

References

1. Varadaraj, and Dr. Belal Mahmoud (2021), AlWadi published a study in the International Journal of Management Science and Business Administration.
2. .A.Kamalakaran (2024) The Integration of Digital Transformation with Human Resource Management A Theoretical Point of View. International Journal of Scientific Research in Engineering and Management. ISSN:2582-3930p4. Volume: 08
3. Aarev2008ManagementInformationSystemsanditsroleinsolvingtheAlmcha clatforPublicAdministration.
4. Abzeld in ova K.T., Bannikov S.A 2020 the Digital Transformation of HR Management System published a study in International Scientific and Practical Conference "Russia.
5. AdnanMustafaAl-Bar ,Digital Transformation Technologies ,College of Computers and Information Technologies ,King Abdulaziz University ,SaudiArabia,2018.
6. AhmaLaminMarrakchi,2012, Theroleoftheincentivesysteminimprovingthe performanceofhumanresources,acasestudyofasampleofAlgerianindustrialins titutions,PhDthesis,SaadDahlabUniversityinBlida–Algeria.
7. AhmedAliAl-Radi,E Learning ,Dar Osama for Publishing and Distribution ,Amman ,Jordan,2010.
8. AlAlawi,A .I. ,Messaadia, M., Mehrotra,A. ,Sanosi,S.K.,Elias,H ., & Althawadi,A.H .(2022). Digital transformation a optioning human resources management during COVID-19. AGJSR,41(4).
9. AlArabiAttia,2012, The impact of the use of in formation technology on the job performance of employees, Algeria, Al-Bahe the Magazine ,Issue(10).
10. AlBalawi, Muhammad2008, Administrative empowerment and its relationship to job performance among governments choolte a chersin Al-Wajjah Governorate in the Kingdom of Saudi Arabia ,unpublished master 'sthesis ,Mu'tah University, Karak, Jordan..
11. Al-Ta'i, & Yossi Haggai Al-Fajli; & MDAyed Al-Hassa; & AlAyadam Lucky Vusem, ("2006), Human Resources Management: An Integrated Strategic Input ", Papers Foundation. For distribution, Ammas.
12. .Albukhitan,S. (2020). Developing Digital Transformation Strategy for Manufacturing. Procedia Computer Science,170,664–671 .<https://doi.org/10.1016/j.procs.2020.03.173> .
13. Alharbi,A.S.(2019). Challenges in Digital Transformation in Saudi Arabia: Obstacles in Paradigm Shift in Saudi Arabia. In 2019 6th International Conference on Computing for Sustainable Global Development (INDIA Com). IEEE..
- Alharbi,S .,Abbott,P.,&Lin,A .(2024) .Onboarding New Employees in the ca of Digital Transformation .In ECIS2024 Proceedings European onference on Information Systems (ECIS) .Association for Information ystems, AISEl ectronic Library(AISEL).



15. Alnaas, H. (2022) The Barriers of Adoption the E-Banking in the Libyan Banks—A Case Study of Commercial Banks in Tobruk City, *Open Journal of Business and Management*, 10(1), 1-10.
16. Alqudah, M.A., & Muradkhanli, L. (2021). Electronic Management and Its Role in Developing the Performance of E-government in Jordan. *Electronic Research Journal of Engineering, Computer and Applied Sciences*, 3, 65. ISSN: 2709-3700. Retrieved from Amladi, P. (2017). HR's guide to the digital transformation: ten digital economy use cases for transforming human resources in manufacturing. *Strategic HR Review*.
17. Anton Florijan Barišić, Joanna Rybacka Barišić, Ivan Miloloža (2021) Digital Transformation: Challenges for Human Resources Management.
18. Ajayi-Nifise, A. O., Odeyemi, O., & Mhlongo, N. Z. (2024). Digital transformation in banking: The HR perspective on managing change and cultivating digital talent. *International Journal of Science and Research* 11(1), 1452–1459. <https://doi.org/10.30574/ijrsra.2024.11.1.0237>.
19. Antonizzi, J., & Smuts, H. (2020). The Characteristics of Digital Entrepreneurship and Digital Transformation: A Systematic Literature Review. In *Advances in Human Factors in Training, Education, and Learning Sciences* (pp. 265-274). Springer. DOI: 10.1007/978-3-030-44999-5_20.
20. APOORVATRIVEDI & LALITHAPILLAI (2020) HR: DIGITAL TRANSFORMATION 2020 p264 Volume 20, Issue 2, December 2020 *Advances and Applications in Mathematical Sciences*.
21. A. Varadaraj, Belal Mahmoud Al Wadi (2021) A Study on Contribution of Digital Human Resource Management towards Organizational Performance, *International Journal of Management Science and Business Administration*, vol. 7, issue 5, pp. 43-51.
22. Bell, B.S., Lee, S., & Yeung, S.K. (2006). The Impact of E-HR on Professional Competence in HRM: Implications for the development of HR professionals, *Human Resource Management*, 45(3): 295-308
23. Bannikov S.A. & Abzeldinova K.T., 2020, Digital Transformation of HR Management System, *Proceedings of International Scientific and Practical Conference "Russia 2020 - a new reality"*, This is an open access article distributed under the CC BY-NC 4.0 license Published by Atlantis Press <http://creativecommons.org/licenses/by-nc/4.0>
24. Bellantuono, N., Nuzzi, A., Pontr and olfo, P., & Scozzi, B. (2021). Digital Transformation Models for the I 4.0 Transition: Lessons from the Change Management Literature. *Sustainability*, 13, 12941. <https://doi.org/10.3390/su132312941>.
25. Benson, A.D., Johnson, S.D., & Kuchinke, K.P. (2002). The use of technology in the digital workplace: A framework for human resource development. *Advances in Developing Human Resources*, 4(4), 392–404.
26. Barišić, Barišić (2021) Digital Transformation: Challenges for Human Resources Management, *ENTRENOVA - ENTERPRISE RESEARCH NOVATION* Vol. 7 No. 1 The University of Osijek.
27. etchoo, N.K. (2016). Digital transformation and its impact on human source management: A case analysis of software related businesses in the



