

Menedžment talentov za potrebe Industrije 4.0: pregled literature

Janja Polenšek Davidovski*

Geberit proizvodnja d.o.o., Bezena 55a, 2342 Ruše, Slovenija

janja.pdavidovski@gmail.com

Maja Meško

Univerza na Primorskem, Fakulteta za management, Cankarjeva ulica 5, 6000 Koper,
Slovenija

maja.mesko@fm-kp.si

Borut Likar

Univerza na Primorskem, Fakulteta za management, Cankarjeva ulica 5, 6000 Koper,
Slovenija

borut.likar@fm-kp.si

Povzetek

Raziskovalno vprašanje (RV): Koliko je objavljenih raziskav na temo menedžmenta talentov in Industrije 4.0 od leta 2011 naprej? Kakšne spremembe prinaša Industrija 4.0 praksi menedžmenta talentov?

Namen: Namen raziskave je narediti pregled literature, t.j. znanstvenih člankov, znanstvenih prispevkov s konferenc in samostojnih prispevkov v znanstvenih monografijah, na področju menedžmenta talentov v Industriji 4.0 ter narediti klasifikacijo njihovih karakteristik.

Metoda: Za namen raziskave smo naredili sistematični pregled literature prispevkov, ki so objavljeni v bazah: Web of Science - SCI-EXPANDED, SSCI, A & HCI, CPCI-S, CPCI-SSH, BKCI-S, BKCI-SSH, ESCI, CCR- RAZŠIRJENO, in IC, Googlov učenjak in Scopus.

Rezultati: Na temo menedžmenta talentov in Industrije 4.0 od leta 2011 ni bilo objavljeno dosti prispevkov. Prispevki, ki so objavljeni obravnavajo kompetence, ki jih bodo potrebovali ključni kadri v prihodnosti, izzive izobraževalnega sistema zaradi sprememb, ki jih terja industrija 4.0 ter pomembnost talentov za organizacije prihodnosti.

Organizacija: Pregled znanstvene literature na področju menedžmenta talentov in Industrije 4.0 organizacijam daje koristne informacije za oblikovanje strategij na področju kadrovskega menedžmenta.

Družba: Talenti predstavljajo enega izmed ključnih virov razvoja Industrije 4.0. Talenti v družbi so nujni, saj ti prinašajo znanja spreminjajočem se okolju, prav tako pa tudi konkurenčne prednosti organizacijam.

Originalnost: Raziskava ponuja poglobljen vpogled o spremembah, ki jih prinaša Industrija 4.0 k praksi menedžmenta talentov.

Omejitve/nadaljnje raziskovanje: Omejitev pregleda literature je popolna odvisnost od predhodno objavljenih raziskav in razpoložljivosti le teh.

Ključne besede: menedžment, talenti, menedžment talentov, Industrija 4.0, pregled literature.

Janja Polenšek Davidovski je doktorska študentka na Fakulteti za management Univerze na Primorskem. Zaposlena je na področju kadrov, kjer se ukvarja z razvojem kadrov in njihovih potencialov, vodi ali sodeluje pri kadrovskih in drugih organizacijskih projektih. Njeni raziskovalni interesi obsegajo področja managementa talentov, zdravja na delovnem mestu, izobraževanja in tehnologije.

Maja Meško je redna profesorica managementa na Fakulteti za management Univerze na Primorskem. Doktorirala je na področju kineziologije, naslov njene doktorske disertacije je Definiranje nekaterih gibalnih sposobnosti in psiholoških značilnosti slovenskih vojaških pilotov. Njeni raziskovalni interesi obsegajo področja managementa, psihologije v managementu, zdravja na delovnem mestu ter vodenja. Sodelovala je in še sodeluje tudi pri različnih projektih. Je avtorica in soavtorica številnih znanstvenih in strokovnih člankov.

