Adaptation of the human resource management system of a large company to the new technological conditions of the industrial revolution «Industry 4.0»

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Abstract
The article examines aspects of the functioning of human resource management systems of large industrial enterprises in the context of digitalization. ***The purpose*** of the article is a comprehensive review of the current problems of adapting the human resource management system of a large company to the new technological conditions of the industrial revolution «Industry 4.0». ***Research results***. The article reveals the transformational aspects of production and management in the new technological order, identifies the impact of digitalization at «Industry 4.0» enterprises on the transformation of corporate HR management. Based on observations, analysis of internal management reports, as well as interviews with managers, the experience of 20 Russian industrial enterprises on the transfer of production (workshops, sites) to the concept of «Industry 4.0» is analyzed, and the results of the analysis indicate the contours of the updated human resource management system at the largest industrial enterprises that are switching to the concept of «Industry 4.0». ***Conclusions.*** Digitalization of large industrial enterprises has a dual impact on the human resource management system, to a certain extent contributing to its more professional functioning, but, meanwhile, actualizing existing and generating new HR risks. Recommendations are proposed for implementation on adapting human resource management systems of large industrial enterprises to the conditions of Industry 4.0.

Keywords: *digital technologies, human resource management, Industry 4.0, digitalization, industrial revolution, large companies, artificial intelligence*

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