

REFERENCES

- Abdussamad, Z., Agyei, I. T., Döngül, E. S., Abdussamad, J., Raj, R., & Effendy, F. (2022). Impact of Internet of Things (IoT) on Human Resource Management: A Review.
- Abdeldayem, M. M., & Aldulaimi, S. H. (2020). Trends and Opportunities of Artificial Intelligence in Human Resource Management: Aspirations for the Public Sector in Bahrain. Chapter III.
- Bansal, A., Panchal, T., Jabeen, F., Mangla, S. K., & Singh, G. (2023). A Study of Human Resource Digital Transformation (HRDT): A Phenomenon of Innovation Capability Led by Digital and Individual Factors.
- Bassey, M. (2002). Case study research. In Coleman, M., & Briggs A. R. (Eds.),
- Carlisle, S., Ivanov, S., & Dijkmans, C. (2023). The digital skills divide: evidence from the European tourism industry. *Journal of Tourism Futures*, 9(2), 240–266. <https://doi.org/10.1108/JTF-07-2020-0114>
- Chalermchaikit, V., Kozak, M., & Preudhikulpradab, S. (2024). Gender inclusion: The practices of organizational development and human resource management.
- Collings, D. G., McMackin, J., Nyberg, A. J., & Wright, P. M. (2021). Strategic Human Resource Management and COVID-19: Emerging Challenges and Research Opportunities.
- Da Silva, L. B. P., Soltovski, R., Pontes, J., Treinta, F. T., Leitão, P., Mosconi, E., de Resende, L. M. M., & Yoshino, R. T. (2022). Human Resources Management 4.0: Literature Review and Trends.
- Dabić, M., Maley, J. F., Švarc, J., & Pocek, J. (2023). Future of Digital Work: Challenges for Sustainable Human Resources Management.
- Houdek, P. (2022). The Deep Roots of Cross-Cultural Differences in Organizational Behavior: Do Human Resource Management Education Have to Respect Them?
- Indarapu, S. R. K., Vodithala, S., Kumar, N., Kiran, S., Reddy, S. N., & Dorthi, K. (2023). Exploring Human Resource Management Intelligence Practices Using Machine Learning Models.
- Marshall, C., & Rossman, G. (2006). Designing qualitative research, (4th ed.). Thousand Oaks, CA: Sage Publications

- McConnell-Henry T., Chapman Y., Francis K. Husserl and Heidegger: Exploring the disparity. *Int. J. Nurs. Pract.* 2009;15:7–15.
- Menzies, J., Zheng, C., & McDonnell, A. (2023). The Application of HRM Systems to Enhance the Innovation Activities of Foreign SMEs.
- Metcalfe, B. D., Makarem, Y., & Afionni, F. (2020). Macro talent management theorizing: transnational perspectives of the political economy of talent formation in the Arab Middle East. *International Journal of Human Resource Management*, 32(1), 147–182. <https://doi.org/10.1080/09585192.2020.1819858>
- Murugesan, U., Subramanian, P., Srivastava, S., & Dwivedi, A. (2023). A Study of Artificial Intelligence Impacts on Human Resource Digitalization in Industry 4.0.
- Pea-Assounga, J. B. B., & Sibassaha, J. L. B. (2024). Impact of Technological Change, Employee Competency, and Law Compliance on Digital Human Resource Practices: Evidence from Congo Telecom.
- Phellas, C., Bloch , A., & Seale, C. (2011). Structured methods: interviews, questionnaires and observation. In C. Seale (Ed.), *Researching Society & Culture* (3 ed.). SAGE Publications Ltd.
- Siniscalco, M. T., & Auriat, N. (2005). Questionnaire design: Quantitative research methods in educational planning. Paris: UNESCO International Institute for Educational Planning.
- Van Beurden, J., Borghouts, I., van den Groenendaal, S. M., & Freese, C. (2024). How Dutch Higher HRM Education Prepares Future HR Professionals for the Impact of Technological Developments.