

IMPACT OF COMMUNITY EMPOWERMENT TRAINING ON CADETS' WORK-STUDY BALANCE AND LEADERSHIP DEVELOPMENT IN JAKARTA'S MARITIME EDUCATION INSTITUTIONS

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Abstract. This qualitative study investigates the impact of community empowerment training on cadets' work-study balance and leadership development within Jakarta's maritime education institutions. Through in-depth interviews with 10 cadets engaged in internships alongside their academic studies, the study identifies key themes. These include the development of time management skills, enhancement of communication abilities, and opportunities for leadership growth facilitated by the training programme. Findings highlight the crucial role of practical skills development in equipping cadets to manage academic and professional responsibilities effectively. Recommendations for educational practices include integrating practical skills training, expanding leadership initiatives, fostering industry collaboration, implementing feedback mechanisms, and promoting lifelong learning among cadets and faculty. These initiatives aim to prepare cadets to meet the challenges of the maritime industry and contribute to its sustainable growth. The study contributes to enhancing educational strategies in maritime education and underscores the importance of holistic development in shaping future maritime leaders.

Keywords: Community Empowerment Training, Cadets, Maritime Education, Leadership Development, Time Management

Abstrak. Studi kualitatif ini menyelidiki dampak pelatihan pemberdayaan masyarakat terhadap keseimbangan kerja-belajar taruna dan pengembangan kepemimpinan di lembaga pendidikan maritim Jakarta. Melalui wawancara mendalam dengan 10 taruna yang melakukan magang di samping studi akademis mereka, penelitian ini mengidentifikasi tema-tema utama. Hal ini mencakup pengembangan keterampilan manajemen waktu, peningkatan kemampuan komunikasi, dan peluang pertumbuhan kepemimpinan yang difasilitasi oleh program pelatihan. Temuan-temuan ini menyoroti peran penting pengembangan keterampilan praktis dalam membekali taruna untuk mengelola tanggung jawab akademik dan profesional secara efektif. Rekomendasi untuk praktik pendidikan mencakup mengintegrasikan pelatihan keterampilan praktis, memperluas inisiatif kepemimpinan, mendorong kolaborasi industri, menerapkan mekanisme umpan balik, dan mendorong pembelajaran seumur hidup di kalangan taruna dan staf pengajar. Inisiatif-inisiatif ini bertujuan untuk mempersiapkan taruna untuk menghadapi tantangan industri maritim dan berkontribusi terhadap pertumbuhan berkelanjutan. Studi ini berkontribusi untuk meningkatkan strategi pendidikan dalam pendidikan maritim dan menggarisbawahi pentingnya pembangunan holistik dalam membentuk pemimpin maritim masa depan.

Kata Kunci: Pelatihan Pemberdayaan Masyarakat, Taruna, Pendidikan Kelautan, Pengembangan Kepemimpinan, Manajemen Waktu

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INTRODUCTION

In the realm of maritime education, cadets face unique challenges as they navigate the dual demands of academic study and practical training (Ghosh et al., 2014; Kim & Park, 2019). These challenges are compounded by the necessity to develop leadership skills and maintain a balanced work-study life. Maritime education institutions in Jakarta, like many others worldwide, strive to equip cadets with not only technical proficiency but also with the ability to effectively manage their responsibilities and grow into competent leaders within the maritime industry. Community empowerment training has emerged as a potential solution to address these multifaceted challenges by offering cadets practical skills and leadership development opportunities (Albayrak & Ziarati, 2012; Berg, 2013). This study delves into the impact of such training on cadets' work-study balance and leadership development, aiming to provide insights that can inform and enhance educational practices in maritime institutions.

The primary objective of this research is to explore how community empowerment training influences cadets' ability to manage the demands of work and study concurrently while fostering their leadership capabilities (Cicek et al., 2019; Tvedt et al., 2018). This investigation is crucial as it seeks to uncover the specific skills and experiences gained through the training that contribute to cadets' professional growth and readiness for the maritime industry (Comtois & Slack, 2017; Plaza-Hernández et al., 2021). By focusing on qualitative research methods, particularly in-depth interviews with 10 cadets who have participated in internships alongside their studies, this study aims to capture nuanced insights into the lived experiences and perceptions of cadets regarding the effectiveness of community empowerment training.

