

Agile HR: Implementing Agile Methodologies to Enhance HR Functionality and Responsiveness

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Abstract: Applying agile HR methods in the management of HR is a strategic approach that can help improve HR performance and accelerate the process. This paper focuses on how Agile HR repositions critical tasks including the flow of talent and recruitment through having continuous input and functional integration. Moving on from the conventional top-bottom approach, comes Agile HR, which is more dynamic in terms of practice of HRM. The research relies on facts to determine the operations of Agile HR and its impact on organizational performance. Agile HR benefits according to the research are higher staff engagement and faster decision making. This paper focuses on the challenges that are encountered in the transition towards Agile HR in large organizations. This study concludes with suggestions for future research on the extended impact of Agile HR and the use of technology in supporting Agile practices. This study provides valuable information to the HR professionals and management departments interested in revising their strategies to reflect more flexibility in the organization's workforce.

Keywords: Human Resource Management, Organizational Adaptability, Agile HR, Continuous Feedback, Cross-functional Collaboration, Performance Evaluation, Agile Methodologies, Talent Management, Employee Engagement, Iterative Improvement

1. Introduction

In the present context of a rapidly evolving business environment the HR teams need to be very proactive. Such HR strategies defined by long resource cycles for recruitment and the cultivation of talent no longer address the needs of this evolving business landscape. Ensuring with competition organizations require HR that should be efficient but also flexible in an organization. The application of agile methodologies in HR seems to be required for proper functioning. Some of the principles and techniques developed in the context of creating software are now very valuable in the HR environment. It demonstrates that Agile is centered on sustainable improvement and collaboration in order to deliver value incrementally rather than waiting for a last outcome. This model matches with what is currently expected of the industry: quick decision-making and continuous expansion of production [1]. With an agile mindset in place HR can avoid the pitfalls of previous models that frequently rely on the annual review and a rigid career ladder framework. The traditional approach to managing employees and organizational systems becomes less effective in the constantly changing market and Agile HR offers a more suitable way to adapt to changes. One of the core aspects of Agile HR is decentralization of power around the organization's employees and teams, or decision-making over work, such as talent management and learning. Unlike in traditional HR where the careers and

learning are managed for the employees, the employees in Agile HR constantly seek personal development. This fosters development and innovation climate enabling organizations to remain adaptable in accordance with emerging requirements [2]. In the Agile HR practices, the feedback is very frequent so that, organizations can change from the current data rather than depending on the outdated data.

By promoting team cooperation across the teams Agile HR also minimizes the tendencies that exist between the HR and other functions such as finance and business development. Interdisciplinary cooperation assists in the proper assignment of HR programs to the general goals of an enterprise promoting all-sided and effective solutions. Companies develop talent pools which makes the conception of recruitment more transparent and efficient compared to responding to sudden opening. The transformation of performance management makes it shift from the conventional once in a while evaluation to constant process that reminds the employees about the goals of an organization [3].

Agile HR shows a change in attitude and action in the human resources context. It transforms the set methods into flexible approaches that enhance capacity and adaptability in an organization. By the adoption of Agile HR methods organizations are in a position to manage the challenges of the contemporary market and be competitive.

2. Literature Review

The past few years, there has been increasing interest in the application of Agile processes in human resource management. This interest stems from the need for organizations to change quickly in regard to the rapid changes in their operating environment. Initiated for software developers, Agile is aimed at enhancing feedback and cross team communication for better HR outcomes.

2.1 The Evolution of Agile Methodologies

Agile appeared in software as an antidote to conventional ‘waterfall’ project management methods which are described as rigid and slow. The Agile Manifesto was developed in 2001 by developers to provide principles that enhance teaming and the expedited delivery of software [4]. The Agile method has expanded to many business domains such as construction and education fields.

In areas like IT Agile began to be perceived as a necessity as its values aligned with the HR wants. By optimizing the process and focusing on collaboration the Agile method becomes vital for high-performance HR outcomes. Agile HR is considered the possible solution to the problems arising due to the rapidly changing work environments.

