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Standardization of the Modeling System for Choosing the Reengineering Form to Change Business Processes at Critical Energy Infrastructure Enterprises: Challenges for Human Capital Security

Olha Ostapchuk[1], Lesia Brych[2], Nazariy Lapychak[3], Roman Prots[4], Svitlana Kryshtanovych[5]

Abstract

The topic of standardizing the modeling system for choosing the reengineering form to change business processes at critical energy infrastructure enterprises presents a complex interplay between technological advancements, process optimization, and the safeguarding of human capital. This discussion spans over several facets of organizational management, highlighting both the opportunities and challenges inherent in such transformative endeavors. The purpose of the article is to model the choice of the reengineering form to change business processes at critical energy infrastructure enterprises. The object of the study is a critical energy infrastructure enterprise. The methodology of the study involves the use of the IDEF0 method. As a result of the modeling, a model for choosing the reengineering form to change business processes at critical energy infrastructure enterprises is presented.

Keywords: *Standardization, reengineering, enterprises, energy, security, human capical, Public Administration, Management, Governance, Modeling.*

Introduction

Reengineering business processes in critical energy infrastructure requires a systematic approach to standardize the decision-making models used. This standardization ensures consistency, predictability, and the scalability of interventions aimed at improving efficiency and effectiveness in energy production and distribution processes. It involves setting clear guidelines on how enterprises should approach reengineering to meet both current and future demands.

Modeling systems in reengineering serve as vital tools for simulating different scenarios and predicting outcomes of various changes before they are implemented. These models help in identifying the optimal paths for process modification, minimizing risks and maximizing returns. Standardizing these models across the industry ensures that decisions are made based on a universally understood set of parameters and outcomes.

One of the main challenges in standardizing modeling systems is the diversity of operations and needs across critical energy infrastructure enterprises. Each entity may have unique characteristics that require tailored approaches, making broad standardization difficult. Moreover, the rapid pace of technological change in energy sectors, such as the integration of renewable energy sources and smart grid technologies, complicates the creation of universally applicable models.

The reengineering of business processes can significantly impact human capital, primarily through changes in job roles, requirements, and employment stability. Standardizing the approach to reengineering must therefore consider the human element, ensuring that transitions do not lead to significant job losses or skills mismatches, which could destabilize the workforce and lead to security issues.

[1] Department of Management and Administration of the Khmelnytskyi National University, Khmelnytskyi, Ukraine https://orcid.org/0000-0002-4893-0659.
[2] Department of Pedagogy and Innovative Education, Institute of Law, Psychology and Innovative EducationLviv Polytechnic National University, Lviv, Ukraine https://orcid.org/0000-0001-8338-9573.
[3] Department of Public Administration, Interregional Academy of Personnel Management, Kyiv, Ukraine https://orcid.org/0000-0002-7761-1972.
[4] General Director, Service-Agrozahid LLC. Lviv, Ukraine http://orcid.org/0009-0008-9143-2234.
[5] Department of Pedagogy and Psychology, State University of Physical Culture named after Ivan Bobersky, Lviv,Ukraine https://orcid.org/0000-0002-2147-9028, Email: kyrlyknatali@gmail.com

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Human capital security in this context refers to the protection and development of the workforce to sustain and enhance their contribution to the enterprise. Reengineering efforts that do not account for human capital risks can lead to reduced morale, increased turnover, and a decline in institutional knowledge, all of which undermine the long-term stability and security of the enterprise.

The adoption of advanced technologies such as artificial intelligence (AI) and automation in modeling systems can enhance the efficiency and accuracy of reengineering processes. However, this also presents challenges in terms of workforce adaptation and training. The standardization process must include strategies for upskilling and reskilling employees to handle new technologies and work processes. Regulatory standards play a critical role in the standardization of reengineering models, especially in sectors as heavily regulated as energy. Compliance with environmental, safety, and quality standards must be integrated into the modeling systems to ensure that reengineered processes meet all legal and ethical requirements. Effective standardization requires active engagement from all stakeholders, including management, employees, regulatory bodies, and possibly the communities affected by the operations of energy enterprises. Their input is crucial in shaping models that are both effective and acceptable to all parties involved.

