Competency-Based Human Resource Management Strategy in the Digital Era: Systematic Literature Review

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Abstract. This research aims to explore competency-based human resource management (HRM) strategies in the digital era through a systematic literature review (SLR). From the literature analysis, it was found that digital competency development is a top priority for many organizations. Investing in continuous training and development to improve employees' digital skills is considered essential. In addition, the importance of creating a work environment that supports creativity and flexibility was highlighted, where employees are encouraged to innovate and adapt quickly to technological changes. The research also identified generational differences within the workplace as a factor influencing training and development approaches. Millennials, for example, are more responsive to technology-based and interactive learning methods, flexible and adaptive training strategies are crucial in accommodating various learning preferences, the integration of technology in HR management systems is recognized as an important step. The use of sophisticated HR management information systems can help in managing employee data, tracking competency development, and identifying training needs more efficiently. Technologies such as big data and analytics also provide deep insights into employee performance and areas for improvement. The conclusion of this study shows that competency-based HRM strategies in the digital era must be adaptive, innovative, and supported by technology. Organizations that successfully implement these strategies will be better equipped to face the challenges and take advantage of the opportunities offered by digital transformation. This research provides important insights for HR management practitioners in designing and implementing effective HR development strategies in the digital era.

Keywords: Management, HR, Technology, SLR, Digital Era.

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