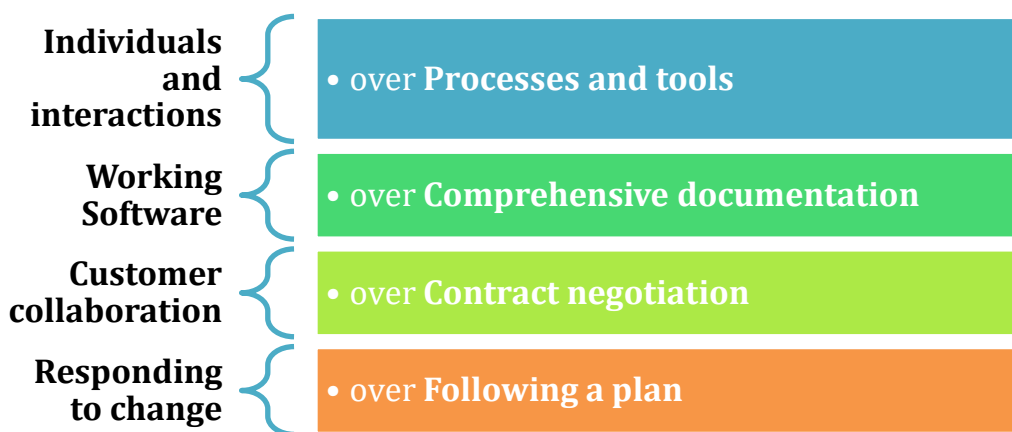


Figure 1: 4 Key Agile Values

2.2 Transitioning to Agile HR

As mentioned in the Agile HR, different types of the HR function are managed through Agile approaches such as talent development and performance management. Charging into Agile HR shows the emerging trend in organizations that are obsessed with speed and teamwork. HR departments have to shift their strategies by step from a more traditional approach and adopt new forms of working patterns.

Agile HR challenges conventional HR practices that include rigorous career ladders, and conventional assessment procedures. Whereas Agile HR stresses constant training and development therapies together with fast appraisal and self-

directed decisions. In order to encourage growth of Agile in real time, the authors propose that individuals should provide regular 360-degree feedback to workers [5].

Agile HR entails the formation of cross-functional partnerships by which the HR individuals can make interactions with other teams inclusive of the marketing finance and operations. In this way, the organisations get more synergistic solutions for talent management as well as for culture building. That is why in many Agile HR teams people with different experiences work together in order to achieve such difficult goals as enhancing engagement or standardizing recruitment processes. By endorsing a variety of perspectives and collaborating on resolutions this strategy improves innovation.

2.3 Empirical Evidence and Case Studies

In a variety of organizations Agile HR approaches have produced real advantages. Throughout the COVID-19 pandemic many businesses rapidly adjusted their systems to handle remote work and disruptions. Businesses that chose Agile HR solutions including persistent feedback systems and malleable learning tactics were well-prepared for this type of change [6]. By utilizing Agile approaches these firms could tweak their HR practices when faced with emerging challenges.

In the Human Resource Management Review, it was found that studies tested the appropriateness of Agile methods in HR and showed the need for collaborative teams and fast iterations. It is to be noted that besides the research sharing tools and frameworks as part of Agile HR; building an Agile mindset is equally important [7]. Ensuring success in Agile HR depends on the importance of this mindset shift focusing on adaptability and collaboration.

2.4 Benefits and Challenges of Agile HR Implementation

Agile HR provides many advantages. A major advantage is better response to the needs of employees and the organization. Through the use of iterative methodologies involving multiple cycles of learning and experimentation HR teams improve their processes effectively. The quick iteration process keeps HR teams in line with company changes and worker demands.

Agile HR develops an environment where collaboration is promoted within HR departments and across the entirety of the business. Incorporating multiple stakeholders in HR activities ensures open communication and ensures that decisions reflect a diverse perspective. The use of data and feedback within Agile HR allows better decision-making and aligns organizations with measurable results [8].

