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Degree	Master*		PhD* <input checked="" type="checkbox"/>
Programme	DOCTOR OF PHILOSOPHY (HUMAN RESOURCE DEVELOPMENT)		
Title of Thesis	The Effects of Emotional Intelligence on Digital Competency and Organizational Readiness for Change as a Mediating Factor in Sarawak Civil Service, Malaysia		
Faculty/Institute	Faculty of Cognitive Sciences and Human Development		

\*Please tick (/) accordingly

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NADRI AETIS HEROMI BIN BASMAWI (18010152)

Student's Name and Matric No.

17 April 2023

Date submitted

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I ASSOCIATE PROFESSOR DR SOPIAN BIN BUJANG (SUPERVISOR'S NAME) hereby certifies that the work entitled, The Effects of Emotional Intelligence on Digital Competency and Organizational Readiness for Change as a Mediating Factor in Sarawak Civil Service, Malaysia (TITLE) was prepared by the above named student, and was submitted to the "FACULTY/INSTITUTE" as a \* partial/full fulfillment for the conferment of Doctor of Philosophy in Human Resource Development (PLEASE INDICATE THE DEGREE), and the aforementioned work, to the best of my knowledge, is the said student's work

Received for examination by:



(Supervisor's Name)

ASSOCIATE PROFESSOR DR SOPIAN BIN BUJANG

Date: 17 April 2023

**Assoc Prof Dr Sopian bin Bujang**  
Senior Lecturer  
Faculty of Cognitive Sciences and Human Development  
Universiti Malaysia Sarawak  
94300 Kota Samarahan

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(Date) 17 April 2023

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Title of Thesis	The Effects of Emotional Intelligence on Digital Competency and Organizational Readiness for Change as a Mediating Factor in Sarawak Civil Service, Malaysia
Programme	DOCTOR OF PHILOSOPHY (HUMAN RESOURCE DEVELOPMENT)
Field of Study	HUMAN RESOURCE DEVELOPMENT
Faculty/ Institute	Faculty of Cognitive Sciences and Human Development
Identity Card or Passport	860831-29-5613
Degree	DOCTOR OF PHILOSOPHY

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Signature of the Candidate		Date
		17 April 2023

Acknowledgment Signature on behalf of the Centre for Graduate Studies		Date