- Mauritian public service. In 2016 IEEE International Conference on Emerging Technologies and Innovative Business Practices for the Transformation of Societies (EmergiTech)(pp.147–152).IEEE.
28. Bharadwaj, A . ,ElSawy,O.A. ,Pavlou,P.A.,&Venkatraman,N.v. (2013) .Digital business strategy: Toward a next generate on of insights. MIS Quarterly,1,471–482.
 29. Bostrom .R.P.&Heinen .J.S. 1977Mis problems and Fallures : A Socio-Technical perspective part 1 , the causes .Mis Quartrerry ,vol 1,no 3 pp17-32 .
 30. Bjärfors,T .,& Liljebunn,T .(2019). Exploring obstacles in digital transformation: A case study in the construction industry .Master Thesis .Lund University, Department of Informatics ,Lund School of Economics and Management..C.Richard's study published in the Academy of Management Journal in (2000).
 31. Chen,Y.-Y.K.,Jaw,Y.-L.,&Wu,B.-L.(2016) .Effect of digital transformation on organizational performance of SMEs :Evidence from the Taiwanese textile industry’ Swe portal. Internet Research,26(1).
 32. Cichosz,M .,Wallenburg,C.M. ,&Knemeyer,A.M. (2020). Digital transformation at logistics service providers: barriers, success factors and leading practices. International Journal of Physical Distribution & Logistics Management .<https://www.emerald.com/insight/0957-4093.htm>.
 33. Căpușneanu,S.,Mateș,D.,Türkeş,M.C.,Barbu,C.M.,Staraș,A.I.,Topor,D.I.,S toenică,L.,&Fülöp,M.T.(2021).The impact of force factors on the benefits of digital transformation in Romania .Applied Sciences [https://doi.org/\[DOInumber\]DataRPORT2024](https://doi.org/[DOInumber]DataRPORT2024).
 34. Daya Manusia Menghadapi Pasar Tenaga Kerja Era RevolusiIndustri4.0 KREATIF : Journal IlmiahProdiManajemenUniversitasPamulang,8(1),91
 35. Deepa, E., Palaniswamy, R., & Kuppusamy, S. (2014). Effect of performance appraisal system in organizational commitment, job satisfaction and productivity. Journal of Contemporary Management Research, 8(1), 72
 36. DeSilva,A.M.D.A .(2023) .Examining the under utilization of the Human Resource Information System (HRIS) within the SriLanka Navy and proposing enhance ments for it effectiveness.DefenceandSecurityJournal,8.
 37. Deloitte.(2018). Rewriting the rules for the digital age .<https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About Deloitte/central-europe/ce-global-human-capital-trends.pdf>.pp88.
 38. Demir,M.,Yaşar,E.,&Demir,Ş.Ş.(2023).Digital transformation and human resources planning :The mediating role of in novation .Journal of Hospitality and Tourism Technology.
 39. ZhouQ,WangJ,FuF*,LiuB,andGuanJ published the irreflections on digital ansformation from the human resource2021). rigă,I.,&Isac,C.(2014).E-banking services-feature, challenges and nefits .Annals of the University of Petrosian, Economics,14(1),49-58. winaKuswadani ,Dhami Johar Damiri,E .(2020).Transform asi Sumber– tya manusia menghadapi pasar tenga kerja era revolusiIndustri 4.0