Adopting Agile HR brings its difficulties. In organizations where employees and managers are familiar with standard HR practices resistance can arise. Transitioning to Agile HR necessitates a major evolution in attitude from a traditional hierarchical structure to a decentralized collaborative strategy. Not all HR functions can effectively transform into an Agile framework. A few compliance activities may still need a specific and organized workflow.

3. Methodology

A qualitative strategy is adopted by this paper to incorporate secondary research from credible sources. The method goal is to assess how Agile approaches impact HR effectiveness and quickness. Given the complicated nature of Agile HR approaches secondary information serves the purpose of gaining insight into existing frameworks and implementations across diverse fields.

3.1 Research Design

A descriptive framework guides this research in evaluating Agile methods used in HR across different nations. By pursuing the descriptive design researchers can discover distinct Agile HR models and reveal how principles like collaboration and iterative methods suit HR processes including recruitment and training. The study investigates the pros and cons of Agile HR to offer useful knowledge for experts.

3.2 Data collection and Data analysis techniques

For the research task at hand, only secondary materials were gathered including industry reports and peer-reviewed articles that present comprehensive data on Agile HR practices. These documents were chosen on account of their trustworthiness and connection to the research purposes. The research examines existing frameworks and practical uses of Agile HR to grasp how companies have adopted these techniques and their effects on HR efficiency and effectiveness.

Thematic data collection occurred from secondary sources to emphasize Agile HR's fundamental principles such as flexibility and feedback. The study explores varied resources to gather a wide array of viewpoints on Agile HR and its advantages along with difficulties and possible future improvements. By using case studies to analyze numerous sectors we gained practical insights into how Agile HR enhances recruitment and talent management processes.

The study applied thematic coding to pick out significant trends and themes present in the collected information. A comparison took place between conventional HR approaches and Agile practices to showcase where Agile methods excel [9]. This study enabled a deep review of both the advantages and drawbacks of Agile HR methodologies and led to a complete insight into their practical applications.

This study relies on secondary data to ensure that results stand on strong research and industry foundations. Despite the constraints of secondary data on context relevance the wide breadth and variety of the resources in this study deliver an inclusive insight into how Agile HR functions in various organizational settings. This technique establishes a robust understanding of the practical and tactical outcomes related to using Agile HR in today's businesses.

4. Analysis and interpretation

The research investigates significant fields where Agile practices shape the performance and flexibility of HR. The study analyzes how Agile HR influences recruitment talent management performance appraisals and the ability to adapt.

4.1 Agile HR in Recruitment

The influence of Agile HR within recruitment practices represents a crucial transformation from conventional HR approaches. Traditionally, recruitment followed a linear, step-by-step process: once a role is created resumes are submitted interviews take place and a determination is made. This strict system is sluggish and responds slowly. With Agile HR's approach recruitment evolves into a responsive and living process. By using Agile HR methods organizations develop a candidate pool while vacancies arise rather than just responding to them. By taking this initiative-based strategy organization can both cut down on the vacancy filling time and elevate the caliber of their hires through access to a pre-selected collection of skilled applicants [10].

With Agile HR's cyclical approach HR teams can adjust recruitment plans quickly according to ongoing feedback and data. Several sprints could be conducted by an organization to improve its strategies for connecting with candidates. At the conclusion of every sprint both applicants and recruiters give input and adjustments follow. The persistent exchange of insights confirms that the application processes are optimized and in harmony with the goals of the company [12].

One important benefit of Agile HR in hiring is the promotion of cooperation across different teams. When HR teams include finance and IT in their hiring process they can produce more integrated job descriptions and marketing strategies. The tech industry benefits from Agile HR as it speeds up and refines the hiring process by confirming that necessary skills fit the ongoing project needs. A continuous recruitment process may overwhelm resources in smaller organizations without enough HR support.

4.2 Talent management is revolutionized by Agile HR

The talent management strategy used by Agile HR greatly differs from conventional hierarchical systems. In standard HR frameworks staff typically ascend through established levels based on length of service and their feedback received during annual assessments. With Agile HR's approach to HR management career trajectories can be more fluid and adaptable. Workers may transition into distinct roles and tasks inside the organization driven by their talents and passions. This flexibility benefits both employees and organizations. While employees explore different experiences and gain skills organizations are able to assign talent to critical functions for enhanced adaptability [13].

