

## References

- Abeywardhane, K. K., & Gamage, A. (2022). Subject Stream Prediction: A Machine learning Approach to Select the Suitable Subject Stream for Senior Secondary Students in Sri Lanka. *International Journal of Innovative Science and Research Technology*, 7(12), 54-62.
- Akyol, B., & Ulutaş, M. (2021). Teachers' views on the classroom inspection practices of school principals. *International Journal of Research - Granthaalayah*, 6(5), 190-200. <https://doi.org/10.5281/zenodo.1269759>
- AlKutich, M., & Abukari, A. (2018). Examining the benefit of school inspection on teaching and learning: a case study of Dubai private schools. *Journal of Education and Practice*, 9(5), 102-116.
- Ammirato, S., Felicetti, A. M., Linzalone, R., Corvello, V., & Kumar, S. (2023). Still our most important asset: A systematic review on human resource management in the midst of the fourth industrial revolution. *Journal of Innovation & Knowledge*, 8(3), 100-113. <https://doi.org/10.1016/j.jik.2023.100403>
- Aucejo, E. M., & Romano, T. F. (2016). Assessing the effect of school days and absences on test score performance. *Economics of Education Review*, 70-87.
- Bandara, S. (2018). "SCHOOL-BASED TEACHER DEVELOPMENT PROGRAMS IN SECONDARY SCHOOLS IN SRI LANKA." *International Journal of Research - Granthaalayah*, 6(5), 190-200. <https://doi.org/10.5281/zenodo.1269759>
- Banerjee, R., King, E. M., Orazem, P. F., & Paterno, E. M. (2012). Student and teacher attendance: The role of shared goods in reducing absenteeism. *Economics of Education Review*, 31(5), 563-574. <https://doi.org/10.1016/j.econedurev.2012.04.002>
- Barnard, J., Betteney, M., & Lambirth, A. (2022). Beginner teachers and classroom communities: A thematic analysis of UK beginner teachers' experiences in initial teacher education and beyond. *Teaching and Teacher Education*, 119, 103871. <https://doi.org/10.1016/j.tate.2022.103871>

- Carvalho, C., Martins, D., Santana, L. E., & Feliciano, L. (2014). Teacher Feedback: Educational Guidance in Different School Contexts. *Procedia - Social and Behavioral Sciences*, 159, 219-223. <https://doi.org/10.1016/j.sbspro.2014.12.360>
- Chapman, C. (2000). Improvement, Inspection and Self-Review. *Improving Schools*, 3(2), 57-63. <https://doi.org/10.1177/136548020000300213>
- Çoban, Ö., Özdemir, N., & Bellibaş, M. Ş. (2023). Trust in principals, leaders' focus on instruction, teacher collaboration, and teacher self-efficacy: Testing a multilevel mediation model. *Educational Management Administration & Leadership*, 51(1), 95-115. <https://doi.org/10.1177/1741143220968170>
- Eren, O. (2017). Differential peer effects, student achievement, and student absenteeism: Evidence from a large-scale randomized experiment. *Demography*, 54(2), 745-773.
- Ferguson, N., Earley, P., Fidler, B., & Ouston, J. (2000). *Improving schools and inspection: The self-inspecting school*. Sage.
- Gökalp, E., Demirörs, O., & Eren, P. E. (2020). Public Personnel Management Process Capability Assessment. *Public Personnel Management*, 49(1), 111-140. <https://doi.org/10.1177/0091026019833412>
- Goldschmidt, P., & Phelps, G. (2010). Does teacher professional development affect content and pedagogical knowledge: How much and for how long? *Economics of Education Review*, 29(3), 432-439. <https://doi.org/10.1016/j.econedurev.2009.10.002>
- Gracia, M. G. (2008). Role of secondary schools in the face of student absenteeism: A study of schools in socially underprivileged areas. *International Journal of Inclusive Education*, 12(3), 263-280.
- Gustafsson, J. E., Ehren, M. C., Conyngham, G., McNamara, G., Altrichter, H., & O'Hara, J. (2015). From inspection to quality: Ways in which school inspection influences change in schools. *Studies in Educational Evaluation*, 47, 47-57.

- Haep, A., Behnke, K., & Steins, G. (2016). Classroom observation as an instrument for school development: School principals' perspectives on its relevance and problems. *Studies in Educational Evaluation*, 49, 1-6. <https://doi.org/10.1016/j.stueduc.2016.03.001>
- HR Help Board. (n.d.) *Training Need Analysis*. <https://www.hrhelpboard.com/training-development/training-needs-analysis.html>
- Huang, C., Wang, Y., Li, X., Ren, L., Zhao, J., Hu, Y., Zhang, L., Fan, G., Xu, J., Gu, X., Cheng, Z., Yu, T., Xia, J., Wei, Y., Wu, W., Xie, X., Yin, W., Li, H., Liu, M., . . . Cao, B. (2020). Clinical features of patients infected with 2019 novel coronavirus in Wuhan, China. *The Lancet*, 395(10223), 497-506. [https://doi.org/10.1016/S0140-6736\(20\)30183-5](https://doi.org/10.1016/S0140-6736(20)30183-5)
- Janssens, F. J., & van Amelsvoort, G. H. (2008). School self-evaluations and school inspections in Europe: An exploratory study. *Studies in Educational Evaluation*, 34(1), 15-23.
- Jeffries, D., Curtis, D. D., & Conner, L. N. (2020). Student factors influencing STEM subject choice in year 12: A structural equation model using PISA/LSAY data. *International Journal of Science and Mathematics Education*, 18, 441-461.
- Komakech , R. A., & Osuu, J. R. (2014, October). Students' absenteeism: a silent killer of universal secondary education (use) in uganda. *International Journal of Education and Research*, 4, 417-436.
- Krishna, S. (2012, October 18). *What is a Training Design?*. <https://www.scribd.com/document/96711634/What-is-a-Training-Design>
- Mervilde , J. (1981). *Student Absenteeism: Causes, Effects and Possible Solutions*.
- Ndalichako, J. L. (2014). Students' subject choice in secondary schools in Tanzania: a matter of students' ability and interests or forced circumstances?. *Open Journal of Social Sciences*, 2(08), 49-56. <http://dx.doi.org/10.4236/jss.2014.28008>
- Nevo, D. (2000). School evaluation: Internal or external? *Studies in Educational Evaluation*, 27(2), 95-106. [https://doi.org/10.1016/S0191-491X\(01\)00016-5](https://doi.org/10.1016/S0191-491X(01)00016-5)