- KREATIF: jurnalilmiha prodi Manajemen universites pamulang 8(1)91https://doi.org/10.32493/jk.v8i1.y2020.p91-103 .
42. Dragoicea ,M,E. Cunha ,J,F. AND Patrascu, M2015, SELF – Organizing social –technical in service system for supporting smart user decisions in public transport , export system eith Application 42 pp6329-6341.
 - 43.
 44. E.SHOIKOVA,BLA (2021) Digital Transformation Concept, TRANSFORM WORKE How <https://www.iscoop.eu/digital-transformation>
 45. En Terprise Research in novation article DOI 10.54820/GTFN9743.
 46. Elgohary,E.M.(n.d.).Theroleofdigitaltransformationinsustainabledevelopm entinEgypt.TheInternationalJournalofInformatics,MediaandCommunicatio nTechnology,71.[OriginalResearchArticle].
 47. Elise Ramstad(2008) Promoting performance and the quality of working life simultaneously ,international Journal of Productivity and. Elise Ramstad2008PerformanceManagementVol.58No.5,2009pp.423-436.
 48. ElMassah,S.,& Mohieldin, M.(2020).Digital transformation and localizing the Sustainable Development Goals (SDGs) .Ecological Economics,169,106490 .https://doi.org/10.1016/j.ecolecon.2019.10649.
 49. Emily H.,Mondher , F., Imed B.,(2016), "Digital Transformation Challenges ",Mediterranean Conference Information Systems (MCIS) ,AISeL Electronic Library ,(AIS),P.3.ENTerprise Research In NO VAtion article DOI10.54820/GTFN9743.
 50. Erik Andersson Nissar(2022) Digital Transformation Prerequisites for a digital business model, AKADEMIN FÖR TEKNIK OCH MILJÖ Avdelning enförindustriel lekonomi, in distressing och maskinteknik, .
 51. Elsayy, Elbadawi Ali 2021 , Assessing the Impact of E-HRM on Organisational Performance: An Empirical Study, Indian Journal of Economics and Business, Vol. 20 No. 3 <http://www.ashwinanokha.com/IJEB.php>
 52. . EL Ganzori 2013 MANAGEMENT INFORMATION SYSTEM AND THEIR ROLE IN SOLVING THE PROBLEMS, MASTER OF BUSINESS ADMINISTRATION , BRAWIJAYA UNIVERSITY.
 53. Eleanna Galanaki&| Leda Panayotopoulou (2011) Adoption and Success of E-HRM in European Firms.
 54. EHOW, 2012, (htt://www.ehow.com/about _6569897_study-management – information-systems_html)
 55. Farid RaghebAl-Najjar2004 ,The role of information technology in the transformation towards digital organizations ,The Fifth Annual Arab Conference on Management Ent tiled :Creativity and Innovation :The Role of the Arab Manager in Creativity and Excellence, November27-29,Arab ^rganization for Administrative Development, League of Arab States, ^armEl-Sheikh,Egypt,2004.
 - thi, Mohamed(2015). Information ,knowledge and challenges in Arab so ety Al-Maasir, Cairo :Dar Al-Gawhara for Publishing and Distribution.



57. Fathia Elhony and Hasan Emra (2023), Contributions of entrepreneurship to strategic-success Entrepreneurial contributions of business organizations in a achieving strategic success, Journal of Research and community service, vol.2, No
58. Fathia Muhammad Al-Huni ,Hassan Abdul Salam Ali 2023 ,,Fezzan University Scientific Journal, Volume Two-First Issue2023.
59. Fatima Zahraa Farhat , (2020.) The role of digital transformation in improving the performance of public relations functions in the Algerian public institution,
60. a supplementary memorandum for obtaining a master's degree in media and communication sciences ,specializing in communication and public relations ,Larbi Ben M'hidi University, Oum El Bouaghi, Algeria,
61. Fenech,R.,Baguant,P.,&Ivanov, D.(2019) .The Changing Role of Human Resource Management in an Era of Digital Transformation .International Journal of Entrepreneurship,22(2),139.DOI:10.1532-5806-22-1-139.
62. Fischer,M.,Imgrund,F.,Janiesch,C.,&Winkelmann,A.(2020).Strategyarchetypesfordigitaltransformation:Definingmetaobjectivesusingbusinessprocess management.Information&Management,57(5),103262.
63. Fadwa& Souissi2020 , The 7th International Conference on Emerging Inter-networks, Communication and Mobility . Published by Elsevier article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>)
64. Frendiana,M.L .,& Soediantono, D .(2022) .Benefit sof digital transformation and implement at ion proposition in the defense industry: Ali treasurer view. International Journal of Social and Management Studies(IJOSMAS),3(4).e-ISSN:2775-0809.
65. Gadzali,S.S.,Gazalin,J.,Sutrisno,S.,Prasetya,Y.B.,& Ausat,A.M.A .(2023).Human Resource Management Strategy in Organizational Digital Transformation .Journal MinfoPolgan,12 (2),01Juni2023.
66. Gerster,D.(2017).Digital Transformation and IT: Current State of Research .In PACIS2017 Proceedings: Pacific Asia Conference on Information Systems(PACIS) Association for Information Systems(AIS)Electronic Library.
67. Gertzen,J.,Smith,L.,&Williams,M.(2022).Goals and benefits of digital transformation projects : In sights in to projects election criteria a. South African Journal of Economic and Management Sciences ,25(1). <https://doi.org/10.4102/sajems.v25i1.4444>.
68. Ganeshan& Vethirajan 2023 , NAVIGATING THE DIGITAL FRONTIER: CHALLENGES IN E-HRM PRACTICES WITHIN THE IT SECTOR, International Research Journal of Modernization in Engineering Technology and Science., -ISSN: 2582-5208
 <https://www.doi.org/10.56726/IRJMETS47862>.
 Gertzen ,W.M .,vanderL ingen, E., &Steyn,H .(2022). [Title of the article] outh African Journal of Economic and Management Sciences,1-).ISSN:2222-3436(Online),1015-8812.



