

Appendix 1 Questions of the Interview

1. Can your company be deemed innovative?
2. What particular innovations have been implemented lately?
3. Does Gazprom focus on deploying the Industry 4.0 concept in its activities?
4. How has Industry 4.0 changed the company's operation?
5. How do individual departments have to cooperate for maximizing the quality of 4.0?
6. What are the main directions of Gazprom's HR management activities?
7. What are the main challenges of such HR management activities?
8. How do you use the advancements of Industry 4.0 in the field of HR?
9. Does the company have R&D activities specifically for the field of HR?
10. What are the main drivers of change in your company's HR management?
11. What threats do exist today?
12. How audit is performed in your department in the light of technological advancements?
13. Do you cooperate with third parties for improving the innovativeness of your activities on the labor market?
14. Which role does communication play in the processes?
15. In your opinion, what role will be played by labor market 4.0 in your industry in general and in Gazprom in particular in the near future?