


Chapter 15

Strategic Human Resource Innovations for Sustainable Organizational Futures

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ABSTRACT

This chapter explores the transformative role of strategic human resource (HR) innovation in enabling sustainable and ethically grounded organizational futures in the context of the e-economy. As digital disruption, labor market volatility, and rising stakeholder expectations redefine the nature of work, HR must evolve from a transactional function to a strategic partner in foresight, adaptability, and moral leadership. The chapter presents an integrated framework built on three interdependent pillars: scenario planning, resilience-building, and ethical innovation. Scenario planning provides the HR with the tools to predict disruptions in its workforce and then create flexible talent planning. Resilience-building bolsters organizational and human capability to respond to change using nimble structures and collective leadership and well-being cultures. Ethical innovation safeguards the new HR technologies and practices, matching them to the ideas of fairness, transparency, and accountability to the stakeholders.

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1. INTRODUCTION

In an era marked by relentless technological advancement, evolving work paradigms, and mounting ecological and societal pressures, organizations are increasingly compelled to rethink their internal structures, capabilities, and strategic orientations. Human resource (HR) may prove to be the most important lever in this transformation as it is a field traditionally considered as support, and one which is on its way to becoming a strategic warrior of resilient and ethically attuned future. With the never-ending evolution and turmoil of the digital economy, the ability of the HR department to foresee change, instill flexibility, and instill considerations of ethical futurism is more critical than ever (Budhwar et al. 2023).

The emergence of the e-economy has radically transformed the basis of why, where and how people work. Powered by the technologies including artificial intelligence (AI) and machine learning, blockchain and online platforms, modern organizations encounters a high rate of shifting talent requirements and business model. The working environment has shifted to the virtual, hybrid and globalized workspace; employment relationships are now becoming more transactional and fluid and the very parameters of productivity, engagement and well-being are increasingly being debated and re-written. Such changes present an unprecedented challenge as well as opportunities to the HR department (Madanchian et al. 2023).

Within this environment, a conservative HR approach based fundamentally on compliance, cost-cutting and hoarding talent is inadequate to respond to the multifaceted needs of future-ready organizations. Instead, what is needed is a move towards strategic HR innovation: a form of people management that is more active, integrated and values driven that aligns people management with long-term organizational response and societal roles. A strategy like this should go beyond reactive policy work and aspire to engineer organizational cultures and systems that can succeed in the environment of uncertainty, ambiguity and quick changes (Votto et al. 2021).

This chapter discusses this transformative agenda through consideration of three convergent pillars namely: scenario planning, building resilience, and ethical innovation. Such dimensions are not the technical proficiencies only, but fundamental orientations which can allow HR to transform its operational excellence to strategic eye sights and ethical stewardship. Scenario planning also provides the HR with the capabilities to plot various futures, determine new emerging skillset and develop adaptive talent strategies. Resilience-building is one of the key solutions to organizational resilience as well as human thriving through psychological safety, flexibility, and responsiveness to systems. And, lastly, ethical innovation points to the significance of the trust, justice, and accountability of stakeholders in HR practices as digital tools become more and more primary mediators of the process of applying, assessment, engagement, etc.

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