In Agile talent management empowering both employees and managers is fundamental. In Agile HR approaches management of career progression and learning moves from HR to employees and their direct reports. It is the employees and their supervisors who manage their own growth with support and tools from HR. Such a transformation cultivates a culture of taking ownership and urges individuals to oversee their career advancement. Without proper training for managers in the new responsibility of developing talent this decentralized method might face issues.

In agile human resources management employees familiar with structured career trajectories may face ambiguity. Without a clear path forward for progression many workers may find it hard to navigate their roles in the organization. With clear communication from HR and leaders combined with support systems in place for staff members adapting to

non-standard career routes this challenge can be eased [14]. In companies that have adopted Agile HR effectively communication and ongoing feedback play a crucial role in enabling employees to adapt successfully to the changes. Analyzing significant features of each model reveals the movement from Traditional HR to Agile HR. The enclosed table illustrates the distinctions between focus and structure and talent acquisition along with other significant elements of HR management. This analysis highlights the focus on adaptability and teamwork in Agile HR compared to the emphasis on regulation and uniformity in Traditional HR.

Table 1: Traditional HR versus Agile HR

Traditional approach	Agile approach in HR
Career paths are defined and linear.	Career paths are dynamic, and employees can move in several directions.
Learning and development initiatives are rolled out at the start of the year with a pre-determined objective and outcome.	Learning is rolled out just-in-time and is an ongoing initiative instead of a one-off effort.
HR systems are developed over time and are implemented once everything is tested and functioning 100%.	HR systems are developed on a small scale, with a quick turnaround time. Feedback is quickly provided to understand whether or not the system should continue to be developed.
Talent management functions as an annual process, placing employees in various talent buckets, and various training is then provided.	HR empowers managers and employees to take ownership of talent management. HR provides the tools and support to facilitate any talent management development activities.
Recruitment is based on a needs basis. Once a vacancy becomes available, the recruitment process starts until the candidate is found.	Employers are continually developing their presence across all platforms, and create a database of talented individuals, to pipeline for future needs.

4.3 Agile Principles in HR

Using Agile techniques within HR extends beyond just updating processes; it necessitates a basic transformation in perspective. To succeed in Agile HR practices HR practitioners, need to value new methods of working.

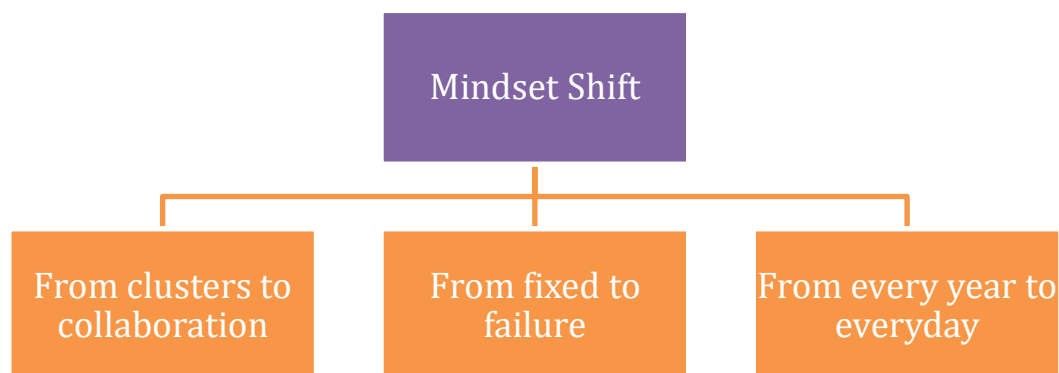


Figure 2: Agile HR Mindset Shift

4.3.1 Mindset Shift #1 – From Silos to Collaboration

Previously HR teams existed separately as recruitment or other units typically disengaged from the wider business context. Agile HR calls for teams to unite in cross-functional initiatives related to human resource challenges. A group that includes HR specialists and marketers addressing organizational culture challenges would probably produce better and more varied solutions than usual HR methods [15]. This perspective nurtures collaboration resulting in all-encompassing and improved achievements that are out of reach for separated divisions.

