CHAPTER V: CONCLUSIONS AND RECOMMENDATION

5.1 Conclusion

The research titled "Contemporary Challenges in Digitalizing Human Resources Management in Sudan's Ministry of Higher Education" concludes that the digitalization of HRM in Sudan's Ministry of Higher Education faces significant challenges, including inadequate technological infrastructure, limited digital skills among employees, and insufficient funding. Despite these obstacles, the study highlights the potential benefits of digital HRM, such as improved efficiency, transparency, and employee satisfaction. It emphasizes the need for comprehensive policies, continuous training programs, and robust IT support to overcome these challenges and successfully implement digital HRM.

Firstly: Government policies are pivotal in shaping the digitalization processes within the Ministry, either facilitating or hindering the adoption of digital HRM systems. Supportive policies might include funding for technological upgrades, mandates for digital literacy training, and frameworks for HRM data privacy. Conversely, restrictive policies or a lack of clear guidelines can slow down digitalization efforts, create bureaucratic hurdles, and limit innovation.

Secondly: the study identifies the primary challenges the Ministry faces in its pursuit of digitalization, highlighting several key issues. Restricted access to modern technology and reliable internet connectivity are critical for the successful implementation of digital HRM systems, yet they remain significant barriers. Financial constraints also pose a major obstacle, as insufficient funding can impede digital transformation efforts. Additionally, employees accustomed to traditional HRM practices often resist change, and their lack of digital skills can further hinder the effective use of new systems. This resistance is compounded by a broader reluctance to adopt new technologies and processes, creating cultural obstacles. Moreover, unclear or inadequate policies regarding digital transformation can lead to misunderstandings and slow progress.

Finally: the study examines the impact of digitalization on various elements of the HRM process, including technology infrastructure, employee skills, and training programs. Digitalizing HRM requires upgrading and maintaining a robust technology infrastructure, ensuring stable internet access and modern technology. It also demands extensive training programs to equip staff with essential digital skills. Consequently, training programs must be revised to focus on digital literacy and the effective use of digital HRM resources. By addressing these aspects, the Ministry can ensure that staff are well-trained to adapt to and utilize new technology, leading to a more efficient and modern HRM system.

In conclusion, this study provides a comprehensive understanding of the challenges and implications associated with the digitalization of Human Resource Management (HRM) at Sudan's Ministry of Higher Education and Scientific Research. It underscores the significance of government policies, highlights the primary issues faced, and examines the impact on various aspects of the digitization process.

5.2 Recommendation

The recommendations offer a comprehensive understanding of the challenges and implications associated with the digitalization of HRM at Sudan's Ministry of Higher Education and Scientific Research. They highlight the importance of supportive policies, robust infrastructure, and continuous training to ensure a smooth transition to digital HRM.

The research offers several insightful recommendations based on its findings.

Firstly: the government should actively create and implement policies that facilitate digital transformation to mitigate the impact of existing policies on the Ministry's digitalization processes. This includes providing sufficient funding for technology development, establishing clear guidelines for teaching digital literacy, and constructing robust frameworks for privacy and data security. These measures are crucial as required to provide the necessary tools and legal protections to enable the adoption and successful deployment of digital HRM systems. By fostering a supportive

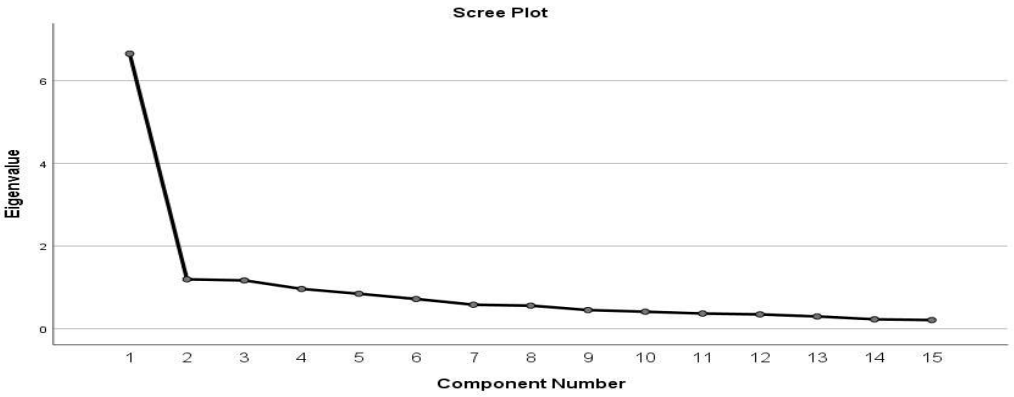
policy environment, the government can significantly enhance the Ministry's digitization efforts.

