

## DIGITAL HR PRACTICES AND EMPLOYEE ENGAGEMENT: A SYSTEMATIC LITERATURE REVIEW

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*Digital transformation has had a significant impact on human resource management (HRM), influencing how businesses manage talent and promote employee engagement. This systematic literature review synthesizes research studies published between 2015 and 2025 to explore the relationship between employee engagement and digital HR practices. The review identifies key digital human resource practices, such as digital learning platforms, people analytics, HR information systems (HRIS), artificial intelligence (AI) in HR procedures, and remote collaboration tools, and examines how these practices affect engagement results. The results revealed that when digital HR practices are applied with transparency, managerial support, digital capability development, and ethical governance, they generally enhance employee engagement. Nevertheless, engagement may be compromised if privacy, algorithmic bias, and digital inequality are not adequately addressed. By combining disparate findings into a logical framework and suggesting avenues for further longitudinal, multilevel, and cross-cultural research, the study adds to the body of knowledge on digital HRM.*

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