4.3.2 Mindset Shift #2 – From Fixed Processes to Experimentation

With agile HR processes move faster and HR professionals can introduce and assess new solutions rapidly. Traditional HR sticks to fixed processes that often need to be improved before actual use; in contrast Agile HR adopts trial runs and

gradual improvements. This method motivates HR groups to try new practices while collecting information and adjusting immediately. In just two weeks a cross-disciplinary group might produce an app for performance management and receive input from a small feedback group to enhance it [16]. By iterating quickly on developed options without worry of failure organizations can tackle new challenges more adeptly.

4.3.3 Mindset Shift #3 – From Annual Reviews to Regular Feedback

While in conventional HR practices like compensation and talent management often undergo, an annual assessment. Frequent feedback is the name of the game for Agile HR because it replaces the once-a-year performance review process. This means that HR can either tackle promptly demanding tasks and ensure that solutions are up to date. In order to be in synergy with the fast flow of operations of the business today Agile HR is an active participant in organizational dynamics.

4.4 Advantages of the Application of Agile HR

Switching to Agile HR has many benefits that impact the organization's ability to be flexible and respond to change directly.

4.4.1 Enhanced Collaboration: When engaging in agility in HR practices, we realize improved communication and interconnectivity of different units. Emphasizing on clarity contributes to trust in the teams and collaboration as well as collaboration in the development of common solutions within sectors.

4.4.2 Continuous Feedback: The feedback mechanisms ensure that the HR reaches more informed decisions and to implement solutions that work more swiftly [17]. The constant feedback loop guarantees the needs of the workforce are met by the initiatives of the HR department.

4.4.3 Greater Adaptability: In the pandemic situation organisations experienced a lot of pressure in terms of flexibility in order to readjust rapidly. By the “test, learn, and optimize” approach, Agile HR teams get ready for fast shifts and can perform effectively in ambiguous environments.

4.4.4 Improved Measurement of Outcomes: Agile HR focuses on numerical gains and the analyses based on visual dashboards and metrics are used to measure results. The approach based on data also allows for proving the impact of the work done and presenting the facts that any project of HR brings added value and growth.

4.5 Behavior in performance management shifts with Agile HR

Traditional methods of performance management are greatly modified by Agile HR approaches. Performance evaluations in conventional HR usually happen annually or bi-yearly allowing employees to receive comments just at those set moments. Such a framework commonly creates evaluations that are out of date and do not capture instant performance. Through a recurring feedback approach in Agile HR settings employees obtain consistent assessments from their managers and peers.

This immediate feedback method increases staff performance by permitting them to resolve concerns on the spot rather than awaiting their annual evaluation. An atmosphere of openness and constant enhancement emerges from it. According to the 'What is Agile HR' document. Agile performance management promotes rapid prototyping and feedback to help HR teams carry out trials of innovative tools and strategies in brief periods [18]. These fluid phases boost the efficiency of the tools and confirm that feedback given to employees remains useful and current.

This ongoing assessment method might face obstacles. In companies that have a strong annual review tradition managers and workers may resist the change to Agile performance management. There is a chance that managers will find giving constant feedback to be burdensome and that employees will have difficulties in coping with the ongoing assessment system. To overcome these difficulties organizations, need to educate managers about delivering timely and effective feedback and to help employees recognize the importance of ongoing assessments.

There exists a possibility that constant feedback might cause fatigue among workers. If incorrectly handled employees might lose sensitivity to feedback which reduces its impact. A balance between delivering ongoing feedback and making sure it holds value and significance must be achieved by Agile HR.

4.6 Organizational Adaptability and Collaboration

Agile HR helps improve organizational flexibility due to cooperation between various teams and addressing recurrent problems. Traditional HR departments are often do not integrate with the rest of the company and have been in place for years. When dealing with organizational issues Agile HR promotes collaboration with other departments of the company. When designing new HR systems or dealing with talent management issues an Agile HR team could comprise individuals from IT and finance as well as marketing [19]. This approach ensures that there is compliance to the general organizational strategy and that solutions are comprehensive.