Secondly: to address the main obstacles in digitalizing HRM, the Ministry should implement several key initiatives. Upgrading technology infrastructure is crucial, ensuring contemporary technology is accessible and internet connectivity is reliable. Addressing budgetary constraints by allocating more funds for digital transformation is also essential. Involving staff members in the digitalization process, providing thorough training, and highlighting the benefits of digital HRM systems can help overcome employee reluctance. Continuous training and development initiatives are necessary to close skill gaps and equip the workforce with essential digital skills. Promoting an innovative and adaptable culture can help remove cultural barriers to adopting new technology. Additionally, the Ministry should establish thorough and explicit guidelines to create a clear roadmap for digital transformation, ensuring an orderly and effective transition.

Finally; the study examines the impact of HRM digitization on various process elements, such as technology infrastructure, personnel competencies, and training guidelines. It recommends investing in comprehensive training programs that emphasize digital literacy and the effective use of digital technologies, updating training policies to prioritize the development of digital skills, and maintaining and upgrading a robust technology infrastructure. By addressing these components, the Ministry can ensure a smooth transition to digital HRM systems and improve the effectiveness and efficiency of human resource management.

To the government policymaker: The researcher highlights that inadequate policies or outdated regulations are hindering digital transformation in higher education. To address this, a comprehensive approach is necessary, encompassing investment in infrastructure, the development of relevant policies, capacity building for staff and students, and the promotion of a culture of innovation and adaptability within Sudan's higher education sector.

ATTACHMENT



Total Variance Explained

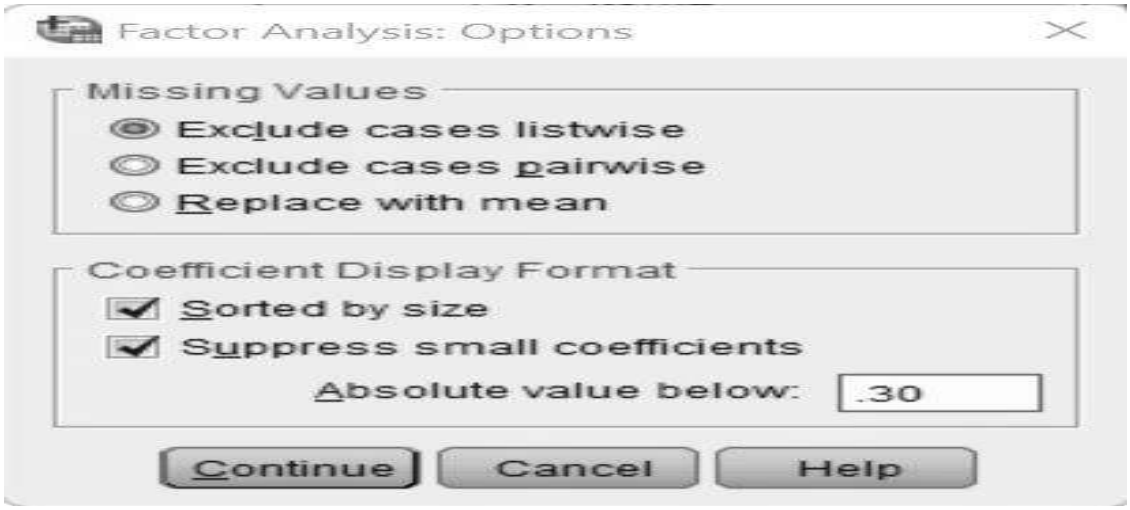
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.651	44.339	44.339	6.651	44.339	44.339	5.060	33.736	33.736
2	1.196	7.971	52.309	1.196	7.971	52.309	2.437	16.244	49.980
3	1.169	7.794	60.104	1.169	7.794	60.104	1.519	10.124	60.104
4	.963	6.421	66.524						
5	.846	5.642	72.166						
6	.719	4.791	76.957						
7	.581	3.874	80.831						
8	.559	3.724	84.556						
9	.452	3.016	87.571						

Component Matrix[a]

	Component		
	1	2	3
Item12	.814		
Item7	.763		
Item3	.747		
Item11	.747		
Item1	.741		
Item2	.740	-.361	
Item14	.735		
Item4	.722		.352
Item15	.697		
Item10	.675		-.319
Item9	.641		
Item6	.495		.307
Item8	.528	.623	
Item13	.423	.484	-.346
Item5		.418	.705

Extraction Method: Principal Component Analysis.

a. 3 components extracted.



Rotated Component Matrix[a]

	Component		
	1	2	3
Item12	.833		
Item2	.825		
Item3	.728		
Item1	.697		
Item11	.682	.392	
Item4	.671		.439
Item15	.629		
Item9	.614		
Item7	.568	.500	
Item10	.527	.526	
Item13		.725	
Item8		.687	.429
Item14	.469	.685	
Item5			.862
Item6	.379		.430

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	.842	.478	.250
2	-.538	.703	.465
3	.046	-.526	.849

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.