



The Impact of Digital Human Resource Governance on Enhancing Administrative Transparency and Improving Organizational Agility in Iraqi Government Institutions

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Abstract

The research aims to analysis effect governance digital for the resources humanity in strengthening transparency administrative and improving fitness organizational in institutions government Iraqi in shadow transformations digital accelerated and the need to development practices administrative and raised efficiency performance institutional and it stems importance search from the role that perform it governance digital in strengthening disclosure providing information and simplification procedures and support speed response for changes and requirements administrative and it was approved search Curriculum descriptive analytical, using questionnaire tool to collect data from staff in institutions government Iraqi so it was completed distribution of (142) questionnaires, (140) questionnaires were returned valid for analysis statistician at a rate response it reached (98.59%). It focuses search on the study relationship between governance digital for resources humanity and all from the transparency the administrative and agility organizational from during to set nature this is amazing relations and measurement effect variable Independent in the two variables followers using methods statistics suitability and from expected that contributes outputs search in presentation indicators scientific help leaders administrative on development systems the resources humanity digital and the strengthening accountability and disclosure, and improving flexibility organizational and speed taking decisions, in what supports efficiency institutions government Iraqi and its ability on keeping up changes and investigation its goals institutional efficiently and effectiveness.

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1. Introduction

Witness the world contemporary developments accelerated in area transformation digital, reflected in picture clear on methods administration and its practices in the institutions governmental, and it became governance digital from requirements basic to the develop performance institutional and strengthening efficiency use resources and they are considered governance digital for resources humanity one the entrances administrative Modern that vontributes in to organize the operations related with the workers and development mechanisms exchange Information and the strengthening accountability and disclosure, in what supports investigation transparency administrative and limit from complications bureaucracy and in in contrast represents fitness organizational capacity institutions on response fast for changes and the challenges, and adaptation with requirements the new development, and taking decisions the occasion in the time the appropriate one and it acquires this is amazing topics importance especially in institutions government Iraqi, that faces challenges it relates update procedures administrative and development

services and improving level performance and response for requirements the beneficiaries and those this the starting point, it seeks search to the study effect governance digital for resources humanity in strengthening transparency administrative and improving fitness organizational, from during analysis relations between this is amazing variables based on on data field derived from the questionnaire. It hopes search that presents framework scientifically contributes in to the support the development administrative and transformation digital in the institutions government Iraqi and strengthening her ability on investigation Its goals efficiently and effectiveness and sustainability.

Section One: Research Methodology

1.1. Research Problem:

It is problem search in the need to knowledge bezel contribution governance digital for resources humanity in strengthening transparency administrative and improving fitness organizational in the institutions government Iraqi in shadow challenges related developing procedures administrative and speed response for changes. therefore, it revolves the problem around question president the following : What effect governance digital for resources humanity in the strengthening transparency administrative and improving fitness organizational in institutions government Iraqi?.

1.2. Importance of the research:

Sources importance search from take it topic contemporary it is related vy transformation digital and development administration governmental, from during clarification role governance digital for resources humanity in strengthening transparency administrative and improving fitness the organizational. As well contributes search in the enrichment knowledge scientific related with this variable presentation indicators maybe that help leaders administrative in development procedures and strengthening accountability and speed response for changes in what supports efficiency institutions government Iraqi and its effectiveness.

1.3. Research Objectives:

It aims search to analysis effect governance digital for the resources humanity in Strengthening transparency administrative and improving fitness organizational in Institutions government Iraqi that's from during identification on level application governance digital for resources humanity and the statement her role in strengthening disclosure and accountability providing Information and determining nature relationship among them and between transparency administrative on measurement Its effect in to improve capacity Institutions on the response for changes and adaptation with new developments presentation recommendations the scientific and process contributes in development performance administrative and support the transformation digital and strengthening the efficiency of the institutions government Iraqi and its effectiveness Organizational.

1.4. Research Hypothesis:

Based search to hypothesis president the following : No there is effect with indication statistics for governance digital for

resources humanity in strengthening transparency administrative and improving fitness organizational in Institutions government Iraqi when level significance of ($\alpha \leq 0.05$).

