(54) Title of the invention : DEVELOPMENT OF AN IOT-ENABLED ADAPTIVE E-LEARNING SYSTEM FOR LEADERSHIP AND ORGANIZATIONAL BEHAVIOUR TRAINING

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(57) Abstract :

An IoT-enabled adaptive e-learning system intended to improve organizational behavior and leadership training is the subject of the current invention. The system monitors learners' physiological and behavioral data in real time, including heart 10 rate, stress levels, and engagement markers, by integrating wearable and environmental Internet of Things sensors. The system uses machine learning algorithms to dynamically modify the pacing, delivery style, and training content according to the learning profile and present state of each learner. While an analytics dashboard provides information on learner engagement and progress, a 15 feedback section offers individualized coaching. This innovation makes it possible to create immersive, tailored, and context-aware learning experiences that are especially well-suited for fostering soft skills in organizational and leadership contexts.

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