

عنوان البحث	Experts' attitudes towards using the metaverse in human resources management	بحث فردي
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### ملخص البحث الرابع باللغة الانجليزية:

#### Abstract of the Sixth Research in English:

**Study Problem:** What are the perspectives of specialists regarding the use of the metaverse in human resource management?

**Study Objectives:** Main Objective: To measure the perspectives of specialists regarding the use of the metaverse in human resource management, and a set of sub-objectives emerge from this objective, which are as follows:

- 1- To identify the various applications of the metaverse in human resource management within organizations.
- 2- To determine the requirements for implementing metaverse applications in institutions and organizations in the field of HR management.
- 3- To highlight the obstacles that hinder the application of the metaverse in human resource management.
- 4- To examine the advantages and disadvantages of applying the metaverse to human resource performance.
- 5- To measure the extent to which the metaverse contributes to the development of human resources within organizations.

**Study Concepts:** Metaverse - Human Resources. **Study Methodological:**

**Type of Study:** This study falls under the category of descriptive-analytical studies, aiming to describe the factors, causes, and requirements for implementing the metaverse in human resource management, based on the perspectives of specialists.

**Study Method:** Study Method: The study utilized both quantitative and qualitative methods, relying on the descriptive-analytical method.

**Study Sample:** A group of specialists in social work, including personnel from associations' management, social security directorates, and local administrations in the governorates of Fayoum, Beni Suef, Minya, Menoufia, and Cairo, totaling 40 individuals. A simple random sample of faculty members specializing in computer science from both public and private universities in Egypt, with a total of 380 individuals, due to the large population size.

**Study Findings:** The study emphasized the importance of leveraging the metaverse to train employees in various institutions and organizations, enabling the use of this technology in managing, developing, and enhancing human resources, as perceived by specialists in the field. Additionally, the study highlighted the inability of some educational institutions to secure the necessary infrastructure to enter the metaverse domain and their limited capacity to implement human resource management mechanisms effectively.