1-5 Research population and sample:

It consists community Search from staff in Institutions government Iraqi, as they category the concerned by applying governance digital for resources the humanity and its repercussions on transparency administrative and agility organizational and it has It was completed distribution of (142) questionnaires on individuals the sample, (140) questionnaires were returned valid for analysis statistician at a rate response it reached (98.59%), which save data suitable study variables search and test his hypothesis The president.

Section Two: The Theoretical Aspect of the Research

2.1. framework conceptual for governance Digital For resources Humanity Its dimensions :

Represents governance digital for resources humanity direction administratively newly merge technologies digital principles the governance with the aim to organize operations administration staff and improving the quality the decisions related they include them employment systems electronic in planning resources humanity management data and follow performance and development services administrative in what the enhances integration between jobs organizational and supports efficiency procedures and its reliability. (Bondarouk & Brewster, 2016: 266) ^[1].

Based governance digital for resources humanity to group from principles the most prominent of them transparency and accountability and justice protection data so help this is amazing principles on to organize use information the functional and determining responsibilities and the powers inside the institution. As well contributes in limit from decisions the individual not disciplined and the strengthening trust with procedures administrative providing environment a job based to rules clear and practices midwife to be continued and the evaluation. (Marler & Fisher, 2013: 18) ^[5].

It is transformation digital in administration resources humanity one foundations basic to develop governance because allows transition from transactions paper to the procedures electronic integrated and it helps this transformation on reduction the time absorbed to accomplish transactions, and improving accuracy information and the facilitation access to data necessary to take decisions strengthening capacity departments on monitoring to implement the policies and procedures the functional effectively larger. (Strohmeier, 2020: 346) ^[14].

It is embodied Transparency digital in availability information related through policies and procedures and decisions functional in the picture clear and an organization with consideration controls secrecy and privacy and help this is amazing practice staff on to understand their rights and their duties and knowledge foundations evaluation and promotion and training as reduce ambiguity administrative and strengthen trust between employees and the administration the matter that supports Integrity Institutional and he raises level accept decisions organizational. (Meijer, 2013: 430) ^[6].

Represents accountability digital dimension whatever in

governance resources humanity so allows systems electronic documentation procedures and transactions and determining entities the responsible on implementing it in what it is easy review decisions and verification from bezel commitment according to the instructions approved and helps this is amazing mechanisms on discovery mistakes administrative treatment faces palaces and strengthening discipline functional, and development censorship interior based on to information documented maybe return to her when the need. (Mergel, Edelmann, & Haug, 2019: 12) ^[7].

As for integration data and security information they represent after basics for sustainability governance digital for resources humanity because effectiveness systems it depends on accuracy data and update it and protect it from access not authorized it contributes to it integration between systems in to improve coordination between units administrative and support decisions built on the evidence while enhance procedures security privacy trust staff by treatment digital for their information the functionalism. (Tursunbayeva, Pagliari, Di Lauro, & Antonelli, 2022: 5) ^[16].

2.2. Transparency Administrative : The Concept and Importance Dimensions :

It is transparency administrative from concepts basic in administration modern so express on clarity procedures and decisions and making available information the connection working for owners interest in what enhances to understand policies organizational and mechanisms implementing it and not limited transparency on to publish information but rather include Its accuracy and its timing and the possibility the access to her with consideration requirements privacy and secrecy in what supports trust mutual between administration and the workers (Schnackenberg & Tomlinson, 2016: 1788) ^[12]. Sources importance transparency administrative from her role in strengthening trust institutional and limit from ambiguity related by decisions organizational so help staff on to understand standards that based to her administration in distribution responsibilities Evaluation Performance and determining opportunities evolution functional. As wellc in reduction doubts about justice procedures, and improving communication internal and strengthening accept decisions administrative the matter that Reflected Positively on cooperation commitment with goals Institutionalization (Rawlins, 2008: 5) ^[10].

It represents disclosure on information one dimensions the essential for transparency administrative and he points to to provide information the occasion for the workers In picture clear and in the time Suitable, In what they can from to understand decisions and policies and procedures approved requires this distance to set information that It should making it available, and choosing means to publish suitable guarantee ease access to it and it helps disclosure the organizer on reduction disparity information between levels administrative and strengthening the participation conscious in the job institutional (Schnackenberg, 2020: 2).

