
The path toward a human-centric digital transformation. What the learning capacity of organisations can do for jobs' skills matching

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Résumé

This study examines technological transformation through the relationship between knowledge inputs and innovation, focusing on R&D, digital technologies, and the *Learning capacity of the organisation*. The aim is to identify Industry 5.0 strategies linked to a human-centric approach, particularly skills matching and job satisfaction. Combining data from ECS 2019 and ESJS 2021, the analysis reveals that digital technologies and the *Learning capacity of the organisation* drive enterprise innovation. However, digital technologies prove disruptive, leading to skills underutilisation. In contrast, investments in the *Learning capacity of the organisation* promote organisational innovation and better skills utilisation. Employees in industries with higher investments in the *Learning capacity of the organisation* report greater satisfaction with their job's match and more adequate use of their skills. This research highlights the crucial importance of the *Learning capacity of the organisation* in Industry 5.0 strategies, contributing to both innovation and employee empowerment, thus complementing investments in Industry 4.0 technologies.

Mots-Clés: Technological transformation, digital technologies, learning capacity, innovation, industry 5.0, human centricity, skills

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