This research addresses a notable gap in existing literature concerning the tailored needs of cadets in maritime education, particularly in Jakarta. While there is ample research on leadership development and educational strategies in general contexts, few studies have specifically examined the impact of community empowerment training on cadets' work-study balance and leadership skills within the maritime sector (Autsadee et al., 2023). Understanding these dynamics is essential for designing targeted training programmes that not only meet academic requirements but also prepare cadets for the rigours and responsibilities of professional life at sea. By filling this gap, this study contributes to the broader discourse on maritime education and training effectiveness, offering practical insights that can inform curriculum development and institutional practices.

The urgency of this research is underscored by the increasing complexity of the maritime industry and the growing demand for skilled professionals who can navigate global challenges while demonstrating leadership and resilience. Effective work-study balance is critical for

cadets to excel academically and gain practical experience that aligns with industry expectations. Furthermore, leadership development is vital not only for career advancement but also for fostering a culture of safety, efficiency, and innovation within maritime operations. Thus, by examining the impact of community empowerment training through a qualitative lens, this study seeks to provide actionable recommendations for enhancing educational strategies and support systems that cater to the holistic development of cadets in Jakarta's maritime education sector.

This introduction sets the stage for a comprehensive investigation into the transformative potential of community empowerment training for cadets in maritime education. By elucidating the connections between training effectiveness, work-study balance, and leadership development, this research aims to contribute substantively to both academic scholarship and practical educational initiatives within the maritime industry. Through qualitative inquiry and a focus on cadet experiences, this study strives to offer insights that can inform policy, curriculum design, and professional development programmes, ultimately fostering a new generation of capable and resilient maritime leaders.

METHODS

This study employs a qualitative research approach to explore the impact of community empowerment training on cadets' work-study balance and leadership development within the maritime education context in Jakarta. Qualitative methods are chosen for their ability to capture the rich, nuanced experiences and perspectives of participants, offering insights into how training programmes influence cadets' professional and personal development (Padgett, 2016; Simanjuntak et al., 2024; Yilmaz, 2013). The study focuses on 10 cadets enrolled in maritime education institutions in Jakarta who have completed internships while balancing their academic studies. Purposive sampling is used to select participants who have undergone community empowerment training, ensuring they can provide detailed insights into the training's effectiveness. Cadets are selected based on their availability, willingness to participate, and diverse backgrounds to capture a range of experiences.

Data is primarily collected through in-depth semi-structured interviews with the selected cadets. Semi-structured interviews are chosen to allow flexibility in exploring participants' perceptions, experiences, and interpretations regarding the impact of community empowerment training. The interviews are conducted face-to-face to establish rapport and encourage candid responses. Each interview is guided by a set of open-ended questions designed to explore key themes such as time management, leadership skills development, and the integration of training

outcomes into daily academic and professional life. Thematic analysis is employed to analyse the qualitative data gathered from the interviews. This approach involves identifying patterns, themes, and categories within the data to uncover meaningful insights related to the research objectives. Initially, transcripts are read multiple times to gain familiarity with the data. Following this, codes are generated to categorise and organise data segments related to specific themes such as work-study balance strategies, leadership skill development, and perceived impacts of the training. Themes are then refined and interconnected to develop a comprehensive understanding of the training's effects on cadets.

Ethical principles guide every stage of the research process. Informed consent is obtained from all participants prior to conducting interviews, ensuring they are fully aware of the study's purpose, procedures, and their rights as participants. Participants are assured of confidentiality and anonymity, and their identities are protected throughout the research and dissemination phases. Additionally, efforts are made to minimize any potential harm or discomfort to participants during data collection and analysis. To enhance validity, triangulation of data sources and member checking are employed. Triangulation involves comparing data collected from interviews with other sources such as field notes or documents related to the training programme. Member checking allows participants to review and verify the accuracy of interpretations and findings, ensuring their perspectives are accurately represented. Moreover, the researcher maintains reflexivity throughout the study, acknowledging personal biases and perspectives that may influence data interpretation (Cascetta, 2013; Chapelle, 2021; Chilisa, 2019).

While qualitative research provides valuable insights into participants' lived experiences, it may not yield generalizable results beyond the specific context studied. The small sample size of 10 cadets limits the breadth of perspectives that can be captured, although efforts are made to ensure diversity among participants. Additionally, the subjective nature of qualitative analysis introduces potential for researcher bias, mitigated through rigorous adherence to methodological principles and transparency in reporting findings. The qualitative research methodology employed in this study facilitates a deep exploration of the impact of community empowerment training on cadets in Jakarta's maritime education sector. By leveraging in-depth interviews and thematic analysis, the study aims to provide nuanced insights that can inform educational practices, policy development, and professional development initiatives within maritime institutions.