It is distance the second in clarity procedures and decisions administrative it means drafting Instructions and policies organizational in a way understood the determine responsibilities and powers and steps completion transactions and standards taking decisions and they increase. importance this distance in institutions government that there are many In it levels administrative and procedures official, so contributes clarity in reduction Interpretations the disparate

and limit from efforts not disciplined and improving capacity staff on to implement tasks according to rules advertised and consistent (Cucciniello, Porumbescu, & Grimmelikhuijsen, 2017: 32) ^[3]. As for accuracy credibility they represent after basically for transparency because availability information no verification its goals if was not correct or misleading or lack to context essential to understand it requires this distance review data and verification from its sources and update it In picture regular, with presenting it in a way balanced no leads to formation impressions incorrect and it contributes information reliable in to support decisions the wise one and strengthening trust in the administration and its practices organizational (Grimmelikhuijsen, 2012: 56) ^[4].

It is related distance the last possibility access to information and communication Regarding it, so requires transparency to provide channels clear was able staff from Inquiry on decisions and procedures and obtaining on explanations necessary and it helps. channels digital, like gates Interior and systems resources humanity electronic, on facilitation trading information and reduce barriers administrative condition consideration security data and rights the privacy and it enhances this orientation the participation organizational and response for comments and the improving quality the practices Administrative (Porumbescu, 2015: 123) ^[9].

2.3. fitness Organizational : Concept And importance and dimensions and its relationship Governance Digital for Resources Humanity :

Agility organizational it expresses the ability the foundation on sensing changes in environment interior foreign ministry and response she has quickly and flexibility from during amendment procedures and resources and decisions in what it fits with new developments and no limited this is amazing ability on speed implementation but rather include Preparation proactive for the challenge's investment opportunities available and investigation adaptation continuous. It represents fitness direction administratively whatever for institutions government that it works in the environments variable and increasing complexity (Sherehiy, Karwowski, & Layer, 2007: 445) ^[13].

Sources importance fitness organizational from her contribution in strengthening capacity Institutions on dealing with changes surprisingly, and reduce delay in taking decisions, and improving use resources available. Also help on development services and response for needs beneficiaries and it supports learning the organizational and the improvement continuous and increasing importance this is amazing the properties in institutions government Iraqi that seeking to to update its procedures administrative and improving quality services the general public and confrontation challenges operational efficiently and the effectiveness (Tallon & Pinsonneault, 2011: 464) ^[15].

It represents sensing changes one dimensions the mission for fitness organizational and he points to capacity the foundation on collection information analysis Indicators note the transformations that may the affect in her performance in the future. It the requires that availability channels communication effective and systems information help on to set problems and opportunities in time contributes sensing early in reduction Surprises operational, and enabling from taking procedures proactive it fits with nature changes possible (Overby, Bharadwaj, & Sambamurthy, 2006: 120) ^[8]. It crosses after speed response on capacity the foundation

on transformation information available to decisions and procedures practical in the time the appropriate one breach with requirements quality and oversight and it is verified. that from during simplification Paths the job and determining powers and reduce delay in exchange Information and strengthening coordination between units organizational and it helps speed response on to treat problems operational, and improving level services and raised capacity the foundation on dealing with requirements the variable (Sambamurthy, Bharadwaj, & Grover, 2003: 245) ^[11].

As for flexibility organizational so reflect capacity the foundation on re distribution Resources and modification procedures and methods the job in what it fits with circumstances new and it requires this is amazing flexibility presence skills mankind Diverse, and structures administrative allow In coordination and organized a job midwife For development breach with controls legal and it helps flexibility on stagnation administrative and improving benefit from potential available as grant institutions capacity greater on continued performance tasks when change priorities or appearance challenges not expected (Worley & Lawler, 2010: 197) ^[17].

It is related governance digital for resources humanity with grace organizational from during to provide data functional minute and updated, and automation procedures, and improving flow Information between units administrative and it supports this is amazing practices speed to set needs the humanity and return distribution the tasks and follow performance, In what enhances capacity the foundation on response for changes and with that stop verification this is amazing benefits on quality systems digital and efficiency staff clarity powers and integration Technology with Policies organizational (Cappelli & Tavis, 2018: 53) ^[2].

