

Main directions of digital business transformations in the context of enterprise personnel development

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Defining the problem in modern conditions

Digital transformation emerges as a key factor in ensuring the sustainability of enterprises and the development of their personnel

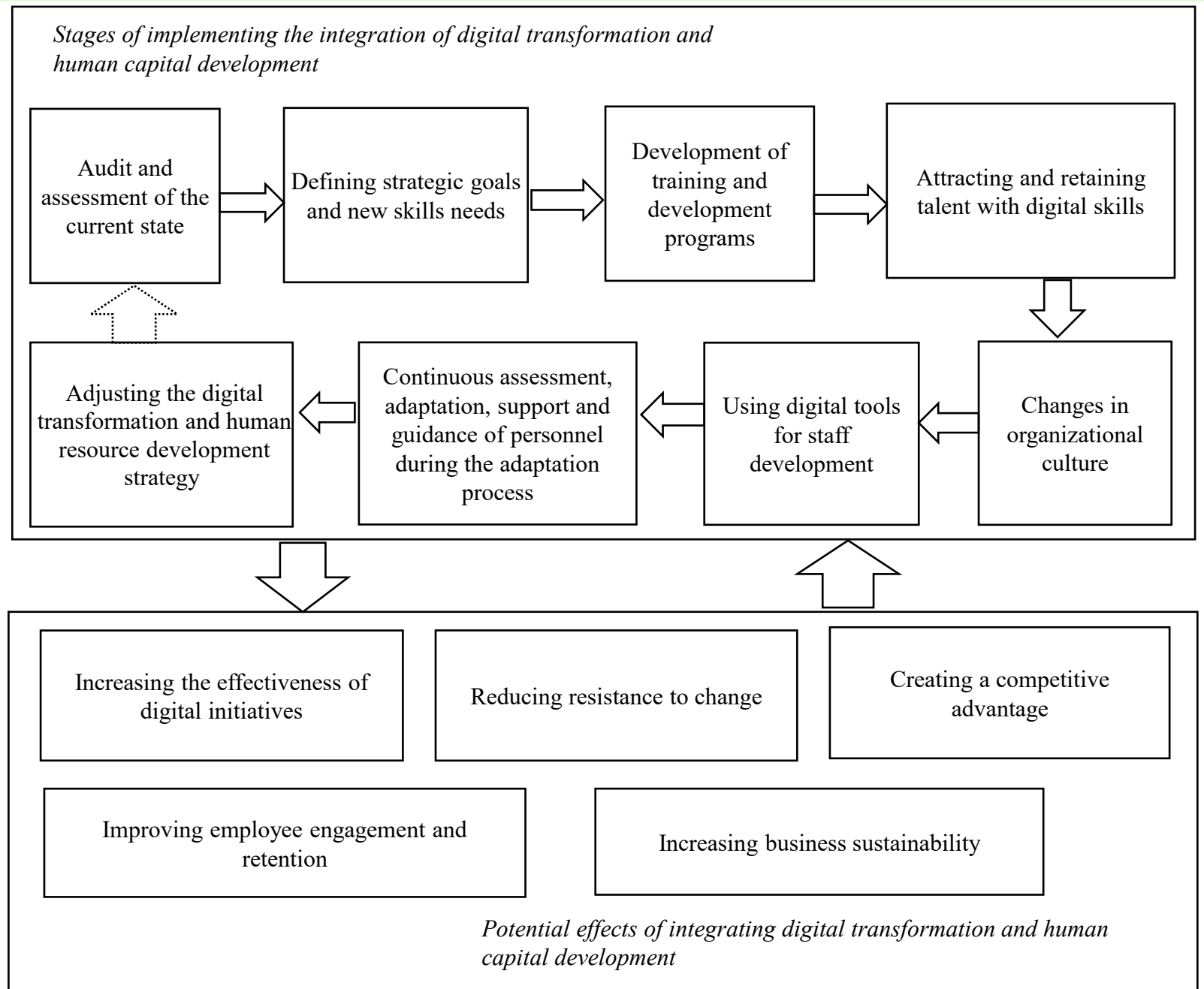


The success of digital transformation directly depends on the readiness and competence of personnel

