



Human Resources Transformation to Technology in Industry 4.0: Systematic Literature Review (SLR)

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Abstract. This research aims to analyze the impact of industrial technology transformation 4.0 on human resource development (HRD) in various sectors. Using a systematic literature study (SLR) approach, it reviewed 15 scientific articles that addressed this topic from various perspectives. The results show that the industrial era 4.0 brings significant changes in HR management, including an increased need for digital literacy, information technology skills, and adaptability to rapid change. Effective HR policies and strategies, such as continuous training and adoption of HR management technologies, prove crucial in supporting this transformation. The research emphasizes the importance of a holistic approach that includes investment in training, building an innovative culture, and using technology to improve the efficiency and effectiveness of HR management. In conclusion, companies that can effectively manage HR transformation in the context of industry 4.0 will gain a significant competitive advantage.

Keywords: HRD, transformation, industry 4.0, SLR, technology.