



**Digital Ethics for Human Resources and
Administrative Controls and Legal legislation to Employ the
Artificial Intelligence in Scientific Research Sector**

الأخلاقيات الرقمية للموارد البشرية والضوابط الإدارية
والتشريعات القانونية لتوظيف الذكاء الاصطناعي في قطاع البحث العلمي
إعداد :

Prof. Dr. Abdul Allah Mohamed Ali Al-Zahrani
Professor of Islamic and Comparative Education
Former President of Al-Baha University - Saudi Arabia
Dr. Shaima Osama Mohamed Saleh
Assistant Professor - Department of Business Administration
- Faculty of Business Administration – Al-Baha University -
, Teacher of Business Administration - Higher Saudi Arabia
Institute for Qualitative Studies - Department of Administrative
Sciences – Egypt

المجلد الثاني - العدد السادس - سبتمبر ٢٠٢٤
ISSN-Print: 2812-6114 ISSN-Online: 2812-6122

موقع المجلة على بنك المعرفة المصري
<https://aiis.journals.ekb.eg/contacts?lang=ar>

= ٩٠ =

مستخلص :

يهدف البحث لتحليل أثر الأخلاقيات الرقمية للموارد البشرية والضوابط الادارية والتشريعات القانونية على توظيف الذكاء الاصطناعي بقطاع البحث العلمي تفادياً من أن تولد عنه نتائج سيئة نتيجة عدم وجود إطار إداري للأخلاقيات الرقمية للموارد البشرية بالبحث العلمي، نتيجة الممارسات الغير قانونية عند توظيفهم للذكاء الاصطناعي، كما أن ضوابطه الادارية غير واضحة ، واعتمد البحث على المنهج الاستقرائي ، وأثبتت نتائجه وجود علاقة قوية بين دور الأخلاقيات الرقمية وبين توظيف الذكاء الاصطناعي بالبحث العلمي فالتطلعات المستقبلية تسعى لتوظيف تطبيقات الثورة الصناعية بالبحث العلمي بتحقيق أهداف التنمية المستدامة ، كما أسفرت نتائجه عن وجود علاقة ارتباط قوية بين دور الضوابط الادارية والتشريعات القانونية وبين توظيف الذكاء الاصطناعي بقطاع البحث العلمي ، فعلى الرغم من المخاطر المحتملة من تنامي استخدام تطبيقات الذكاء الاصطناعي، إلا أنه هناك القليل من القوانين المتعلقة بشكل غير مباشر بالذكاء الاصطناعي، مما يدل على أن القوانين لا تستجيب لمتطلبات الذكاء الاصطناعي والتكنولوجيا الرقمية ، وتوصل البحث إلى وضع إطار تحليلي يسهم بتفسير دور الأخلاقيات الرقمية للموارد البشرية بتوظيف الذكاء الاصطناعي بقطاع البحث العلمي وتمثلت أبعاده بالثقافة والقيادة الرقمية والتدريب الرقمي .

الكلمات المفتاحية: الأخلاقيات الرقمية للموارد البشرية - الضوابط الادارية - التشريعات القانونية - توظيف الذكاء الاصطناعي بقطاع البحث العلمي.

Abstract;

The research aims to analyze the impact of digital ethics for human resources, administrative controls and legal legislation on the employment of artificial intelligence in the scientific research sector in order to avoid generating bad results as a result of the lack of an administrative framework for digital ethics for human resources in scientific research, as a result of illegal practices when employing

artificial intelligence, and its administrative controls are unclear, and the research relied on the inductive approach, and its results proved a strong relationship between the role of digital ethics and the employment of artificial intelligence in scientific research. The future seeks to employ the applications of the industrial revolution in scientific research to achieve the goals of sustainable development, and its results resulted in a strong correlation between role of administrative controls & legal legislation and the employment of artificial intelligence in the scientific research sector, Despite the potential risks of the growing use of artificial intelligence applications, there are few laws indirectly related to artificial intelligence which indicates that laws do not respond to the requirements of artificial intelligence and digital technology, and the research reached the development of An analytical framework that contributes to explaining the role of digital ethics for human resources by employing artificial intelligence in the scientific research sector, and its dimensions were represented in culture, digital leadership & digital training.

Keywords: Digital ethics for human resources – administrative controls – legal legislation – employment of artificial intelligence in the scientific research sector.

Introduction:

Artificial intelligence one of the most important elements of the Fourth Industrial Revolution, Therefore institutions and research centers have tended to achieve competitive advantages by investing in research and development in human resources to take advantage of their capabilities and empower employees in the scientific research sector due to the vital role of artificial intelligence by creating a real change in the behavior of employees or qualifying them for employment or promotion , It is Importance stems from its ability to support decision makers , develop technical and administrative methods for Human resources leaders, Thus Their Decisions are based on evidence and analytical capabilities instead of relying on intuition .(McAfee & Brenyoson, ٢٠١٢).