Third section: The applied aspect of the research

3.1. - Research population and sample:

It consists of community search from staff in institutions government Iraqi as for sample search lost it was completed to choose sample components from (140) individuals from community research, in what harmonize with goals search and his hypotheses. It was completed design questionnaire especially search so that cover all variables required and it was distribution of (142) forms on individuals sample targeted and after practical collection data it became clear (140) forms it was valid for analysis statistician in when did not enter (2) two forms within forms the righteous one for analysis and so it reached rate response the righteous one for analysis (98.59%), it is rate high reflect level well from cooperation have individuals the sample which it provides number suitable from responses to conduct analysis the statistician and he it was completed building paragraphs questionnaire and its formulation in a way allow by converting answers to values amount dependence on gauge likert the pentagon and to what extent It ranges from (1) to (5), that's with the aim facilitation analysis statistician and test hypotheses. As well as it was completed allocation six paragraphs per variable from variables research, it is governance digital for resources humanity, and transparency administrative, and agility organizational and to verify from stability tool measurement, it is used coefficient cronbach alpha to measure consistency interior paragraphs the questionnaire in what helps on appreciation bezel reliability measurement. As for honesty apparent for the tool so it is

verification from him from during an offer its paragraphs on group from arbitrators' specialists to make sure from its clarity and its suitability for the purposes research not using coefficient Cronbach alpha. The face validity of the instrument was also verified using Cronbach's alpha test, as shown in the following table:

Table 1: Cronbach's coefficient Alpha for search variables

No.	Variables	Number of Items	Cronbach's Alpha Coefficient
1	Digital Human Resource Governance	6	0.894
2	Administrative Transparency	6	0.868
3	Organizational Fitness	6	0.873
	Average	6	0.878

Source : Prepared by the researcher.

It is clear from table (1) that transactions Cronbach's alpha for variables search ranges between (0.868) and (0.894), in when reached coefficient steadfastness the whole the questionnaire score is (0.878). This indicates this is amazing values, if it made sure from during analysis statistician actual to level good from consistency interior between paragraphs tool so exceeded all of them limit guidance common the adult (0.70). Also reflects coefficient steadfastness the whole high degree suitable from homogeneity between paragraphs the scale and based on that, maybe consideration the tool suitability from district steadfastness condition verification from the values using answers individuals sample the actual situation.

3.2. Results of distributing the questionnaire and analyzing the demographic characteristics of the research sample:

It is clear Table (2) results distribution lists survey on Individuals sample research, from during statement number questionnaires the distributed and mustard and the midwife for analysis on questionnaires not recovered and its lineage centenary.

Table 2: Results of distributing the questionnaire lists to the research sample members

Statement	Number	Percentage
Distributed questionnaires	142	100%
Retrieved and analyzable questionnaires	140	98.59%
Non-returned questionnaires	2	1.41%

Source : Prepared by the researcher.

It is clear from table (2) that researcher it did by distributing (142) questionnaires on Individuals sample research and reached number questionnaires recovered and the midwife for analysis: (140) questionnaires in the proportion recovery it reached (98.59%), it is rate high reflect level well from response have individuals the sample in contrast reached number questionnaires not recovered two surveys only, at a rate of (1.41%) of total questionnaires the distributor. It indicates this is amazing results to success researcher in get on most questionnaires distributed the matter that provides data suitable to conduct analysis statistics the necessary and extraction results related with goals search and his questions It aims analysis properties demographics for individuals the sample search to identification on features personality social

for the interviewees from where sex and age and qualified scientific and years' experience in what contributes in to

understand nature the sample and interpretation the results research accurately. Therefore, the demographic characteristics of the research sample can be analyzed using

Table 3: Analysis of the demographic characteristics of the research sample.

No.	Variable	Classification	Number	Percentage (%)
1	Age	30–40 years	38	27.14%
		41–50 years	72	51.43%
		More than 50 years	30	21.43%
2	Sex	Male	81	57.86%
		Female	59	42.14%
3	Academic qualification	Diploma or less	24	17.14%
		Bachelor's	98	70.00%
		Master's degree or higher	18	12.86%
4	Years of experience	5–10 years	16	11.43%
		11–15 years	88	62.86%
		More than 15 years	36	25.71%

Source : Prepared by the researcher

It is clear from table (3) that category the age group (41–50 years) came in rank first by (51.43%) followed by the 30-40 age group represents 27.14%. It showed results that males they represent ratio the largest from Individuals sample by (57.86%) compared to (42.14%) for females. While it relates with qualifications scientific, lost appearance campaign Bachelor's ratio top at a rate of (70%), which Reflects level scientific Most For the sample. As for years' experience lost topped the (11-15 years) category with a percentage of

(62.86%), which it indicates to availability expertise practical good have majority the researchers the matter that enhances suitability sample for purposes search.