The economic impact of standardizing modeling systems and reengineering business processes must also be considered. While the initial costs may be high, the long-term benefits of improved efficiency, compliance, and adaptability can justify the investment. However, the economic benefits must be balanced against the potential social costs, particularly in terms of human capital impacts.

Literature Review

Alazzam et al. (2023) discuss the formation of innovative models for the development of e-commerce as essential components of business economic security. Their research highlights how technological advancements can be leveraged to enhance commercial operations effectively (Alazzam et al., 2023). Following this, Alazzam et al. (2024) explore methodical approaches to selecting business management strategies amidst changes in commercial activities, underscoring the necessity of dynamic and responsive strategic planning in today's fast-evolving market landscapes (Alazzam et al., 2024).

The study by Alazzam et al. (2023) on rational environmental use in commercial bioeconomy developments offers insights into how state management can balance economic growth with ecological sustainability. This research is critical for understanding the environmental impacts of business process reengineering in energy sectors (Alazzam et al., 2023). Additionally, Alazzam et al. (2023) delve into the complexities of electronic contracts using blockchain technology, emphasizing the legal nuances and compliance issues that arise with digital transactions (Alazzam et al., 2023).

Developing information models for e-commerce platforms is discussed by Alazzam et al. (2023), which illustrates the integration of socio-economic systems within the global digitalization framework. This study is pertinent for understanding the information management needs of modern enterprises, especially how legal compliance is maintained in digital platforms (Alazzam et al., 2023).

Al-Maagbeh et al. (2024) provide a historical analysis of the development of administrative law in Jordan, tracing the impact of technological advancements like artificial intelligence on public administration. This longitudinal perspective is invaluable for contextualizing current trends in administrative law as they apply to technology-driven business processes (Al-Maagbeh et al., 2024). Bani-Meqdad et al. (2024) focus on the cyber-environment and its implications for intellectual property law and sustainable development, highlighting the challenges faced in protecting legal rights in an increasingly digital world (Bani-Meqdad et al., 2024).

The effectiveness of counteracting corruption through economic and legal measures is explored by Blikhar et al. (2023), which is crucial for ensuring transparent and accountable business practices in critical infrastructure sectors (Blikhar et al., 2023). Kopytko and Sylkin (2023) address modeling information

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support for combating corruption within economic security management systems, offering strategies that can be applied to safeguard business processes against corrupt practices (Kopytko & Sylkin, 2023).

Krupa et al. (2024) investigate how digital transformation through artificial intelligence can bolster enterprise competitiveness, focusing on personnel management. Their findings suggest that AI not only enhances operational efficiency but also plays a key role in strategic human resource management, a factor critical for maintaining workforce stability during technological upgrades (Krupa et al., 2024).

Methodology

IDEF0, or Integration Definition for Function Modeling, is a functional modeling methodology used to describe manufacturing functions, which provides a structured representation of processes and systems. It is one of the family members of "Integration Definition" languages used in the fields of software and systems engineering. Here's a detailed look at what IDEF0 involves:

IDEF0 was derived from the Structured Analysis and Design Technique (SADT) developed in the 1970s by SofTech, Inc. It was further developed under the ICAM (Integrated Computer Aided Manufacturing) initiative of the United States Air Force to improve the manufacturing processes. As a result, IDEF0 became a standardized method that offers a reliable way to analyze and communicate the functional perspective of a system.

Results Of Research

Standardization in critical energy infrastructure involves creating unified systems and processes to manage the transformation and reengineering of business operations efficiently. This standardization is aimed at ensuring consistent quality, safety, and efficiency across all units and locations of an enterprise. However, this endeavor introduces significant challenges, particularly in terms of managing and securing human capital— the workforce responsible for operating and maintaining these systems.