Research proven that the administrative frameworks related to artificial intelligence are still in the stages of initial formation in terms of use, accuracy and methods. (Thomas & Eddy, 1999) , Also Abdul Allah Al-Zahrani (2023) Refer to the importance of organizations moving towards designing an artificial intelligence application that detects plagiarism methods professionally that are difficult to penetrate.

Research Problem ;

Studies agreed that artificial intelligence will have disruptive effects on work, professions and jobs, Such as the loss of some jobs, and confirmed the weak interest in the scientific application of artificial intelligence applications in research centers and the scientific research sector in universities in general . on the Academy of Scientific Research in particular, and the weak support of researchers when converting their research to practical projects, which resulted in a decline in the quality of educational outputs. (Gamal & Samah , ٢٠٢٠)

The United Nations has warned in Article VII of the Paris Convention on Industrial Property Rights of the danger of artificial intelligence technologies and robots, As they can destabilize the world through war and unemployment .(United Nations, 2017).

The research problem is the lack of controls for digital, administrative and legal ethics activated when using human resources for artificial intelligence applications in the scientific research sector As rules for self regulation of the digital behavior of human resources, such as the nature of the data fed by its applications, for example, when human resources employ artificial intelligence when examining CVs accurately,

if the entered data is inaccurate or not up to date, this may lead to unreliable and unfair results.

Thus, Problems related to the quality, Credibility and privacy of data will arise, Resulting in problems related to the quality, Credibility and privacy of data, Resulting in it poses a great threat to the scientific research system, As the current texts are insufficient at the national and international levels because The lack of some details and accurate organization as a result of the lack of a clear legislative structure such as the right to privacy and data protection, which represents a challenge facing the production of scientific research¹ which requires the development of laws , mechanisms to promote and ethical protection of human resources rights to ensure the preservation of digital ethics and Protecting justice systems and reducing its negative effects. (Abdul & Karim and Others, 2024)

The main question is as follows: What is The digital Ethics, Administrative Controls & Legal legislation when Employing Artificial Intelligence in the Scientific Research Sector?

The Sub Questions are as follows: What is the Role of Digital Ethics in Employing Artificial intelligence in the Scientific Research Sector ?

What is the Role of Administrative Controls and Legal legislation in Employing Artificial Intelligence in the Scientific Research Sector ?

Research Objectives:

- 1- Analyze the role of digital ethics for human resources, administrative controls and legal legislation to employ artificial intelligence in scientific research.
- 2- Identify the importance of managing and applying these controls to enhance institutions' confidence as the scientific research resulting from the employment of artificial intelligence.
- 3- Shedding light on a proposed conception of the role of digital ethics for human resources when employing artificial intelligence in the scientific research sector.

Importance of Research:

- 4- Identify the digital ethics of human resources in order to guide and regulate the behavior of researchers.

5- Shedding light on the administrative controls and legal legislation for scientific research in order to ensure the safe and effective use of technology.

6- This study is relatively new in the field of digital ethics for human resources and in the field of employing artificial intelligence.

Research Variables:

Independent Variable: Digital Ethics, Administrative Controls and Legal Legislation, represented in promoting transparency and integrity, behavior analysis, conflicts of interest, non-abuse , scientific honesty, legal legislation. (Aisha Butti, ٢٠٢٣)

Dependent Variable: employing artificial intelligence in the scientific research sector .

Research Hypotheses:

There is a strong positive relationship between the role of digital ethics for human resources and the employment of artificial intelligence in the scientific research sector.

There is a strong positive relationship between administrative controls and legal legislation and the employment of artificial intelligence in the scientific research sector .

Research Limits:

Objective limits: Identify the Relationship between digital ethics for human resources, administrative controls and legal legislation, and the employment of artificial intelligence in the scientific research sector.

Spatial boundaries: Academy of Scientific Research and Technology of Egypt.

Human Frontiers: Faculty members, staff and researchers of the Academy of Scientific Research and Technology in Egypt.

Time limits: This study was conducted during the academic year (1445 AH / 2024 AD).

Research Methodology:

The research relied on the inductive approach, where the subject needs systematic analysis of the scientific literature on digital ethics of human resources, administrative controls and legal legislation to employ artificial intelligence in the field of scientific research as a topic that represents the language of the era of the Fourth Industrial Revolution to

interpret and discuss topics , which contributes to the success of government and private institutions.

Then discussed to extract the basic concepts that will be developed in the methodological scientific framework "proposed perception" with the aim of formulating a model that contributes to identifying digital ethics & managing administrative controls and legal legislation for scientific research through reviewing literature, research and published scientific articles, This approach chosen as theoretical sciences are the place of experiment with scientific sciences.

Research Community:

The community Represented by faculty members, employees and researchers of the Academy of Scientific Research and Technology, Also from human resources which working in research centers that have efforts in raising awareness of scientific citation methods and prevent scientific plagiarism by Ensuring that there are no cases of scientific plagiarism in research outputs.

