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Role of Green Data Center in Human Resources Development Model

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Highlights

- Human resources are now a very important factor in the development of various enterprises and even countries, and how to master and manage human resources has always been a problem.
- The purpose of this paper is to study the role of green data centers in the human resource development model. By adopting mixed integer linear programming, the mathematical model of the existing data centers is optimized, and the NRE energy consumption of the data centers is reduced while establishing a new green data center.

Abstract

Human resources are now a very important factor in the development of various enterprises and even countries, and how to master and manage human resources has always been a problem. Nowadays, the development of science and technology has made the processing of various data simple, and green data processing centers that save energy have also been established. This paper is to study the role of green data center in terms of human resources development model, by using mixed integer linear programming optimization mathematical model of the existing data center, reduce data center energy consumption NRE while establishing a new green data center, and the data center conducts related research on the information search of human resources and its auxiliary role on how to efficiently hire and train employees. The research results show that the green data center can play a great role in the development of human resources. Compared with relying solely on human resource managers, the use of green data centers to manage human resources has increased the decision-making ability of corporate personnel by 12%, and personnel efficiency has increased by about 10%, basically realizing comprehensive and effective management of human resources.

Keywords: Green Data Focus, Human Resources, Development Model, Work Efficiency,NRE Energy Consumption

1. Introduction

In order to solve the problem of the future green development direction of the data center, we must first understand the concept of the green data center. However, at present, there is no accurate and authoritative definition of green data center, so the concept can only be understood by understanding the evaluation indicators of green data center. In China, there are many evaluation methods for green data centers, each with its own characteristics. Governments and technical groups at all levels are also exploring. At the technical level, in 2015, the Open Data Center Committee (ODCC) and the Green Grid Organization (TGGC) jointly carried out the assessment of the green level of data centers in China,

and the assessment indicators related to the three dimensions of energy efficiency, energy-saving technology and green management. In 2016, the ministry of urban and rural housing construction issued the "technical conditions for green data center building evaluation".

Many domestic managers and researchers have conducted analysis and research on bank data centers [1]. On the basis of the existing data center, cloud computing technology is introduced, and the management content of the center is improved by building a cloud data center, so as to provide a unified cloud service for various system applications [2]. In servers around the world, the research uses a distributed system to ensure disaster recovery in bank data centers. Based on many years of experience and practice in data center management, it is proposed to use the soft power of IT operation and maintenance management to establish and improve an integrated production and operation system to achieve comprehensive and fine operation and maintenance management.

The purpose of this paper is to study the effect of green data center in human resource development model. Among them, Helen put forward in the article that all walks of life attach great importance to the management of human resources, and the management methods of human resources are different, but the quality of human resources management is uncertain, but their research on the development mode of human resources is too little[3]. Yuan found through research that data center has gradually been applied to human resource management. All walks of life have begun to develop green data center based on big data technology, and use the data center to process various data of enterprises to assist the operation of enterprises. Yuan's research did not discuss the development mode of human resources [4]. Temesgen carried out relevant experiments on the use of data center in the medical industry talent management, and found that the effect of using data center for human resource management is significantly better than relying on human resource managers, but his experimental data is controversial [5]. Zhong led his team to compile a complete set of data management center using C language. The data center can effectively manage the modules of employee registration, recruitment, salary payment and dismissal. His research has not been integrated into the human resource development model [6]. Cabezon found that compared with relying solely on human resource managers, the use of green data to focus on human resource management can improve the decision-making ability and work efficiency of enterprise personnel, and basically realize the comprehensive and effective management of human resources [7].

In the research on the role of the green data center in the human resource development model, this article summarizes and analyzes the current research status and research results of previous scholars and materials scientists through summary and comparison. This article has some innovations. The innovation points are as follows:

(1) This article uses mixed integer linear programming to optimize the mathematical model of the existing data center for the first time, reducing the energy consumption of the data center NRE, and establishing a new green data center.

(2)This paper establishes a control group through comparative analysis. Compared with full manual management, this paper verifies the effective role of using green data centers in the human resource development model.

