

FROM AGILE PRINCIPLES TO ADAPTIVE PEOPLE: BUILDING WORKFORCE RESILIENCE IN TIMES OF UNCERTAINTY

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Abstract

The software industry has long embraced agile principles, emphasising communication, flexibility, and adaptability over rigid procedures and extensive documentation. This approach has proven effective in delivering value within dynamic environments. Building on this foundation, the present article examines how agile principles can be transferred to human resource management to foster a more resilient and adaptive workforce.

The study aims to investigate the conceptual and practical intersections between agile methodologies and HR practices, with particular attention to iterative feedback, team collaboration, and continuous improvement as drivers of employee engagement, cohesion, and wellbeing. Methodologically, it combines a systematic review of relevant literature with bibliometric analysis to identify patterns and opportunities for integration. Findings suggest that agile HR practices can enhance organisational responsiveness, support employee motivation, and strengthen alignment with rapidly changing business conditions.

The article concludes by highlighting the transformative potential of agile-driven HR strategies for developing resilient organisations capable of sustaining long-term competitiveness through adaptability and innovation.

Keywords

Human resources, agile methodologies, organisational resilience, workforce adaptability, collaboration

JEL Classification

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