Research Sample:

Faculty members, employees and researchers of the Academy of Scientific Research who are concerned with building and implementing the human resources strategy in the scientific research sectors, in addition to the results of the systematic analysis of the scientific literature on this subject.

Terminology of Research:

Enhancing transparency and integrity: It defined as a mechanism to improve performance and know and avoid errors in order to provide a highly productive work environment, and it is a method of work ethics, which makes work teams more developed and productive .

(Wilhelm and others ,2019)

Conflict of interest: It Means the conflict of personal interest with the professional and scientific obligations of the researcher that may affect the results of the research.(Ministry of Labor , ٢٠١٧)

Scientific honesty : It is taking into account the rooting of research, the accuracy of the quotation, and referring to its owners in a way that preserves their rights . (Fabris, 2018).

Digital ethics for human resources: It is the rules, ethical standards and behaviors that guide the behavior of human resources when they use digital technology in line with societal values and standards to achieve the targeted outputs efficiently and effectively digitally. (Almseidin and others , 2020)

Legal legislation: It Represent the development of laws and regulations that determine the permissible & prohibited behaviors of scientific research through introduce the procedures, responsibilities, rights & duties in the management of institutions & the legislative framework , administrative laws vary according to economic and social developments. (Scott, 2018).

Misuse : It is the negative consequences resulting from digital technologies as a result of their misuse, and results in the unethical use of digital technologies during the learning process . (Laila fever , 2017).

Artificial intelligence: It is a technology that aims to simulate human intelligence, through the use of computer systems , programs when studying human behavior, and identifying their actions and reactions in many different situations and situations, and then simulating them through complex systems with the aim of making decisions in a way that simulates humans think.(Woodri and Azoulay, ٢٠٢٢)

Employing artificial intelligence: It is a branch of computer science that develops systems and programs in a similar way to human intelligence, and employs artificial intelligence tools such as neural networks to improve the performance of these systems. (Jankin Mikhaylov, and others, 2018)

Scientific research: It is the systematic exploration of a particular topic, Researchers use hypotheses and experiments to reveal new facts, theories or principles. (Mohamed and others ,٢٠٢٣)

Theoretical Framework:

Introduction:

The employment of artificial intelligence is closely related to digital ethics, administrative controls for human resources & legal legislation for scientific research, as the extent of its impact on countries and their institutions depends on their economic structure, and the employment technologies has led to the rapid provision of information away from error and bias. (Mittelstadt, , Taddeo, 2016).

Digital Ethics for Human Resources: AI may seem neutral and objective, but it may reflect bias and discrimination with trained data. If data is biased against a particular group, it can result in loss of talent and exposure to legal risk. Thus, the role of digital ethics appears when developing its human resources for the principles, administrative controls and legal legislation by providing guidelines to keep pace with the pace of technological development. For example, the Sweden uses it in recruitment by analyzing the behaviors and capabilities of human resources to solve problems in order to ensure integrity when appointing individuals within the government administrative apparatus according to their merit, and focuses on the culture of human resources in the scientific research sector to ensure the adoption of ethical solutions for intelligence , depend on the values of society, and with the ethics of those dealing with its applications. (Pillai and others ,2014).

Administrative controls and legal legislation :

(٢٠١٩) ITU Survey discover that just ١٨ countries have specific administrative controls and strategies on national AI policies. This Strategies about machine learning models and how trained infeed data ,Also (٢٠٢٠ UNCTAD,) Believe that national strategies still not concerned with addressing the data flows that feed artificial intelligence Saudi Arabia developed technologies while the United States and strategies on fifth Generation and artificial intelligence .

Legislation and laws on artificial intelligence are legal tools that set legal rules and procedures to regulate the use of technology and protect human resources, and therefore countries have issued legislation and controls for its use, such as the European Union and the United States, and these legislations vary according to local needs, taking into account the promotion to respect for values, and necessity by introducing amendments to regulations and preparing legislation and guidelines. (Gabriele Buchholtz, 2020).

Employing artificial intelligence in the scientific research sector:

The employment of artificial intelligence in the scientific research sector aims to improve the quality of life, help human resources with all their tasks, and build digital devices capable of carrying out human resources tasks with high intelligence by storing information so that human resources can protect the confidentiality of data .(Michael Choi, and Others , 2022).

The Kingdom Arabic of Saudi Arabia has established a Data and artificial intelligence in order to benefit from modern technologies, Employ information & communication technology, and employ

educational applications for information technology devices such as digital educational content for curricula, digital educational activities, digital platforms, digital training programs, and digital content management system, Also established Egypt the National Council for Artificial Intelligence, which follows the presidency of The Council of Ministers is interested in using digital training and making the trainee focus of the training process. The digital training environment makes the learner step in the process of self learning in line with the nature of knowledge & The development and evaluation of content. (Hamad, Nada , 2018).