Directions of digital
business transformation
under martial law in the
context of personnel
development

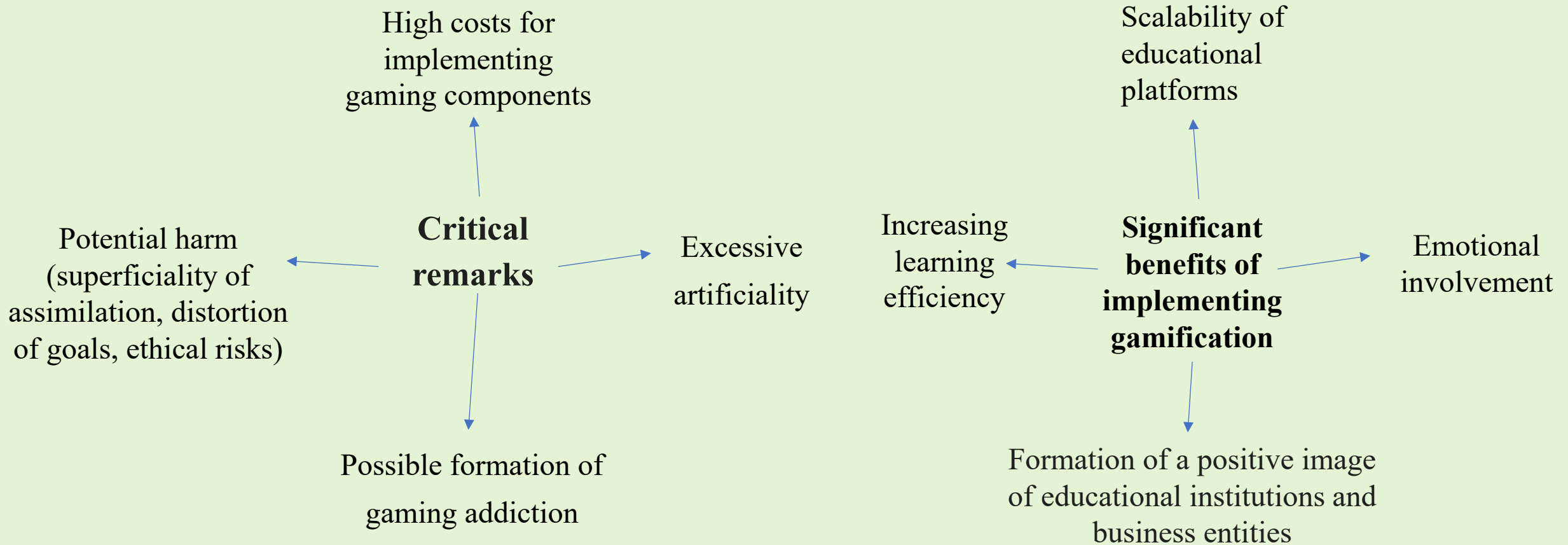
Direction of digital transformation	Environmental impact	Advantages of use	Disadvantages of use
Implementing remote work	Forced displacement of workers, danger of office work	Flexibility, job security, personnel safety	Communication problems, need for digital literacy
Digital learning and development	The need for new skills, a rapidly changing labor market	Access to education from anywhere, quick knowledge update	The need for technical support, reduced motivation
Using cloud services	Risk of loss of physical infrastructure	Flexible data access, business process continuity	Security risks, internet addiction
Automation of HR processes	Staff reductions, resource constraints	Increased efficiency, speed of employee adaptation	De-individualization of the approach, the risk of losing the "human face" of HR
Personal data analytics	The need for resource optimization and quick solutions	Forecasting personnel needs, individual development plans	Confidentiality issues, technical difficulties in processing personnel data