70. Girisha M.C & Dr. K.Nagendrababu ,(2019)E-Human Resource Management(E-HRM): A Growing Role In Organizations .International Journal of Management Studies .DOI:10.18843Vol.–VI,Issue–1(5) [http://dx.doi.org/10.18843/ijms/v6i1\(5\)/11](http://dx.doi.org/10.18843/ijms/v6i1(5)/11).
71. Gray,J.,&Rumpe,B.(2017).Models for the digital transformation .Software &SystemsModeling,16(2),307–308. <https://doi.org/10.1007/s10270-017-05967>.
72. Gregory Vial (20019) UNDERSTANDING DIGITAL TRANSFORMATION: AREVIEW AND ARESEARCHAGENDA, JOURNAL OF STRATEGIC IN FORMATIONSYSTEMS.
73. Guzmán-Ortiz,C.V.,Navarro-Acosta,N.G.,Florez-Garcia,W.,&Vicente-Ramos,W.(2020) .Impact of digital transformation on the in dividual job performance of insurance companies in Peru .International Journal of Data and Network Science,4(4),337-346.Retrieved.
74. Gimpel, H., Hosseini, S., Huber, R.X.R., Probst, L., Röglinger, M. & Faisst, U.(2018). Structuring Digital Transformation: A Framework of Action Fields and itsApplication at ZEISS, Journal of Information Technology Theory and Application,19(1), 31-54.
75. .Hala Salah EID in AbdelSalam Zayed 2023 The impact of digital transformation on the job performance of human resources for employee so commercial services company.Volume14,p.533.Detailed Analysis :<https://www.aihr.com/blog/hr-digital-transformation>.
76. Hasan Abdulsalam Ali Emran1*, Fathia .M. Elhony, 2023 , The Implications of Digital Transformation and Its Impact on Human Resource Management Strategies, East Asian Journal of Multidisciplinary Research (EAJMR) , Vol.2, No.4 2023: 1765- assn-e 2828-1519 <https://journal.formosapublisher.org/index.php/eajmr/article/view/3773>
77. HamashAli,2020, Career path planning and a course in improving job performance in the organization ,Al-Qabas Journal for Psychological and Social Studies, Issue8-2020<https://www.asjp.cerist.dz>.
78. Heneman III HerbertG .& Milanowski AnthonyT.(2011). Assessing .<https://doi.org/10.32493/jk.v8i1.y2020.p91-103>.Human Resource Practices Alignment[.A Case Study, Human Resource Management Vol.50,No.1
79. Hess, T., Matt, C., Benlian, A. & Wiesböck, F. (2016). Options for Formulating aDigital Transformation Strategy. MIS Quarterly Executive, 15(2), 123–139.
80. Hafinas Halid, Yusoff , Somu2020 , The Relationship Between Digital Human Resource Management and Organizational Performance, s article distributed under the CC BY-NC 4.0 license, volume141, Published by Atlantis Press SARL . <http://creativecommons.org/licenses/by-nc/4.0/>
- * ik,L. ,Nilsson, C., Magnusson, J.,& Koutsikouri ,D .(2024). Benefits alization in digital transformation :The translation from policy to practice healthcare.*Department of Applied IT, Swedish Center for Digital novation ,University of Gothenburg ,Go then burg Sweden [tps://doi.org/10.1108/JHOM-11-2023-0456](https://doi.org/10.1108/JHOM-11-2023-0456).



