

## Resource Diagnostics in the Digital Work Context: A Systematic Literature Analysis

**Stephanie Reiner**

Otto-Friedrich-Universität Bamberg, Germany  
[stephanie.reiner@uni-bamberg.de](mailto:stephanie.reiner@uni-bamberg.de)

**Silvia Annen**

Otto-Friedrich-Universität Bamberg, Germany  
[silvia.annen@uni-bamberg.de](mailto:silvia.annen@uni-bamberg.de)

**Gabriele Murry**

Technical University of Applied Sciences Amberg-Weiden, Germany  
[g.murry@oth-aw.de](mailto:g.murry@oth-aw.de)

**Karl-Heinz Gerholz**

Otto-Friedrich-Universität Bamberg, Germany  
[karl-heinz.gerholz@uni-bamberg.de](mailto:karl-heinz.gerholz@uni-bamberg.de)

### Abstract

*Digital transformation leads to new qualification requirements and professional upheavals among employees. As a supplement to the increasing work demands, resource-based methods have been discussed in vocational education and training research in recent years. Considering the current research literature, resource orientation also offers the opportunity to promote digital competence training. The paper references the Job Demand Resource Model (JD-R) by Demerouti and colleagues. The model describes two work factors that affect working individuals negatively (job demands) or positively (resources). This model is suitable and has proven itself in previous studies in the digital work context. The leading research question is to what extent there are measuring instruments for the resource constructs and how these have already been adapted and validated in the digital work context. The resource diagnostic instruments were first identified with an exploratory literature analysis in test databases and systematically researched and evaluated in literature databases for business science and education sciences. In the selected peer-reviewed publications, we examined the extent to which the resource diagnostics instrument is applied in the digital work context. We then identified personal and environmental resource categories by analyzing the content of their full texts. The paper summarizes the current state of research, discusses resource constructs, and summarizes them into a resource repertoire to promote resource-oriented digital competence training and strengthen informal learning processes and lifelong learning in organizations.*

**Keywords:** digital competence training, resource orientation, resource diagnostics, resource repertoire, literature review, vocational education and training, VET