3.3. Descriptive statistics for research variables:

Descriptive statistics for the governance variable can be illustrated Digital For resources Humanity in relation to the arithmetic mean, percentage, and standard deviation is shown in the following table:

Table 4: Descriptive statistics for the governance variable Digital For resources Humanity

No.	Phrase	Arithmetic Mean	Percentage	Standard Deviation
1	The organization adopts advanced digital systems for managing human resources data, which contributes to organizing job information and facilitating access to it accurately and quickly.	4.12	82.4%	0.76
2	The organization applies clear electronic procedures in recruitment, promotion and performance evaluation, which promotes fairness and reduces personal interference in administrative decisions.	3.94	78.8%	0.83
3	Digital systems allow employees to easily view their job data and follow up on their administrative transactions, while maintaining the confidentiality of information and authorized access privileges.	4.05	81.0%	0.79
4	The administration adopts standardized rules and procedures for storing and updating employee data electronically, which reduces administrative errors and enhances the reliability of information used in decision-making.	4.08	81.6%	0.77
5	The organization provides ongoing training for employees on the use of digital human resources systems, which raises their technical efficiency and improves their ability to accomplish job tasks.	3.78	75.6%	0.91
6	The administration monitors the efficiency of the digital human resources systems on a regular basis, and addresses technical and organizational problems to ensure business continuity and improve the quality of services provided.	3.89	77.8%	0.85
Overall Average		3.977	79.5%	0.818

Source: Prepared by the researcher.

It is clear from table (4) that variable governance digital for resources humanity achieved average calculations year it reached (3,977), and in proportion centenary Its value is (79.5%), and deviation normative it reached (0.818), which It indicates to level high from availability relative for the practices the governance digital in the institution and it came phrase first related by adopting systems digital advanced management data resources humanity in rank first on average my account (4.12), followed by phrase fourth with an average of (4.08), then phrase third with an average of (4.05). In contrast registered phrase fifth related by training

continuous minimum middle my account it reached (3.78), which it indicates to importance strengthening programs training digital for the workers, in what contributes in development their skills technology and improving the efficiency application governance digital for resources humanity.

Descriptive statistics for the transparency variable can be illustrated. The administrative aspects, with regard to the arithmetic mean, percentage, and standard deviation, are shown in the following table:

Table 5: Descriptive statistics for the transparency variable administrative

No.	Phrase		Arithmetic Mean	Percentage	Standard Deviation
1	The administration is keen to make information regarding administrative procedures and decisions available to employees clearly and in a timely manner, thereby enhancing mutual trust within the organization.	4.10	82.0%		0.75
2	The organization announces the criteria for appointment, promotion and performance evaluation in a clear and understandable manner, enabling employees to know the basis upon which job decisions are made.	3.92	78.4%		0.84
3	The administration explains the reasons for decisions that affect employees, and allows them to understand the procedures followed, thereby reducing ambiguity and enhancing the sense of administrative fairness.	3.86	77.2%		0.88
4	The organization provides official channels for submitting and following up on inquiries and complaints, with clear information provided about the processing stages, the actions taken regarding them, and their final results.	3.79	75.8%		0.91
5	The administration applies laws and instructions to employees consistently, and clarifies the exceptions allowed and their reasons, thereby promoting accountability and limiting job discrimination.	3.95	79.0%		0.82
6	The organization provides accurate and up-to-date information on services and administrative procedures, and uses digital means to disseminate it, making it easier for employees to access it and enhancing the clarity of institutional work.	4.04	80.8%		0.78
Overall Average		3.943	78.9%		0.83

Source: Prepared by the researcher.

