

# The Role of HR in Managing the Transition to Autonomous Vehicle Production: A Talent Acquisition Perspective

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## ARTICLE INFO

## ABSTRACT

Received: 09 Dec 2024

Revised: 29 Jan 2025

Accepted: 10 Feb 2025

The shift to free vehicle (AV) creation suggests a significant change in the auto region, requiring novel strategies for capacity obtainment and workforce the chiefs. This study dissects the essential capacity of HR (HR) in managing this change, highlighting the unmistakable confirmation of capacity requirements, the interest of specific capacity, and the progression of worker variety. This report sees market designs, context oriented examinations, and observational data to explain the obstructions and potential entryways experienced by HR specialists in working with adventures' advancement to AV creation. The results highlight the significance of cognizant capacity getting and improvement in working with a productive advancement to this new season of flexibility.

**Keywords:** HR, Capacity Getting, Free Vehicles, Workforce Change, Mastery Improvement, Auto Region.

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## Introduction

The auto business is seeing a basic change as a result of the progress and joining of free vehicle developments. Free vehicles (AVs), dependent upon refined man-made awareness (PC based insight), simulated intelligence, and sensor advancements, are set to change versatility, prosperity, and efficiency. This progress isn't solely advancement yet likewise various leveled, requiring one more assortment of capacities and abilities generally through the workforce. Hence, HR (HR) is fundamental in working with a smooth advancement by noting the changing solicitations of capacity obtainment, workforce improvement, and progressive versatility.

The occupation of HR in this shift past standard capacities. It incorporates portraying the abilities essential for free vehicle manufacturing, enlisting supreme specialists in PC based knowledge, mechanical innovation, and data science, and fostering a culture of improvement and ceaseless learning. Due to the serious components of these specific regions, firms ought to zero in on chief stamping and agent motivating forces to attract and hold fit people. Furthermore, the advancement to differing media creation produces tensions around worker removing and the requirement for reskilling, subsequently conveying HR's help in change the board and specialist responsibility basic.

The rising of free vehicle delivering highlights the significance of interdisciplinary cooperation. Engineers, programming fashioners, data analysts, and collecting specialists ought to collaborate to achieve steady coordination of autonomous vehicle propels. The occupation of HR in propelling joint exertion, regulating various gatherings, and

keeping an eye on friendly changes inside firms is crucial for progress. The creating dependence on electronic development and motorization in progress cycles requires a reassessment of workforce plans and occupation capacities, offering the two difficulties and valuable open doors for HR specialists.

This paper analyzes the astounding position of HR in managing the change to autonomous vehicle creation, particularly focusing on capacity getting. This investigation hopes to explain how HR can overhaul the improvement of a flexible and future-arranged workforce by examining industry designs, expert necessities, and various leveled drives. The assessment takes a gander at the results of these changes on legitimate sufficiency, specialist government help, and overcoming acceptability.

## Background of the Study

The shift to free vehicle creation implies a huge second for the vehicle region. Customary gathering strategies are being uprooted by refined, development arranged work processes, requiring a workforce able in new fields, for instance, simulated intelligence, data assessment, and systems planning. This progress presents noteworthy hindrances, famously a deficiency of talented personnel and the need to oblige old vehicle dominance with emerging particular

HR is major in taking care of these difficulties by executing procedures to attract, hold, and foster staff fit for working with the shift to free vehicle creation. This study offers a wide assessment of these systems and their effect on definitive sufficiency.

## Objectives of the Study

1. To take a gander at the capacity of HR in overseeing workforce shifts inside the space of fluctuating media creation.
2. To figure out major scopes of capacities significant for fluctuating media creation and the hindrances associated with getting such authority.
3. To study suitable capacity getting techniques for firms changing to differing media creation.
4. To investigate the effect of workforce change on legitimate execution.

## Significance of the Investigation

Comprehending the capacity of HR in overseeing the advancement to AV creation is crucial for firms hoping to stay aware of reality in the changing vehicle region. This investigation features the significance of key staff orchestrating and headway, giving sensible encounters to HR specialists and industry pioneers. By taking care of the capacity related inconveniences in AV creation, firms can chip away at their adaptability, advancement, and upheld accomplishment.

