Developing Human Resources (HR) Competencies to Face the Industrial Revolution 4.0: Literature Review Method

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Abstract. This research aims to identify the competencies required by Human Resources (HR) in facing the Industrial Revolution 4.0 and review effective competency development methods based on a literature review. The approach used was a systematic literature review (SLR) of 15 relevant scientific articles. The research results show that the key competencies needed include data analysis skills, understanding digital technology, technical skills, adaptability, and communication and collaboration skills. Effective competency development methods include training and workshops, project-based learning, collaboration with industry, and continuing education. The main challenges in developing competencies are rapid changes in technology, limited resources, skills gaps, and changes in work paradigms. However, there are significant opportunities that can be exploited, such as access to learning technology, innovation in learning methods, partnerships with industry, and increased career mobility for human resources. The conclusions of this research emphasize the importance of a holistic and sustainable approach in developing HR competencies to ensure readiness to face challenges and take advantage of the opportunities offered by the Industrial Revolution 4.0.

Keywords: Industrial Revolution 4.0, HR, Competency, Development, Technology.

1st Al Banjari Postgraduate International Conference:
Multidisciplinary Perspective on Sustainable Development
Banjarmasin, Indonesia: June 6th, 2024

Page 17