

The Effects of Digital Transformations and the Impact on Employment in Europe and in the Republic of Croatia

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Abstract

Digital transformation involves changing and transforming the business model and adapting the company to market changes using different digital technologies. For companies to survive in the market and become competitive, it is necessary to adapt to the process of digital transformation that can be viewed as a change in all aspects of human life caused by digital technology. Nowadays, in the context of digital transformation, we can talk about the application of robots, artificial intelligence, 3D printing, drones, or so-called "industry 4.0". The concept of Industry 4.0 requires digital transformation and networking of all functions inside and outside of the factory, where robots are used instead of workers in production lines. The development of robotization comes in all spheres of human life and is increasingly paying attention to their development, research and appliance. Robotization has an increasing impact on employment, so accordingly there is a need for new jobs, while today's professions go to oblivion. Robots use sensory and control systems and artificial intelligence that leads them to independence in decision-making and work. Replacing workers in jobs that don't seek creativity, other than routine work. Considering that the labor market will be significantly altered, the impact and automatization will be significantly different from sector to sector.

Keywords: digital transformation, industry 4.0, robotization, labor market