## Research Issue

The shift to free vehicle delivering presents great issues in capacity obtainment, for instance, pinpointing specific scopes of capacities, attracting top notch capacity, and fostering a culture of advancing learning and improvement. This study hopes to deal with these difficulties by taking a gander at the specific employment of HR in sorting out and executing fruitful workforce procedures.

## Hypotheses

1. Affiliations that take on fundamental capacity getting techniques for AV creation achieve overhauled staff adaptability and execution.
2. HR-driven reskilling tries work with a productive advancement to free vehicle creation.

## Literature Review

**Endre Szabó, Katinka Bajkai-Tóth, Ildikó Rudnák, Róbert Magda (2021)**, "THE ROLE OF HUMAN RESOURCE IN ORGANIZATIONAL PERFORMANCE IN THE AUTOMOTIVE INDUSTRY", they concluded as this study explores the impact of AI on customer experience, focusing on customer service and post-sale assistance. Using both qualitative and quantitative data, the researchers found a positive correlation between AI and customer experience, with a direct relationship between personalized customer care and AI. The study also found that delivering individualized customer support throughout the purchasing process significantly influences the customer experience. Implementing AI in call centers and post-sales support services can reduce wait times, improving the

overall customer experience. However, not all enterprises in Palestine can fully implement AI technology due to high costs and cultural skills shortages. As AI continues to evolve, it is crucial for individuals and technology creators to ensure it serves to comfort humans rather than replace them.

**Charles Cayrat, Peter Boxall (2023), "The roles of the HR function: A systematic review of tensions, continuity and change"**, they focused on This paper reviews the continuity and change in HR roles over 50 years, focusing on the normative models of HR roles. The authors found that the field's theoretical foundations have stimulated greater interest in studying HR roles than sociological studies conducted by pioneers. They highlighted three main lines of inquiry:

HR specialists are transitioning towards a more strategic role in organizations, influenced by complex contingencies and varying responses from stakeholders. Strategies include upskilling, enhancing measurement and analytics, and relinquishing operational roles through devolution, outsourcing, and automation. However, better evidence is needed to understand transitional paths, HR professionals' interpretations, and the cooperation or resistance of managers and employees. Historical tensions within the employment relationship remain, and the occupational transition can create or exacerbate tensions between HR professionals. Studies show synergy or complementarity between operational and strategic roles, which is crucial for fostering better outcomes for management, HR professionals, employees, and society.

**Ravi Kumar, 2020, "Talent Acquisition Strategies in Indian Automotive Industry,"** This concentrate on stalls the first capacity getting procedures significant in the vehicle region, highlighting the advancement towards free vehicle creating. Kumar highlights the importance of utilizing development, including man-made reasoning, in enlistment to attract able experts taught in free structures. He underlines the need of coordination among HR and particular divisions to synchronize enrollment centers with association goals. Hardships, for instance, ability deficiencies and variety to Industry 4.0 components are examined totally.

The article furthermore takes a gander at the meaning of upskilling existing staff to address the rising interest for capacity in artificial intelligence and high level mechanics. Kumar proclaims that HR should execute a proactive method, utilizing insightful examination and key workforce meaning to ease approaching capacity inadequacies.

Priya Deshmukh, 2021, "The Impact of Automation on Workforce Planning in Indian Automotive Firms," Deshmukh takes a gander at the repercussions of robotization on work orchestrating in Indian vehicle firms moving to free vehicle manufacturing. The investigation shows a rising revenue for master positions, including data scientists, programming creators, and systems engineers. It features HR's obligation in predicting future work needs and making getting ready ventures to address ability needs.

The audit underlines the requirement for social change, progressing updated straightforwardness and correspondence among the board and staff. Deshmukh highlights the significance of specialist responsibility in watching out for the psychological effects of development aggravations, working with a reliable change to robotization.