(3)This article not only analyzes the establishment mechanism of the data center in detail, but also makes a detailed study on how to improve the work efficiency of employees, and how to make personnel management more refined and automated.

2. Current Situation of Human Resource Management and the Application Scope of Green Data Center

2.1 Problems in Human Resource Management

Human resources are the most precious wealth and the core driving force for enterprise development. Only by establishing, perfecting and adapting to the human resource management system under the new economic normal, can enterprises make contributions to the construction of the country's rule of law, and at the same time can develop steadily and provide better services to the society [8]. However, in the process of talent recruitment, it is difficult to introduce talents in a new normal economic development mode. The following problems exist. First of all, enterprises lack leadership, investment and management in personnel training. The system set is too formal, management is easy to talk, and enterprise members are easy to listen [9]. Secondly, companies lack evaluation standards. Although some companies have eliminated the evaluation system, the content of the evaluation system is unscientific and has not completed the purpose of establishing the evaluation system. The establishment of the evaluation system by some companies appears to be rather vague, and there is a subjective view of the manager with price method, the issue of executive performance and contribution [10]. Third, the recruitment process of enterprises is simplified or arbitrary, without planning and scientific. The recruitment process is multi-personal relationship or "gathering people", and attaches importance to the needs of sustainable development of the company. Finally, the lack of honest training mechanism, lack of supervision and supervision, the formal training system and implementation are basically separated, the overall quality of enterprise employees is not high, seriously restricting the ability of enterprises to adapt to the new normal of modern economic development. Culture has inheritance, transcends morality and is non-mandatory. This is the basis for realizing corporate management goals and corporate life. A good corporate culture construction can enable corporate members to regard corporate culture as the common value goal of all employees. This is not only the value orientation of corporate managers, but also the positive image that the company displays to the society [11]. However, nowadays, many companies focus on the direction of income generation and develop their own companies in a way of thinking that the economy determines the superstructure, which violates the positioning of lawyers and companies on the country. However, corporate managers lack the ideas of cultural construction and the significance of cultural construction to the development of the enterprise, and they have not incorporated corporate culture into the development plan from the perspective of system construction [12-13].

According to the theory and practice of performance appraisal, performance appraisal mainly starts from strategic objectives, management objectives and development objectives. Many performance appraisal systems formulated by enterprises cannot achieve the strategy. The main reasons for management and development goals are as follows: First, there are errors in the establishment of the corporate performance appraisal system designed from the perspective of the enterprise. Managers rather than the entire enterprise's development perspective; secondly, the setting of performance indicators for the performance appraisal system is unscientific and has nothing to do with the reality and direction of development. The two should be integrated, but the settings are fundamentally disconnected. It uses economic difficulties as an excuse to set up big performance goals in thought, master the rules of specialization and action research, emphasize the importance of learning, and prepare to expand the market in a stable position, which fundamentally reflects the pursuit of corporate strategic goals. The economic benefits have neglected the strategic management of human resources and deviated from the enterprise should be standardized currently [14-16]. In the research and development of the company, the driving force for the development and development trend of the entire company has been formed, which is specifically manifested in the following four aspects: lack of

long-term development strategy and planning; incomplete human resource management system; lack of specialized human resource management departments and managers. Inaccurate human resource demand forecasting will lead to staff shortage or surplus.

2.2 The Status and Concept of Human Resource Management

The so-called human resource management refers to the scientific and reasonable allocation of human resources in a planned, purposeful, and basic way with the development of the enterprise [17]. Through a series of processes such as recruitment, training, use, evaluation, reward and adjustment, human resources can mobilize the enthusiasm of employees and realize their potential, thereby creating value for the company. The main work of human resource management includes formulating and perfecting human resource policies and related human resource management activities. Scientific human resource management is through a series of planned and organized activities to formulate plans for the acquisition, development and training of human resources, and to achieve the ultimate development goals of the enterprise [18]. Human resource management is an important module of business management. Due to the late economic development, there are still many problems in human resource management in Chinese enterprises, which can basically be summarized as the following three points:

First, there are now many companies applying for ideas that are influenced by traditional ideas. Deeper, there are differences between the different stages of talents needed for enterprise development, and the needs of talents in different departments are also different. Therefore, the correct candidate solution is based on candidates for different positions, rather than most people who do not exist [16].

