## **REFERENCES**

- Adetunji, R. O., Singh, S., & Mkhize, P. (2023). Management information system maturity concerns in Nigeria public organizations. *Electronic Journal of Information Systems in Developing Countries*, 89(1), 1–14. https://doi.org/10.1002/isd2.12239
- Akyar, I. (2012). Standard operating procedures (what are they good for?). *Latest Research into Quality Control*, *12*, 367–391.
- Al Hudib, H., & Cousins, J. B. (2022). Understanding Evaluation Policy and Organizational Capacity for Evaluation: An Interview Study. *American Journal of Evaluation*, 43(2), 234–254. https://doi.org/10.1177/10982140211007573
- Ashkanasy, N. M., & Härtel, C. E. J. (2004). Emotional intelligence and organizational outcomes. *Understanding Emotional Intelligence*, 259–296.
- Aversa, F. (2015). The impact of document management systems on organizational performance: An empirical study. *Journal of Business & Industrial Management*, 6(3), 32–41.
- Balogun, J., & Hailey, V. H. (2008). Strategic awareness and corporate governance: The strategic leader's role in the knowledge economy. *Strategic Management Journal*, 29(8), 846–867.
- Bearman, C., Hayes, P., & Thomason, M. (2023). Facilitating teamwork in emergency management: The team process checklist. *International Journal of Disaster Risk Reduction*, 94. https://doi.org/https://doi.org/10.1016/j.ijdrr.2023.103775
- Ben-Assuli, O., Arazy, O., Kumar, N., & Shabtai, I. (2022). Too much information? The use of extraneous information to support decision-making in emergency settings. *Decision Sciences*. https://doi.org/10.1111/deci.12585
- Berit, S., & Hotvedt, A. (2022). 'The knowledge question' in the Norwegian curriculum. September 2021, 427–442. https://doi.org/10.1002/curj.139

- Bhatti, M. A., & Qamar, U. N. (2018). Gamification techniques for employee training: A systematic review and research agenda. *Computers in Human Behavior*, 86(7), 341–358.
- Boxall, P., & Cayrat, C. (2023). The roles of the HR function: A systematic review of tensions, continuity and change. *Human Resource Management Review*, *33*(4), 100984. https://doi.org/10.1016/j.hrmr.2023.100984
- Butty, M., L, J.-A., Wakiaga, L. A., McKie, B. K., Thomas, V. G., Green, R. D., Avasthi, N.,
  & Swierzbin, C. L. (2015). Going Full Circle With Teacher Feedback: Conducting
  Responsive Evaluations in Urban Pre-K Classrooms. SAGE Open, 5(3).
  https://doi.org/10.1177/2158244015596207
- Casarin, V. (2023). Calculative frames, compromising metrics, and the multiple values of innovation: The case of technology incubation in the UK. *Accounting, Organizations and Society*, 111, 101479. https://doi.org/10.1016/j.aos.2023.101479
- Cervero, R., & Salamon, G. (2012). Using performance measures to track progress on sustainability goals: The case of transportation planning. *Journal of the American Planning Association*, 78(3), 256–270.
- Chong, S., & O'Leary, M. (2012). Managing information overload in the knowledge economy: The role of knowledge integration capabilities. *Journal of Business Research*, 65(8), 1101–1110.
- Clark, R. C., & Mayer, R. E. (2016). *e-Learning and the Science of Instruction: Proven Guidelines for Consumers and Designers of Multimedia Learning*. John Wiley & Sons. https://doi.org/10.1002/9781119239086
- Cook, D. A. (2007). Web-based learning: pros, cons and controversies. *Clinical Medicine*, 7(1), 37--42. https://doi.org/10.7861/clinmedicine.7-1-37
- Daouk-Öyry, L., Sahakian, T., & van de Vijver, F. (2021). Evidence-Based Management Competency Model for Managers in Hospital Settings. *British Journal of Management*, 32(4), 1384–1403. https://doi.org/10.1111/1467-8551.12434
- Dauth, C. (2020). Regional Discontinuities and the Effectiveness of Further Training Subsidies

- for Low-Skilled Employees. *ILR Review*, 73(5), 1147–1184. https://doi.org/10.1177/0019793919885109
- Döbler, A. S., Emmermacher, A., Richter-Killenberg, S., Nowak, J., & Wegge, J. (2022). New insights into self-initiated work design: the role of job crafting, self-undermining and five types of job satisfaction for employee's health and work ability. In *German Journal of Human Resource Management* 36(2). https://doi.org/10.1177/23970022211029023
- Ehrhart, M. G., Schneider, B., & Macey, W. H. (2013). *Organizational Culture and Climate: An Introduction to Theory, Research, and Practice*. Taylor & Francis.

