

and learning to publish high quality papers. Papers for publication in this journal are selected through precise peer-review to ensure quality, originality, appropriateness, significance and readability. The journal encompasses a variety of topics of education and learning, including but not limited to child development, curriculum, reading comprehension, philosophies of education, STEM education, instructional technology, technology education, inquiry-based learning, project-based learning, problem-based learning, simulation-based learning, pedagogic and educational approaches, learning management, language teaching researches, teaching and learning at all levels of schooling and institutions of higher learning, the education of special groups, gender and education, theories of education, educational research and methodologies, educational psychology (emotional, social, and cognitive learning processes), e-learning, Computer supported collaborative Work, emerging technologies in education, educational software & serious games, e-content management and development, general issues in education and learning, contributions to current debates in teacher education throughout the world, generally or on specific issues, etc.

Submit your manuscripts today! (ONLY in English) through our online system (If you reached any problems in your papers submission, please contact us at email: edulearn@journal.uad.ac.id. Download EduLearn Guide of Authors for writing and style in here.

#### Registration and login are required to submit items online and to check the status of current submissions.

Already have a Username/Password for Journal of Education and Learning (EduLearn)?

#### GO TO LOGIN

Need a Username/Password?

GO TO REGISTRATION

#### Announcements

Edulearn's Sole Author Policy

we have met decision to publish multi-authors' article for 2019 issue and forward

Posted: 2018-12-09

More Announcements..

More...

## Vol 14, No 3: August 2020

#### LIST OF ACCEPTED PAPERS

Each paper requires minor changes for it to be accepted. Editors will go through the revisions and gives a final approval. However, it is good to remember that "this status decision" does not guarantee acceptance. The paper will be accepted only if the editors are satisfied with the changes made.

Table of Contents

Teachers' Knowledge of Children's Mathematical Development

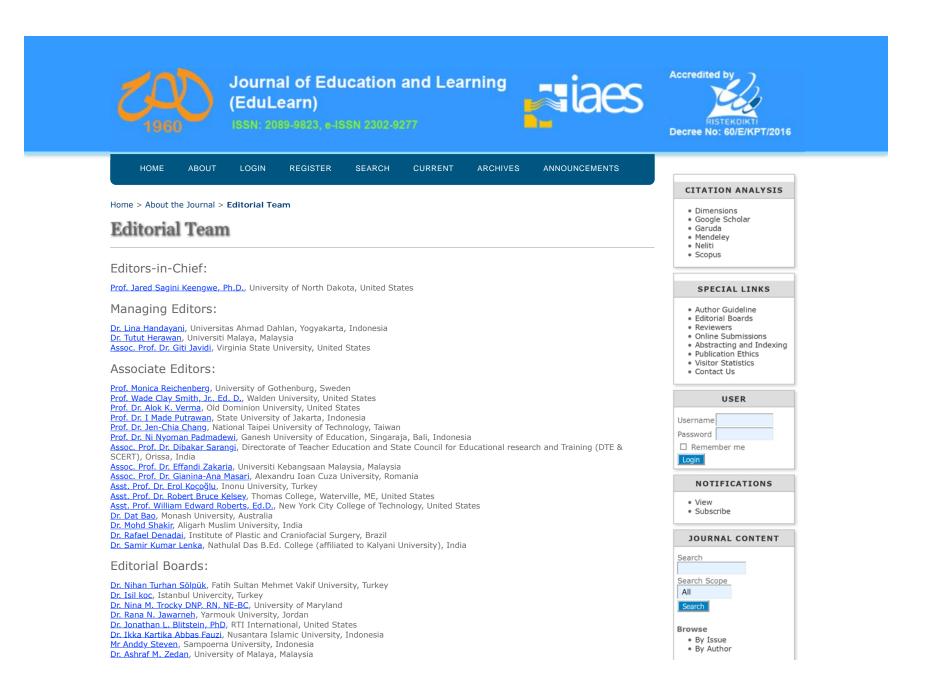
Mery Noviyanti

From Ivory Tower to Entrepreneurial University: A transformation agenda for sustainable job creation and development among university graduates in Uganda