Secondly, the current human resource training system is not enough, making the current enterprise personnel flow greater.

Finally, the current talent training methods are the same, which makes it difficult to cultivate the ever-increasing talents needed by the times.

Currently, the root cause of HRM's unclear and existing problems is the outdated HRM philosophy. Updating the management concept is the prerequisite to ensure the healthy development of enterprise human resources [19]. The following three points should be paid attention to in the innovation and development of human resource management: The direction of individual development and enterprise development should be unified. Enterprises and individuals are essentially a community, and there is no antagonism in traditional views. Personal development can promote the development of an enterprise, and the growth of an enterprise provides a greater platform for personal development. A positive, scientific, and democratic corporate culture can not only optimize the internal working environment, but also promote the optimization of scientific human resource management models. According to the development direction of the enterprise, the formation of a scientific enterprise development concept and the establishment of a corporate culture atmosphere with corporate characteristics will play a positive role in optimizing the human resource management mode of the enterprise. In the national economic policy, the cultivation of talents is the key, and the people-oriented development concept runs through the development of the national economy [20-23]. In the process of scientifically optimizing the human resource management model, enterprises should establish a human resource development concept of "people-oriented". The essence of implementing the "people-oriented" management concept is to pay attention to the personal career development of employees in the development of the enterprise, so that each employee has room for improvement and employees have a sense of belonging [24-27]. Only by providing employees with sufficient space for development, a broad development platform and a warm sense of belonging, can the employees devote

themselves to work. At present, the serious problem of employee turnover in most companies is affected by two factors: low personal development space and weak employee corporate ownership [28-30].

2.3 Application of Green Data Center in Human Resource Management

Green data center is a kind of data organization and storage technology developed from database technology but different from database. It is a comprehensive, time-varying, non-volatile data set that supports management decision-making [31-32]. Regardless of its formation or subject-centered operation, the information in it is not simply collected together, but is a synthesis of information collected, selected, and then comprehensively analyzed[33-37]. The information stored in the key is used for search and other purposes. Since the green data center uses statistical analysis technology as an effective method to analyze data and extract information, and the key premise of this technology is timely statistical content, based on the green data centralization of the green data center, OLAP and data mining have formed a new trend. The system is divided into two elements: management and data mining. Based on data flow chart and processing, statistical management includes eight functional modules, namely general human capital plan, employment plan generation, researcher plan generation, and training and selection generation. Salary plan generation, labor relationship generation, comprehensive query, report generation, data mining includes three functional modules, namely green data center maintenance, SQL (Structured Query Language) mining algorithm, and self-made mining. The SQL mining algorithms involved are shown in formulas 1, 2, and 3.

$$(n-1)*P = i + j \tag{1}$$

$$res = (1 \quad j) \quad array[i] + j \quad array[i+1] \tag{2}$$

$$array[i] = array[9] \tag{3}$$

Where *n* is the number of array elements and *i* is the array.

Define the architecture of the green data center. The green data center architecture can be divided into five layers: data modeling layer, data collection layer, data storage layer, data access layer, and data and metadata management layer. By analyzing the above architecture, the content of the green data center can be used to set up smart countermeasures suitable for unit activities. Define new data models, design patterns and views for the green data center. Because it focuses on information query, information is set in conjunction with the main content of decision-making exploration, and all elements correspond to single analysis content. The logical model of data is a multi-dimensional data model, which can be reflected by using multiple storage modes. At this time, information can be explored comprehensively through multi-dimensional analysis methods and multiple levels. Common data models include star models, snowflake models, constellation models, snowfall models. These elements can effectively link all the contents of the warehouse into a whole. The middleware of the green data center includes: copy data extraction, conversion and replication middleware; gateway middleware used for database access; middleware used to monitor the green data center. View and analyze initial information, since the information comes from the databases of multiple organizations, all data has its corresponding usage direction. Therefore, before entering the library, a lot of information must be carefully processed. The commonly used algorithms for data processing are shown in formulas 4, 5, and 6.

$$h_{\partial}(x) = g(a^T x) \qquad (4)$$

$$G(z) = \frac{1}{1 + e^{-Z}} \qquad (5)$$

$$G'(z) = \frac{d}{dz} * \frac{1}{1 + e} \qquad (6)$$

Where h is the posterior probability and x is the data code.

