

# Digital transformation and social sustainability: An employee-centered view on digital transformation

- Digital transformation is considered as a continuous change process that starts from the business model and affects all organizational levels (Gimpel and Röglinger, 2017).
- Existing research mostly focuses on either technical or organizational challenges associated with this change process. However, the individuals and social structures of organizations are mostly not considered in existing research.
- Although digitalization promises increasing automation, the employees' responsibility increases in the context of this transformation process. The adaptability, creativity and skills of employees are becoming precious resources in the context of competition in the digital world.
- Therefore, social sustainability obtains a new meaning in this intra-organizational context. For instance, companies set up Digital Academies to further develop the (digital) skills and strengths of the employee as part of the transformation process.
- Especially for employers, this raises the question of how employees can be involved in the context of digital transformation and how existing strengths and capabilities can be further developed.



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## Forschungsfrage

- How can organizations shape their digital transformation to be socially sustainable for employees?

## Beispielhaftes Vorgehen / Literatur

- Literature research on existing approaches
- Elaboration of best practices
- If necessary, manifestation of the results in an artifact (framework, etc.)
- Evaluation of the results with practitioners

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