

Digital Maturity and Digital Transformation in HRM: Stability vs Development

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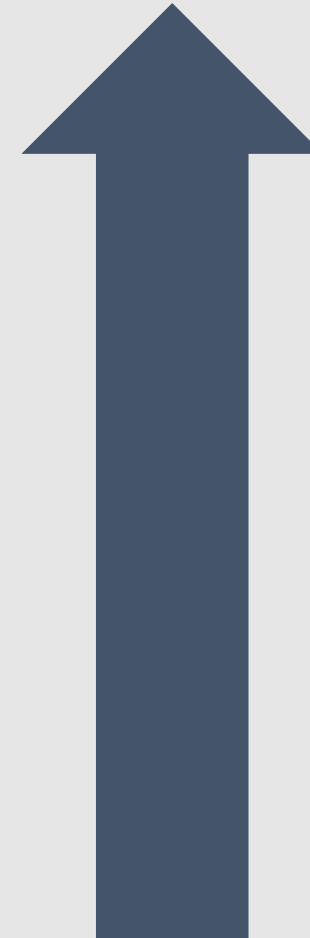


Digital maturity in HRM

Digital maturity is the extent to which an organization has adopted digital technologies and processes.

In HRM management, digital maturity means recognizing gaps among teams, departments, functions, business units and affiliates within an organization.

The most important indicators of digital maturity in HR management include focusing relentlessly on user experience when designing HR offerings, leading the organization's digital transformation, practicing teamwork and collaboration to achieve organizational goals.




The benefits of having a high level of digital maturity in HR management include retaining top performers, easy and centralized access to accurate workforce insights, and therefore resilience, empowering businesses through each stage of their digital transformation journeys.

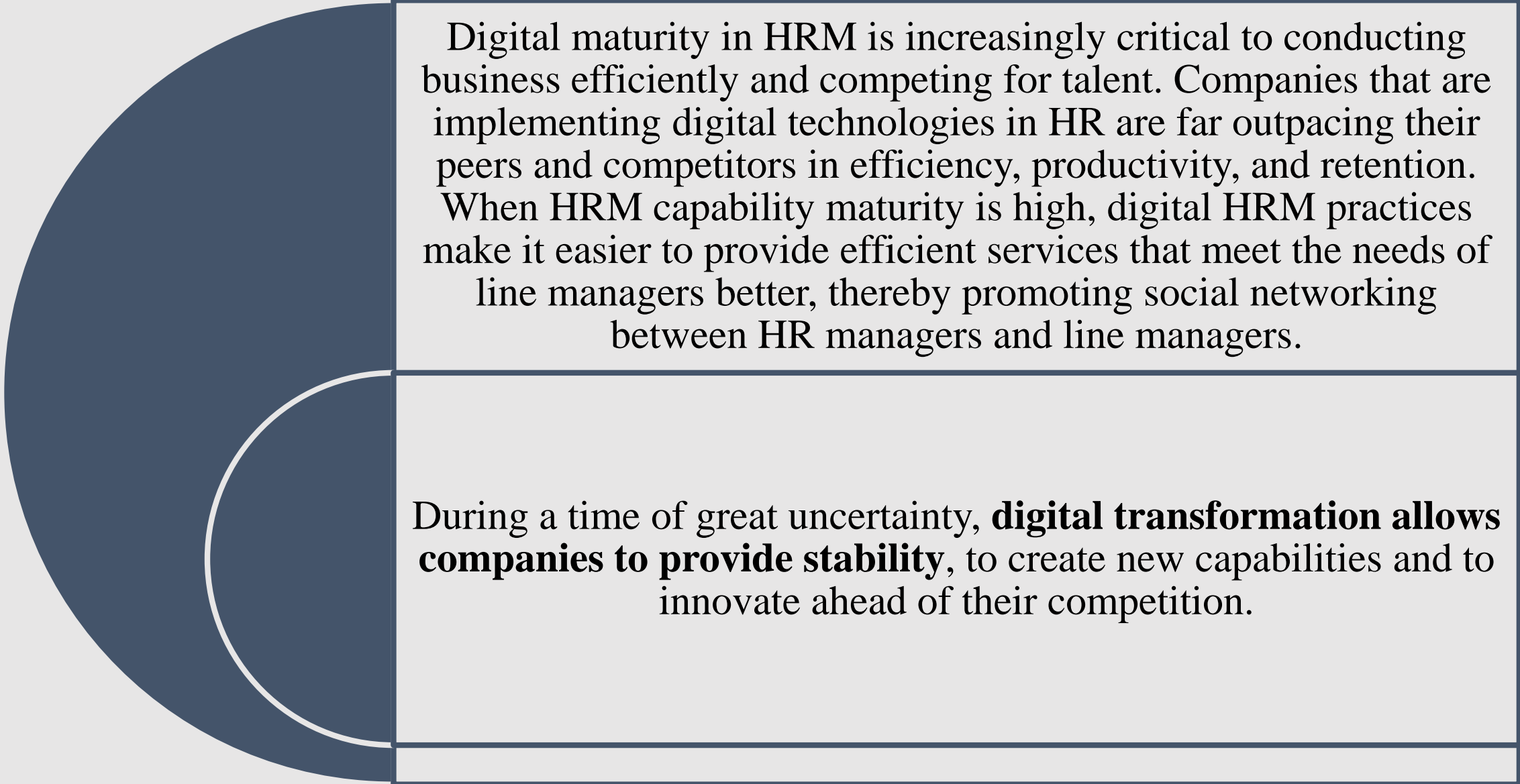
Digital transformation in HRM

Digital transformation is the process of using digital technologies to fundamentally change how an organization operates and delivers value to customers.

Digital transformation in HRM starts with HR leaders exploring new technologies, platforms, and ways of working.



Digital transformation aims to help HR management achieve its strategic goals.



Digital maturity in HRM is increasingly critical to conducting business efficiently and competing for talent. Companies that are implementing digital technologies in HR are far outpacing their peers and competitors in efficiency, productivity, and retention. When HRM capability maturity is high, digital HRM practices make it easier to provide efficient services that meet the needs of line managers better, thereby promoting social networking between HR managers and line managers.

During a time of great uncertainty, **digital transformation allows companies to provide stability**, to create new capabilities and to innovate ahead of their competition.

HRM is a strategic approach to managing a company's most valuable assets - its employees. In HRM, there is often a balance between **stability and development**. Stability refers to maintaining a consistent and reliable workforce, while development refers to investing in the growth and improvement of employees.

There are several strategies that organizations can use to improve stability in HRM. Some of these strategies include:

- **Aligning HR programs and policies with the company's business strategy:** Strategic human resource management provides a framework linking people management and development practices to long-term business goals and outcomes. It focuses on longer-term resourcing issues within the context of an organization's goals and the evolving nature of work.
- **Offering competitive salaries or wages:** Offering a wage worthy of employees' skills and experience can help improve job satisfaction and reduce turnover.
- **Providing opportunities for training and development:** Identifying employees' development needs and providing training and resources to help them improve can increase job satisfaction and retention.

Thank you for your attention!

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