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The Relationship Between Leadership Skills and Human Resource Management Practices: A Systematic Review

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The theoretical frameworks based on the 'Upper Echelons Theory' and the 'Attention Based View' indicate that there is a link between leader cognitions and the adoption of management practices. However, the mechanism of the relationship remains unclear. Addressing such gap in literature to uncover the drive towards the choice of management practices is critical for businesses to thrive in the dynamic and unstable environments they subsist. Thus, the aim of this study is to shed light on the relationship between the two variables. More specifically between leadership skills, the knowledge structures leaders acquire through experience and education, and human resource management (HRM) practices; the cornerstone of any organisation since they enhance employees' performance, connects them with the firm's strategic direction and towards the achievement of the company goals.

The dynamics between the variables will be determined through a Systematic Review (SR) by conducting searches in databases such as ProQuest, ScienceDirect, and Scopus. Search terms will include Leadership Skills, and HRM Practices and studies will only be included if they refer to both variables.

This research will provide insights on the mechanisms linking skills to HRM practices contributing to theoretical discussions about the influence of leadership skills on the choice of management practices and providing future direction to advance this subject further. It will also have significant practical implications for organisations providing awareness on best practices, recommending and guiding improvements on decision making and directing business policies.