Academy of Scientific Research and Technology in the Republic of Egypt Arabic ;

It is the national umbrella for planning scientific research activities in Egypt, as it includes national committees consisting of 20 international scientific unions and 15 specialized councils to carry out evaluation work and recommendations on cases of scientific plagiarism in all fields, it is a house of expertise as it brings together prominent scientists and experts from universities, research institutions, the private sector and scientists to implement scientific studies and future strategic basic plans and solve problems The Academy adopts a comprehensive plan for the development of science and technology to support ministries and national research institutions with the aim of establishing an integrated system for scientific research that contributes to the development of the

economy based on development and knowledge², and also seeks to raise awareness through workshops and training courses to avoid common errors of scientific publishing and ways of scientific citation to eliminate the phenomenon of scientific plagiarism, and to provide the best programs to examine the originality of research as iThenticate . (Inas Alsayed ,2021).

The Role of Digital Ethics for Human Resources in Employing Artificial Intelligence in the Field of Scientific Research:

Egypt's vision focused on qualifying the workforce and linking production to international competitiveness standards. A university for information technology and a space city have established . (Ministry of Higher Education , ٢٠٢١)

The Digital Ethics for human resources contribute to the development of future solutions according to quantitative and qualitative indicators to raise the efficiency of outputs through its role in analyzing data and expectations in order to identify learning styles, Anticipate students' needs, and develop customized models to meet their needs based on their abilities, allowing to improve their educational experience. (Amar , and others 2022) , Also contribute to identifying the training needs of employees for Enhancing their future skills to adapt to market changes, attract and select the best talent (Bernd, S. Doris and Rowena, 2023). and the European Commission believes that one of the ethical conditions for the use of artificial intelligence is harm prevention,

1. Inas Alsayed Mohamed Suleiman. (2021), Digital Training: Corona Delinquency and Crisis Management Planning in Egypt, Journal of Scientific Research in Education, Ain Shams University, Faculty of Education, Volume 22, Issue 5.

transparency and accountability. (European Parliamentary Research Service ,2020).

The Role of the Administrative Controls and Legal Legislation Department in Employing Artificial Intelligence in the Scientific Research Sector:

It Seek to keep pace with administrative decision-making and quality of digital and information developments and to deal quickly with the impact of employing artificial intelligence enablers in scientific research by improving the reality of the legal system that governs these decisions in a way that ensures effective judicial control of their legitimacy and real protection of the rights of customers from human resources.(Shaimaa Osama, 2023)

Literature Survey

Literature Survey on digital ethics: Sherihan's study Mohamed (2023) Sought to identify the ethics of artificial intelligence in the digital journalistic environment: reality and hope, It reached to monitor and analyze the available models of ethical guidelines and controls concerned with artificial intelligence in the digital environment (Sherihan ,2023) , Also Noah's study (2022) indicated the increase in digital crime and the insufficiency of legal criminalization and control of digital technology alone to address violations Digital ethics as an effective preventive means against digital crime thanks to its control of deviant digital uses, and aimed to identify the legal nature of ethics. The study found the role of digital citizenship education and the inculcation of professional digital ethics and behaviors in comparative systems.(Noah Abd al Allah, 2022),

Al-Otaibi's study (2022), Seek to introduce The Role of Scientific Research in the Light of the Philosophy of the Productive University, Study Aimed to analyze the formula of the philosophy of the productive university in activating the role of scientific research, and reached the importance of providing the requirements for activating the role of scientific research in productive universities and benefiting from their results in the sectors of work and services such as centers of excellence in Canada and focusing on the work of research partnerships with industrialists to enrich scientific knowledge with theoretical and applied research. (Noor Abdul Allah , 2022)

A study of Menna (2021) confirmed that digital technologies imposed themselves strongly following the Covid-19 pandemic, and distance learning has become a reality in the academic life of students, which requires digital ethical practices, and its results have resulted in a positive perception of digital ethics practices in the field of safety, followed by accuracy and abuse.(Menna,2021)

Jamal and Hazza study (2015) seeks to identify the ethics followed in technological societies, as digital crime means non-compliance with ethical requirements when dealing with digital, and reached the importance of forming individuals' awareness of the importance of benefiting from digital technologies, and working to spread the culture of dealing with digital technologies among society to determine duties and rights through the preparation of an ethical charter that regulates the process of using digital technologies . (Jamal and Hazza ,2015)

General Comment On Literature Survey:

One of the Aspects of Agreement and Similarities between this study and previous studies is the importance of the role of scientific research ethics .

Its role in developing the performance of organizations, Identifying the requirements of administrative and legal controls to employ artificial intelligence in scientific research in order to face the tremendous changes that societies are going through, and previous studies have been benefited from using their recommendations and results in Building theoretical literature for study and building research methodology .