Borut Likar, doktor elektrotehniških znanosti, je redni profesor in znanstveni svétnik na Fakulteti za management. Njegova raziskovalna področja so management ustvarjalnosti, R&D, inovativnosti in tehnologij; tako v povezavi z gospodarstvom kot s šolskim sistemom. Je avtor številnih izvirnih znanstvenih in strokovnih del ter mnogih patentov in tržno uspešnih inovacij. V svoji bibliografiji ima več kot 700 zapisov. Je prejemnik več domačih in mednarodnih nagrad za svoje delo, tako s področja raziskovalnega dela kot konkretnih inovacij. Aktiven je tudi kot ocenjevalec projektov EU, vabljen predavatelj, recenzent znanstvenih publikacij in urednik mednarodnih znanstvenih konferenc in publikacij. Med vrsto vabljenih predavanj so bila še posebno odmevna tista na sedežu Organizacije združenih narodov v Ženevi in kar v dve v Evropskem parlamentu. Je tudi amaterski fotograf, pri čemer ga zanimajo predvsem ustvarjalni pristopi, in pisec aforizmov.

Talent Management for Industry 4.0: A Literature Review

Janja Polenšek Davidovski*

Geberit, Bezena 55a, 2342 Ruše, Slovenija

janja.polensek.davidovski@geberit

Maja Meško

Univerza na Primorskem, Fakulteta za management, Cankarjeva ulica 5, 6000 Koper,
Slovenia

maja.mesko@fm-kp.si

Borut Likar

Univerza na Primorskem, Fakulteta za management, Cankarjeva ulica 5, 6000 Koper,
Slovenija

borut.likar@fm-kp.si

Abstract

Research Question (RQ): How much research has been published on Talent Management and Industry 4.0, since the concept first appeared in 2011? What changes does the Industry 4.0 talent management practice bring?

Purpose: The purpose of the research is conducting a literature review, i.e. scientific articles, scientific conference papers and chapters in scientific monographs, in the field of talent management in Industry 4.0, and making a classification of their characteristics.

Method: For the purpose of the study we did a systemic literature review of contributions published on Web of Science: SCI-EXPANDED, SSCI, A&H, HCI, CPCI-S, CPCI-SSH, BKCI-S, BKCI-SSH, ESCI, CCR-EXPANDED, and IC, Google Scholar, and Scopus database.

Results: Not a lot of contributions have been published on talent management and Industry 4.0 since 2011. The articles published address the competencies that key personnel will need in the future, the challenges of the education system because of the changes required by Industry 4.0, and the importance of talent for organizations of the future.

Organization: A review of the scientific literature in the field of talent management and Industry 4.0 provides organizations with useful information to develop HR strategies.

Society: Talents represent one of the key sources of Industry 4.0 development. Talents in society are essential, as they bring knowledge to a changing environment, as well as competitive advantages for organizations.

Originality: The survey provides an in-depth insight into the changes that Industry 4.0 brings to the talent management practice.

Limitations / further research: The limitations of a literature review of this nature is the complete reliance on previously published research and the availability of these studies.

Keywords: management, talents, talent management, Industry 4.0, literature review.

Janja Polenšek Davidovski is a doctoral student at the Faculty of Management, University of Primorska. She is employed in the field of human resources, where she deals with the development of human resources and their potentials, leads or participates in human resources and other organizational projects. Her research interests cover the areas of talent management, workplace health, education, and technology.

Maja Meško is a full professor of management at the Faculty of Management, University of Primorska. She received PhD in kinesiology, the title of her doctoral dissertation is Defining certain motor abilities and psychological characteristics of the Slovenian military pilots. Her research interests include the areas of

management, psychology in management, occupational health and management. She has also participated in various projects. She authored or co-authored various scientific papers published in professional and academic journals.

Borut Likar is a Full Professor and a research counsellor at the UP FM. He achieved his PhD at the Faculty of Electrical Engineering, University of Ljubljana. He is mainly focused on management of innovation processes, R&D, technology and technology transfer in business organisations as well as in educational system. He is the author of hundreds of scientific, expert and other publications (more than 700 bibliographic units), initiator of several international projects and the author of patents, models and copyright works - many proved to be extremely marketable. He is an innovator and a recipient of many national and international awards for his innovations and research work. Among numerous lectures he has given, the talks at the United Nations' headquarters in Geneva and at the European Parliament in Brussel were met with a particularly wide response. Likar is also the amateur photographer, where he is particularly interested in creative and innovative approaches to photography. He also engages in writing aphorisms, which were published internationally.
