- Agrawal, S., De Smet, A., Lacroix, S., and Reich, A. (2020, May 7). *To emerge stronger from the COVID-19 crisis, companies should start reskilling their workforces now.* McKinsey & Company. https://www.mckinsey.com/business-functions/people-and-organizational-
- Chukwuemeka, E. S. (2021, November 29). *Qualities of a good researcher: 11 most essential*. BScholarly. https://bscholarly.com/qualities-of-a-good-researcher/
- Gupta, P.D., Bhattacharya, P.S. & Coelho, P. (2018). Relationship between onboarding experience and turnover intention: Intervening role of locus of control and self-efficacy. Industrial and Commercial Training, 50(2), 61-80. https://doi.org/10.1108/ICT-03-2017-0023
- Hayward, S. (2022, February 22). *Artificial intelligence tutoring outperforms expert instructors in neurosurgical training*. McGill. https://www.technology.org/2022/02/27/artificial-intelligence-neurosurgery/
- Institute for Experiential Learning. (n.d.). *What is experiential learning?* https://experientiallearninginstitute.org/resources/what-is-experiential-learning/
- Kolb, D. A. (2014). Experiential learning: Experience as the source of learning and development. FT Press.
- McLeod, S. (2020). *Humanistic approach*. Simply Psychology, https://www.simplypsychology.org/humanistic.html
- Morgan, B., Hogan, M., Hampton, J., Lippert, A., and Graesser, A. (2020). The need for personalized learning and the potential of intelligent tutoring systems. In Van Meter, P., List, A., Lombardi, D., and Kendeou, P. (Eds.), *Handbook of learning from multiple representations and p perspectives* (pp. 495 512). Routledge. https://doi.org/10.4324/9780429443961
- Tang H. (2021). Implementing open educational resources in digital education. *Educational Technology Research and Development*,69(1), 389–392. https://doi.org/10.1007/s11423-020-09879-x
- Troussas, C., Krouska, A., & Sgouropoulou, C. (2021). Improving learner-computer interaction through intelligent learning material delivery using instructional design modeling. *Entropy* 23(6), 668. https://doi.org/10.3390/e23060668
- Truckle, S. (2020, April 22). What is intelligent learning. *Skillcast*. https://www.skillcast.com/blog/what-is-intelligent-learning
- Wang, L., Qi, Y., & Xiao, J. (2022, May). Design of online-merge-offline intelligent learning space under the background of open education. 2022 4th International Conference on Computer Science and Technologies in Education, 184-188. https://doi.org/10.1109/cste55932.2022.00040

- Wang, M., Wu, W. and Liang, Y. (2020). A novel intelligent tutoring system tor learning programming. 2020 International Conference on Development and Application Systems (DAS), 162-168, https://doi.org/10.1109/das49615.2020.9108925
- Wiles, J. (2022, January 13). Employees seek personal value and purpose at work. Be prepared to deliver. Gartner. https://www.gartner.com/en/articles/employees-seek-personal-value-and-purpose-at-work-be-prepared-to-deliver