

JOB DESIGN AND NEW REQUIREMENTS FOR HUMAN RESOURCES²

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Abstract: Changes have taken place in the professional life of society, which are gaining more and more speed. They concern changes in the requirements for the soft and hard skills of employees. Let's not forget the application of artificial intelligence, for making managerial business decisions and optimizing processes. Organizations operate in a rapidly changing environment in which technological advantages, management and knowledge transfer are at the core of competitive advantage. Organizations need people with adequate and sufficient skills to work in this context. Undoubtedly imposed by the development of technology and the transformation of needs, job positions in various economic sectors will disappear, and new professions of the future will appear on the labor market. In order to maintain the competitiveness of organizations, not only executive but also managerial work must be prepared for the future requirements of the position.

Keywords: Human Resources, Job Design, Artificial Intelligence.

JEL Codes: M12, M50, J23, J24

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