

**CONTEMPORARY CHALLENGES IN DIGITALIZING HUMAN
RESOURCES MANAGEMENT IN SUDAN'S MINISTRY OF
HIGHER EDUCATION AND SCIENTIFIC RESEARCH**



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ENDORSEMENT PAGE

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Management in Sudan's Ministry of Higher Education and Scientific
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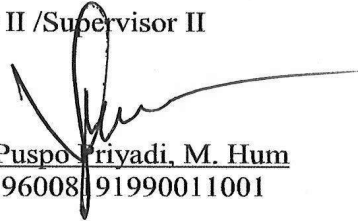
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STUDENT DECLARATION

قُلْ إِنَّ صَلَاتِي وَنُسُكِي وَمَحْيَايَ وَمَمَاتِي لِلَّهِ رَبِّ الْعَالَمِينَ (162)

{Say, Indeed, my prayer, my rites of sacrifice, my living and my dying are for Allah, Lord of the worlds.} and prayers and blessing upon his prophet Mohammad, the seal of all prophets.

I, **Eltom Ishaq Osman Musa**, do hereby declare that the thesis titled **Contemporary Challenges in Digitalizing Human Resources Management in Sudan's Ministry of Higher Education and Scientific Research** is my original work. I have carried out this study independently, with the guidance and support of my research advisors, Prof Dr. Hardi Warsono, M.T. and Dr., and voice-advisors Drs. Budi Puspo Priyadi, M.Hum. Any other contributors or sources used in this study have been duly acknowledged. Furthermore, I confirm that this study has not been previously submitted for any degree or diploma program at this or any other institution.

Signature,



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Date: May 10, 2024

Statement of Certification

This is to certify that *Eltom Osman* has conducted research work entitled **Contemporary Challenges in Digitalizing Human Resources Management in Sudan's Ministry of Higher Education and Scientific Research**. As partial fulfilment for the Master of Public Administration degree at Diponegoro University School of Social and Political Sciences. This original study has not been submitted for any degree at this university or any other institution. It is deemed suitable for submission for the Master of Public Administration degree.

Signature

A handwritten signature in black ink, appearing to read 'Eltom Osman', with a stylized flourish at the end.

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ABSTRACT

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Thesis Topic : Contemporary Challenges in Digitalizing Human Resources Management in Sudan's Ministry of Higher Education and Scientific Research

This study explores the challenges faced in digitalizing human resources management (HRM) at the Ministry of Higher Education and Scientific Research in Sudan. The research aimed to identify the primary obstacles hindering the effective implementation of digital HRM systems and to propose policy solutions to overcome these barriers. Key challenges include limited technological infrastructure, insufficient digital literacy among ministry employees, a lack of administrative procedures, and inadequate training programs. Using a quantitative descriptive approach, data was collected through a questionnaire distributed to all employees, with 139 out of 201 respondents participating. Data analysis was performed using SPSS 20.0, incorporating validity and reliability tests and content validation by a panel of 20 experts. The instrument's validity was confirmed using Cronbach's alpha-split-half method, with Aiken's V indicating all items were valid (not less than 0.64 at a 0.05 significance level). The findings show a strong consensus among respondents regarding the challenges of digitalizing HRM within the Ministry. The study's comprehensive coverage, demonstrated by the sample size and range of recorded values (15.00 to 75.00), highlights the diversity and extent of these challenges. The study concludes with recommendations for policymakers and HR professionals to enhance the digital transformation process, emphasizing the need for comprehensive training programs, improved infrastructure, and a supportive organizational culture. This research contributes to the broader understanding of digital HRM in developing countries and provides a framework for future studies in similar contexts.

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3. Prof. Dr Dra. Hartuti Purnaweni, MPA, Head of the Public Administration Department
4. Dr., Dra. Augustin Rina Herawati, M.Si. Head of Study Program Department of Public Administration
5. Budi Puspo Priyadi, M. Hum, the thesis advisor, and the lecturer of MPA

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