3. Experimental Green Data Center Development and Design and Experimental Content

3.1 Experiment Object

This article takes urban hospitals as experimental objects, and manages sub-modules through designers. In the HRP system, it can support the entire career from joining the hospital to employee turnover, employee training and continuing education, to retirement or resignation, and employee identity change and resignation management. At the same time, maintain employee master data according to hospital management requirements or changes in employee data. The personnel manager of the personnel department of the hospital collects and organizes various data according to data changes every month, and checks the accuracy of the data, and then enters the human resource management system for maintenance to ensure the authenticity, timeliness and effectiveness of the data. It adopts visual hierarchical structure for display, supports the management of multiple positions and fixed positions, and is highly integrated with organizational management and cost accounting systems. Enter the transaction code in the SAP menu, and then you can enter a specific interface. According to the organization and personnel management requirements of the United Hospital, various functions are corresponding to the task code, namely: PPOSE, display organization and location; PPOME, organization and position changes; PO10, maintenance of organizational units; P013 maintenance through visual structure. The SAP system can support the creation, deletion and information maintenance of organizations and positions; support organization and location dragging, etc. The design uses the organizational structure of the HRP system as the original data point, and all other systems will extract data from the HRP. Instead of retaining the organizational structure of each system, the code for the organizational structure will be designed.

The company structure is mainly used for company declarations and legal documents. The corporate structure of our hospital's HRP system includes customers, company codes, personnel scope, and personnel sub-scopes. The design uses a 3-digit code to identify the "customer". In this system, the client is "the united hospital of our city", which is an independent legal entity in the SAP system. The company code exists in the system as an accounting entity with a separate financial account unit. The scope of personnel is also an accounting entity in the system. It is a special organizational unit classified according to salary management, time management and other categories. It is associated with the three-digit company code and is unique. Each personnel range must have a company code. According to the actual needs of the United Hospital, the personnel range is divided into: 1000 headquarters. The staff scope is further divided into staff sub-scopes, within which the salary level, salary type and time arrangement of employees are controlled. In the HRP of the United Hospital, the sub-scopes of personnel are divided into: 2019 Physician; 2019-Nursing; 2019-Technology; 2019-Management; 2019-Those Logistics. If the personnel sub-scope is technical, it can be divided into

scientific research, engineering, documentation, editing, others, organization, health, etc. When the sub-scope of personnel is labor, it can be divided into service centers, handymen, police officers, toll stations, medical guides, nursing assistants, workers, contract workers, etc.

3.2 Experimental Green Data Center Database Design

The database is the "heart" of the management information system and plays an important and irreplaceable role. The design of the database structure will directly affect the successful operation and function realization of the entire information system. The structural design of the database will directly affect the efficiency and implementation effect of the system. A reasonable data structure will reduce the storage capacity of the database, with high data integrity and consistency, and the system has a fast response speed. The database design should be fully integrated with the actual situation and understand the increasing demand over a period of time due to various factors (which may lead to changes in the objective environment). The information system uses two data storage modes, one is to save the data in the client cookie, and the other is to save the data in the SQL server data table. The following highlights the information stored in SQL server as shown in Table 1.

Table1. Each information stored in a SQL Serve

User	
Id	Intergern
Name	Varchar
Password	Varchar
Superdeep	Varchar

The personnel basic information table is the most important part of the entire system database table, and many other tables are associated with the personnel basic information table. For example, in a single user in the user authority entity graph, the ID is the employee ID in the employee information.

3.3 Safety Design of Experimental System

The security of the information system is the key to the stable and reliable operation of the system and the basic guarantee for the normal operation of the system. The security design of the three-level security ten-day reporting system mainly includes operating authority, identity authentication, data storage encryption, data transmission encryption and emergency measures.

