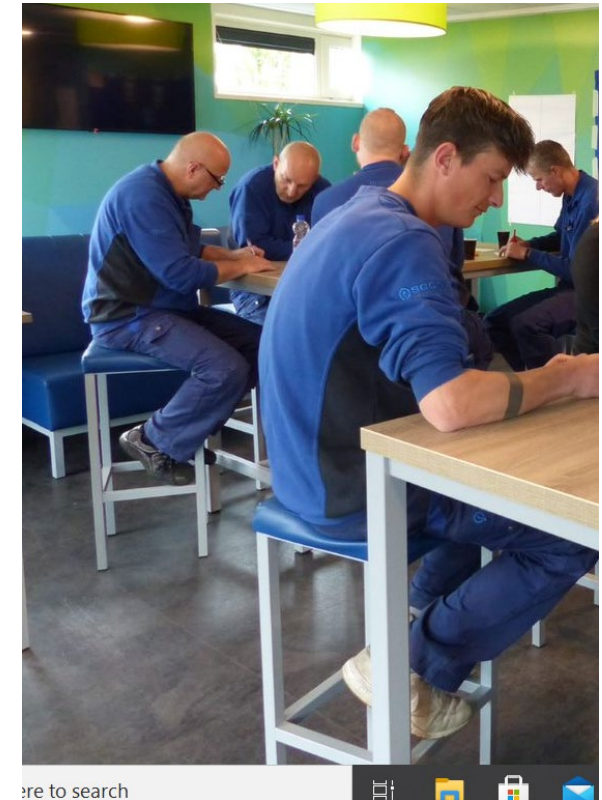




Growin 4.0 Train the Trainer Horssens

HR4.0 Tool

Marike Peterzon, 6 April 2022



re to search





This Training:

- Background of the tool
- HRM4.0 tool – general
- HRM4.0 tool – the questions
- The Report
- Questions



Background: WP5 Training, Education, Recruitment

- Barrier Industry 4.0: Workforce – shortage of people with the right skills, but also with the right attitude: change agents
- Employees have to deal with New Technology, with New Business Models and Rapid Changes.





Background: Deskstudy - barriers

Digitization of factories will change jobs –
need for new knowledge, skills, attitude

Gap between current and future needed
skills

Shortage of labor with the right skills and
knowledge

Education system: focus more on
retraining of existing workforce

Need to implement Industry4.0 topics in
curriculum



Background: HRM 4.0

SME's are aware of the importance of human resources for the transition to Industry4.0/digitization

They need insight into the competencies they have in their company (current)

And relate this to Industry4.0 skills (future)

There may be a gap between current skills in the company and future needed skills



HRM4.0 tool

- Hrm tool maps this gap in an accessible way
- Employees fill in a questionnaire.
- Based on this, current situation mapped out and the future situation
- And you can relate this to the degree of digitization of the company.
- The company receives a report about this
- That can serve as a starting point, point of discussion for further development.



HRM4.0 Tool - Based on research

We based the tool on research into Industry4.0 competences

A lot of research is done on this topic, for example, World economic forum, consultancy agencies, interest groups

We have incorporated the competencies that emerged in these studies into the tool's questionnaire

We have added additional questions about employee expectations





HRM4.0 Tool - How it works:

- USE BROWSER GOOGLE CHROME
- You can register via the GrowIn website, the link in the folder or the QR code.
- As a company, you request a link that you can send to employees You also indicate a deadline – until that moment answers will be processed in the report
- After the deadline you will receive a report That can serve as a starting point, point of discussion for further development

HRM Industry 4.0 Tool



This tool provides an impression of Industry4.0 competences in your company. After registration you receive a link for a survey. You can send this link to your employees. After the enddate the survey will close and a report will be sent to you.

Sign up

Organisation name:

Hanze UAS

Contact email address:

m.d.peterzon@pl.hanze.nl

Survey language:

☒ English ☐ Dansk ☐ Deutsch ☐ Nederlands

Survey closing date:

Respondents should fill out the survey before this date.

2022-04-13



Submit



EUROPEAN UNION





↩ Beantwoorden | ▼  Verwijderen  Ongewenste e-mail Afzender blokkeren ...