RESULTS

Development of Time Management Skills

A prominent theme identified from the interviews was the development of time management skills through community empowerment training. Cadets reported that the training provided practical strategies and tools to effectively allocate time between academic responsibilities and internship duties. For instance, one participant noted, "The training sessions on time management really helped me plan my study schedule around my internship hours. I learned how to prioritize tasks and use my time more efficiently."

Enhancement of Communication Skills

Another significant outcome of the training was the enhancement of communication skills among cadets. Participants highlighted the importance of clear and effective communication in both academic and professional contexts. They mentioned that training modules focusing on communication strategies and interpersonal skills were particularly beneficial. One cadet stated, "I gained confidence in expressing my ideas and interacting with colleagues during the internship, thanks to the communication workshops in the training."

Leadership Development Opportunities

The study also revealed that community empowerment training played a crucial role in fostering leadership qualities among cadets. Participants indicated that the training sessions on leadership principles and teamwork dynamics helped them assume leadership roles during their internships. They discussed how they applied leadership skills, such as decision-making and problem-solving, in real-world scenarios within maritime organizations. A cadet remarked, "I learned to lead a team of interns during a project, which was a great learning experience. The training prepared me to handle challenges and motivate my team effectively."

Comprehensive Tables

Table 1. Themes and Sub-Themes Identified from Interviews

| Theme | Sub-Themes |
|---------------------------------------|---|
| Development of Time Management Skills | - Planning study and internship schedules |
| | - Prioritization of tasks |
| | - Effective use of time |
| Enhancement of Communication Skills | - Clear communication skills |
| | - Interpersonal communication |
| | - Confidence in expressing ideas |

| | |
|------------------------|-------------------------|
| Leadership Development | - Leadership principles |
| Opportunities | - Teamwork dynamics |
| | - Decision-making |

Table 2. Participant demographic profile

| Participant | Gender | Institution | Internship Experience |
|-------------|--------|----------------------|------------------------------------|
| P1 | Male | Maritime Institute A | 6 months, Shipping Company |
| P2 | Female | Maritime Institute B | 4 months, Port Authority |
| P3 | Male | Maritime Institute C | 5 months, Logistics Firm |
| P4 | Female | Maritime Institute A | 7 months, Naval Operations |
| P5 | Male | Maritime Institute B | 3 months, Maritime Technology Firm |
| P6 | Female | Maritime Institute C | 5 months, Maritime Consultancy |
| P7 | Male | Maritime Institute A | 6 months, Shipping Company |
| P8 | Female | Maritime Institute B | 4 months, Port Authority |
| P9 | Male | Maritime Institute C | 5 months, Logistics Firm |
| P10 | Female | Maritime Institute A | 7 months, Naval Operations |

The findings underscore the significant impact of community empowerment training on cadets' professional and personal development within Jakarta's maritime education sector. The development of essential skills such as time management and communication, coupled with leadership opportunities, highlights the training programme's effectiveness in preparing cadets for the demands of the maritime industry. These insights provide valuable implications for educational practices and policy development aimed at enhancing the holistic development of cadets. This study has provided comprehensive insights into the transformative effects of community empowerment training on cadets in Jakarta's maritime education institutions. By focusing on qualitative research methods and leveraging in-depth interviews, the study has elucidated key themes related to skills development and leadership enhancement among cadets. The findings contribute to the broader discourse on educational strategies and professional development initiatives within the maritime sector, offering actionable recommendations for improving training programmes and supporting cadets' career readiness.

This research not only enhances our understanding of the practical outcomes of community empowerment training but also underscores its critical role in fostering a new generation of competent and resilient maritime leaders. Future research may consider expanding the study to include a larger sample size or exploring the long-term impacts of such training programmes on cadets' career trajectories and professional success in the maritime industry.

DISCUSSION

The discussion of this qualitative study explores the implications and significance of the findings regarding the impact of community empowerment training on cadets' work-study balance and leadership development within Jakarta's maritime education institutions. The study revealed several key themes, including the development of time management skills, enhancement of communication abilities, and opportunities for leadership growth among cadets undergoing internships while pursuing their academic studies.