Reengineering in critical energy infrastructure is often necessitated by evolving technological landscapes, regulatory changes, and the need for improved operational efficiency. The primary goal is to overhaul and update processes to meet modern standards and capabilities, which can involve the integration of new technologies or the optimization of existing workflows. While this can enhance operational efficiency, it can also disrupt established work processes and employee roles.

A standardized modeling system provides a framework for analyzing and implementing business process reengineering. These models help in visualizing process flows, identifying bottlenecks, and simulating the effects of proposed changes before they are implemented. Standardizing these models across different units of an enterprise ensures that decisions are based on a consistent set of data and criteria, leading to predictable and replicable outcomes.

Security of human capital in the context of reengineering involves ensuring that the workforce's rights, jobs, and skills are protected during transitions. It also encompasses the strategic development of skills and competencies that align with the new business models. The shift in processes can lead to job displacements, changes in job requirements, or even job eliminations, which need to be managed carefully to maintain workforce morale and productivity.

One of the major challenges in standardizing reengineering processes is the adaptation of the workforce to new technologies and processes. Employees must be trained not only to handle new systems but also to adapt to the shift in workflow and operations. This training can be resource-intensive and may encounter resistance from employees accustomed to previous workflows.

The introduction of automation and advanced data analytics can significantly alter the job landscape within energy infrastructure enterprises. While these technologies can enhance efficiency and reduce human error,

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they can also lead to reductions in workforce size, requiring a thoughtful approach to managing human capital, including potential reassignments and layoffs.

Lets build first IDEF model:

A1. Data Collection and Normalization. The first stage involves the systematic collection and normalization of data across all facets of the enterprise. This includes operational data, workforce performance metrics, and historical reengineering outcomes. Normalization ensures that data from various sources is standardized, making it suitable for high-level analysis and integration into predictive models.

A2. Development of Predictive Models. In this stage, predictive models are developed using the standardized data collected. These models are designed to forecast the outcomes of potential reengineering efforts, assessing impacts such as cost-efficiency, time savings, and potential disruptions. The models leverage advanced analytics, including machine learning algorithms, to provide accurate predictions.

A3. Simulation and Scenario Analysis. With predictive models in place, simulations of various reengineering scenarios are conducted. This stage allows for the evaluation of different reengineering strategies under controlled conditions, providing insights into the potential effects of each strategy without impacting actual operations. Scenario analysis helps in understanding the resilience and flexibility of different approaches under varying conditions.

A4. Implementation of Feedback Mechanisms. The final stage involves establishing feedback mechanisms to gather data from implemented reengineering processes continuously. This feedback will be used to refine predictive models, making them more accurate over time. The iterative nature of this stage ensures that the models stay relevant and effective in guiding reengineering decisions.. (Fig.1).