(1) Operation authority management

By granting different permissions to users of different levels, different user groups can only operate the system within the allowed data range, which can effectively avoid system leakage and mis operation. At the same time, through the detailed log recording function, you can see the operation records of all users, ensuring the security of the system to the greatest extent.

(2) Data encryption storage

The data security problem needs to be solved from the bottom of the database, through the overall encryption design and the realization of the system background data, strict encryption algorithms are used for key information content, which completely avoids the information leakage problem caused by the data server control.

(3) Security identity management

In order to ensure the security of the system, users are required to log in to the system with strong passwords and are forced to update their passwords regularly. At the same time, the user's database information is encrypted and stored to avoid system threats caused by identity.

(4) Data encrypted transmission

In addition to the security of data storage in the system, the security of data transmission should also be ensured. The B/S system will realize data transmission through the HTTP protocol in the TCP/IP protocol, which is difficult to prevent eavesdropping, leakage and tampering on the communication link. The algorithms involved in data transmission are shown in formulas 7 and 8.

$$Y_\partial(x) = y(x) + \frac{b}{s} + i \qquad (7)$$

$$X(z) = Y + y(i) \qquad (8)$$

Among them, b is the amount of data transmission, i is the data sample, and s is the data transmission speed.

(5) System emergency measures

During the operation of the system, various abnormal situations may be encountered, such as operating system failure, system mis operation, virus corrosion, power failure and other problems. These conditions may cause the system to fail to operate normally. All kinds of abnormal situations require emergency plans.

4. Application of Green Data Center in Personnel Organization Management, Personnel Management, Human Resource Recruitment and Salary Management

4.1 Application Value Analysis of Green Data Center in Personnel Organization Management and Personnel Management

The research results show that organization management is the basic module of HRP human resource management system.After starting the organizational management modules, the micro-division of the internal organizational structure of the hospital in our city was clarified, and the data standard ($p>0.01$), hierarchical ($p>0.05$) and information-based organizational structure management were unified.Realize that the relevant management personnel of the organizational department and the personnel department can manage the organizational units in the system, including viewing, creating, modifying, canceling and deleting organizational units. Job management, including location view, creation, modification, cancellation, deletion, etc. In this management mode, the efficiency of personnel organization has been significantly improved compared with before. The specific data is shown in Table 2.

Table 2. Data center organization and management efficiency

| Classification	Examiner	Fonder	Corriero	Annular	Rescinded
Experimental group	12.2-13.6	3.68	2.36-3.65	1.3	>0.05
Control group	13.2-14	4.2	3.2-4.12	1.5	>0.15

After the personnel management system was launched, the hospital's personnel data structure was unified, which solved the management problems caused by frequent turnover of personnel. The relevant management personnel of the personnel department can perform in the system: personnel change management, including entry, salary determination, regular transfer, internal transfer, etc. Personnel information maintenance, such as organization distribution, personal data, task monitoring, family members, education, etc. The relevant data of the impact of the management system on personnel management is shown in Figure 1.
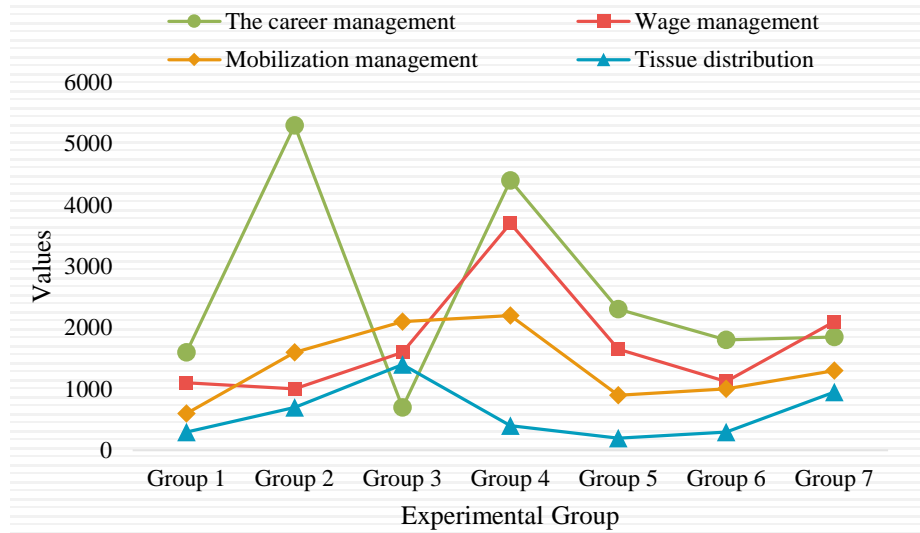
Figure 1. The impact of data center management system on personnel management