Improved organizational agility is the end product of this collaborative working between various functions. When teams integrate closely they act more swiftly in responding to changes within the corporate structure. This is well illustrated by organizations that adopted Agile HR strategies during the COVID-19 outbreak. Crossed functional teams were employed to change the human resource processes swiftly to address flexibility required by the new working model, new demands from employees or new strategic direction of the business.

Maintaining such a collaboration remains challenging in organizations that have tightly defined departmental boundaries. Removing such constraints requires an absolute overhaul in culture and can sometime face resistance from staff and heads who are used to inflexible situations. In cross functional teams, for teams to focus on organizational goals, leadership is very important.

4.7 Area of potential constraints of agile methodology

While using the Agile HR has several advantages it has some disadvantages as well. A concern that arises is that the application may not be consistent across the different areas of the organization. For Agile HR to succeed all members of the organization must support it from leaders to frontline staff. In the absence of this foundation implementing Agile HR practices may break down creating disorder and lack of productivity. When some supervisors accept Agile HR and others follow standard methods employees might encounter conflicting ideas on their roles and performance.

Not every organization fits the criteria for Agile HR. In fields that have tight regulations or a pyramid-like structure such as finance or healthcare it can be challenging to implement Agile HR without considerable changes [20]. To satisfy regulatory and structural demands organizations could require a mixed method that merges Agile HR with conventional approaches.

5. Discussion

This study uncovers essential knowledge about how Agile techniques can transform conventional HR methods. Moving to Agile HR presents the opportunity for organizations to innovate by boosting adaptability and collaboration and ensuring continuous growth within HR tasks. The insights gained from this study can be directly implemented in practical situations to drive real transformation.

5.1 Agile HR as a Catalyst for Organizational Responsiveness

The research identifies one aspect of Agile HR that enables faster organization response as per the Agile principles demonstrated. Standard paradigms of HR work often seek to provide for a consistent business environment and unswerving process implementation. As indicated by the findings of the study adopting Agile HR increases adaptability and speeds up processes which makes it easy for the HR departments to respond to dynamic business and environmental changes. Agile recruitment approaches enhance the likelihood that organizations will be able to maintain a pipeline of qualified talent and speed up the process of filling important positions [21]. There is an increased importance of being able to respond quickly to changes within the environment which becomes a key feature in professions that are change oriented such as technology finance and healthcare.

It is also important for readers to get value from this research by knowing what needs to be done in order to get from the current state to Agile HR. Through the comparison of the findings organizations will identify their current HR practices and identify areas of where Agile practices can be incorporated to enhance performance. Organizations struggling with long recruitment cycles or implementing outdated performance management processes will learn how Agile HR optimizes these procedures through continuous feedback and collaboration.

5.2 Effects on the Engagement and Motivation of the Employees

The research highlights a crucial outcome of Agile HR: increasing its level of commitment and motivation among employees. Organizational HR practices which are at times well developed often rely on extrinsic motivation such as

tangible incentives and rigid appraisal systems. By adopting Agile HR approaches where employees are given authority to manage their own training and development you boost this intrinsic motivation. In modern work environments, employees seek meaningful work and greater autonomy more and more. As a result of Agile HR more flattened structures and more consistent feedback opportunities are supported [22].

The following are important suggestions for firms experiencing low motivation among employees and high turnover rates. Agreeing to Agile HR means that firms can build a place where employees engage in inputs and be on better terms with organizational goals. You might find that employees are happier in their jobs and are less likely to leave your company if you stress self-directed learning and continual enhancement. This paper enables the HR professionals and organizational leaders in putting into practice these concepts in designing the HR systems for the current generation workers.

5.3 Real-Time Adaptation to Business Needs

This paper raises a pertinent argument on the capacity of Agile HR to foster quick adaptation to business important for survival in today's environment. It is different from the traditional systems of HR which may take long periods to function Agile HR functions in cycles which are brief and consecutive to allow teams to review the accomplishments gathered intelligence and make essential changes quickly. This holds great significance for HR departments handling swiftly developing projects or dealing with sudden obstacles such as the global move to remote working precipitated by COVID-19. With Agile HR in place companies can design and analyze HR methods immediately allowing for faster responses to changes in circumstances [23].