It is worth noting the scarcity of research on this topic , The researchers have concluded that the technological developments of artificial intelligence cannot be separated from scientific research as a result of some resorting to using artificial intelligence by illegal copying of scientific research and scientific thefts, which negatively affected the value and identity of information, This Research stressed the existence of a strong correlation between the role of digital ethics by employing artificial intelligence, and its results resulted in a strong correlation between the role of administrative controls and legal legislation and the employment of artificial intelligence in the field of scientific research and its results can be generalized.

A proposed conception of digital ethics and administrative and legal controls for employing artificial intelligence in the scientific research sector:

Introduction:

The employment of artificial intelligence in scientific research contributes to the development of society and solving its problems in conjunction with the commitment to the ethics of scientific research in accordance law. The Digital Ethics of human resources seek to drive the change of employment by achieving excellence in them performance.(Mahmoud Hilal,2022)

The digital ethics conception include vision , rules and values related to the control and organization of work, with the aim of laying the foundations of cooperation with colleagues, providing assistance to each other to solve the problems facing them in the field of work, and keenness to spread positive trends in the work environment And improve the quality of performance. (Unesco ,2022).

Vision of the proposed:

Moving to the future with technical capabilities and skills that contribute to raising the efficiency of performance and the diversity of knowledge sources and making them available to users to activating the ethical performance of artificial intelligence techniques by discovering the digital capabilities and skills of human resources and modern technology on the basis of equal opportunities, transparency, accountability, professional integrity, neutrality, and belonging to the homeland.

Objectives of the proposed concept:

It aims to identify the mechanism of reducing and reducing the risks of digital ethics concerns for artificial intelligence. This vision focuses on reviving the values of loyalty and refraining from discriminating personal interest over job duties and responsibilities or discrimination in dealing

with other workers or stakeholders, It concerned with working to reduce the size of the damage when it occurs through Setting standards and governing determinants with the aim of supporting professional values and developing the spirit of responsibility of employees by adhering to the high morals in terms of dealing, whether with subordinates, colleagues at work or service recipients, Also seeks to develop a set of rules that the state is committed to ensure the rights of employee so that he has the ability to carry out his work tasks without prejudice to any of his duties .(Korn Ferry,2021).

The importance of the proposed concept:

Identify the mechanisms for establishing the principles of job discipline, transparency, integrity, competence and loyalty to the homeland and its leadership.

Establishing and disseminating ethical standards and binding professional rules of job conduct , public office ethics, and the required principles of ethics and the commitment of state employees to them.

The relationship between human resources and the employment of artificial intelligence in scientific research sector :

(KORM, 2021) Found that recruiters in the scientific research sector use artificial intelligence to accomplish their tasks, check CVs quickly and accurately, and shortlist candidates for interviews in a few minutes to select the best candidates based on specific criteria. HR Also improves the quality of recruitment as the most important key performance indicators for recruitment by matching job requirements with experience and skills . (Korn Ferry, 2021).

The role of digital ethics for human resources in employing artificial intelligence in scientific research sector :

Artificial intelligence has ethics such as the ethics of systems resulting from the coordination of current ethical methods in a useful way to achieve societal benefit through ethical responses, Also It concerned with taking into account scientific honesty by rooting research, and accurately quoting in a way that preserves the rights of authors by avoiding any behavior that constitutes a departure from the laws and regulations of scientific research in order to protect scientific research .
(Brown, 2018).

The role of Administrative Controls and legal legislation in employing artificial intelligence in the scientific research sector :

It seek to take necessary actions and precautions to reduce the risks that threaten the community, Provide the required level of safety, and Proposing ethical standards for the public office in accordance with the labor law regard to the legal, and regulatory. The Job behavior & professional ethics from the administrative and behavioral side through best management practices to activate the principles of good management by laying the foundations for strengthening bridges of mutual trust and mutual respect between stakeholders and human resources. (Dahshan, beauty,2016)

Contents and elements of the proposed concept :

It includes all administrative, ethical and legal aspects of the work, in addition to the target groups, general provisions and basic principles. It is also concerned with the duties & responsibilities of Human resources

with regard to all administrative, ethical and legal aspects such as dealing with colleagues, researchers, community, Maintaining On the confidentiality of information, and the non conflict of personal interests with the interest of work in light of taking into account the rights of all employees, the duties and rights of stakeholders and the external community of beneficiaries of services, and the development of strategies and tools to regulate the content of digital ethics .

Methodology of the proposed concept:

Taking into account the reduction of risks when designing and providing legal procedures such as objecting to the decisions of artificial intelligence systems , and informing and informing human resources before making decisions related to them

Dimensions of the proposed concept:

Digital culture: It means continuous learning and keeping pace with the digital age by developing the skills, controls and values followed when using digital tools , media appropriately in the learning process, investing them in a smart way to safely access digital content, and communicate effectively to identify all new information and data.