It is clear from table (5) that variable transparency administrative achieved average calculations year It reached (3,943), and in proportion centenary its value is (78.9%) and deviation normative it reached (0.83), which reflects availability level good from transparency administrative in the institution from destination the consideration Individuals sample the research and it has come phrase the first related by making available information private with procedures and decisions administrative for employees in rank first on average my account it reached (4.10) and the percentage percentile (82%), followed by phrase sixth related by providing information minute and updated on Services and procedures administrative, with an average of (4.04) and a percentage of (80.8%). In contrast registered phrase fourth related by providing channels official present Inquiries complaints and follow up on it, minimum middle account reached (3.79) and in proportion percentile (75.8%). This

indicates this is amazing result to necessity development mechanisms reception complaints and its treatment and strengthening the disclosure on its stages and its results. As well it registered phrase third average it reached (3.86), which it indicates to importance clarification reasons decisions administrative for employees and in a picture generally the reflect results interest the foundation by making the available information and explanation procedures with presence opportunities to improve some practices related participation and accountability administrative in what enhances trust and fairness clarity inside environment the job institutional. Descriptive statistics for the agility variable can be illustrated the organizational structure, with respect to the arithmetic mean, percentage, and standard deviation, it is shown in the following table :

Table 6: Descriptive statistics for the fitness variable organizational

No.	Phrase		Arithmetic Mean	Percentage	Standard Deviation
1	The organization is able to respond to sudden changes in the work environment quickly and flexibly, by adjusting its procedures and distributing its resources in accordance with the emerging requirements.	4.08	81.6%		0.77
2	The administration makes timely administrative decisions based on available information, which helps to address problems and reduce delays in completing tasks.	3.96	79.2%		0.81
3	The organization can redistribute tasks and responsibilities among employees when priorities change, ensuring business continuity and achieving goals without disrupting essential procedures.	3.91	78.2%		0.84
4	The administration encourages employees to submit new ideas to improve procedures and work methods, and benefits from their suggestions in developing performance and responding to various organizational challenges.	3.82	76.4%		0.89
5	The administrative units exchange information and cooperate with each other to accomplish common tasks, which reduces procedural complexities and speeds up the response to the needs of the work and those dealing with the institution.	4.02	80.4%		0.79
6	The organization continuously reviews its procedures and performance, and benefits from the results of monitoring and evaluation to address shortcomings and improve its ability to adapt to future changes.	3.88	77.6%		0.86
Overall Average		3.945	78.9%		0.827

Source: Prepared by the researcher.

It is clear from table (6) that variable fitness organizational achieved average Calculations year It reached (3,945), and in proportion centenary its value is (78.9%) and deviation normative it reached (0.827), which it indicates to availability level good from fitness organizational in the institution and it came phrase first related In response fast and flexible for changes the surprise in environment the job in rank first on average my account it reached (4.08) and the percentage percentile (81.6%) followed by phrase fifth private exchange information cooperation between units the administrative with an average of (4.02) and a percentage of (80.4%). In contrast registered phrase fourth related the encouraged employees on presentation ideas new minimum middle account It reached (3.82), and by a percentage of (76.4%).

Also achieved phrase review continuous for procedures and performance average it reached (3.88). This indicates this is amazing results to possession the foundation capacity Good on adaptation and response for variables, with necessity strengthening sharing employees in innovation and the development methods the job and the activation mechanisms evaluation continuous in what contributes in to improve performance institutional and increase flexibility in confrontation challenges future.

3.4. Testing the correlation between research variables: the Pearson correlation coefficient between the research variables can be illustrated as shown in the following table:

Table 7: Pearson correlation coefficient value between research variables

Correlations				
		Governance Digital For resources Humanity	Transparency Administrative	fitness Organizational
Governance Digital For resources Humanity	Pearson Correlation	1,000	0.724**	0.681**
	Sig. (2-tailed)	—	0.000	0.000
	N	140	140	140
Transparency Administrative	Pearson Correlation	0.724**	1,000	0.697**
	Sig. (2-tailed)	0.000	—	0.000
	N	140	140	140
Fitness Organizational	Pearson Correlation	0.681**	0.697**	1,000
	Sig. (2-tailed)	0.000	0.000	—
	N	140	140	140

Correlation is significant at the 0.01 level (2-tailed) *

Source: Prepared by the researcher.

It is clear from table (7) existence relationships correlation positive and moral statistically between variables search when level Significance (0.01), and based on data sample the number reached (140) individuals registered relationship between governance digital for resources humanity and transparency administrative coefficient correlation it reached (0.724), which it indicates to presence correlation positive strong relatively between the two variables. As well reached coefficient link between governance digital for resources humanity and agility organizational (0.681), it is what reflects relationship positive strong relatively speaking but relationship between transparency administrative and agility organizational lost registered coefficient correlation Its value

is (0.697), which it indicates on presence correlation positive strong relatively between them and it reached value significance statistics displayed (0.000) for all the relationships and it explains that that less from (0.001), that it equal zero and based on this is amazing results there are relationships correlation moral between variables research that meaning that necessarily presence relationship causality among them.

