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Digitalisation of HR practices and processes for organizational sustainability: A systematic review

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ADMINISTRATIVE INFORMATION

Support - FCT.

Review Stage at time of this submission - The review has not yet started.

Conflicts of interest - None declared.

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Amendments - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 22 July 2024 and was last updated on 22 July 2024.

INTRODUCTION

Review question / Objective What impact does digitalisation in HRM practices and processes have on organisational sustainability?

Condition being studied Digital technologies have been progressively used in the field of HRM (Yawalkar, 2019), allowing for more sustainable management, associated with reducing bureaucracy, automating processes, reducing errors and improving working methods (Atanzio et al., 2021). Ruël et al. (2004) were already warning at the beginning of the century that technology enthusiasts were saying that from a technical perspective, the possibilities for incorporating technology into human resource management are endless. Research into digital human resources management has shown that this way of working relieves the administrative burden and improves the accuracy of results and the quality of human resources activities and, in parallel, the human resources sector ends up changing its priorities,

evolving from a bureaucratic and routine model to one that fulfils the main objective of the area, working directly with people (Mitrofanova et al., 2018; Strohmeier, 2020).

METHODS

Participant or population Human resources managers, employees and other stakeholders.

Intervention (Not applicable).

Comparator (Not applicable).

Study designs to be included The removal of duplicate literature. This is followed by a three-stage screening phase: (1) title screening based on the inclusion and exclusion criteria; (2) abstract screening and, (3) full text screening based on the eligibility criteria. This stage is carried out by three researchers who confirm the excluded articles. In the next phase, the full articles are analysed according to a content analysis matrix defined in the research. The reasons for any exclusions will

then be recorded after reviewing the full text. The process is interactive to ensure that all relevant studies are included.

Eligibility criteria Inclusion: All articles included with digitalisation and HRM practices/processes for organisational sustainability.

Exclusion: The following will be excluded

- Articles not in English and/or Portuguese.
- Articles submitted to seminars or conferences.
- Books, book chapters.

Information sources SCOPUS, ISI Web of Science (WoS).

Main outcome(s) (i) Systematise existing knowledge on digitalisation in the field of HRM with a view to organisational sustainability;

(ii) Identify which practices/processes have stood out most as a target for the digitisation of HR practices/processes;

(iii) Mapping the main digital technologies applied in HRM practices/processes, as well as identifying which sectors of activity have stood out the most with such practices;

(iv) Identify the challenges and opportunities of digitalisation in the field of HRM and identify the main people involved in the processes;

(v) To analyse the positive and negative effects of the digitalisation of HRM practices/processes in organisations;

(vi) To analyse research gaps on the subject to suggest possible future research;

(vii) Compile the best digital HRM practices with a view to sustainability.

Quality assessment / Risk of bias analysis In order to guarantee the quality of the studies that will be included in the RSL, those that have been published in indexed journals are chosen.

Strategy of data synthesis On 14 July 2024, we carried out an extensive literature search. Two bibliographic databases, including ISI Web of Science (WoS) and SCOPUS, were systematically searched to retrieve potential literature. Search terms were developed based on the following concepts: (1) sustainability, (2) human resources processes and, (3) digital*. Within each concept, we used the Boolean operators AND.

A search of the SCOPUS database is as follows:
 (TITLE-ABS-KEY (digital*) AND TITLE-ABS-KEY (sustainability) AND TITLE-ABS-KEY (human AND resources AND processes)) AND (LIMIT-TO (DOCTYPE , "ar") OR LIMIT-TO (DOCTYPE , "re")) AND (LIMIT-TO (LANGUAGE , "English"))

In the WoS database we used the Core Collection (All fields), with the following search:

Topic: (digital* AND sustainability AND human AND resources AND processes. LIMIT-TO (DOCTYPE , "re")) AND (LIMIT-TO (LANGUAGE, "English")).

Subgroup analysis Not applied.

Sensitivity analysis Use of the PRISMA_2020_expanded_checklist as a guiding matrix for creating a quality RSL. PRISMA Flow_diagram to demonstrate all the stages of inclusion and exclusion of the articles contained in the RSL. Use of VOSviewer (version 1.6.17) for bibliometric analysis of studies.

Country(ies) involved Portugal.

Keywords "Digital*, sustainability, human resources processes".

Contributions of each author

Author 1 - Cristiana Lourenço Cristal, Co-first author of the protocol who drafted the protocol and led and provided feedback for the screenings and development of the research question, search and research strategy, eligibility criteria, protocol outline, data extraction and presentation plans, and formal screening of the research results against the eligibility criteria.

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