



FRAMEWORK PROGRAMME OF EARLY STAGE RESEARCHER TRAINING¹

1. BASIC DATA

Mentor's name and surname	Prof. dr. Polona Sprajc	Mentor's register number at <u>ARIS</u> (<u>SICRIS</u>):	22299
Mentor's e-mail:	Polona.sprajc@um.si	Mentor's tel. no.:	040802222
Research programme (RP) leader's name and surname:	Prof. dr. Andreja Pucihar	RP leader's register number at <u>ARIS</u> (<u>SICRIS</u>):	16437
Title of research programme:	Decision support systems in digital business	RP's Register number at <u>ARIS</u> (<u>SICRIS</u>):	P5-0018
Research organisation (RO) of University of Maribor, where training shall be conducted:	Faculty of organizational sciences	RO Register number at <u>ARIS</u> (<u>SICRIS</u>):	0552-0586
Research field according to <u>ARIS classification</u> :	Administrative and organisational sciences	Research field according to Ortelius classification (<u>EURAXESS</u>)	13.30

2. DEFINITION OF RESEARCH PROBLEM AND GOALS OF DOCTORAL RESEARCH²

Starting point of research task of the early stage researcher and its position in the research programme, where the mentor is included, work hypothesis, research goals and foreseen result with emphasis on an original contribution to science:

Organisations, regardless of their type of activity, are increasingly under the scrutiny of society in terms of the trends that affect them, from green and sustainable development to developments in the use of digital technologies and artificial intelligence. The starting point of the young researcher's research thesis is related to the field of studying the role of digital and AI competences in a strategic business function - human resource management. It is thus also appropriately placed in the research programme of the intended mentor, namely - Decision Support Systems in Digital Business.

¹ Term early stage researcher (ESR) is written in male form and used as neutral for women and men.

² Research and study programme of training have to harmonise with contents of the research programme, where the mentor is a member.

The intended working thesis of the research thesis is: "We assume that the job-specific competences of HR managers for the use of digital technologies and artificial intelligence have a positive impact on the development of the HR function of organisations".

The intended research objectives are as follows:

- To identify the job-specific competences of HR managers, taking into account current and future trends.
- Identification of HR managers' competences for the use of digital technologies.
- The level of development of HR managers' digital competences.
- The level of development of HR managers' competences for the use of digital technologies and the use of artificial intelligence in the HR function.
- Formulation of proposals/outcomes for the development of organisations based on the promotion of the development of digital competences and artificial intelligence in HR.

The expected results as a contribution to science are focused on the elaboration of a model for the assessment of digital competences of HR managers and recommendations for their development.

The competence of HR managers to use digital technologies and artificial intelligence in the HR function is an orientation that HR management as a strategic function in the organisation should follow. As such, it is an important part of developing and tracking progress in the light of environmental change. We aim to present the field of HRM in the light of current trends in relation to the competences of HR managers. Last but not least, the development of organisational sciences focuses, among other things, on the management of environmental trends and indicators in relation to individual HR functions, which are the foundation of the item - the organisation is the people.

3. STUDY PROGRAMME

Foreseen study programme, to which early stage researcher shall be enrolled in academic year 2024/2025:

Organization and management of human resource and educational systems

4. DESCRIPTION OF WORK AND TASKS

Research and scientific work in the field of organisational sciences, analysis of the HR field with a focus on the competences of the HR manager. Research in the field of human resources in relation to digital technologies and artificial intelligence. Research on job-specific competences of HR managers related to the use of digital technologies, artificial intelligence. Research in selected organisations, mainly in Slovenia. Carrying out study obligations at the doctoral level. Taking care of the transfer of scientific research results into practice. Carrying out other tasks as directed by the supervisor.

5. REQUESTED LEVEL OF EDUCATION

VII/2

6. REQUESTED FIELD OF EDUCATION

Business, organization & management

7. KLASIUS SRV

17003

8. KLASIUS P

04

9. REQUESTED KNOWLEDGE

Bologna Master's degree, English language

10. REQUESTED SPECIAL REQUIREMENTS

In accordance with the call.

11. REQUESTED LANGUAGES

English language.

12. REQUESTED WORK EXPERIENCE

In accordance with the call.

13. FORESEEN POSTDOCTORAL TRAINING

No.

Mentor's signature:

Polona Šprajc
Digitalno podpisal
Polona Šprajc
Datum: 2024.02.23
07:05:14 +01'00'

Research programme leader's signature:

ANDREJA PUCIHAR
Digitalno podpisal ANDREJA PUCIHAR
Datum: 2024.02.23 08:42:54 +01'00'

Name and surname of Dean or
authorised person³:

Prof. dr. Iztok Podbregar

Signature of dean or authorised person:

Iztok Podbregar
Digitally signed
by: Iztok Podbregar
Date: 2024.02.23
14:09:11 +01'00'

³ The training program is signed by the dean of the member where the ESR's employment and training will take place.

Place and date:

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vnesti besedilo.

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