Industry 4.0 or the fourth industrial revolution as it is commonly called is an era of automation and digitization but most importantly an age of turbulence, volatility and uncertainty. Every time industry embraces new technology or automation, there is always reluctance and resistance from people for fear of change. While change is inevitable, our preparedness for it is what matters. Only organizations that are able to predict future changes and prepare well in advance grow with time and survive. Though the impact of industry 4.0 will be felt in every department of an organization, its effect on the human resources will be the strongest. So, what will be required of the employees in an organization in the age of machines? What are the competencies that employees will be required to possess in order to adapt to changing times? Up skilling and continuous search for knowledge will be the norm if one has to sustain among the hyper intelligent machines, but what competencies in a person will facilitate such adaptive behavior? This paper tries to conceptualize a model that proposes that emotional intelligence and resilience of an individual can facilitate himto effectively adapt and manage changes like the fourth industrial revolution.