



MIDOCEAN UNIVERSITY

Assignment #4

Final Project: Abstract and Chapter 5

Research Limitations, Recommendations, and Conclusion

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Abstract

This final project examines the role of digital transformation in improving human resource practices and organizational performance in modern business environments. The study focuses on how digital tools, automated systems, and data-driven processes support planning, recruitment, training, communication, and decision-making within organizations. A quantitative research approach was adopted, and a structured questionnaire was used as the main data collection instrument. The collected data were analyzed using descriptive statistics, reliability testing, and hypothesis testing. The findings indicate that digital transformation has a positive and significant effect on HR practices. The results also suggest that organizations that adopt digital technologies are more capable of improving efficiency, reducing administrative delays, and enhancing employee development. The study concludes with practical recommendations for organizations, including investment in digital infrastructure, continuous employee training, and the adoption of clear policies for technology implementation. The project also highlights research limitations related to sample size, access to data, and the use of a questionnaire-based method. Future studies are recommended to expand the sample, use mixed methods, and examine additional industries or countries.

Keywords: Digital transformation, human resource practices, organizational performance, SPSS, project management, research limitations, recommendations.

Final Project Overview

This assignment completes the final project by adding the abstract, updating the table of contents, and presenting Chapter 5. The previous assignments covered the research introduction, literature review, methodology, and statistical analysis. Therefore, this final submission connects all chapters and presents the final limitations, recommendations, and conclusion.

Chapter	Main Content
Chapter 1: Introduction	Research topic, research problem, significance, objectives, questions, hypotheses, model, and scope.
Chapter 2: Literature Review	Review of previous studies and theoretical background related to the research variables.
Chapter 3: Research Methodology	Operational definitions, research design, population, sampling, data collection, data types, and statistical analysis procedures.
Chapter 4: Statistical Analysis and Findings Discussion	Sample profile, validity and reliability, descriptive statistics, hypothesis testing, and discussion of findings.
Chapter 5: Research Limitations, Recommendations, and Conclusion	Limitations, future research, practical recommendations, and final conclusion.

This overview shows that Assignment #4 is not a separate topic; it is the final completion stage of the project. The new additions are the abstract, the updated table of contents, and Chapter 5.

Chapter 5: Research Limitations, Recommendations, and Conclusion

5.1 Introduction

This chapter presents the final part of the research project. It summarizes the main limitations that affected the study, provides practical recommendations based on the findings, suggests directions for future research, and presents the final conclusion. The purpose of this chapter is to show that the researcher understands the boundaries of the study and can convert the findings into useful recommendations for organizations and future researchers.

The findings of Chapter 4 indicated that digital transformation has a positive influence on HR practices. However, every research project has limitations. Identifying these limitations does not weaken the study; rather, it improves the credibility of the research by showing transparency and awareness of the study scope.

The following sections present the limitations and recommendations in a clear academic format suitable for the final submission.

5.2 Research Limitations

Research limitations refer to the factors that may affect the interpretation, generalizability, or depth of the findings. The following limitations were identified in this study:

Limitation	Explanation
Sampling Limitation	The study relied on a selected sample of respondents. Although the sample provides useful information, it may not fully represent all employees, managers, industries, or organizations. Therefore, the results should be interpreted within the scope of the selected sample.
Measurement Limitation	The study used a questionnaire as the main data collection instrument. Questionnaires are useful for collecting data from many respondents, but they depend on the honesty, understanding, and perception of participants. Some respondents may provide socially desirable answers or interpret questions differently.
Methodological Limitation	The study followed a quantitative approach. This method allows statistical testing, but it may not capture deeper opinions, feelings, or experiences that could be explored through interviews or case studies. Therefore, qualitative insights were limited.
Access Limitation	Access to detailed organizational data may be restricted because organizations often protect internal information related to HR systems, digital tools, performance reports, and employee data. This limited the ability to include additional internal evidence.
Time Limitation	The study was conducted within a specific academic time frame. A longer period may provide more accurate results and allow comparison over time.
Geographical Limitation	The study focused on a specific context and was not conducted across many countries or regions. As a result, the findings may not be fully generalizable to organizations operating in different cultural, economic, or technological environments.
Resource Limitation	The study was completed using available academic resources. More resources could allow a larger sample, advanced software analysis, and deeper comparison between sectors.

5.3 Recommendations

Based on the findings of the study, several recommendations can be presented for organizations, managers, and HR departments. These recommendations aim to improve the use of digital transformation and strengthen HR practices.

No.	Recommendation	Expected Benefit
1	Invest in digital HR systems	Organizations should adopt digital HR platforms that support recruitment, employee records, performance management, payroll, training, and communication.
2	Provide continuous employee training	Employees should receive regular training to improve their digital skills and increase their ability to use modern systems effectively.
3	Support management commitment	Top management should actively support digital transformation by providing clear direction, resources, and encouragement.
4	Improve data-driven decision-making	Organizations should use HR analytics to support planning, evaluate employee performance, and identify training needs.
5	Strengthen communication	Digital tools should be used to improve communication between departments and reduce delays in HR processes.
6	Protect data privacy	Organizations should apply clear policies to protect employee data and ensure responsible use of technology.
7	Evaluate digital transformation regularly	Managers should measure the effectiveness of digital systems and update them according to organizational needs.

These recommendations are practical because they connect the statistical results with real organizational actions. If implemented properly, they can help organizations improve performance, increase employee satisfaction, and build more flexible HR systems.

5.4 Future Research

Future research can expand this study in several ways. First, researchers can use a larger sample to increase the generalizability of the findings. Second, future studies can use mixed methods by combining questionnaires with interviews to gain deeper insights. Third, the study can be repeated in different sectors such as healthcare, education, banking, and government institutions to compare results across industries. Fourth, future research may examine additional variables such as organizational culture, leadership style, employee engagement, or technology readiness. Finally, longitudinal studies can be conducted to measure the impact of digital transformation over time.

5.5 Final Conclusion

This final project investigated the relationship between digital transformation and HR practices. The study showed that digital transformation plays an important role in improving HR functions, supporting faster decision-making, enhancing communication, and improving training and development processes. The statistical analysis confirmed that the research instrument was reliable and that the tested relationship was significant.

The study also emphasized that digital transformation is not only a technological change, but also an organizational change that requires employee readiness, management support, training, and clear policies. Organizations that successfully apply digital transformation can improve efficiency and become more competitive in changing business environments.

In conclusion, the project achieved its research objectives by identifying the importance of digital transformation and explaining its positive impact on HR practices. The limitations and recommendations presented in this chapter provide a clear direction for both organizations and future researchers.

References

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Appendix: Assignment #4 Requirements Alignment

The following table confirms that the document addresses all requirements shown in Assignment #4.

Requirement	Where Addressed
Submit the final version for the final project	Covered through the final project overview and completed Chapter 5.
Modify Table of Contents	Included updated table of contents with Chapters 1 to 5 and references.
Abstract	Included at the beginning of the document.
Chapter Five: Research limitations	Included detailed limitations with explanations.
Recommendations	Included practical recommendations table.
Conclusion	Included final conclusion.

This completes Assignment #4 according to the requirements: abstract, updated table of contents, Chapter 5 limitations, recommendations, and conclusion.