

Technical Resources as Enablers for The Digital Transformation

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Abstract

Human Resources Management research has primarily viewed digital technologies as skills requirements and stressors. However, recent studies show that digital technologies positively influence and even increase employees' well-being. Viewing digital technologies as a resource for digital transformation is part of the research field of Positive Technology. This emerging field of research combines Positive Psychology with Human-Machine Interaction Research and gives new impulses for the digital transformation design of human resources management.

This research uses an exploratory literature review to discuss the construct of technical resources and describes the factors that help employees master digital transformation. The research question is about which technical factors contribute to employees mastering the digital transformation. The innovative aspect of the research is that digital accessibility factors are explicitly included as a resource dimension so that vulnerable employee groups, such as people with disabilities, can also increase their well-being through digital technologies. As a result, we present the technical resource construct with six sub-dimensions. The research is innovative because the resource perspective offers new opportunities to increase the accessibility and effectiveness of digital technologies. The article contributes to a digital, inclusive transformation design.

Keywords: digital transformation, technical resources, digital well-being, human resources management, digital inclusion