employers to make the right judgment and decisions of hiring graduates. Finally, further studies on the relationship between the iCGPA assessment practices and graduates' actual performance in business should be undertaken.

Future studies should focus on the role personality preferences play in students' perceived experiences of iCGPA. In addition, future research might be expanded to investigate how teaching styles influence the iCGPA assessment practices and graduates' actual performance. It is hoped that these studies will shed some light on how to objectively assess this relatively new but exciting dimension of student engagement assessment.

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