Digital Training: It is concerned with the transfer of experiences and knowledge through technical media through digital contents electronically via digital networks and the Internet, in order to provide individuals with digital skills. (Dahshan , 2016)

Digital Leadership: Promote the utilization of digital technologies, support a culture of innovation by developing their digital skills and support the use of digital technologies .(Shaaban Ahmed , ٢٠٢١)

Empirical Results;

- 1- There is only a limited group of experts who know how to apply AI ethically.
- 2- The research also found that one of the criteria for measuring the management of ethical controls and legal legislation is the following elements : enhancing transparency and integrity, misconduct, conflict of interest, non-abuse, scientific honesty, legal legislation, and therefore it is necessary to develop legislation and controls for artificial intelligence to ensure its ethical and legal use as a result of inconsistency of ethical controls and legislation with its applications, which may lead to conflict in decisions and actions. And include the values of integrity and protection of privacy in controls and legislation.
- 3- Establish mechanisms to ensure effective implementation of controls and monitor compliance periodically by working to strike a balance between innovations resulting from artificial intelligence and ethical and legal protection.
- 4- Legal and ethical legislation contributes to providing data protection and regulating the ethical use of artificial intelligence in the absence of a digital system for preparing and developing artificial intelligence systems in an ethical manner Work to enhance the means of benefiting from this system at the national level for purposes including filling gaps related to artificial intelligence systems in light of the long period of issuing laws and legislations to use digital technologies.

Results Related to Research Hypotheses:

1- The research also proved the validity of the first hypothesis through the existence of a strong positive relationship between the impact of the role of the Department of Digital Ethics for Human Resources and the employment of artificial intelligence in the scientific research sector, as future aspirations are moving towards employing smart technology and the advanced industrial revolution to employ scientific research to achieve the goals of sustainable development 2030, and that Scientific integrity is based on respect for values, scientific honesty and credibility, the moral crime is the theft of ideas and attributing them to non-owners, which contradicts the principle of originality and scientific honesty, which are the main pillar of the quality of scientific research.

2- The research also proved the validity of the second hypothesis that there is a strong positive relationship between the impact of administrative controls and legal legislation and the employment of artificial intelligence in the scientific research sector, As laws do not respond quickly to the requirements of artificial intelligence & digital technology, and despite the potential risks of growing use of its applications, There is no law that deals with the regulation of artificial intelligence crimes clearly and directly, No law that regulates the rules of liability for damages resulting from the use of artificial intelligence systems. The researchers also concluded that it is permissible to take any judicial decisions related to evaluating a person's behavior or personal interests, which requires reconsideration It and activate legal texts to reduce scientific piracy of a digital nature to provide an

encouraging electronic environment as the issuance of digital ethics and administrative controls confers the status of legal legitimacy.

Conclusions of Research Questions:

1- The research concluded that although the Academy of Scientific Research & Technology and other research centers have developed technical measures to maintain digital ethics, There is no global framework and unified and clear standards, one of the most negative aspects related to the misuse of artificial intelligence in scientific research is scientific plagiarism and scientific theft, which harms the credibility of scientific research .

2- As A Result there is a weak strategic infrastructure to digitize it. Scientific research, and the sector of scientific research need to advanced and protected information services, so there is a strong positive relationship between the impact of digital ethics and the employment of artificial intelligence in the scientific research sector.

3- The Research answered the second question about the existence of a strong relationship between the impact of administrative controls and legal legislation and the employment of artificial intelligence in the scientific research sector

4- The efforts made in this field, but there are no administrative and legal controls related to the employment of artificial intelligence in the scientific research sector, which caused violations of the ethics of scientific honesty due to misuse Its applications, the penetration of ethical rules, the rigidity of legal rules due to their lack of clarity and slow pace with technological developments, which facilitated scientific

piracy, and therefore it became necessary to develop administrative and legal mechanisms and technical measures to combat this phenomenon and activate its application.

Recommendations:

- 1- Holding initiatives to increase patent applications in the field of artificial intelligence and information technologies through the adoption of technology-based economic models with the aim of encouraging creativity and enhancing digital ethical skills.
- 2- Develop a code of ethical conduct for scientific research aimed at ethical, legislative and administrative planning when making technical information, while emphasizing the need for the decision maker to take ethical values and controls into account when developing controls for the use of artificial intelligence techniques in scientific research.
- 3- Setting ethical standards and regulatory procedures related to intellectual property, providing researchers with all intellectual property related documents, regulations and regulations, providing training courses related to ethical applications of artificial intelligence, and involving sociologists, psychologists and human resources officials.
- 4- Activating the role of international laws that control the use of artificial intelligence, and finding quick constitutional laws and legislation on the uses of artificial intelligence and directing them towards achieving the humanitarian goals of society.