Stages of implementation and potential effects of integrating digital transformation and human capital development of an enterprise

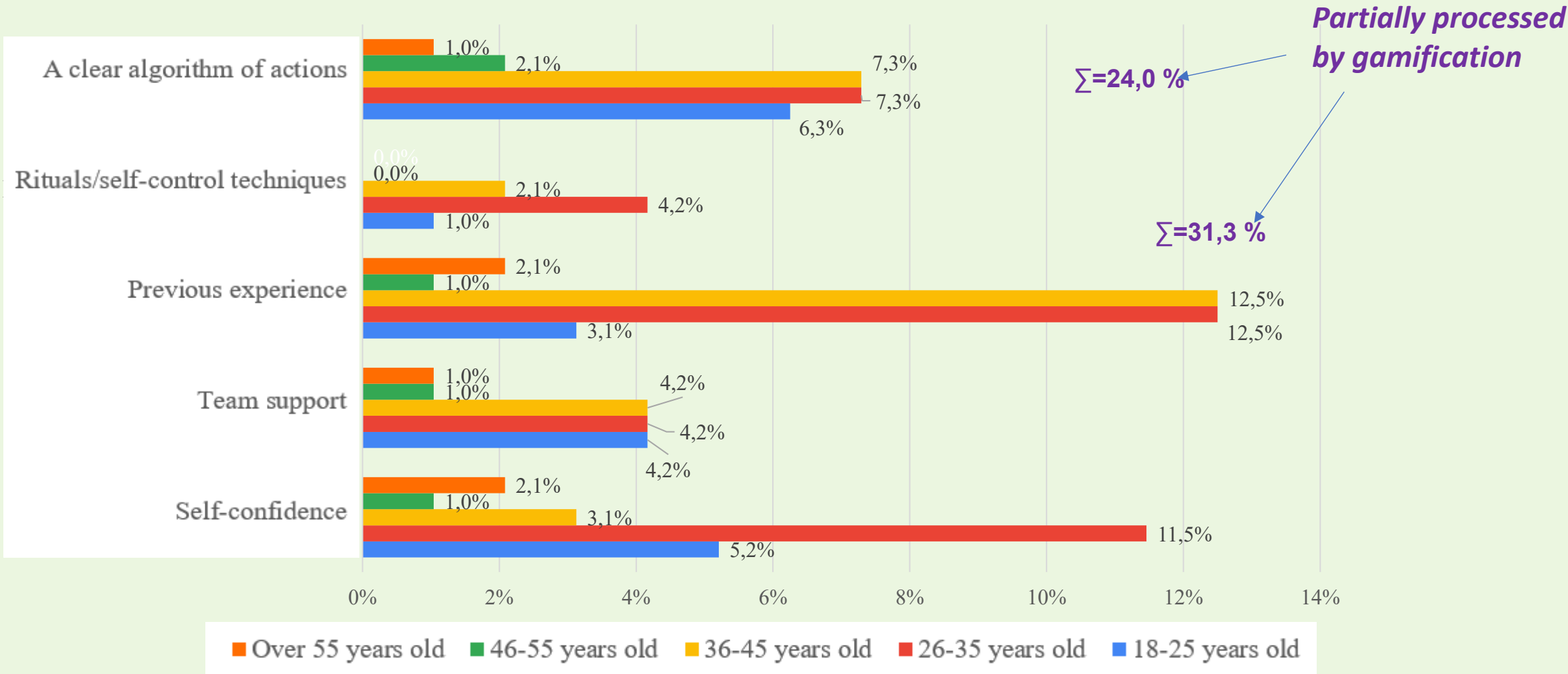


On the role of gamification in ensuring the quality of business education and corporate training