This analysis provides a roadmap for the construction and customization of their systems by HR divisions and corporate heads. The organizations struggling to face consistent market changes or demand alterations can use Agile practices to stay relevant and meet the customers' expectations. By changing HR processes according to immediate business requirements you enhance efficiency and strengthen the organization's innovative edge. The knowledge presented in this paper empowers readers to foster organizational adaptability and make sure that HR initiatives coincide with wider business aims.

5.4 Practical Implications for HR Leaders and Practitioners

Practitioners in HR will find meaningful results in this research that can help them transform their HR systems. Adopting an Agile HR approach helps HR leaders make substantial advancements in productivity and improve organizational culture while moving away from regulatory compliance. In the results section's analysis is where key variations between Traditional HR and Agile HR become clear for HR experts to see how their organization is situated and what adjustments are essential for an effective shift [24].

By applying these findings professionals in HR can transform their performance evaluation processes from strict annual reviews to more consistent and insightful forms of feedback. The priority placed on joint efforts among various groups in Agile HR supports HR teams in overcoming divisiveness and uniting with other areas to make sure that HR plans fit the wider business framework. Applying these results enables HR practitioners to strengthen their strategic position within the company and support enduring success.

5.5 Transformational Benefits for Organizations

The main finding from this research is that the implementation of Agile HR has the potential of causing a massive transformation in organizations. With issues like talent deficit and fast pace of technological advancement increasingly becoming an issue for organizations Agile HR brings a system that enhances their competitiveness and adaptability. Transition from transactional to transformational leadership equips organisations with tools to foster creativity, improve worker well-being and achieve organisational goals.

The Agile HR approach gives leaders the opportunity to create strong teams that are also flexible. When Agile HR is practiced in organizations, it is easier to deal with change originating from the inside or outside the organization. The cyclical nature of Agile HR also means that firms can always be adapting their systems and prepares them for what is to come.

6. Conclusion

Implementing Agile processes in HR brings the major change in the ways the companies manage people processes. By receiving feedback and working together with other functions within the Agile HR method important fields of HR develop further such as talent management and performance assessment. As a result of transitioning from rigid and more structured approaches to managing Human Capital Agile HR fosters constant improvement and innovative approaches to work while enabling the HR teams to address business needs effectively.

The results show that Agile HR brings several practical benefits including greater employee connection and prompter decision-making. In Agile HR models quick feedback and timely development of solutions which maintain relevance of HR processes in dynamic contexts. Additionally, transitioning to Agile HR is not easy for companies with strong traditional practices. Tapping into Agile HR success demands a major evolution in the mindset of the organization and a promise of perpetual learning and trying new ideas.

Future Directions

This study offers important perspectives on Agile HR's capabilities; however other research could investigate its consequences and uses. We require additional research to assess how Agile HR affects organizational performance in various sectors over time. Research in the future must prioritize the impact of Agile HR on various business indices in addition to HR benchmarks. It is essential to investigate adapting Agile HR to industries with firm regulatory requirements such as healthcare and finance. Exploring merged structures that combine Agile practices with required regulations may provide the best views of the realistic application of Agile HR in various corporate contexts.

In the future's research agenda, the use of technology in Agile HR, needs to be investigated. So it is equally important to identify how technology can support Agile when organizations rely on technologically supported solutions for HR management more and more. This is the right time to consider how AI and data analytics could support the development of Agile HRMS to adopt Agile HR practices within the talent selection to evaluation. Agile HR provides a worthwhile solution for organizations that have an interest in enhancing their HR performance and responsiveness in an ever-changing business environment. When dealing with uncertain and complex environments organizations will discover a solid starting point in Agile HR to establish innovative and coherent practices regarding people. Further studies can elaborate these findings further to offer fresh insights to enhance Agile HR for the organizational requirements.

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