof of the relationship between human resources and industry offers is that Caligiuri et al., (2020) through a review of HRM information worldwide, investigates the COVID-19 pandemic through implications for future investigations practice. We demonstrate the suitability of enduring global business investigations (IB) and even more rigorously working on the HR the board (IHRM) as a whole to tackle the problem of the COVID-19 pandemic. Bosses in the whole effort have received various types of training to reduce the impact of the pandemic. The surveillance distance and reconsideration of boundaries have been the cornerstone of the meeting point of much of the IB research since the IB field was founded as the original venue for academic solicitation. Going forward, we offer three areas for future IHRM research: managing under weakness, empowering all work events around the world, and renaming legitimate practices. Similar to the study of Iles & Zhang, (2013) which raised international HRM through a cross-cultural comparison approach between customs and culture.

Kooij et al., (2010) examined the impact of high responsibility (HR) training on authoritative implementation. Sixty-eight chairpersons and 296 directors at the four and five-star inns in Gran Canaria participated in the inquest. The study found that directors' responsibilities and fulfillment did not promote an increase in organizational performance. However, boss fulfillment encourages better financial results due to increased client returns. Lodging organizations should aim at administrators because they feel more clients are managed and will generally stay longer in the organization, allowing lodgings to obtain better financial results.

Ulrich & Dulebohn, (2015) studied are protected to say that we have come to HR management achievement. Human resource management review, over the past thirty years, demonstrations of HR have undergone tremendous changes. We see if HR has emerged in a balanced way or if the journey will continue. Future HRs must accept an inside / outside approach whereby the external environment and its supporters influence what HR does inside the affiliate. We present different proposals on this subject that researchers and specialists can use in controlling future investigations and practice. (Berrone et al., 2012; Chua et al., 2012).

Loshali & Krishnan, (2013) study executives' critical human assets and corporate execution: Mediation is part of the innovative authority. The relationship between vanguard authority and execution is considered using the example of 121 directors. Company execution is estimated across six limits. The results suggest that essential HR disrupts the relationship between change and execution somewhat. The examination was carried out on 121 directors from various associations in India. The findings are distributed in the human resource management diary, which is distributed by diary.

Likewise, Hoch & Dulebohn, (2013) studied collaborative organization in managing vast business resources and human resources in implementing board structures. Human resource board systems (HRMS) facilitate human resource measures and affiliate information structures. ERP is an information system that manages a business and contains facilitated programming applications. The standard position tends to be a kind of gathering in which colleagues, not just a single gathering pioneer, participate in an organizational exercise. This paper argues that routine activities provide an appropriate method for managing increased ERP execution work meetings. It describes problems associated with ERP and HRMS execution, meetings, and joint activities.

Furthermore, Loshali & Krishnan, (2013) the main human assets of executives and company execution were real. Mediation is an innovative part of the administration. The relationship between administrative breakthroughs and implementation was considered using 121 heads from various Indian associations. Company execution is estimated across six limits. The results suggest that essential HR somewhat interferes with the relationship between change and execution, said the authors. Investigations are distributed in the 'Human Resource Management' diary. The investigation hinges on a general picture asking respondents to show their perceptions and emotions to what extent their associations are explained.

Finally, Alagaraja et al., (2015) share the authority and individuals who intervene in the board to practice HRD and authoritative execution. Based on previous examinations, we distinguished key-value and continuity of exchange as the two significant HRD commitments and looked at the sisters' impact on individual boards' administration and practices and their effect on company execution. The consequences of road testing on 138 members corroborate the dyadic impact theory. More fundamentally, we find administration and board-trained individuals to be significant indicators of the relationship between importance and authoritative exercise,

suggesting that hierarchical exhibits are influenced by the combined impact of initiatives and individuals trained by executives. An essential consequence of this exploration is that where associations have viable initiatives and individuals whose boards practice, two types of HRD commitments - value importance and adequacy of exchange - essentially improve firm performance. (Gao, 2010; Widana et al., 2020).

DISCUSSION

The purpose of this study, as stated above, is to gain a deep understanding of the words and views of experts about HR and to support business activities with high leadership insight. (Wirtz et al., 2016). So the results of our study, the majority of publications emphasize the importance of human resource development as part of the efforts made to form quality personal and business employees with technological skills, high leadership skills, and loyalty and work integrity to a company that is oriented not only to profit but also to work. Sustainability and managing quality human resources with high leadership integrity can help companies develop more and achieve their long-term goals. (Wu & Pagell, 2011).

The following result of our paper review answers how companies and organizations get quality human resources and solid leadership integrity. The majority of publications we review confirm that workers' commitment to quality is strongly influenced by companies' ability and the world of education to equip them with continuous and proactive technology and innovation. (Hershatter & Epstein, 2010). Demian is also a company commitment that is clearly and illustrated in its vision and mission, which is translated into concrete actions; it must be supported by employees' commitment to giving their best performance. This may happen because both parties hold on to the commitment and integrity of work spirit and technological innovation with high-level support in all functions. (Darling-Hammond, 2015; Rinarta et al., 2018).

Likewise, when education and training programs are right on target, the goal must be to achieve proper and robust human resources. Developing and evaluating employees' quality following the business world's needs, which must be competitive and dedicated, was essential. For this reason, our study has understood that this happens because the employee performance assessment must be clear and directed. Seban, through the reward and punishment system, will always be based on the work performance of each employee. Those are also the characteristics of quality human resources; we recommend that, among other things, employees must be patient and resilient. (Cooke et al., 2019). Because this attitude will make someone who is always looking for a solution without giving up, will bring that person to a dedicated and quality work.

Furthermore, employees must be diligent and diligent in upgrading and hone self-competence with leading technology and skills. Besides that, the innovation element is also essential, which can be done with technology and leadership. Other integrities include honesty. (Au-Yong-Oliveira et al., 2018). We are currently entering the fourth generation industrial revolution when disruptive technological innovation is present so fast in business HR and threatens employees and companies that do not appreciate technology and innovation. The continuous industrial revolution will keep human business resources moving dynamically, being challenged, and opportunities for superior human resources in technology and science. The challenges and gaps faced are due to the increasing competition among businesses between sectors. Likewise, the HR governance system an innovative approach is a method of approach and expertise that a businessperson must have in order to be able to move quickly. (Júnior et al., 2020; Rinarta & Suryasa, 2017).

CONCLUSION

The purpose of this study has been answered through a review of dozens of publications examining the urgency of strengthening human business resources with technological innovation and high leadership quality. The majority of the papers we have reviewed have supported efforts to empower human resources in all fields with technological skills and employee integrity to compete in technology and tight competition between companies and between countries. The paper said that we studied business-related and industry as a service user with university institutions as a reliable HR product. Finally, all parties' collaboration will produce high-quality human resources and be supported by digital literary technology and the quality of authentic leadership from the business world and industry in an advanced era and increasingly global competition.

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