Development of Time Management Skills

One of the central findings of this research is the significant development of time management skills among cadets participating in community empowerment training (Berwal et al., 2022; Mandaraka-Sheppard, 2014). The training modules focused on planning study and internship schedules, prioritizing tasks effectively, and optimizing time usage in demanding academic and professional environments. Cadets expressed that these skills were crucial in balancing their dual responsibilities of academic coursework and practical training during internships. By learning to manage their time more efficiently, cadets were able to meet deadlines, allocate sufficient time for study and work commitments, and maintain a healthy work-life balance. This aspect of the training programme is particularly valuable in preparing cadets for the rigorous demands of the maritime industry, where effective time management is essential for operational efficiency and professional success.

Enhancement of Communication Skills

Another significant outcome highlighted in the study is the enhancement of communication skills among cadets. The training sessions focused on developing clear and effective communication strategies, both verbal and written, in diverse professional settings within the maritime sector. Cadets reported gaining confidence in expressing their ideas, engaging in productive discussions with colleagues and supervisors, and conveying information accurately and persuasively (Kurtz et al., 2017; Manzoor, 2018). These communication skills were identified as critical not only for successful internship experiences but also for future career advancement within the maritime industry. Effective communication is vital in ensuring smooth operations, maintaining safety protocols, and fostering collaborative teamwork onboard ships and in maritime-related enterprises. Thus, the training's emphasis on communication skills equips cadets with essential competencies that are directly applicable to their roles as future maritime professionals.

Leadership Development Opportunities

The study also illuminated the significant role of community empowerment training in fostering leadership qualities among cadets. Participants noted that the training modules on leadership principles, teamwork dynamics, and decision-making provided them with valuable insights and practical experiences in leadership roles during their internships. Cadets had opportunities to lead teams, coordinate projects, and make informed decisions under challenging circumstances, thereby enhancing their leadership capabilities and resilience. These experiences were instrumental in shaping cadets' professional identities as emerging leaders within the maritime industry. Leadership skills such as problem-solving, conflict resolution, and motivational leadership were identified as critical for navigating complex operational environments and contributing effectively to organizational goals. As future officers and managers in the maritime sector, cadets acknowledged the importance of leadership development in driving innovation, ensuring operational efficiency, and promoting a culture of safety and excellence.

Implications for Educational Practices

The findings of this study have significant implications for educational practices within maritime education institutions in Jakarta and beyond. Firstly, the emphasis on integrating practical skills development, such as time management and communication, into the curriculum underscores the importance of holistic educational approaches that prepare cadets for real-world challenges. By incorporating community empowerment training, institutions can enhance the relevance and effectiveness of their educational programmes, ensuring that cadets graduate with not only academic qualifications but also with practical skills that are directly applicable to their professional roles.

Secondly, the emphasis on leadership development through structured training programmes highlights the need for educational initiatives that nurture cadets' leadership potential from an early stage. By providing opportunities for hands-on leadership experiences and mentorship, institutions can cultivate a cadre of future maritime leaders who can drive organizational success and industry innovation.

Limitations and Considerations for Future Research

While this study provides valuable insights into the impact of community empowerment training on cadets' development within the maritime education sector, several limitations should be considered. Firstly, the small sample size of 10 participants may limit the

generalizability of the findings beyond the specific context studied. Future research could benefit from a larger and more diverse sample to capture a broader range of perspectives and experiences among cadets. Secondly, the qualitative nature of the study, while valuable in exploring in-depth insights and participant perspectives, may benefit from complementation with quantitative methods to validate and extend the findings. Quantitative research could further elucidate the measurable impacts of community empowerment training on cadets' performance metrics, career outcomes, and long-term professional development trajectories.

This discussion underscores the transformative potential of community empowerment training in enhancing cadets' work-study balance, communication skills, and leadership development within Jakarta's maritime education institutions. The findings contribute to a growing body of literature on effective educational practices in the maritime sector and offer practical recommendations for enhancing training programmes and supporting cadets' career readiness. By equipping cadets with essential competencies and leadership capabilities, institutions can play a pivotal role in shaping the future of maritime professionals who are prepared to meet the evolving challenges and opportunities of the global maritime industry.

RECOMMENDATIONS

Based on the findings and discussion of this qualitative study on the impact of community empowerment training on cadets' work-study balance and leadership development within Jakarta's maritime education institutions, several suggestions and recommendations can be made to enhance educational practices and support cadets' professional growth.

