When the tourism literature from past to present is analyzed, tourism seems to be emphasized as a labor-intensive industry. However, it is a reality that there will be some breaks in the labor-intensive form of the tourism industry under the influence of technological pressure increasing each passing day. Especially, with the appearance of Industry 4.0 practices, or in other words, the fourth industrial revolution, it is predicted that the labor-intensive form of the tourism industry will also transform. In the tourism industry where production and consumption take place in the same time, the concept of consumer satisfaction is as a highly important fact. Tourism businesses give a lot of importance to consumer satisfaction in order to be ahead of their competitors in the highly competitive environment. In this regard, tourism businesses continue to produce goods and services by being aware of the fact that consumer satisfaction that they create is possible with the quality of the serving staff. The only way for human resources to be an indispensable part in the organization that it takes place in is to take an active part in strategic decisions of tourism businesses via information and data analyses. To take part, it is necessary to develop a digital information strategy which is compatible with the institutional strategies designated by tourism businesses. Therefore, along with the digitalizing world, human resources taking place in the center of the world is reshaping in accordance with this age. In addition, human resources management gaining a remarkable competitive advantage on tourism businesses has got into a different conversion with the influence of improving technology. Tourism industry having scarcely any automation now takes on a different structure with the digital human resources practices. In this regard, digital human resources practices put human resources management functions of future tourism businesses into a remarkable change. Therefore, increasing transparency, serving to productivity growth and continuous creation of additional value will be possible with digital transformation. In this section, referring to the basic features of tourism businesses, stating the general features of accommodation, catering and travel businesses which form the 3 basic parts of tourism businesses, transformation of human resources management into digital human resources management in tourism businesses are tried to be addressed. Both lack of research done in this field and inadequate conceptual knowledge on digital human resources management practices make this study authentic. Besides, the fact that tourism industry always stated as a labor-intensive industry in the tourism literature will gradually digitalize, and human resources management functions are also emphasized with observable changes makes this study to be considered as an important resource in the tourism literature.