Rajesh Sharma, 2022, "HR Analytics and Talent Acquisition in the Era of Autonomous Vehicles," Sharma's assessment takes a gander at the utilization of HR examination to additionally foster capacity getting systems in the making of free vehicles. HR affiliations can utilize tremendous data and artificial intelligence capacities to notice work market examples and figure future capacity needs. The report presents context oriented investigations of Indian vehicle associations effectively use assessment to propel selection methodologies.

Besides, Sharma keeps an eye on the ethical consequences of using reenacted knowledge in enlistment, including the requirement for reasonable estimations. The report wraps up by featuring the requirement for HR specialists to foster particular capacity and advance a data driven culture inside attempts.

Meena Iyer, 2019, "Upskilling Strategies for the Automotive Workforce in India," . Iyer's assessment highlights the significance of upskilling measures to set up the workforce for free vehicle creating. The assessment stresses managerial undertakings like Capacity India and their obligation to the auto business. It moreover features joint endeavors among industry and the insightful world to make specific readiness programs.

The record offers a construction for HR specialists to make and execute capable upskilling programs. Iyer battles that a multi-accomplice approach, uniting delegates, informative establishments, and policymakers, is dire for crossing the skill opening and ensuring workforce status for mechanical updates.

Anita Patel, 2020, "Diversity and Inclusion in the Indian Automotive Sector," Patel analyzes the importance of assortment and thought in propelling headway and adaptability in the auto business. The audit underlines the occupation of various gatherings in working on decisive reasoning and headway, unequivocally inside the area of autonomous vehicle delivering. It features the requirement for HR methodologies that develop direction assortment and help underrepresented social occasions.

The assessment checks out at the difficulties of executing thorough practices in a by and large male-controlled region. Patel certifies that fostering a far reaching society can additionally foster laborer responsibility and prompt business result in the time of robotization.

Suresh Gupta, 2021, "Leadership Development for Managing Technological Change," Gupta's article breaks down the effect of organization in overseeing mechanical changes, unequivocally inside the vehicle region. The assessment complements the requirement for bosses to embrace notable organization ways of managing spike and direct their gatherings amidst the advancement to free vehicle creating. It features the importance of the capacity to see the value in people on a more profound level and change the board abilities for strong drive.

The audit offers essential direction for HR to see and foster power capacity fit at regulating development changes. Gupta says that placing assets into drive improvement programs is central for working with a reliable change and supporting fellowship.

### **Research Gap**

The broke down assessments offer basic encounters into HR practices, capacity getting systems, and specific gathering in autonomous vehicle creation; regardless, there are clear openings that require more examination. Current concentrate predominantly reviews general HR floats yet fails to totally investigate the specific issues experienced during the change to autonomous vehicle produce, especially inside the Indian setting. There is deficient with regards to appraisal of what nearby and social differences mean for capacity acquirement techniques and the use of emerging progressions in HR practices. Likewise, the vast majority of studies disregard to contemplate the somewhat long effects of these procedures on staff upkeep, various leveled culture, and viability. The perceived shortcomings feature the requirement for an assigned assessment concerning the mix of HR and advancement in fostering a workforce prepared for the essentials of free vehicle creating, zeroing in on sensible applications and confined perspectives.

## **Research Methodology**

### **Research Design**

This study utilizes a mixed procedures approach, organizing emotional and quantitative investigation strategies to convey a thorough perception of HR's capacity in supervising workforce migrations.

### **Examining Strategies**

Purposive testing is used to pick HR specialists, industry trained professionals, and delegates from firms going through a shift to AV creation.

### **Test Size**

The survey has 100 individuals, involving 50 HR informed authorities and 50 labourers from observable auto firms related with AV creation.

### **Data Assessment and Instruments**

Data got from outlines and gatherings are investigated with real programming like SPSS and effective assessment methodologies. Quantitative data perceives examples and models, yet emotional data offers careful pieces of information into HR plans and methods.