  https://books.google.lk/books?id=KuMkAgAAQBAJ
- Eline Skirnisdottir, V., Marte Østenfor, M., Anne Britt Vika, N., & Katrine, A. (2023). Midwives' experiences with a safe childbirth checklist: A grounded theory study. *Midwifery*, 122, 103676. https://doi.org/10.1016/j.midw.2023.103676
- Goyal, A., Agrawal, R., & Kumar Sharma, A. (2022). Green quality circle: Achieving sustainable manufacturing with low investment. *Resources, Conservation and Recycling Advances*, 15(June), 200103. https://doi.org/10.1016/j.rcradv.2022.200103
- Greenan, P. (2023). The impact of implementation intentions on the transfer of training from a management development program. *Human Resource Development International*, 26(5), 577–602. https://doi.org/10.1080/13678868.2023.2174976
- Griep, Y., Kraak, J. M., & Beekman, E. M. (2023). Sustainability is Dead, Long Live Sustainability! Paving the Way to Include 'The People' in Sustainability. *Group and Organization Management*, 48(3), 966–980. https://doi.org/10.1177/10596011221127107
- Hamid Y., & S., M. (2010). Understanding constructive feedback: a commitment between teachers and students for academic and professional development. *The Journal of the Pakistan Medical Association*, 60(3), 224–227.
- Hancock, P. A. (2022). Avoiding adverse autonomous agent actions. *Human-Computer Interaction*, 37(3), 211–236. https://doi.org/10.1080/07370024.2021.1970556

- Harris, A. B. (2023). Using foreign aid contracts to pursue participatory approaches to development within large foreign aid agencies. *Public Administration and Development*, 43(4), 293–308. https://doi.org/10.1002/pad.2024
- Hesselmann, F., & Schendzielorz, C. (2019). Evaluations as value-measurement links: Exploring metrics and meanings in science. *Social Science Information*, 58(2), 282–300. https://doi.org/10.1177/0539018419850771
- Hoel, T., & Mason, J. (2018). Standards for smart education towards a development framework. *Smart Learning Environments*, 5(1). https://doi.org/10.1186/s40561-018-0052-3
- Huser, D., Bon, A., & Anifalaje, A. (2021). Uncovering generative mechanisms of information use for project monitoring in humanitarian health management information systems. *Electronic Journal of Information Systems in Developing Countries*, 87(6), 1–18. https://doi.org/10.1002/isd2.12184
- Imran, A. (2023). Why addressing digital inequality should be a priority. *Electronic Journal of Information Systems in Developing Countries*, 89(3), 1–12. https://doi.org/10.1002/isd2.12255
- Jeong, S., & Kim, Y. (2023). A recipient country-centered approach to framing digital financial management information systems. *Public Administration and Development*, *43*(4), 323–327. https://doi.org/10.1002/pad.2028
- Kao, C. H., & Liu, S. T. (2013). Development of a Document Management System for Private Cloud Environment. *Procedia - Social and Behavioral Sciences*, 73, 424–429. https://doi.org/10.1016/j.sbspro.2013.02.071
- Klein, E. D., & Schwanenberg, J. (2022). Ready to lead school improvement? Perceived professional development needs of principals in Germany. *Educational Management Administration and Leadership*, 50(3), 371–391. https://doi.org/10.1177/1741143220933901
- Lee, G., & Yoo, Y. (2015). The impact of document management systems on organizational collaboration and performance. *Journal of Management Information Systems*, 32(2), 325–

