Disruptive human resource management technologies: a systematic literature review

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Abstract

Purpose – The disruptive human resource management (HRM) technologies are now considered a significant facilitator to change and benefit the entire HRM landscape. This view needs to be further verified by reviewing the knowledge on the subject in the empirical research landscape. Thus, the study's objectives were to find (1) the current knowledge and (2) the areas where empirical research is lacking in disruptive HRM technologies.

Design/methodology/approach – The article is a literature review that was followed by the systematic literature review and the preferred reporting items for systematic reviews and meta-analyses (PRISMA). The review considered 45 articles published during the 2008–2021 period extracted from the Scopus database, and bibliometric analysis was performed to achieve the research objectives.

Findings – The results found that scholarly attention has been given to electronic HRM (E-HRM) rather than the disruptive HRM technologies. The areas investigated include the determinants of intention, adoptions and use of E-HRM and the outcomes of E-HRM adoptions and use. These outcomes can be further divided into general outcomes and HRM outcomes.

Research limitations/implications – The findings reveal gaps in E-HRM research and disruptive HRM technologies remain untapped in the empirical research landscape. Hence, the study findings provide some implications for future research and applications.

Originality/value – The study found empirically proven determinants of E-HRM intention, adoptions and use and E-HRM adoptions and use outcomes. These were found in the studies conducted during the 2008–2021 period.

Keywords Disruptive human resource management technologies, Systematic literature review, PRISMA

Paper type Research paper

1. Introduction

Disruptive technologies involve continuously creating new technologies (Aghion and Howitt, 1990) by constantly destroying existing ones (Buhalis *et al.*, 2019; Rodriguez, 2016). Current disruptive technologies include Artificial Intelligence (AI), Robotics, Internet of Things (IoT), Autonomous Vehicles, 3D Printing, Nanotechnology, Biotechnology, Materials Science, Energy Storage and Quantum Computing (Schwab, 2016). These are treated as powerful driving forces for business activities (Gupta and Saxena, 2012), and they have significantly changed the ways of doing business. Practitioners believed they could affect billions of consumers, millions of workers, and trillions of economic activities across industries (Manyika, 2017; Schwab, 2016).