It can be seen from the data in Figure 1 that the personnel management system module developed by the green data processing center has an excellent application effect. Compared with the previous management model, the cost of entry, salary determination, regularization, and internal transfer of personnel has been reduced by 12.5%. And work efficiency has also increased by nearly 15%.

The results showed that the school-wide personnel information of the green data center was managed. On the one hand, you can check the staffing situation of each department floor, and you can calculate the number of doctors, nurses, and medical personnel, the number of scientific research personnel, the number of pharmaceutical personnel, the number of logistics personnel, and the number of employees to be checked and adjusted. It can also be seen from the title characters. Professional categories such as dimensions are writing, organization, measurement, dispatch, the proportion of retired and retired employees and the distribution of specific situations. In this way, the allocation of human resources can be consistent with the functions and tasks of the organization, so that the medical ratio of the entire hospital and various departments can reach the best allocation ratio (p>0.01), thereby improving the efficiency of the hospital's allocation of human resources. The quality of medical services reached 89, which was in line with the policy requirements for resource allocation in the maternal and child health hospital. On the other hand, can the department provide employees' personal information, including basic information, work history, education experience, qualification certificates, training information, family members, and can view drugs, teaching and research, rewards and punishments, continuing education, rotation. Work attendance inspection practice rights and performance information, such as a comprehensive understanding of employees, employees' academic and technical titles, promotion, retirement reminders, employee resignation warnings, to provide comprehensive data to support, so that the personnel department can make arrangements in advance and reduce staff turnover. In addition, it can also analyze the medical level of employees and whether they are assigned to the most suitable positions, so as to maximize the matching of personnel and positions, and increase the work efficiency of employees to about 12%, thereby reducing medical risks. In addition, the personnel part also has batch viewing of process information, system dictionary maintenance, viewing log information and other permissions. The specific data is shown in Figure 2.
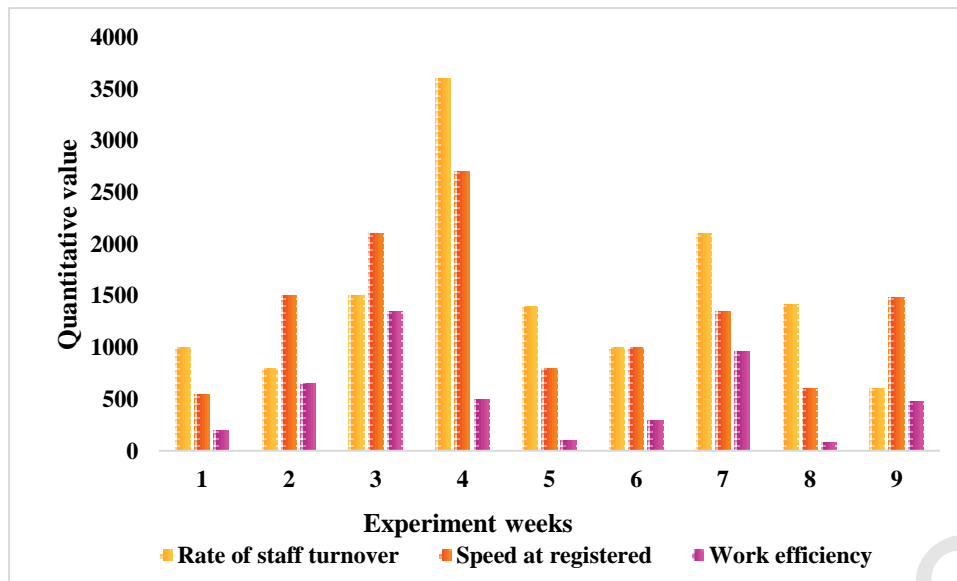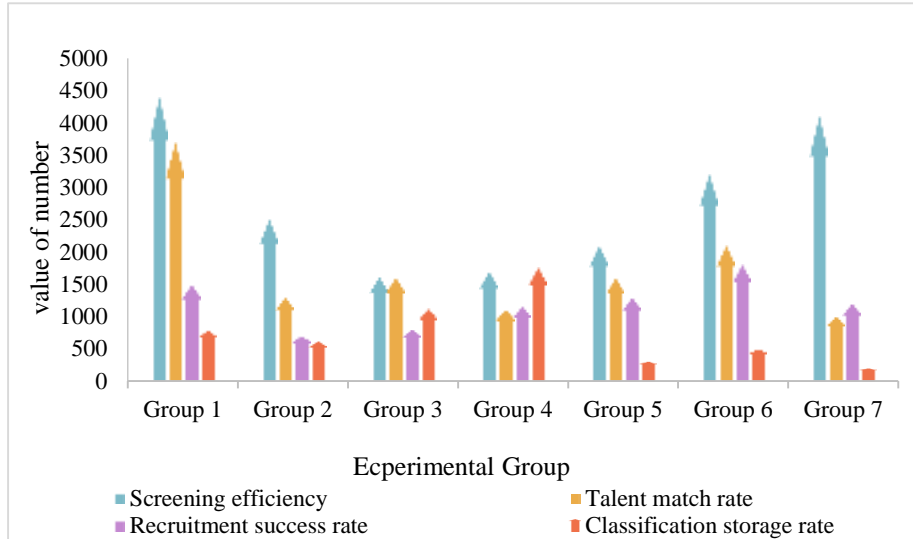
Figure 2. Green data center in the efficiency of personnel information management throughout the hospital