HRM Industry 4.0 Survey



Bericht vertalen naar het Nederlands | Engels nooit vertalen



GrowIn4.0 Project

Ma 4-4-2022 16:05

Aan: Peterzon MD, Marike

Dear reader,

Please use the link below to access the survey, you can sent this link to your employees to fill in:

<https://hrmtool.growin4.northsearegion.eu/surveys/624afb2f669c2>

Kind regards,

Marike Peterzon GrowIn4.0



Beantwoorden

Doorsturen



The Questions

The questionnaire has the following structure:

- First, you are asked about the type of job that you have.
- This is then further specified to functions.
- Then a list of qualifications for these functions is mentioned and you are asked to indicate whether you have these qualifications (current) and to what extent you think these qualifications will become more important in the future.
- Then there is a list for general skills (that is asked of everyone) and there too there is a difference between current and future.



Questions 2

- The required competencies are related to the degree of digitization of the company. There is also included a question about the phase the company is in when it comes to digitization
- Furthermore, a question is included in which people can express their expectations about the extent to which they think their job will change in the future period.



GrowIn 4.0 | HRM Industry 4.0 Tool

What influence does Industry4.0 have on the work in your organization? Your employer wants to gain insight into this with this short questionnaire. The data is anonymous and used only for the company and research purposes.

Hanze UAS

1. What is the name of your organisation?

GrowIn HRM4.0 tool



GrowIn 4.0 | HRM Industry 4.0 Tool

What influence does Industry4.0 have on the work in your organization? Your employer wants to gain insight into this with this short questionnaire. The data is anonymous and used only for the company and research purposes.

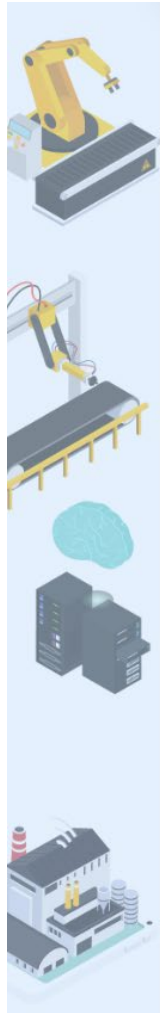
Hanze UAS

1. What is the name of your organisation?

Northern Digital

2. What kind of work do you do in your organisation?

- ☐ My job has mainly to do with IT (Information Systems, Data, Programming,..)
- ☒ My job has mainly to do with Production (Product Technician, Automation Technician, Manufacturing Engineer,..)
- ☐ My job has mainly to do with Management (Overall Management, Quality Management, Project Management, ..)
- ☐ None of these options

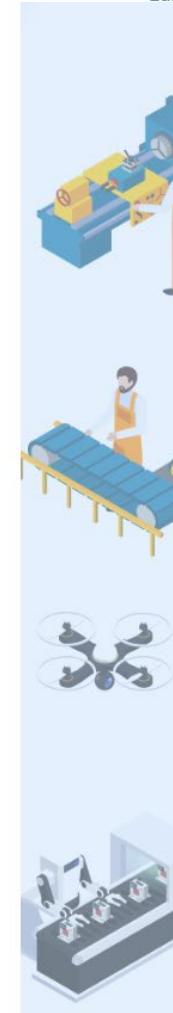


3. Your job has merely to do with production. Which job profile fits the most with your current job?

- ☐ Electronics Technician
- ☒ Automation Technician
- ☐ Production Technician
- ☐ Manufacturing Engineer

4. Below several qualifications are listed which may be relevant for an Automation Technician. Make two choices: to what extent do you have these qualifications and how relevant do you think these qualifications are in the near future (within 3 years)?

	I do not have this qualification	I have this qualification at a basic level	I have this qualification to a high degree	I think this qualification becomes more relevant in the future	I think this qualification becomes less relevant in the future
✓ Secondary education in electrical engineering or automatization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate education in engineering or automatization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





4. Below several qualifications are listed which may be relevant for an Automation Technician.
Make two choices: to what extent do you have these qualifications and how relevant do you think these qualifications are in the near future (within 3 years)?

