

# The Impact of Integrating Algorithm Management in Human Resource Management in Selected Organizations in Egypt

## Introduction

This is an ongoing empirical research study to obtain a Master of Science degree in Human Resource Management.

***Your suggestions, recommendations, feedbacks and advices are highly welcomed and appreciated.***

## Research Objectives

This research is aiming to contribute in filling the knowledge gap of implementing Algorithm Management (AM) in Human Resource Management (HRM) in selected organizations in Egypt. The specific objectives of this research are:

- Identifying existing level of implementing AM in HRM in selected organizations in Egypt.
- Measuring the impact of implementing AM on Employees' Engagement, Employees' Organizational Commitment and Employees' Motivation.

## **The variables to be used in this research are:**

Dependent variables:

- Employees' Engagement
- Employees' Organizational Commitment
- Employees' Motivation

Independent variable:

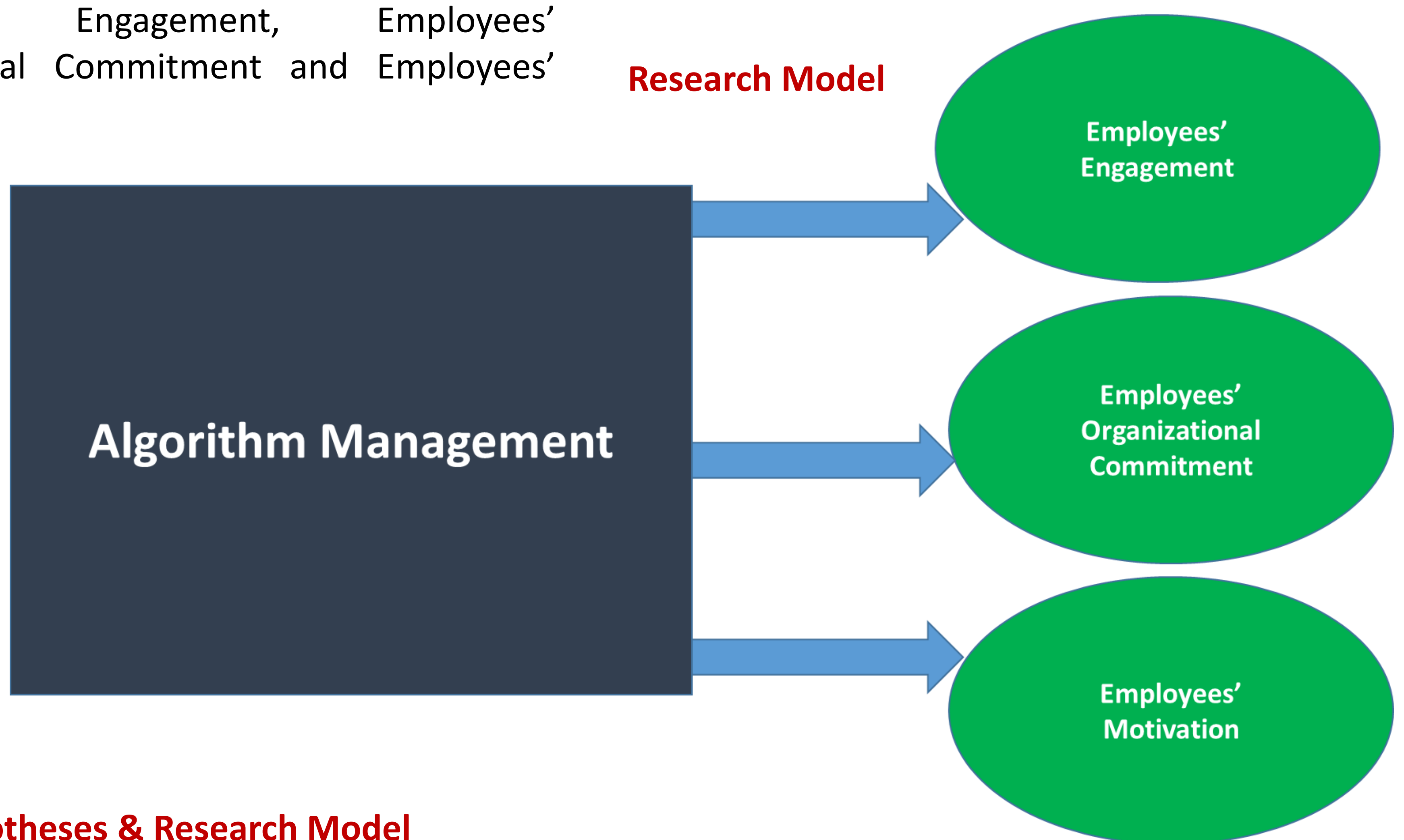
Algorithm Management

## **Research Hypotheses:**

H1: AM has an impact on Employees' Engagement

H2: AM has an impact on Employees' Organizational commitment

H3: AM has an impact on Employees' Motivation



## Research Hypotheses & Research Model

This research will be using a conceptual model to identify the impact of implementing AM on HRM in selected Egyptian organizations. The research hypothesis will be tested to evaluate the impact of AM (measured by dimensions adopted from Hanna Kinowska & Łukasz Jakub Sienkiewicz, 2022) on Employees' Engagement (measured by: The Utrecht Work Engagement Scale (UWES), Wilmar Schaufeli & Arnold Bakker, 2002), Employees' Organizational Commitment (measured by the Organizational Commitment Questionnaire (OCQ), Mowday, Steers and Porter, 1979) and Employees' Motivation (measured by the Multidimensional Work Motivation Scale (MWMS), Gagné, M. Forest, J. Vansteenkiste, M. Crevier-Braud, L. Van den Broeck, A. Aspeli, A. K. Bellerose, J Benabou, C. Olafsen, A. H., 2015).

## Research Methodology

The planned research methodology is descriptive analytical approach using primary quantitative and qualitative data. Data to be collected by questionnaires. Collected data will be statistically processed and results and limitations will be drafted.

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**Kindly scan and fill the survey**



**Bio & Contacts:**