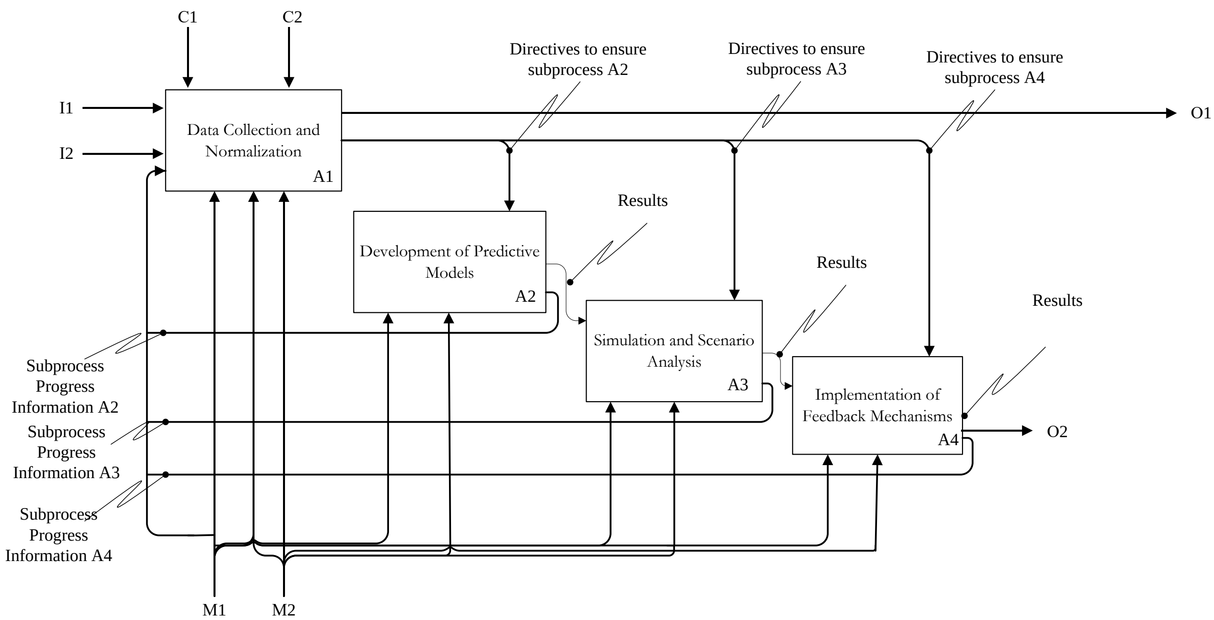

Figure 1. The first IDEF0 model

Source: own analysis

Lets build second IDEF model:

B1. Stakeholder Identification and Needs Assessment. Identify all key stakeholders involved in or affected by the reengineering processes, including employees, management, and external partners. Conduct a

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thorough needs assessment to understand the expectations, concerns, and requirements of each stakeholder group. This assessment will form the foundation for designing processes that are aligned with user needs and business goals.

B2. Co-Creation Workshops. Organize co-creation workshops with stakeholders to design reengineering processes collaboratively. These workshops encourage the exchange of ideas and allow stakeholders to contribute their expertise and insights. Co-creation ensures that the process design is inclusive, fostering greater acceptance and minimizing resistance to change.

B3. Prototype and Pilot Testing. Develop prototypes of the proposed business processes and conduct pilot tests in selected parts of the organization. Pilot testing helps identify practical issues and unanticipated challenges in a controlled environment, allowing for adjustments before full-scale implementation. This stage is crucial for validating the effectiveness and efficiency of the new processes.

B4. Full Implementation and Continuous Improvement. After successful pilot testing, proceed with full-scale implementation of the standardized reengineering processes across the organization. Establish continuous improvement protocols to ensure that the processes remain effective and efficient over time. Regular reviews and updates will help adapt to changing conditions and incorporate new innovations (Fig.2).

