

Human Management: A Transdisciplinary Perspective for Organizational Transformation

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ABSTRACT

This study addresses human resource management from a transdisciplinary perspective to understand its role in organizational transformation. Therefore, the objective was to analyze human resource management from a transdisciplinary perspective for organizational transformation. In a context marked by complexity and constant change, it is recognized that traditional human resource management practices are insufficient to respond to the new demands of the work environment. Through a documentary analysis, key theories that provide complementary approaches to human resource management were reviewed and compared, highlighting the contributions of Drucker (1999), Ulrich (1997), Robbins and Judge (2013), as well as the transdisciplinary perspectives of Morin (2005) and Nicolescu (2002). The results indicate that human resources management must go beyond the operational function, adopting a strategic role that integrates talent development with organizational innovation. Furthermore, it is essential to consider the psychological and social dimensions of human behavior to promote healthy and motivating work environments. Transdisciplinarity is presented as an essential framework that allows for the articulation of knowledge and methodologies from different disciplines, facilitating a comprehensive and systemic understanding of human resources management. In conclusion, transdisciplinary human resources management emerges as a key tool for transforming organizations, promoting strategic alignment, people's well-being, and adaptability in complex contexts. This comprehensive approach helps organizations not only adapt but also thrive, driving sustainable development of human and organizational capital.

Keywords: Management, human resources, transdisciplinary, transformation, organizations

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