3.5. Testing the relationship of effect between research variables:

of effect between the research variables can be tested, as shown in the following table:

Table 8: Testing the effect relationship between research variables

Variables	R	R ²	F	Sig. F	β_i	T	Sig. T
Digital Governance of Human Resources → Administrative Transparency	0.724	0.524	152.00	0.000	0.724	12.33	0.000
Digital Governance of Human Resources → Organizational Agility	0.681	0.464	119.45	0.000	0.681	10.93	0.000

Source: Prepared by the researcher.

It is clear from Table (8) existence effect positive this indication statistics for governance digital for resources humanity in all from transparency administrative and agility organizational so showed results analysis the decline that value coefficient Correlation (R) between governance digital for resources humanity and transparency administrative it reached (0.724), in the reached coefficient the determination (R²) (0.524), which meaning that governance digital for resources humanity Interpret what its percentage (52.4%) of

Contrast in transparency administrative, in when return ratio remaining to factors other. As well it reached value (F) (152.00) and value coefficient effect (β) (0.724), the value of (T) is (12.33), with level indication statistics it reached (0.000), which confirms moral the impact Statistically speaking. However, in the it relates with grace organizational, lost reached coefficient correlation (R) (0.681), and coefficient the determination (R²) (0.464), in what it indicates to that Governance digital for resources humanity (46.4 %) of

of Contrast in fitness organizational. It reached value (F) (119.45) and the coefficient Effect (β) (0.681), the value of (T) is (10.93), and at a level indication for statistic (0.000). It indicates this is amazing results to that strengthening application governance digital for resources humanity it is related high level transparency administrative and improved fitness organizational in the institution and based on that supports the results the two hypotheses the two related with effect governance digital for resources humanity in the two variables according to for data the statistics on display in what It stands out importance development systems digital and procedures administrative to promote efficiency performance institutional in government units and improvement response for changes organizational.

Section Four: Conclusions and Recommendations

4.1. Conclusions:

1. Contributes governance the digital for resources the humanity in development administration data functional and facilitation access to information and reduce procedures routine in what supports efficiency the job the administrative inside Institutions government Iraqi.
2. Enhance transparency administrative the clarity decisions and the procedures organizational and helpful employees on to the understand standards approved in transactions functional the matter that supports trust mutual and limits from ambiguity the administrator.
3. Represents fitness organizational capacity a task for institutions government on response for changes, and return distribution resources and the tasks the treatment problems quickly in what contributes in the continuity the job and the improving performance Institutional.
4. Helps use systems digital in unification procedures resources humanity and update data employees the matter that limits from mistakes administrative the possible and supports taking decisions based on to information minute and updated.
5. Requires strengthening transparency administrative to provide information clear about decisions and transactions functional, and making available channels suitable for inquiries and the complaints in what enhances accountability and it increases feelings staff in fairness organizational.
6. It depends to improve fitness organizational on the integration of the information cooperation between units the administrative and the encouragement of the initiatives developmental, and review the procedures constantly in what Supports capacity the foundation on adaptation with variables.

4.2. Recommendations

1. The need for development systems digital integrated management resources humanity with to update rules data in picture ongoing guarantee ease access to Information according to powers functional approved.
2. Strengthening transparency in procedures and decisions administrative from during to publish Instructions and the standards of the functional clearly and the determining responsibilities providing information minute for employees about their transactions and their rights and their duties.
3. to organize programs training ongoing for the workers in institutions government on use systems digital and the

development their skills technology in what raise efficiency dealing with data and improve quality services administrative.

4. Creation channels electronic effective to receive complaints employees and their inquiries, with to set extension time for treatment and making the available tracking orders and reporting Its owners results to ensure clarity and accountability.
5. Encouragement departments government on adoption methods a job flexible allows by returning distribution tasks according to priorities and speed taking decisions and response for the circumstances new don the breach by the laws the instructions the window.
6. Procedure evaluation periodic level governance digital and transparency and agility organizational use in government institutions indicators performance clear and benefit from the results in to set the aspects weakness and the placed plans improvement the continuous.

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