82. Issam AAttabi ,2015 ,Human Relations and its Relationship to the Job Performance of Civil Protection Agents -Afield study at the Civil Protection Directorate -Master'sthesis-FacultyofHumanSciences-MohamedBoudiafUniversity,pp. 74-75-Algeria.
83. Indermun V. (2014). Importance of Human Resource Management Practices and the Impact Companies Face in Relation to Competitive Challenges. Singaporean Journal of Business Economics, and Management Studies. Vol. 2 No. 11, pp. 125-135
84. Iddri, Francou, WWF Franc 2018 DIGITAL TECHNOLOGY AND ENVIRONMENT, book.
85. Ishak Shah,. John Burgoyne,. Mohammad Nazri 2017 , The Influence of Motivation on Job Performance: A Case Study at Universiti Teknologi Malaysia Australian Journal of Basic and Applied Sciences, ISSN:1991-8178 <http://creativecommons.org/licenses/by/4.0/>
86. Igbokwe Philomena Ify 2024 , Motivation and Job Performance , IRJEMS International Research Journal of Economics and Management Studie, Published by Eternal Scientific Publications, ISSN: 2583 – 5238 / Volume 3 Issue 3.
87. JieZhang &Zhisheng Chen (2023) Exploring Human Resource Management Digital Transformation in the Digital Age. Journal of the Knowledge Economy 15:1482–1498
88. Jihad Ahmed Abdel Razzaq Nairat(2022) Factors affecting job performance in public institutions ,comprehensive emultidisciplinary electronic journal, issue46.
89. Jie Zhang · Zhisheng Chen ,2024 Exploring Human Resource Management Digital, Journal of the Knowledge Economy <https://doi.org/10.1007/s13132-023-01214->.
90. Jarrar Y, Schiuma G (2007). Measuring performance in the public sector: challenges and trends. Meas. Bus. Excell., 11(4): 4-8.
91. Jacqueline MUKAYIRANGA, 2022, DIGITAL TRANSFORMATION AND CUSTOMERS' SATISFACTION IN BANKING SECTOR , THESIS PROJECT SUBMITTED TO UNIVERSITY OF RWANDA IN PARTIAL, MASTER IN BUSINESS.
92. Khousa Mustafa,BenAbbouAl-Jilali (2021) Challenges of digitizing human resources management in Algerian institutions “Study of the banking sector of the state of Mostaganem ,University of Camp,Algeria,Volume35,Issue01-2021.benabou@univ-mascara.dz.
93. Khaliza Saidin, Peng Wan, Wan Abdul Halim 2024 , A Synthesis Towards the Construct of Job Performance: Dimensions and Theoretical Approaches, Pakistan Journal of Life and Social Sciences E-ISSN: 2221-7630;P-ISSN <https://doi.org/10.57239/PJLSS-2024-22.2.0022> .
94. Kim,D.,&Cho,K.(2023).Digital Transformation Characteristics of the semiconductor Industry Ecosystem .Sustainability ,Volume (Issue), Page nge. DOI:DOI number.



95. Ladkin, A., & Buhalis, D. (2016). Online and social media recruitment: Hospitalit y employer and prospective employee considerations. *International Journal Of Contemporary Hospitality Management*, 28(2), 327–345.
96. Lawler, E. E., & Mohrman, S. A. (2003). HR as a Strategic Partner: What does it take to make it happen? *Human Resource Planning*, 26(3): 15-29
97. Liu, D., Chen, S. & Chou, T. (2011). Resource fit in digital transformation: Lessons learned from the CBC Bank global e-banking project. *Management Decision*, 49(10), 1728–1742
<https://doi.org/10.1108/00251741111183852>.
98. learned from the CBC Bank global e-banking project. *Management Decision*, 49(10), 1728–1742.
99. Liu Lufal , Ruanggoon and Tepthong (2024) Digitalization of Human Resource Management: A Case Study of RM Company, Conference in Management, at Walailak University, Thailand CiM07 .
<https://wjst.wu.ac.th/index.php/stssp>.
100. Matarazzo, M., Penco, L., Profumo, G., & Quaglia, R. (2021). Digital-transformation and customer value creation in Made in Italy SMEs: A dynamic capabilities perspective. *Journal of Business Research*, 123, 642-656 <https://doi.org/10.1016/j.jbusres.2020.08.019>.
101. Mathapati, C. M. (2021). Key Aspects of Digital Technology and Its Impact on Bank Employee Performance . *IOSR Journal of Business and Management (IOSR-JBM)*, 23(8), 01-03. doi:10.9790/487X-2308050103. Available at: .
102. McCarthy, P., Sammon, D., & Alhassan, I. (2021). Digital Transformation Leadership Characteristics: A Literature Analysis. *Journal of Decision Systems*, 32(3), 1-30. DOI: 10.1080/12460125.2021.1908934.
103. Morakanyane, R., Grace, A. & O'Reilly, P. (2017). Conceptualizing Digital Transformation in Business Organizations: A Systematic Review of Literature, in: *Digital Transformation – From Connecting Things to Transforming Our Lives*. Bled, Slovenia, University of Maribor Press., pp. 427–443.
104. Meire Brito & Hamdallah Mubarak (2004) Strategic Human Resources Management. Ordan American Business Association, Amman, Jordan, the National Library of Jordan: 20221812004. ISBN 9957-447-08-4
105. Mendes, J. A. J., Carvalho, N. G. P., Mourarias, M. N., Careta, C. B. , Zuin, V. G., & Gerolamo, M. C. (2022) . Dimensions of digital transformation in the context of modern a gri culture. *Sustainable Production and Consumption*, 34, 613-637.
106. Mergel, I., Edelmann, N., & Haug, N. (2019). Defining digital transformation : Results from expert interviews . *Government Information Quarterly*, 36(4), 101385.
107. Mirković, V., Lukić, J., Lazarević, S., & Vojinović, Ž. (2019, May 17). Key characteristics of organizational structure that supports digital transformation. Paper presented at the 24th International Scientific Symposium : Strategic Management and Decision Support Systems in Strategic Management, Zlatibor, Republic of Serbia.