	I do not have this qualification	I have this qualification at a basic level	I have this qualification to a high degree	I think this qualification becomes more relevant in the future	I think this qualification becomes less relevant in the future
✓ Secondary education in electrical engineering or automatization	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Graduate education in engineering or automatization	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Experience of machine maintenance and automated lines	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Knowledge of safety standards	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Practice and experience in production process	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Knowledge of sensortechnology	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Knowledge of Industry4.0 technology (e.g. 3d printing, augmented reality, machine learning)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

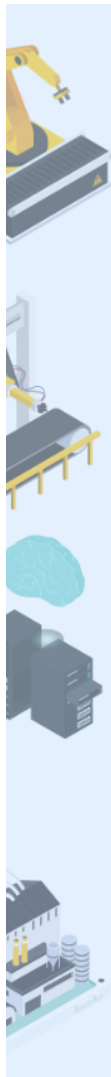




5. Below several skills are listed which may be relevant for your job. Make two choices: to what extent do you have these skills and how relevant do you think these skills are in the near future (within 3 years)?

	I don't have this skills	I have this skills at a basic level	I have this skills to a high degree	I think this qualification becomes more relevant in the future	I think this qualification becomes less relevant in the future
✓ Language skills; English	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Manual skills	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Analytical/logical thinking	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Creativity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Problem Solving	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Responsibility	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Flexibility	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Ability and willingness to learn new things	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Organisational skills	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Technical skills	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Autonomy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Communicativeness	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
✓ Reliability	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Collaboration skills	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
✓ Ethical skills	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>





6. The road to Industry4.0 goes through various phases, in phase 1 little is automated and much is still done manually, in the last phase everything is automated and decisions are made by smart machines. Where in this transition would you place your organization?

- ☐ Little automated
- ☒ Some things automated (eg ERP system)
- ☐ More automated (eg working with data from machines)
- ☐ Far automated (eg Cyber physical systems, IoT)
- ☐ Smart Factory

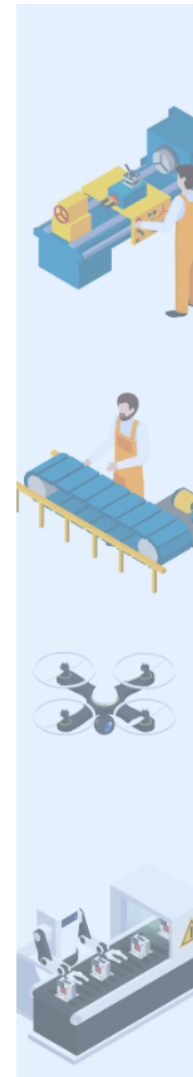
7. Do you think your job will change due to Industry 4.0 in the future

- ☐ Yes, I think my job will change drastically in the next 5 years
- ☒ I think my job will change a bit the next 5 years, but not very drastically.
- ☐ No, I think my job will stay the same the next 5 years.

8. Try to imagine your job in 10 years - how will it look like? Can you describe it? You can use just keywords if you like.

More AI and robots, less me

Submit





Report

- After the deadline an automatic generated report is sent to the person who initiated the tool.
- You can see the answers of the employees (anonymous).
- The report is rather simple – works for some questions – bu we are improving the report.



Registration of the tool

1. The organisation needs to sign up with the organisations' name and contact email address.
2. After this short registration the organisation will receive a link for the survey.
3. The link can be distributed within the organisation and spread among employees.
4. After the required amount of team members have completed the survey and after the set end date, the survey will no longer be open for employees to fill it in.
5. After completion, the organisation will receive a report with the findings of the tool.



Scan the QR-code
to start the registration



GROWIN 4.0 PRESENTS

HRM + Smart Industry 4.0 tool brochure

This tool provides organizations in the manufacturing industry with an impression of the Industry4.0 competences within their company.



<https://northsearegion.eu/growin4/>

HRM Tool Industry 4.0

REPORT

In this report you will find the results of the GrowIn4.0 HRM tool. This will give you an impression of the changes in the field of work and competences in the next years. This can be the starting point for a future step in the digital transition.

Organisatie: Plixent
Respondenten: 12

Vraag: Wat voor werk doe je binnen de organisatie?



Vraag: Hieronder staan verschillende kwalificaties die relevant kunnen zijn voor een Management functie. Maak steeds 2 keuzes: in hoeverre beschik je over deze kwalificaties én hoe relevant vind je deze kwalificaties voor de nabije toekomst (binnen 3 jaar)?

