# Article information:

Full article: Human factors involved in lean management: a systematic literature review
<https://www.tandfonline.com/doi/full/10.1080/14783363.2021.1936481>

# Article summary:

1. Lean production aims to identify and eliminate waste in order to improve operations and business performance.

2. The concept of Lean is not clearly defined, leading to confusion among scholars and difficulties in implementation.

3. Human resource management (HRM) factors play a key role in the success of Lean management, but there is limited understanding and research on this topic.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article titled "Human factors involved in lean management: a systematic literature review" provides an overview of the role of human resource management (HRM) in the successful implementation of lean management practices. While the article covers a wide range of studies and perspectives on the topic, there are several areas where critical analysis is warranted.

One potential bias in the article is its focus on the positive aspects of HRM's contribution to lean management. The article highlights studies that support the idea that combining lean production with HRM practices can lead to inventory reduction and increased productivity. However, there is limited discussion or exploration of potential drawbacks or challenges associated with this approach. This one-sided reporting may give readers a skewed view of the topic and fail to provide a balanced assessment.

Another issue with the article is its reliance on anecdotal evidence and unsupported claims. The author cites various studies that suggest a relationship between HRM practices and operational performance in lean organizations. However, there is little discussion of the methodology or rigor of these studies, making it difficult to assess their validity. Additionally, some claims made in the article lack supporting evidence or references, which undermines their credibility.

The article also overlooks important points of consideration related to HRM's role in lean management. For example, it does not address potential conflicts or tensions that may arise between employees and management during the implementation process. It also fails to explore how different organizational cultures or structures may impact the effectiveness of HRM practices in supporting lean initiatives.

Furthermore, there is a lack of exploration of counterarguments or alternative perspectives on the topic. The article presents HRM as an essential factor for successful lean implementation without adequately addressing potential criticisms or challenges to this viewpoint. This omission limits the depth and nuance of the analysis presented.

Additionally, while the article acknowledges that there is no clear consensus on the definition and framework of lean management, it does not delve into this issue further. This oversight leaves readers without a comprehensive understanding of the current state of knowledge in the field and may contribute to confusion or misinterpretation.

In terms of promotional content, the article does not appear to have any overt bias towards a particular approach or solution. However, it is worth noting that the author primarily focuses on the positive aspects of HRM's contribution to lean management, which could be seen as promoting this perspective over others.

Overall, while the article provides a broad overview of the role of HRM in lean management, there are several areas where critical analysis reveals potential biases, unsupported claims, missing points of consideration, and unexplored counterarguments. A more balanced and rigorous examination of these issues would enhance the credibility and usefulness of the article.

# Topics for further research:

* Potential conflicts between employees and management during lean implementation
* Impact of organizational culture on HRM practices in lean management
* Criticisms of HRM's role in successful lean implementation
* Frameworks and definitions of lean management
* Challenges and drawbacks of combining lean production with HRM practices
* Alternative perspectives on the role of HRM in lean management

# Report location:

<https://www.fullpicture.app/item/38730a2f65d1d7039b4700e181dceebe>