108. Moayad AbdelQader Al Shakhan be ,(2015).The quality of electronic human resources management systems and the ir impact on the quality of performance Career, Middle East University ,College of Business ,Master’s Thesis.
109. .MohamedAl Safi Makhramsh ,Murad Salmi (2023.) ,digital transformation and its impact on enhancing the efficiency of organizational communication ,afield study at the National Electricity and Gas Distribution Company Sonelgaz in Ouargla ,amem or and umsubmittedtocomplete the requirements for the Master’ sAcademy degree ,Kasdi Merbah University, Ouargla, Algeria, 2023.
110. Moldavanova,A.,&Goerdel,H.T.(2018).Understanding the puzzle of organizational sustain ability: To ward a conceptual framework of organizational social connectedness and sustain ability. Public Management,20(1),55-81.
111. MuhammadAliMahmoud2023theimpactofdigitaltransformationonthestrategiehumanresourceManagement,ScientificJournalofBusinessResearchandStudies,volume-37,secondissue2p561.
112. Mustafa Ahmed Amin, Digital Transformation in Egyptian Universities as a Requirement for Achieving a Knowledge Society ,Journal of Educational Administration ,Issue Nineteen ,Egypt,2018.
113. Mia Luna 2025, Developing Emotionally Intelligent AI for Customer Service and Dispute Resolution Harvard University https://www.researchgate.net/publication/390355875_Developing_Emotionally_Intelligent_AI_for_Customer_Service_and_Dispute_Resolution
114. Marvin, R. (2016). Predictive analytics, big data, and how to make them work for you. PC Magazine.
115. Mustafa Muhammad AliAl-Shadeed(2021) ,The impact of digital transformation on the level of service performance provided by the application to employees of the General Traffic Department in Cairo Governorate ,Sadat Academy for Administrative Sciences ,Journal of the Faculty of Economics and Political Science,Volume22,Issue04,Egypt,2021.
116. .Mustafa Saleh Alija, Hassan Abdul Salam Omran (2024,) The role of information technology in improving job performance ,A nanaly tical study of the opinions of as ample of leaders of commercial banks operating in the city of Al-Khoms –Libya Economic Studies Journal (ESJ), Faculty of Economics, Sirte University (Vol7,No1).<https://doi.org/10.37375/esj.v7i1.2698>.
117. Mushfiqu RAHMAN1 , Erhan AYDIN (2019), ORGANISATIONAL CHALLENGES AND BENEFITS OF E- HRM IMPLEMENTATIONSIN GOVERNMENTAL ORGANISATIONS: THEORETICAL SHIFT FROM TOE MODEL. UIIID-IJEAS, 2019 (BOR):127-142 ISSN 1307-9832.
118. Nirmala.,2018 , ROLE OF DIGITALIZATION IN BANKING TECHNOLOGY, International Research Journal of Management Science & echnology ISSN 2250 – 1959.
119. Miller C.R,1998 Learning from history world war II and the culture of high chnology journal of business and technical commutation R(3),PP288-315