References

- Amar , Jorge; Rahimi , Sohrab ; Bismarck, Nicolai; and Wunnava , Akshar . (2022). Smart scheduling: How to solve workforce planning challenges with AI McKinsey & Company.
- Academy of Scientific Research and Technology (ASRT). (2021), establishing, developing and managing specialized national laboratories in the different regions of Egypt, the program of the Academy of Scientific Research and Technology and the Ministry of Higher Education and Scientific Research, Egypt.
- Abd al–Allah Mohamed Ali al–Zahrani. (2023), Ethical values & controls for employing artificial intelligence in the field of scientific research, working paper, artificial intelligence and the future of education and scientific research, Sixth International Scientific Conference, Egyptian Society for Technological Development, Egypt.
- A G., R. & Pillai, R. R. (2014). Piracy in the Digital Age: Is Ethical Awareness Turning into Action? , IEEE International Symposium on Ethics in Science, Technology and Engineering.
- Abdul Wahab Karim Hamid and Musab Mahla. (2024), Artificial Intelligence Ethics between Justice and Legal Issues. College of Arts and Social Sciences , Sultan Qaboos University, Oman.
- Aisha Butti Bishr. (2023), Principles and Guidelines of Artificial Intelligence Ethics, Smart Dubai, Emirates.
- Al Tudri, Awad Hussein. Mansour, Marianne Milad. et al. (2014), Professionally Developing Educational Technology Professionals in the

Light of Proposed Standards for Accreditation, Journal of the Faculty of Education, 30(4), 584–608.

- Almseidein, T. A., & Mahasneh, O. M. K. (2020). Awareness of ethical issues when using an e-learning system, International Journal of Advanced Computer Science and Applications, 11(1), 128–131.
- Brown, K. C. (2018). A Consideration of Mason's Ethical Framework: The Importance of PAPA Factors in the 21st Century: A Seven Year Study [University of North Florida.
- Brenyoson, Eric. McAfee, Andrew. (2012), Race with the Machine: How the Digital Revolution Accelerates Innovation, Drives Productivity, and Transforms Employment and the Economy Irreversibly, Sloan School of Management, Massachusetts Institute of Technology.
- C. S. Bernd, S. Doris and . R. Rowena. (2023). Ethics of Artificial Intelligence Case Studies and Options for Addressing Ethical Challenges, Berlin: SPRINGER.
- Dahshan, Jamal. (2016), Digital Citizenship: Input to Arabic Education in the Digital Age, Journal of Criticism and Enlightenment of Human Studies, Granada, Spain.
- European Parliamentary Research Service (EPRS), (2020). The ethics of artificial intelligence: Issues and initiatives, Brussels: EPRS , European Parliamentary.
- Fayed Samia Al Mohammadi. (2018), "The use of the flipped learning model in the development of some life skills and digital culture", Journal of the Educational Association for Social Studies, Faculty of Education, Ain Shams University, Volume 15, Issue 20.

- Fabris, A. (2018). Ethics of Information & Communication Technologies , Springer International Publishing.
- Gabriele Buchholtz, (2020), Artificial Intelligence and Legal Tech: Challenges to the Rule of Law.
- Gamal Al Dashan and Samah Al Sayed (2020), A Proposed Vision for Transforming Egyptian Government Universities into Smart Universities in Light of the Digital Transformation Initiative for Universities, Published Research, Educational Journal, Faculty of Education, Sohag University.
- Hamad Majed, Nada Al Hashemi. (2018), Artificial Intelligence in the United Arab Emirates, Department of Economic Studies and Policies, Ministry of Economy, First Quarter Initiatives
- Inas Alsayed Mohamed. (2021), Digital Training: Corona Delinquency and Crisis Management Planning in Egypt, Journal of Scientific Research in Education, Ain Shams University, Faculty of Education, Vol 22, Issue 5.
- Jamal Ali Al-Dahshan, Hazza Abdul Karim Al-Fuwaihi. (2015), Digital citizenship as an introduction to help our children live in the digital age, Journal of the Faculty of Education, Menoufia University, Volume 30, Issue 4.
- Jankin Mikhaylov , Marc Esteve, and Others,(2018) ,Artificial intelligence for the public sector: opportunities and challenges of cross sector collaboration, Philosophical Transactions of the Royal Society, vol 376, no.2128.

- Kerry A. Butler, Henderson and Joseph A. Crawford,(٢٠٢٠) ,Digitally Empowered Students Through Teacher Leadership :The Role of Authentic Leadership ARTICLE Info", Journal of Applied Learning and Teaching, Vol 3. Special Issue, No. 1.
- Korn Ferry. (2021). AI Recruitment Tools: The Pros and Cons. <https://www.kornferry.com/insights/featured-topics/gen-ai-in-the-workplace/ai-recruitment-tools-the-pros-and-cons>.
- Katrina is raising me. (2023), Ethics and Artificial Intelligence for and with Society: Ethical Design WSIS Forum 2023, ITU, Geneva, Switzerland.
- Laila fever . (2017), Violation of Ethics and Privacy via the Internet in Moroccan Legislation, Journal of Public Relations Research for the Middle East, Volume 15.
- Mittelstadt, B. D., Allo, P., Taddeo, M., Wachter, S., & Floridi, L. (2016). The ethics of algorithms: Mapping the debate. Big Data & Society, 3(2).
- Aklabi and -Mohamed Hossam Mahmoud and Ali Theeb Al others,(2023), Ethics of Using Artificial Intelligence Guide to the Applications in the Field of Scientific Research, Arab Federation for Libraries and Information, Publishing and Distribution House.
- Mohamed Fathy Mohamed . (2022), Legislative Regulation of Artificial Intelligence Applications, Journal of Legal and Economic Research, Faculty of Law, Mansoura University, Egypt, Issue 81.
- Mohamed Mandour Issa. (2022), The adequacy of the general rules of civil liability in compensating the damages of artificial

