

Comparison of the current state of digitization in the Czech Republic and European countries and its impact on Human Resources Management

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Abstract

Purpose of the article The purpose of the paper is conducting the literature review on topic of digitalization, which is a topic related to many branches and influencing our daily life. The digitalization is an un-deniable part of Industry 4.0, which is currently a highly discussed topic and the digitalization, is one of its main streams. Another topic is the comparison of the digitalization level in Czech Republic and other European countries. All together with employees satisfaction with the involved changes with a simultaneous impact on HR management. The future trends in this are also discussed, e.g. upcoming trends and their impact on HR management.

Methodology/methods The main research method is the systematic and critical literature review, moreover the structured interview method will be employed in course of the research, whereas the chief executive officer of companies will be subjected to the interview.

Scientific aim The aim of the paper is to identify potential differences in the current advancement in the digitalization process in Czech Republic and in other European countries, moreover to evaluate the potential impact on the businesses or rather the human resources management.

Findings Several alternative approaches in understanding the digitalization process were identified by reviewing the literature, especially in the context of branch specifics. Furthermore, there is not a consensus regarding the potential impact of the digitalization process businesses, i.e. some business are perceiving this issue as an opportunity, the other as a threat.

Conclusions The digitalization process represents a current trend of the society or rather business development. Is getting more and more discussed especially in the context in the Industry 4.0 era, while the main focus in on positive and negative aspects connected to this issue.

Keywords: digitalization, Czech, Europe, human resource, employees, industry 4.0

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