Top 5

"Ik heb deze kwalificatie niet"

1. Technische opleiding op HBO/WO - Hoger onderwijs niveau (2 / 12)
2. Kennis van nieuwe technologieën (bijvoorbeeld 3d printen, augmented reality, Machine learning) (2 / 12)
3. Kennis van Agile werken (2 / 12)
4. Andere opleiding op HBO/WO - Hoger onderwijs niveau (2 / 12)
5. Management opleiding op HBO/WO - Hoger onderwijs niveau (1 / 12)

Vraag: De weg naar Industry4.0 gaat door verschillende fasen, in fase 1 is er weinig geautomatiseerd en wordt nog veel handmatig gedaan, in de laatste fase is alles geautomatiseerd en worden beslissingen genomen door slimme machines. Waar in deze transitie zou je je eigen organisatie plaatsen?



Vraag: Hoeveel ervaring heb je in het vakgebied waar je nu in werkt? (het gaat om totale werkervaring in het vakgebied - dus het hoeft niet bij dezelfde werkgever te zijn)



Vraag: Denk je dat je baan in de toekomst zal veranderen als gevolg van Industry4.0?



Thank you for participating in GrowIn4.0. For more tools and information visit: <https://northsearegion.eu/growin4/>



Vraag: De weg naar Industry4.0 gaat door verschillende fasen, in fase 1 is er weinig geautomatiseerd en wordt nog veel handmatig gedaan, in de laatste fase is alles geautomatiseerd en worden beslissingen genomen door slimme machines. Waar in deze transitie zou je je eigen organisatie plaatsen?



- **50%** Fase 2 Iets meer geautomatiseerd - ERP systemen
- **36%** Fase 3 Redelijk geautomatiseerd - Aantal slimme onderdelen
- **9%** Fase 1 Weinig geautomatiseerd - traditionele fabriek
- **5%** Fase 5 Helemaal geautomatiseerd - Slimme fabriek

Vraag: Hieronder staan verschillende vaardigheden die relevant kunnen zijn voor je functie. Maak steeds 2 keuzes: in hoeverre beschik je over deze vaardigheden én hoe relevant vind je deze vaardigheden voor de nabije toekomst (binnen 3 jaar)?

Top 5

"Ik denk dat deze vaardigheid belangrijker wordt"

1. Samenwerkingsvaardigheden (22 / 22)
2. Communicatieve vaardigheden (22 / 22)
3. Betrouwbaarheid (22 / 22)
4. Taalvaardigheid: Engels (21 / 22)
5. Probleemoplossend denken (21 / 22)

Vraag: Hieronder staan verschillende vaardigheden die relevant kunnen zijn voor je functie. Maak steeds 2 keuzes: in hoeverre beschik je over deze vaardigheden én hoe relevant vind je deze vaardigheden voor de nabije toekomst (binnen 3 jaar)?

Top 5

"Ik denk dat deze vaardigheid minder belangrijk wordt"

1. Taalvaardigheid: Nederlands (13 / 22)
2. Handmatige vaardigheden/ manual skills (9 / 22)
3. Technische vaardigheden (6 / 22)
4. Creativiteit (6 / 22)
5. Verantwoordelijkheid (4 / 22)

Vraag: Hieronder staan verschillende kwalificaties die relevant kunnen zijn voor een Management functie. Maak steeds 2 keuzes: in hoeverre beschik je over deze kwalificaties én hoe relevant vind je deze kwalificaties voor de nabije toekomst (binnen 3 jaar)?

Top 5

"Ik heb deze kwalificatie op basis niveau"

1. Leiderschapskwaliteiten (3 / 22)
2. Kennis van ERP en MES systemen (3 / 22)
3. Ervaring in een (project) managementfunctie (3 / 22)
4. Kennis van productieprocessen en procesoptimalisatie (2 / 22)
5. Kennis van Big Data en Artificial Intelligence (2 / 22)



Do you have questions?

- You can try by following the link:
- Fill in the form:
- <https://hrmtool.growin4.northsearegion.eu/surveys/624be74425d40>
- Register:
- <https://hrmtool.growin4.northsearegion.eu/>