120. Nageeb,N.S.M.,&Saad,M.(2022).Impact of Digital Transformation on Talent Development Effectiveness. *Journal of Business and Management Sciences*10(4),210-219.DOI:10.12691/jbms-10-4-4.Najiya Muhammad BashirAl-Shaibani ,(2023.),Digital Transformation and its Role in Developing Higher Education Institutions in Libya ,*American International Journal of Humanities and Social Sciences*, College of Arts ,Volume(1),Issue(14),Bani Walid University ,Libya,
121. Opu Stella(2008) ,*Motivation and Work Performance: Complexities in Achieving Good Performance Outcomes; A Study Focusing on Motivation Measures and Improving Workers Performance in Kitgum District*, Institute of Social .
https://www.academia.edu/12143750/job_performance?auto=download&email_work_card=download-paper.
122. Oosthuizen ,Vant Wout el all 2021, Sociotechnical system perspective on Artificial intelligence implementation for Modern intelligence system .topic 4 , Conative and sociotechnical challenge , Council for Scientific and industrial Research pp395.
123. Pagani,M.,&Pardo,C.(2017). The impact of digital technology on relationships in a business network .*Industrial Marketing Management*,67,185–192.
124. Papaevangelou ,O.,Syndoukas ,D.,Kalogiannidis, S.,&Chatzitheodoridis,F .(2024) .Efficacy of embedding IT in human resources (HR) practices in education management .*Journal of Infrastructure ,Policy and Development*," 8"(1),2371.<https://doi.org/10.24294/jipd.v8i1.2371>
125. Parry,E &Tyson,S. (2011). Desired goals and actual outcomes of E-HRM. *Human Resource Management Journal*, 21(3),335-354.
126. Pereira,C.S.,Durão,N.,Moreira,F.,&Veloso,B.(2022).The Importance of Digital Transformation in International Business. *Sustainability* ,14,834.<https://doi.org/10.3390/su14020834> .
127. Patra, R. K., Khatik, S. K., and Kodwani, A. D. (2002). Human Resources Professionals at the Crossroads. *International Journal of Human Resources Development and Management*, Vol. 2 No. 3/4)
128. Prime Minister (2022) *Government Digital Transformation Strategy in the State of Libya* ,September 2022 .Report issued by the General Authority for Information-State of Libya.
129. .Ramesh,P.L.(2017).Impact of technology in human life .*Computer Science*,Volume-6,Issue-9,SpecialIssueSeptember-2017,ISSNNo2277-8160.
130. Ruël, H.& van der Kaap H.(2012) “E-HRM Usage and Value Creation. Does a Facilitating Context Matter?”, version accepted after double blind view: June 26, *Zeitschrift für Personal forschung*, vol.26(3), pp:260-281.
emane, G., Hanelt, A., Nickerson, R.C. & Kolbe, L.M. (2017). Discovering digital business models in traditional industries. *Journal of*



- Business Strategy, 38(2), 41–51. <https://doi.org/10.1108/JBS-10-2016-0127>
132. SHERIFF& RAVISHANKAR , 2011 , ROLE OF ELECTRONIC TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT, Volume 2, Issue 2, ISSN 2229-4104 , Sri Krishna International Research & Educational Consortium, Electronic copy available at: <http://ssrn.com/abstract=2480103>
 133. Reda Hussein Qandil (2021.),The impact of digital transformation projects on improving the digital trust scorecard by applying it to the Egyptian Ministry of Education and Technical Education ,Arab Journal of Management , Volume45,No.1.
 134. Rimon, G. (2017), „Six surprising truths about how digital transformation will change HR“, Strategic HR Review, Vol. 16 No. 2, pp. 102-104 .
 135. Rushdi Ahmed Tuaima ,and Muhammad bin SuleimanAl-Bandari ,University Education between Monitoring Reality and Narrating Development,Dar Al-FikrAl-Arabi, Cairo, Egypt,2004.
 136. Roma Tripathi, Pooja Kushwaha (2017) A Study on Innovative Practices in Digital Human Resource Management Conference Paper · March 201,
 137. Salem ,Sarah Muhammad AlQaed 2023 The impact of job empowerment on employee performance ,a case study at the University of Aden ,p.46
 138. Shiqian, W. (2018). Factors Affecting the Job Performance of Employees at Work Place in the Higher Education Sector ofChina, 8(1), 219–223.
 139. Salima Benqdara ,Almabruk Sultan dAwad El fergani(2020)Assessment of Security Issues in Banking. Sector of Libya , international journal of computer APplications (0975-8887) volume 176-NO13.
 140. Shankar Kumar Rawat1 , Sudarshan K. C ,2024 , Impact of Electronic Human Resource Management Practices on Employees’ Job Satisfaction in the Banking Sector, Journal of Emerging Management Studies, <https://www.researchgate.net/publication/387958830>
 141. Scott,S.,&Orlikowski,W. (2021) The Digital Under tow:How the Corollary Effects of Digital Transformation Affect Industry Standards .Information Systems Research, 33(1),311-336.<https://doi.org/10.1287/isre.2021.1056>.
 142. Sector of Libya ,International Journal of Computer Applications(0975–8887)Volume176–No.13.
 143. Shehadeh,M.,Almohtaseb ,A. ,Aldehayyat,J.,&Abu-AlSondos,I.A. (2023). Digital transformation and competitive a dvantage in the services ector: Amoderated- mediation model. Sustain ability,15(3),2077.
 144. Singh,A.,&Sahoo,M.K.(2023).Revolutionizing Recruitment :Harnessing the Power of Technology .IREJournals,6(12),1343.
 145. Strohmeier,S.(2020).Digital human resource management: Aconceptualclarification. German Journal of Human Resource Management:Zeitschriftfür Personal frosting, 34(3) <https://doi.org/10.1177/2397002220921>.
 146. kic,Z.,&Koroteev,D. (2019) From disruptively digital to proudly analog Aholisticity pology of digital Transformations strategies .Business Horizons, 12(6),683-693..