It can be seen from the data in Figure 2 that the use of a green data center can greatly reduce the loss caused by employee turnover, and it can also affect the speed and efficiency of personnel registration. The loss is reduced by 12% and the speed is increased by 15%.

4.2 Efficiency Analysis of Green Data Center in Human Resource Recruitment and Salary Management

After the new recruitment system was launched, the experimental hospital used the recruitment system as an information release platform to carry out recruitment activities in 2019. The personnel management department can perform a variety of operations in the system: login; recruitment advertisement management, such as new, released, and updated; talent selection management, such as resume processing. SMS reply, SMS history SMS query, user resume query, and personnel interview Import information, synchronize information to the HRP system; user management, such as new users, user management, and password change operations. The specific results are summarized as follows: online management of recruitment applications and plans, integration with personnel management, unified data format, applicants' registration and personal information (if retained), applicants' information will be directly imported into the HRP system. Improve work efficiency and reduce labor costs; standardization of the recruitment business process, refined management, and support for multiple recruitment methods. Unify the online management of each part of the recruitment process to facilitate recruiters to follow up the recruitment progress in time, improve work efficiency, and thereby reduce the hospital's recruitment costs; integrate recruitment notifications and SMS platforms to achieve interaction between recruiters and applicants, improve recruitment efficiency, and improve. The social image of the hospital; it supports resume screening and search, and enables recruiters to comprehensively evaluate candidates from multiple dimensions by accurately searching for academic qualifications, gender, job title and other keywords and full-text keyword searches. The talent pool management function can meet the needs of hospital recruitment, but there is no suitable applicant to accept and manage the hospital's recruitment talent pool, realize the classified storage and management of talent resources, and promote the follow-up communication between the hospital and talents. The efficiency of talent management and recruitment efficiency are shown in Figure 3.

Figure 3. Efficiency of green data center in human resource recruitment

It can be seen from the data in Figure 3 that the green data center is extremely efficient in human resource recruitment. Its screening efficiency of recruiters is as high as 75 indices, and the talent matching rate is 78%. In addition, the success rate of personnel recruitment reached 86%, and the efficiency of sorting, storing and managing talents has also been significantly improved.

