

Editorial

We are pleased to present the third issue of the sixteenth volume of the *Journal of Information & Systems Management*, which features the three research contributions outlined below.

In the opening paper, **“A Normalised Relational Schema for Hospital Management Systems: Design Principles, Network Centralisation, and Utilisation Phenotypes,”** the authors propose a normalised relational database schema tailored for hospital management. The proposed schema, comprising fourteen interrelated tables, is rigorously evaluated through a multifaceted analytical approach that includes mediation and moderation analyses, bipartite patient–doctor network analysis, four class Gaussian mixture latent profile analysis, group comparisons with effect sizes, and robustness and sensitivity checks. The findings demonstrate that the normalised schema effectively serves as an integrated analytical framework, bridging the gap between data management and data services.

The subsequent paper, **“Workload Characterisation and Empirical Taxonomy: Dominance of Read/Write Orientation and Homogeneity of Secondary Behavioural Metrics,”** analyses a corpus of 15,000 workload observations to uncover the primary empirical dimensions underlying workload variation. The study also assesses whether secondary behavioural metrics add discriminatory value beyond read/write orientation. The results indicate that read/write orientation constitutes the principal organising axis of workload behaviour within the dataset, while secondary characteristics do not form independent classification dimensions. These findings support a parsimonious, hierarchical representation of workload, wherein the read/write ratio serves as the primary classification feature and secondary metrics function as continuous operational descriptors.

The final paper, **“Universal Convergence in OECD R&D Researcher Capacity: Persistence, Selective Catch-Up, and Multiple Trajectories (2015–2024),”** investigates convergence, persistence, catch up dynamics, and heterogeneous trajectories in R&D researcher capacity across OECD and selected partner economies over the period 2015–2023. Employing an integrated analytical framework that includes σ convergence, absolute b convergence, the Phillips Sul log t test, Markov transition analysis, trajectory clustering, compound annual growth rate (CAGR) analysis, and a growth level typology, the study examines whether national researcher stocks tend toward a common long run equilibrium. The evidence decisively rejects universal convergence: cross country dispersion did not systematically decrease, and the $\hat{\alpha}$ convergence coefficient was statistically insignificant.

We trust that these papers will stimulate and support further scholarly inquiry in the field of information systems management.

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