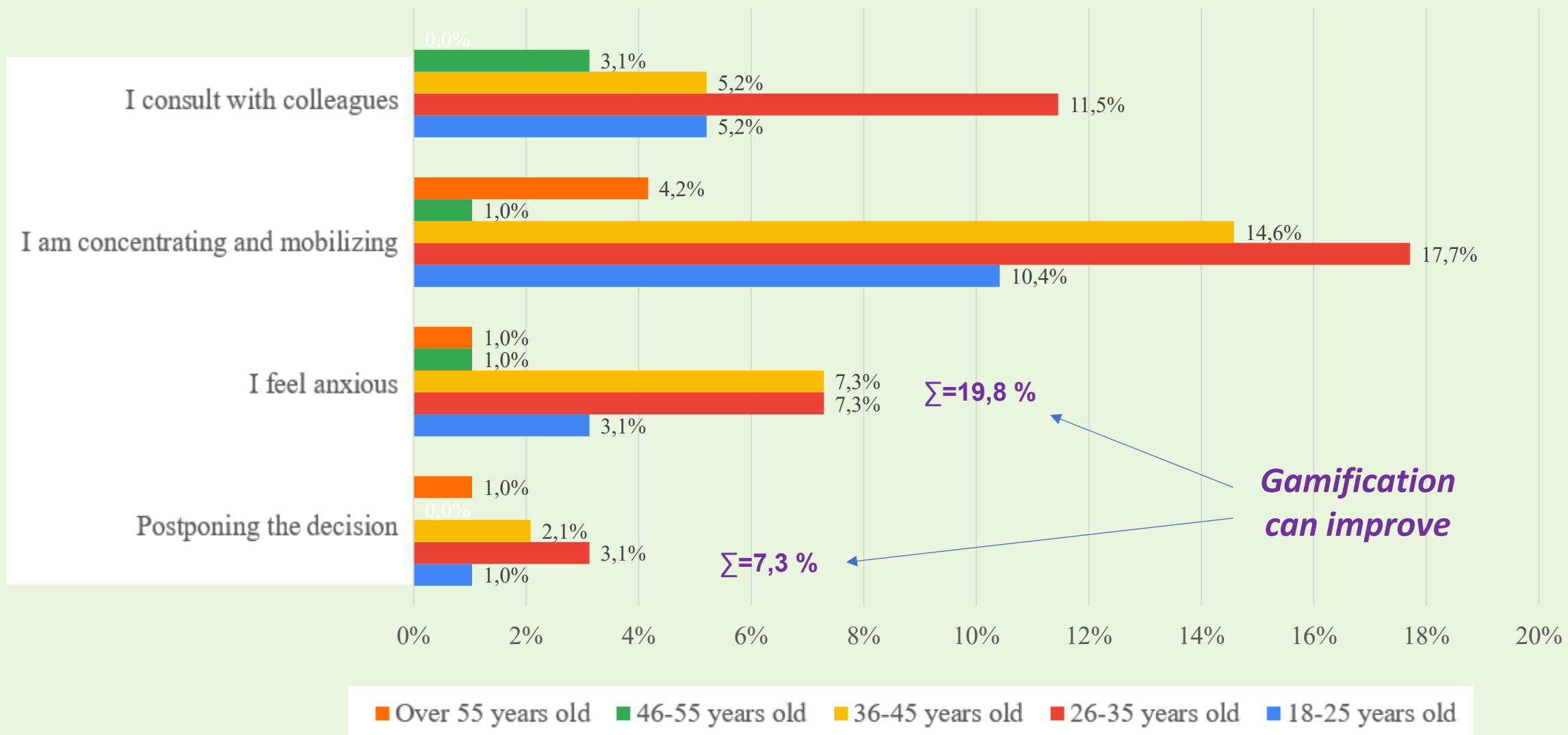
As of today, **gamification has a mixed reaction** in the professional environment.



Survey on the experience of making emergency decisions at the enterprise in conditions of uncertainty (sample of 96 employees of IT enterprises)



What helps you stay focused at work under stress?



When you face uncertainty, how do you react?