- Li, J., Zhou, L., & Geng, Y. (2019). Cost analysis of document management systems: A case study. *International Journal of Document Management*, 23(2), 127–142.
- Marentakis, C. A., Panagos, P., & Riga, A. (2016). NaviGaTor: group decision-making methodology for the design of training programs. *Industrial and Commercial Training*, 48(6), 284–293. https://doi.org/10.1108/ICT-01-2016-0002
- Merriman, S. E., Plant, K. L., Revell, K. M. A., & Stanton, N. A. (2023). A new approach for Training Needs Analysis: A case study using an Automated Vehicle. *Applied Ergonomics*, 111(March), 104014. https://doi.org/10.1016/j.apergo.2023.104014
- MoE. (2017). Our School: How Good it is. 7823–7830.
- Newbold, J. W., Rudnicka, A., Cook, D., Cecchinato, M. E., Gould, S. J. J., & Cox, A. L. (2022). The new normals of work: a framework for understanding responses to disruptions created by new futures of work. *Human-Computer Interaction*, *37*(6), 508–531. https://doi.org/10.1080/07370024.2021.1982391
- Nielsen, S. B. (2023). Disrupting evaluation? Emerging technologies and their implications for the evaluation industry. *New Directions for Evaluation*, 2023(178–179), 47–57. https://doi.org/10.1002/ev.20558
- O'Neill, P., O'Connor, T., & Jones, M. (2002). Document management systems: A survey of current trends and future directions. *Journal of Information Science*, 28(6), 523–535.
- Ólafsdóttir, B., Jónasson, J. T., Sigurðardóttir, A. K., & Aspelund, T. (2022). The mechanisms by which external school evaluation in Iceland influences internal evaluation and school professionals' practices. *Nordic Journal of Studies in Educational Policy*, 8, 1–16. https://doi.org/10.1080/20020317.2022.2076376
- Pernici, B., & Ramalli, E. (2023). Challenges of a Data Ecosystem for scientific data. *Data and Knowledge Engineering*, 148(July), 102236. https://doi.org/10.1016/j.datak.2023.102236
- Raffaghelli, J. E., Grion, V., & de Rossi, M. (2023). Data practices in quality evaluation and

- assessment: Two universities at a glance. *Higher Education Quarterly*, 77(1), 7–26. https://doi.org/10.1111/hequ.12361
- Rivas, S. F., & Saiz, C. (2023). Evaluation of the effectiveness of the ARDESOS-DIAPROVE critical thinking training programme. *Thinking Skills and Creativity*, 48(April 2022), 101306. https://doi.org/10.1016/j.tsc.2023.101306
- Rowbottom, N., Locke, J., & Troshani, I. (2021). When the tail wags the dog? Digitalisation and corporate reporting. *Accounting, Organizations and Society*, 92, 101226. https://doi.org/10.1016/j.aos.2021.101226
- Salterio, S. E., Hoang, K., & Luo, Y. (2021). Communication is a two-way street: Analyzing practices undertaken to systematically transfer audit research knowledge to policymakers. *Accounting, Organizations and Society*, 94, 101265. https://doi.org/10.1016/j.aos.2021.101265
- Timmerman, Y., Nasfi, R., De Tré, G., Pattyn, F., & Bronselaer, A. (2023). Cost-based analysis of the impact of data completeness and representational consistency. *Decision Support Systems*, 175(01), 114044. https://doi.org/10.1016/j.dss.2023.114044
- Valbø, B., & Sanner, T. A. (2023). Informing sustainable development in education: Identification and actualization of layered is affordances. *Electronic Journal of Information Systems in Developing Countries*, August, 1–14. https://doi.org/10.1002/isd2.12302
- van der Meij, H., & Nuketayeva, K. (2023). Effects of practice schedules in video tutorials for software training. *Computers and Education*, 199(March), 104786. https://doi.org/10.1016/j.compedu.2023.104786
- Vial, G. (2019). Reflections on quality requirements for digital trace data in IS research.

  \*Decision Support Systems, 126(February), 113133. https://doi.org/10.1016/j.dss.2019.113133
- Waddington, H. S., Villar, P. F., & Valentine, J. C. (2023). Can Non-Randomised Studies of Interventions Provide Unbiased Effect Estimates? A Systematic Review of Internal Replication Studies. *Evaluation Review*, 47(3), 563–593.

- https://doi.org/10.1177/0193841X221116721
- Woerkom, Van Marianne, M. C., & Arnold, B. (2022). Considering strengths use in organizations as a multilevel construct. *Human Resource Management Review*, *32*(3), 100767. https://doi.org/10.1016/j.hrmr.2020.100767
- Zerguine, H., Healy, G. N., Goode, A. D., Abbott, A., & Johnston, V. (2024). Co-design and development of the sit-stand e-guide: An e-training program for the optimal use of sit-stand workstations. *Applied Ergonomics*, 116(July 2023), 104207. https://doi.org/10.1016/j.apergo.2023.104207

Zonal Education office, U. (2022). Strategic Development Plan 2022-2026.