intelligence: a comparative analytical study, Damietta Law Journal for Legal and Economic Studies, Faculty of Law, Damietta University, Egypt, No. 5 .

- Mahmoud Hilal Abdel Basset Abdel Qader. (2022), "The Digital Culture of Children between Well-Being and Determinism in the Digital Age: An Educational Vision", Educational Journal, Faculty of Education, Sohag University, Volume 95, Issue 1.
- Menna Allah Mohamed Lutfi. (2021), Digital Ethics Following the Covid-19 Pandemic from the Perspective of Students of the Faculty of Specific Education, Damietta University, Educational Journal of the Faculty of Education, Sohag University, Egypt.
- Code of (٢٠١٧)، Ministry of Labor and Social Development. aBusiness Ethics Guide, Saudi Arabi
- Ministry of Higher Education and Scientific Research. (2021), Ministry in Figures, Egypt.
- Noah Abd al Allah. (2022), Digital ethics and its contribution to the prevention of digital crime, Journal of Legal and Political Sciences, Algeria.
- Noor Abdul Allah Al-Otaibi. 2022), The Role of Scientific Research in the Light of the Productive University Philosophy, Journal of the Faculty of Education, Assiut University, Egypt
- Pulmanakhir Naji. (2022), Scientific Research in the Digital Environment: Reality Challenges and Future Prospects, Mediterranean Notebooks, Volume 6, Issue 2, 105-123.

- Samah Mr. Mohamed. (2020), Digital Empowerment Requirements for Public Secondary School Teachers in Menoufia Governorate from their Perspective, Journal of Scientific Research in Education, Menoufia University, Faculty of Education, Issue 21, Part 13.
- Sherihan Mohamed Tawfiq . (2023), Ethics of Artificial Intelligence in the Digital Journalistic Environment: Reality and Hope, Egyptian Journal of Media Research, No. 85.
- Shaima Osama Mohamed . (2023), The Role of Human Capital in Digital Transformation to Achieve the Kingdom's Vision 2030, Training Bag, Ministry of Communications, Digital Giving Initiative, Saudi Arabia.
- Shaaban Ahmed Halal. (2021), Dimensions of Smart Digital Empowerment of the Children's University at Damanhour University: Reality and Application Mechanisms, Fayoum University Journal for Educational and Psychological Sciences, Fayoum University, Faculty of Education, Issue 15, Part 11.
- Scott J. SHACKELFORD,(٢٠١٨), Anjanette H. Raymond, Building the virtual courthouse: ethical considerations for design, implementation, and regulation in the World of ODR, Wisconsin Law,
- Thomas J. Barth and Eddy Arnold, (١٩٩٩), Artificial Intelligence and Administrative Discretion” ,Implications for Public Administration, vol.29,no.(4).
- Tara Qian Sun and Rony Medaglia,(2019), “Mapping the challenges of Artificial Intelligence in the public sector: Evidence from public healthcare.” Government Information Quarterly, vol. 36, no. 2, pp:368–383.

- Unesco. (2022), Recommendations for AI Ethics 2021, United Nations Educational, Scientific and Cultural Organization
- United Nations. (2017), Global Commission on the Ethics of Scientific Knowledge and Technology Report on Robotics Ethics 2017.
- United Nations Conference on Trade and Development (UNCTAD). (2020), New agreement signals more trade benefits for Pacific nations, Conference, United Nations Conference on Trade and Development, Geneva, Switzerland.
- Woodri Azoulay . (2022), Towards the Ethics of Artificial Intelligence, United Nations Educational, Scientific and Cultural Organization (UNESCO), United Nations
- Wilhelm M. Muller and Bernd W. Wirtz, (2019), An integrated artificial intelligence framework for public management, Public Management Review, vol.21,no. (7).
- Yogesh K. Dwivedi et .al , (2021), Artificial Intelligence (AI): Multidisciplinary perspectives on emerging challenges, opportunities, and agenda for research, practice and policy”, International Journal of Information Management.
- Zain Al-Shammari. (2021), "The Degree of Acceptance of Middle School Teachers in the State of Kuwait to the Opportunities and Challenges Resulting from the Integration of Technology in Education", Journal of the Faculty of Education, Alexandria University, Volume 31, Issue 4.