147. Thite, M. (2020). Digital human resource development: Where are we? Where should we go and how do we go there? *Human Resource Development International*, 25, 87–103.
148. Tripathi, R., & Kushwaha, P. (2017). A study on innovative practices in digital human resource management. In *Proceedings of the National Conference Digital transformation of business in India : Opportunities and challenges* (pp. 1–13). ResearchGate. 25, 2017, IMS Unison University, Dehradun, Uttarakh
149. Trisnawaty, N. W., Raharjo, T., Hardian, B., & Prasetyo, A. (2021). Success Criteria and Factor for IT Project Application Implementation in Digital Transformation Era: A Case Study Financial Sector Industry. In *2021 IEEE International IOT, Electronics and Mechatronics Conference (IEMTRONICS)* (pp. 21–24). DOI: 10.1109/IEMTRONICS52119.
150. The official website of the Alwhada Bank, <https://www.wahdabank.com.ly/about>
151. Purva Khera (2022), "The Digital Gender Gap," *Finance and Development Journal*, International Monetary Fund, Sumiko Ogawa, Ratna Sahay, Mahima Vasisht.
152. Udovita, P. V. M. V. D. (2020). Conceptual Review on Dimensions of Digital Transformation in Modern Era. *International Journal of Scientific and Research Publications*, 10(2), 520. DOI: 10.29322/IJSRP.10.02.2020.p9873.
153. Vakulenko, R. Y., Tyumina, N. S., Potapova, E. A., & Proskulikova, L. N. (2016). Analysis of organizational and technological environment of the existence of electronic services. *Vestnik of Minin University*, 1(1), 1–15.
154. Vardarlier, P. (2020). Digital transformation of human resource management: Digital application strategic tools in HRM. In *Digital Business Strategies in Blockchain Ecosystems* (pp. 239–264).
155. Vardarlier, P., & Ozsahin, M. (2021). Digital Transformation of Human Resource Management: Social Media's Performance Effect. *International Journal of Innovation and Technology Management*, 18(3).
156. Vardarlier, P., & Ozsahin, M. (2021). Digital transformation of human resource management: Social media's performance effect. *International Journal of Innovation and Technology Management*, 18(03), 2150005.
157. Waiker, G. H. Stanton, N. A. Salmon, P. M. & Jenkins D. P. 2008. A Review of sociotechnical system Theory : A Classic concept for New command and control paradigms. *Theoretical issues in Ergonomics Science*, vol. 9, no. 6 pp. 479–499.



158. Vagneshnath, V. J., & Junare, S. O. (2019). HRMS-A Key Strategic HRM Partner for Organization Business Growth. *Anvesh-2019 Doctoral Research Conference in Management*.

159. Yasser Abdel Rahman(2019) Human resources management and the challenges of digital trans formation in business organizations. Administrative and Economic Research JournalISSN:9750-2571
160. Yildiz,K .,Akoglu,H.E. ,Emir,E.,Angosto,S .,&Garcia Fernandez ,J.(2024) .The perceived effect of digital transformation an dresultant empowermenton job performance of employees in the fitness family business. International Journal of Sociology and Social Policy. Retrieved from <https://www.emerald.com/insight/2043-6238.htm> .
161. Yu,Z.,& JInajun,N. (2020) .How to achieve HRM digital transformation .available at : <https://www.sohu.com/a/400600846343325>.
162. Yousif Al-Jedaiaa and Ahmed Mehrez, 2020, The effect of performance appraisal on job performance in governmental sector: The mediating role of motivation, Available online, Management Science Letters 10 (2020) 2077–2088 <http://www.growingscience.com/msl> .
163. Zaoui,F.,&Souissi,N.(2020).Roadmap for digital transformation :Aliteraturereview. ProcediaComputerScience,175*,621-628 . <https://doi.org/10.1016/j.procs.2020.07.085>.
164. Zhang,J.,&Chen,Z.(2023).Exploring Human Resource Management Digital Trans formationin the Digital Age. Journal of the Knowledge Economy..
165. ZhouQ, WangJ,FuF ,Liu B ,and GuanJ (2022), published the irreflections on dig it altrans formation from the human resource.
166. Al-Harthy, M. A. (2021). Digital transformation and organizational performance in financial institutions. Journal of Banking Technology, 8(2), 45–59.
167. Hussain, M., Ahmed, T., & Rahim, S. (2022). Human resource digitalization and its impact on employee performance: Evidence from emerging markets. International Journal of Human Capital Studies, 12(4), 201–218.