The results show that salary management is the key to hospital human resource management. Through the implementation of salary management module and the application of HRP, the salary relationship between employees of different campuses, different job types, different degrees, and different titles has been realized. Payroll accounting, including setting salary accounting scope, preparing salary accounting, simulating salary accounting, issuing salary accounting, business salary accounting, correcting salary accounting results, exporting salary accounting results, exiting salary accounting, etc.; non-periodical salary accounting and payment, including non-regular salary accounting. Periodic salary payment simulation, non-periodical salary operations, salary posting, including creating payroll, editing posting operations, etc. The level of salary management compared with the previous comparison of specific data is shown in Figure 4.
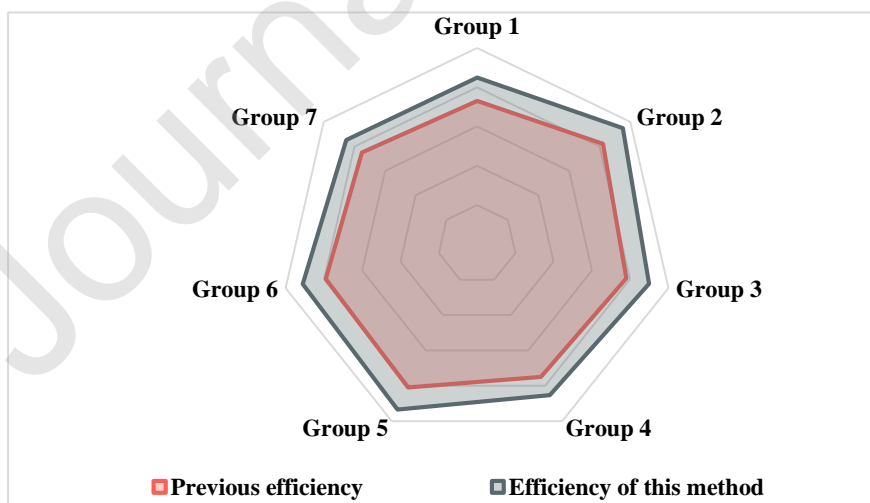
Figure 4. Green data center is efficient in salary management

It can be seen from Figure 4 that the green data center is extremely efficient in salary management.

Its accuracy in reasonable salary distribution has increased by 15%, and the satisfaction of staff has also increased by 15 index points.

5. Conclusions

(1) This article analyzes the common problems in the current research on the role of green data centers in the human resource development model, and discusses how to solve these problems, and proposes corresponding solutions. Introduced the various methods and status quo of human resources management, especially the mechanism of effective and reasonable application management methods for human resources using big data and data center technology.

(2) This paper analyzes the influencing factors of the application value analysis of green data center in personnel organization management and personnel management. The experiment proves that the application effect of personnel management system module developed by green data processing center is excellent. Compared with the previous management mode, the cost of personnel entry, salary determination, regular employment and internal transfer is reduced by 12.5%, and the work cost is reduced by 12.5% Efficiency has also increased by nearly 15%. In addition, the use of green data center can greatly save the loss caused by staff turnover, and can also affect the speed and efficiency of personnel registration. The loss is reduced by 12%, and the speed is increased by 15%. This paper discusses the efficiency of recruitment and the data in the human resource management center. The experimental results show that the green data center has excellent efficiency in human resource recruitment, and the screening efficiency of recruitment personnel is as high as 75 indexes, and the talent matching rate is up to 78%. In addition, the success rate of personnel recruitment is 86%, and the efficiency of talent classification storage and management is also significantly improved. Moreover, compared with relying solely on human resource managers, the use of green data to focus on human resource management can improve the decision-making ability of enterprise personnel by 12%, and improve the work efficiency of personnel by about 10%, which basically realizes the comprehensive and effective management of human resources.

Author Statement

This manuscript is a new one. None of the material in the manuscript has been published or is under consideration for publication elsewhere. We have no conflicts of interest to disclose. There are no potential competing interests in our paper.

Competing Interests

These no potential competing interests in our paper. And all authors have seen the manuscript and approved to submit to your journal. We confirm that the content of the manuscript has not been published or submitted for publication elsewhere.

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