The Internet of Things (IoT), Cyber Physical Systems, and digitalization are considered as the most important challenges companies have to face in the upcoming future. Other than new technological approaches, the IoT implies a major change in labor conditions, labor organizations, operational tasks, and requirements of the employees' qualifications. Furthermore, employees will not only control operations along the value-added-chain, but also work on innovations and digital business models - thus creating new value for the customer. However, several questions arise in this context:

- “What exactly are the new conditions, operational tasks, and the future requirements of qualification?”
- “Are there any differences in various occupation groups?”
- “What does this mean for the practical implication?”

The requirements and qualification demand for leaders are the most clear ones. Especially recommendations. A widespread quantitative research on enterprises of the technology network “Intelligent Technical Systems OstWestfalenLippe”, is planned at the end of year 2017 in order to precisely the results of the explorative expert interviews. Therefore, the qualitative analysis will set up the basis for a valid analysis of further research questions.

The corporate objective is to identify requirements in employee's qualification and further vocational training caused by IoT. Consequently, solid recommendations for an appropriate qualification of different skilled employees will be deduced and necessary institutional conditions will be enunciated.

References