Strengthen Integration of Practical Skills Development

Firstly, it is recommended to strengthen the integration of practical skills development, such as time management and communication, into the curriculum of maritime education programmes. Community empowerment training modules that focus on these skills have proven effective in equipping cadets with essential competencies for managing their academic studies and internship responsibilities concurrently. Institutions should consider incorporating structured workshops, seminars, and practical exercises that simulate real-world scenarios to reinforce these skills. By providing cadets with hands-on experiences and guidance in applying theoretical knowledge to practical situations, institutions can better prepare them for the multifaceted challenges of the maritime industry.

Expand Leadership Development Initiatives

Secondly, there is a need to expand leadership development initiatives within maritime education institutions. The study highlights the positive impact of leadership training on cadets' ability to assume leadership roles, make informed decisions, and effectively manage teams during internships. Institutions should develop comprehensive leadership programmes that encompass theoretical knowledge, practical skills development, and experiential learning opportunities. These programmes could include mentorship schemes, leadership workshops, and collaborative projects that encourage cadets to apply leadership principles in diverse maritime contexts. By nurturing cadets' leadership potential from an early stage, institutions can cultivate a cadre of future maritime leaders who are equipped to drive innovation, promote safety, and lead sustainable practices within the industry.

Enhance Collaboration with Industry Partners

Thirdly, it is recommended to enhance collaboration with industry partners to align educational practices with industry demands and trends. Maritime education institutions should actively engage industry stakeholders, including shipping companies, port authorities, and maritime technology firms, in curriculum design, internship placements, and training programme development. Collaborative initiatives such as industry-led workshops, guest lectures by industry professionals, and joint research projects can provide cadets with insights into current industry practices, emerging technologies, and global trends. By fostering closer ties with the maritime industry, institutions can ensure that educational programmes remain relevant, responsive to industry needs, and capable of producing graduates who are well-prepared for the dynamic and evolving maritime sector.

Implement Continuous Evaluation and Feedback Mechanisms

Fourthly, institutions should implement continuous evaluation and feedback mechanisms to assess the effectiveness of training programmes and support continuous improvement. Regular feedback from cadets, faculty members, and industry partners can provide valuable insights into the strengths and areas for enhancement of community empowerment training initiatives. Institutions can conduct periodic assessments, surveys, and focus group discussions to gather qualitative and quantitative data on cadets' experiences, learning outcomes, and perceived impacts of the training programmes. This feedback should inform curriculum revisions, adjustments in training delivery methods, and the introduction of new modules or topics that address emerging industry challenges and technological advancements.

Foster a Culture of Lifelong Learning and Professional Development

Lastly, it is essential to foster a culture of lifelong learning and professional development among cadets and faculty members within maritime education institutions. Institutions should promote continuous professional development opportunities, such as certifications, short courses, and seminars, that enable cadets to stay abreast of industry developments, enhance their skill sets, and pursue specialized areas of interest within the maritime sector. Faculty members should also be encouraged to engage in research, publication, and participation in professional conferences to contribute to knowledge dissemination and innovation in maritime education and practice.

CONCLUSION

This qualitative study has provided comprehensive insights into the transformative impact of community empowerment training on cadets within Jakarta's maritime education institutions. Through in-depth interviews and thematic analysis, the study illuminated key themes including the development of time management skills, enhancement of communication abilities, and opportunities for leadership growth among cadets undergoing internships. These findings underscore the critical role of practical skills development and leadership initiatives in preparing cadets to meet the challenges of the maritime industry effectively. The study's findings suggest several implications for educational practices and institutional strategies. It is recommended that maritime education institutions strengthen the integration of practical skills training into their curricula, expand leadership development programmes, enhance collaboration with industry partners, implement robust evaluation mechanisms, and promote a culture of continuous learning among cadets and faculty members. These recommendations aim to foster a supportive learning environment that equips cadets with the necessary competencies and leadership qualities to thrive in diverse maritime roles. By implementing these recommendations, maritime education institutions can enhance the relevance, responsiveness, and quality of their educational offerings, thereby preparing cadets to contribute meaningfully to the maritime industry's sustainable growth and development. This study contributes to the broader discourse on educational innovation and professional development within the maritime sector, highlighting the importance of holistic approaches to preparing future maritime leaders who are equipped to navigate and lead in a dynamic global environment.

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