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**Shirokovskikh Sergey A.**,  
Ph.D. in Economics,  
Associate Professor of the Department of Economics and Management,  
Institute of Social Sciences,  
Moscow, Russian Federation.

## COVID-19

### TRENDS IN THE DEVELOPMENT OF A HUMAN RESOURCE MANAGEMENT SYSTEM FOR A LARGE INDUSTRIAL COMPANY IN THE CONTEXT OF THE DIGITAL ECONOMY AND THE BIG CHALLENGES OF THE COVID-19 CORONAVIRUS PANDEMIC

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4.0, COVID-19.

**Relevance.** The author in the article examines the current trends in the development of the human resource management system of a large industrial company in the digital economy and the big challenges of the COVID-19 coronavirus infection pandemic, and also examines aspects of HR management transformation in the system of urgent challenges and problems of the functioning of large industrial enterprises.

**Results.** The article reveals aspects of the impact of the COVID-19 pandemic on organizational and managerial relations in the use and development of human resources. The issues of transformation of HR-management at large industrial enterprises are considered. Digitization has been investigated as a source of adaptive development of human resource management systems for large industrial enterprises in the context of the COVID-19 pandemic.

**Conclusions.** It has been substantiated that despite numerous risks, digital technologies are able to solve the problem of adaptive human resource management in non-standard situations, including those of a long-term nature. To successfully implement adaptive transformations, it is necessary to formulate contingency plans and ensure continuous improvement of digital HR management technologies under normal conditions. The use of digital human resource management tools requires increased attention to the identification and prevention of risks, both technological and HR. In the context of the release of personnel due to the performance of functions by cyber-physical systems, it is recommended to expand the number of employees trained as operators and controllers of digital systems and platforms, including to ensure uninterrupted highly qualified management of digital equipment in such frequent crisis situations of an unforeseen nature.

*Keywords:* digital technologies, human resource management, HR-digital, digitalization, Industry 4.0, large companies, the COVID-19 coronavirus infection pandemic.

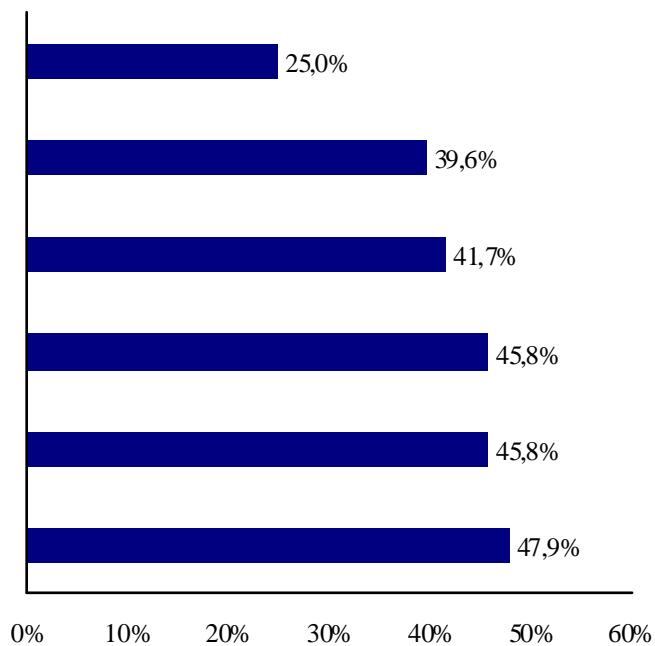
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