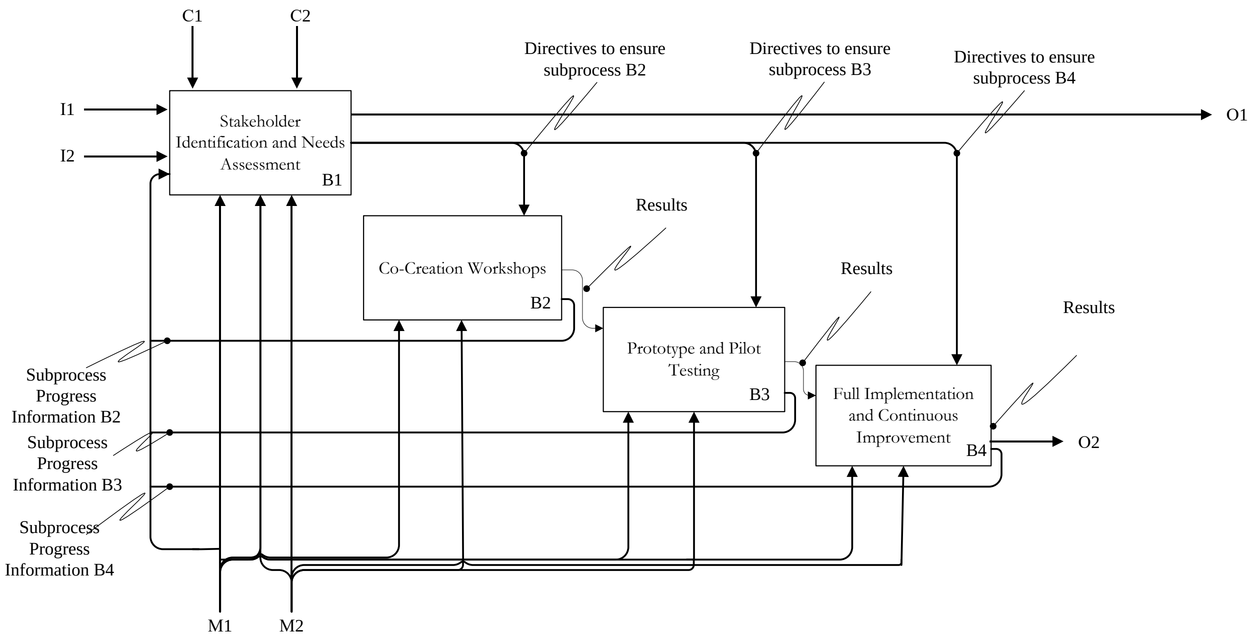

Figure 2. The second IDEF0 model

Source: own analysis

Effective communication is critical in managing any change process, especially in large-scale reengineering. The workforce needs clear, consistent information about why changes are being made, how they will be implemented, and what the expected outcomes are. This helps in managing expectations and reducing resistance to change. Standardized models must also take into account the legal and regulatory frameworks governing energy infrastructure. Compliance issues can arise when changes affect contractual obligations or when new technologies need regulatory approval. Ensuring that reengineering processes comply with these regulations is crucial for the smooth operation of energy systems.

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Discussions

Kryshtanovych et al. (2020) delve into the evaluation of the circular economy in EU countries, emphasizing its role in sustainable development. This study provides insights into the importance of integrating sustainable practices in the reengineering processes, suggesting that such integration can lead to enhanced resource efficiency and reduced environmental impact, which are critical considerations for energy infrastructure enterprises undergoing technological transformations (Kryshtanovych et al., 2020).

Further, Kryshtanovych et al. (2023) explore the optimization of state regulation in the safety and security domain of business. Their research highlights local approaches to regulatory optimization, underscoring the necessity for frameworks that can adapt to the specific needs of industries, including those critical to national infrastructure. This adaptation is crucial for aligning reengineering efforts with statutory requirements and ensuring that transformations enhance rather than compromise security standards (Kryshtanovych et al., 2023).

In another study, Kryshtanovych et al. (2020) address the management of socio-economic development in tourism enterprises. Although focused on tourism, the principles discussed regarding stakeholder engagement and balanced socio-economic growth provide valuable lessons for energy enterprises. The strategic management of socio-economic factors is essential for maintaining stability and fostering a supportive environment for technological and process innovations (Kryshtanovych et al., 2020).

Ravlinko et al. (2023) examine the formation, development, and use of human capital with a focus on personnel security during military conflicts. Their findings are particularly relevant for enterprises in geopolitically sensitive regions or industries, like energy, where personnel security is paramount. The study offers frameworks for protecting human capital under extreme conditions, which can be extrapolated to less dire but still critical reengineering scenarios in energy infrastructure (Ravlinko et al., 2023).

The management of legal aspects, particularly concerning new technologies such as cryptocurrencies, is explored by Saleh et al. (2020). This research is pertinent for understanding the legal implications of integrating new financial technologies in the business processes of energy enterprises. Ensuring compliance with national and international regulations is crucial for securing the financial and operational aspects of these enterprises during major reengineering initiatives (Saleh et al., 2020).