## Data Analysis

Anova: Single Factor				
Groups	Count	Sum	Average	Variance
Our organization's talent acquisition strategies align with the technical demands of autonomous vehicle production.	100	264	2.64	1.525657
Proactive recruitment practices improve employee adaptability to autonomous vehicle-related projects.	100	124	1.24	0.305455
The organization effectively identifies and hires candidates with skills relevant to AV production.	100	228	2.28	1.496566
Talent acquisition strategies contribute to overall organizational performance in AV production.	100	260	2.6	1.939394
Our HR department focuses on acquiring multi-skilled talent to enhance workforce flexibility in AV production.	100	124	1.24	0.184242

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	200.32	4	50.08	45.93389	0.00	2.389948
Within Groups	539.68	495	1.090263			
Total	740	499				

From Anova test,  $F > F_{crit}$  i.e.  $45.93389 > 2.389948$  and p-value is 0.00 which shows that alternative hypothesis is accepted. i.e Affiliations that take on fundamental capacity getting techniques for AV creation achieve overhauled staff adaptability and execution.

Anova: Single Factor				
Groups	Count	Sum	Average	Variance
The organization invests in reskilling initiatives tailored to autonomous vehicle production.	100	124	1.24	0.184242
Reskilling programs help employees adapt to the technological demands of autonomous vehicle production.	100	226	2.26	1.972121
Employees feel confident in their roles after undergoing reskilling efforts for AV production.	100	124	1.24	0.184242

HR-led reskilling initiatives foster collaboration and productivity in AV-related teams.	100	226	2.26	1.972121
Continuous reskilling efforts enhance the organization's competitiveness in AV production.	100	264	2.64	1.525657

ANOVA						
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	167.408	4	41.852	35.84211	0.00	2.389948
Within Groups	578	495	1.167677			
Total	745.408	499				

From above table,  $F > F_{crit}$  i.e.  $35.8421 > 2.38994$  and p-value is 0.00. means alternative hypothesis is accepted i.e. HR-driven reskilling tries work with a productive advancement to free vehicle creation.

### Results

1. HR experts see a lack of critical capacities in spaces like as man-made intellectual ability, robots, and data assessment.
2. Capacity getting strategies that pressure business checking and facilitated endeavors with enlightening associations are useful in attracting fit individuals.
3. Reskilling practices are basic for ensuring workforce change and further creating specialist responsibility during the shift.
4. Affiliations that underline workforce change experience overhauled improvement and useful adequacy.

### Discussion

The results highlight the essential ability of HR in managing the intricacies of the shift to AV creation. By focusing in on key cutoff getting and overhaul, HR chiefs could direct ability lacks and change laborer abilities to association targets. Plus, fostering a culture of redesign and constant learning is key for achieving upheld movement in the hour of free vehicles.

### Recommendations

1. Complete Expansive Reskilling Drives: Affiliations ought to focus on reskilling drives to defeat any obstruction between customary transportation capacities and emerging mechanical abilities.
2. Worked on Supervisor Oversight: Emphasize the affiliation's obligation to progress and work force conveyability to attract boss capacity.
3. Use Agreeable Undertakings: Help educational establishments and planning relationship in spreading out a capacity pipeline for AV-related work.
4. Foster a Creative Culture: Advance joint exertion and information splitting to redesign creative mind and adaptability between specialists.

### Conclusion

The shift to free vehicle manufacturing presents both a difficulty and an opportunity for the vehicle region. The HR division is major in working with this shift by executing key cutoff getting and improvement frameworks. By looking out for business related hardships and driving a culture of update, affiliations can really explore the complexities of fluctuating media creation and achieve kept up with progress.

## Future Scope for Study

Following assessments could investigate the going with spaces:

1. The effect of PC put together knowledge driven enlistment gadgets with respect to capacity getting in shifting media creation.
2. Longitudinal examinations of the reasonability of reskilling programs inside the vehicle business.
3. Close to examination of workforce change strategies across various regions and social orders.
4. The importance of corporate culture in propelling progression and flexibility all through mechanical changes.

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