

# Table of Contents

## International Journal of Adult Education and Technology

Volume 12 • Issue 3 • July-September-2021 • ISSN: 2643-7996 • eISSN: 2643-8003

### Research Articles

- 1      **Management Leadership and Employee Satisfaction: A Correlation Study**  
Amber Joy De Armond Hillard, United States Military, USA
  
- 15     **ePortfolio as a Tool to Support Competency Development in Hybrid Learning**  
Satu-Maarit Frangou, University of Lapland, Finland  
Pigga Keskitalo, University of Lapland, Finland
  
- 34     **A Study of the Relationship Between the Use of Grammar Learning Strategies and Student Achievement**  
Helen W. M. Yeh, College of Professional and Continuing Education, The Hong Kong Polytechnic University, Hong Kong
  
- 47     **Fostering Self-Direction in Foresight and Skills Anticipation of Undergraduate Students Through University-Industry Engagement: Future Signs for Thailand Project**  
Suwithida Charungkaittikul, Chulalongkorn University, Thailand  
Somnate Areesophonpichet, Chulalongkorn University, Thailand  
Watcharapol Malaiwong, Chulalongkorn University, Thailand

### COPYRIGHT

The **International Journal of Adult Education and Technology (IJAET)** (ISSN 2643-7996; eISSN 2643-8003), Copyright © 2021 IGI Global. All rights, including translation into other languages reserved by the publisher. No part of this journal may be reproduced or used in any form or by any means without written permission from the publisher, except for noncommercial, educational use including classroom teaching purposes. Product or company names used in this journal are for identification purposes only. Inclusion of the names of the products or companies does not indicate a claim of ownership by IGI Global of the trademark or registered trademark. The views expressed in this journal are those of the authors but not necessarily of IGI Global.

The *International Journal of Adult Education and Technology* is indexed or listed in the following: ACM Digital Library; Google Scholar; INSPEC; UGC-CARE List (India); Web of Science; Web of Science Emerging Sources Citation Index (ESCI)