- Nguyen, D., & Dao, T. K. (2023). The mediating role of innovation in the relationship between high-performance human resource management practices and firm performance. *Heliyon*, 9(12), e22720. <https://doi.org/10.1016/j.heliyon.2023.e22720>
- Nkechi, E. E., Ewomaoghene, E. E., & Egenti, N. (2016). The role of guidance and counselling in effective teaching and learning in schools. *RAY: International Journal of Multidisciplinary Studies*, 1(2), 36-48.
- Nunoo, J., Taale, F., Sebu, J., & Adama, A. S. Y. (2023). Influence of teacher absenteeism and school distance on cognitive skills in Ghana. *International Journal of Educational Development*, 97, 102715. <https://doi.org/10.1016/j.ijedudev.2022.102715>
- Ólafsdóttir, B., Jónasson, J. T., & Sigurðardóttir, A. K. (2022). Use and impact of external evaluation feedback in schools. *Studies in Educational Evaluation*, 74, 101181. <https://doi.org/10.1016/j.stueduc.2022.101181>
- Onder, E. (2017). Student Absenteeism in secondary education, absenteeism-related school practices and recommended policies. *Education and Science*, 42, 361-378.
- Pahuja, S., Mahlawat, S., Kumar, V., Sah, R. K., Paliwal, M., Singh, S., & Kumar, M. (2023). Gaining competitive advantage status through human resource practices: A study of Indian banks. *Social Sciences & Humanities Open*. Advanced online publication. <https://doi.org/10.1016/j.ssaho.2024.100804>
- Pershing, J. A., & Demetropoulos, E. G. (1981). Guidance and guidance systems in secondary schools: The teacher's views. *The Personnel and Guidance Journal*, 59(7), 455-459.
- Safety Culture. (2023, October 19). *Training Evaluation: Benefits & Process*. <https://safetyculture.com/topics/training-evaluation/>
- Sahin, S., Arseven, Z., & Kihc, A. (2016, January). Causes of student absenteeism and dropouts. *International Journal of Instruction*, 5, 195-210.

- Santibanez, L., & Guarino, C. M. (2020). The Effects of Absenteeism on Academic and Social-Emotional Outcomes: Lessons for COVID-19. *Policy Analysis for California Education*, 392-400.
- Seang, L., Chey, R., Souk, S., Hak, M., & Ob, B. (2021). Factors Influencing Students' Choice for Science and Social Science Stream: A Case Study at Upper Secondary Schools. *Cambodia Education Review* 4(2), 87-103.
- Shute, J. W., & Cooper, B. S. (2015, March ). Understanding in-school truancy. *PHI Delta Kappan*, 96(6), 65-68.
- Smartsheet. (2022, July 22). *Project Management Checklist*. <https://www.smartsheet.com/content/project-management-checklists>
- Thapar, A., Eyre, O., Patel, V., & Brent, D. (2022). Depression in young people. *The Lancet*, 400(10352), 617-631. [https://doi.org/10.1016/S0140-6736\(22\)01012-1](https://doi.org/10.1016/S0140-6736(22)01012-1)
- Tiefenbacher, W. (2020, July 25). *An introduction to Key Performance Indicator: KPI*. <https://www.ckju.net/en/dossier/introduction-key-performance-indicators-kpis-what-are-they-and-how-can-they-be-used>
- Vanhoof, J., & Petegem, P. V. (2007). Matching internal and external evaluation in an era of accountability and school development: lessons from a flemish perspective. *Studies in Educational Evaluation*, 33(2), 101-119. <https://doi.org/10.1016/j.stueduc.2007.04.001>
- Vlachou, A., Fyssa, A., Papazis, F., Toulia, A., Papazoglou, T., Tsermidou, L., & Kalaitzi, S. (2023). The educational and psychosocial needs of students with additional provisions during COVID-19 in Greece: Parents' perspectives against schools' crisis management. *Research in Developmental Disabilities*. Advance online publication. <https://doi.org/10.1016/j.ridd.2023.104638>
- Wadesango, N., & Machingambi, S. (2011). Causes and structural effects of student absenteeism: a case study of three South African Universities. *Journal of Social Sciences*, 26(2), 89-97.

- Wagner, I. (2020). Effectiveness and perceived usefulness of follow-up classroom observations after school inspections in Northern Germany. *Studies in Educational Evaluation*, 67, 100913.
- Walderhaug, N., Molnes, S. I., & Vasset, F. (2020). Guidance from practice teachers - A qualitative study of nursing students in practice studies. *International Journal of Educational Research Open*. Advanced online publication. <https://doi.org/10.1016/j.ijedro.2020.100026>
- Walker, V. (2009). Designing a process flowsheet. *Chemical Engineering Progress*, 5, 15-21.
- Zis, T. P., Psaraftis, H. N., & Reche-Vilanova, M. (2023). Design and application of a key performance indicator (KPI) framework for autonomous shipping in Europe. *Maritime Transport Research*. Advanced online publication. <https://doi.org/10.1016/j.martra.2023.100095>