Shtangret et al. (2021) discuss the use of anticipative management to ensure economic security, providing insights into how proactive crisis management strategies can be applied in the context of business process reengineering. This approach is critical for energy infrastructure enterprises, allowing them to foresee potential challenges in reengineering processes and deploy effective mitigation strategies (Shtangret et al., 2021).

The study by Shtangret et al. (2024) on the impact of the war in Ukraine on human and labor rights offers a profound examination of the long-term socio-political implications of crises on human capital. This analysis is invaluable for understanding how external socio-political factors can affect enterprise operations and the security of human capital during transformative processes (Shtangret et al., 2024).

Financial Security and Anti-Crisis Management

Lastly, Sylkin et al. (2019) and Sylkin et al. (2018) provide methodologies for assessing and ensuring the financial security of enterprises through anti-crisis management practices. These studies emphasize the importance of maintaining financial stability and preparing for potential crises, which are essential considerations for energy enterprises engaged in the reengineering of business processes (Sylkin et al., 2019; Sylkin et al., 2018).

Conclusions

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The task of standardizing the modeling system for reengineering business processes in critical energy infrastructure enterprises necessitates a multifaceted approach that balances technological advancements with the imperatives of human capital security. This process not only involves optimizing operations but also ensuring that the workforce remains a central consideration in the transformative journey of an enterprise.

At the heart of reengineering efforts is the integration of sophisticated modeling systems that can simulate and predict the impacts of various business process modifications. These systems are essential for making informed decisions that aim to enhance operational efficiencies and adapt to changing market demands. The challenge lies in standardizing these systems across diverse operational environments without stifling innovation. As such, models must be both flexible enough to accommodate specific enterprise needs and robust enough to deliver consistent results across the industry.

Critical to the standardization of reengineering models is the consideration of human capital. Changes in business processes often result in shifts in job roles, the introduction of new technologies, and changes in organizational structures. Each of these elements can have profound effects on the workforce, potentially leading to job displacement, the need for extensive retraining, or even resistance to new processes. Ensuring that employees are not only retained but are also engaged and equipped with the necessary skills to adapt to new roles is paramount. Thus, standardization efforts must include comprehensive plans for workforce development and support.

Human capital security is paramount, especially in critical infrastructure sectors where stability and reliability are key. Any reengineering effort must be sensitive to the potential disruptions it could cause to the workforce. The loss of experienced personnel or critical skills due to poorly managed process changes can pose significant risks to operational security and continuity. Standardized models should, therefore, incorporate strategies to assess the potential human impact of proposed changes and include mechanisms to mitigate adverse effects on the workforce.

The regulatory landscape within which critical energy infrastructure operates is both complex and compulsory. Standardized modeling systems must comply with a wide array of regulations concerning safety, environmental impact, and corporate governance. Additionally, these systems must adhere to ethical standards that protect the interests of all stakeholders, including the workforce. The challenge is to design reengineering processes that not only meet these regulatory requirements but also advance the enterprise's strategic objectives.

Finally, the standardization of modeling systems for business reengineering must be designed with an eye towards future challenges and opportunities. This involves embedding continuous learning and adaptation mechanisms within the models to ensure they remain relevant as new technologies and market conditions emerge. Investing in ongoing training and development programs for employees, updating regulatory compliance as laws evolve, and incorporating stakeholder feedback into model revisions are all critical for maintaining the efficacy and relevance of standardized systems.

In sum, standardizing the modeling system for reengineering business processes in critical energy infrastructure not only enhances operational efficiency and compliance but also safeguards and nurtures the enterprise's human capital. The success of such initiatives depends on a holistic approach that recognizes the interconnectedness of technology, process optimization, and human capital management within the regulatory and market framework of the energy sector.

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