Jacob Oyugi

By Title
 Other Journals

FONT SIZE



Dr. Tsungjuang Wang, National Taipei University of Technology, Taiwan, Province of China Dr. Karin Hannes, Methodology of Educational Sciences Research Grou, Belgium Dr. Hendra Hidayat, Universitas Bung Hatta, Indonesia Prof. Senay Sezgin Nartgün, Abant İzzet Baysal University, Turkey Dr. Nava Kivkovich, Babes-Bolyai University, Romania Dr. Didit Okta Pribadi, Technische Universität München, Germany Dr. Adriana Denisa Manea, Babes-Bolyai University, Romania Dr. Régine Kolinsky, Fonds de la Recherche Scientifique-FNRS, Belgium Dr. Sarka Hubackova, University of Hradec Kralove, Czech Republic Dr. Ciğdem Suzan Cardak, Anadolu University, Turkey Dr. Jamil Abd Baser, Universiti Tun Hussein Onn, Malaysia Dr. Mohd Sufian Abdul Karim, Universiti Tenaga Nasional, Malaysia Lukita Octavia Lukman Putri, Universitas Pendidikan Indonesia, Indonesia Dr. Ionel-Bujorel Păvăloiu, University POLITEHNICA of Bucharest, Romania Dr. Caroline Kerfoot, Stockholm University, Sweden Dr. Merima Carmen Petrovici, Ministry of National Education, Bucharest, Romania Dr. Jujuna Gumbaridze, Shota Rustaveli State University, Georgia Dr. Jaclyn Broadbent, Deakin University, Australia Dr. Anastasia Atabekova, Peoples' Friendship University of Russia, Russian Federation Dr. Ana-Maria Aurelia Petrescu, Valahia University Targoviste, Romania Dr. K. E. Kakosimos, Texas A&M University, Qatar Dr. Horațiu Catalano, Babeș-Bolyai University, Romania Dr. Lisa Marie Weckbacher, University of California, United States Dr. Joshua Wilson, University of Delaware, United States Dr. Jianping Liu, Beijing University of Chinese Medicine, China Dr. Klaus Ackermann, Monash University Dr. Christopher Day, University of Nottingham, United Kingdom Dr. Hendriati Agustiani, Universitas Padjadjaran, Indonesia Dr Sadhana Puntambekar, University of Wisconsin-Madison,, United States Dr Brian Paltridge, University of Sydney, Australia Masitah Shahrill, Universiti Brunei Darussalam, Brunei Darussalam Dr. Sharon Horwood, Deakin University, Australia Dr. Zeynep Tatli, Karadeniz Technical University, Turkey Dr. Ramazan Yilmaz, Bartin University, Turkey Dr. Marcelo Careaga Butter, Universidad Católica de la Santísima Concepción, Chile Wahyu Hidayat, IKIP Siliwangi, Cimahi, Indonesia Dr. Michael A. Barone, ohns Hopkins University School of Medicine, United States Dr. Kyria R. Finardi, Federal University of Espirito Santo, Brazil Dr. Serap Önen, Istanbul University, Turkey Dr. Kawakibul Qamar, Kanjuruhan University Ms Rina Agustina, Universitas Muhammadiyah Purwokerto, Indonesia Dr. Rully Charitas Indra Prahmana, Universitas Ahmad Dahlan, Yogyakarta, Indonesia Dr. Tove Anita Fiskum, Nord-Trøndelag University College, Norway Dr. Stephen L. Rego, Forsyth Technical Community College, United States Dr. Gilman Jackson Nyamubi, University of Iringa, Tanzania, United Republic of Dr sri adelila sari, State University of Medan, Indonesia Dr. Anzar Abdullah, University of Pejuang of the Republik of Indonesia (UPRI) Makassar, Indonesia Dr. Atsnaita Yasrina, universitas negeri malang, Indonesia Dr. Riana Nurmalasari, Universitas Negeri Malang, Indonesia dr Tim Jay, United Kingdom Dr. Elisabeth Moser Opitz, University of Zurich, Switzerland Dr Erin E. Peters-Burton, George Mason University, United States Dr. Nor Syafiza Shariffuldin, Universiti Teknologi PETRONAS, Malaysia Dr. Shahram Mami, Faculty member of Islamic Azad university-Ilam Branch, Iran, Islamic Republic of Dr. tracey bowen, university of toronto mississauga, United States Winarno Winarno, Universitas Sebelas Maret, Indonesia Dr. Mona Masood, Universiti Sains Malaysia, Malaysia Dr. Chaijaroen Sumalee, Department of Educational Technology, Faculty of Education, Khon Kaen University, Thailand Dr. Thi Bich Lieu Tran, Department of Educational Management, University of Education, Vietnam National University in Hanoi, 144 Xuanthuy Rd, Caugiay District, Hanoi, Viet Nam, Viet Nam Dr. Hazita Azman, School of Language Studies and Linguistics Faculty of Social Sciences and Humanities University Kebangsaan Malaysia. Malavsia Dr. Muhammad Japar, Universitas Negeri Jakarta, Indonesia



Dr. Izak van Zyl, Cape Peninsula University of Technology, South Africa Dr. Iuliana Barna, University Dunarea de Jos Galati, Romania Dr. Christopher A. Was, Kent State University, Educational Foundations and Special Services, United States Dr. Chen yao Kao, Department of Special Education, National University of Tainan, Taiwan, Province of China Dr. Job Chunkath, Department of Electronics & Communication Engineering, Government Engineering College, India Dr. Rabehi Salima, Mohamed Khider University, Algeria Dr. Randa Hilal, OPTIMUM for Consultancy & Training, Palestinian Territory, Occupied Dr. Rai Zahoor Ahmed, School of Education and Modern Languages, Universiti Utara Malaysia, Malaysia Dr. Rashida H. Kapadia, Aljamea tus Saifiyah, India Dr. Annamaria Cacchione, Spain Neni Mariana, Universitas Negeri Surabaya, Indonesia saiful Ghozi Ghozi, Politeknik Negeri Balikpapan, Indonesia Dr. Aurora Tatiana Dina, Pitesti University, Romania Dr. Namkang Sriwattanarothai, Institute for Innovative Learning, Mahidol University, Thailand shalom John Rafafy Batlolona, State University of Malang, Indonesia Dr. Ruhan Karadağ, Adıyaman University, Turkey Dr. Noor Shakirah Mat Akhir, Universiti Sains Malaysia, Malaysia Dr. Meenakshi Srivastava, University of Groningen, Netherlands Dr. Olena Olehivna Linnik, Borys Grinchenko Kyiv University, Ukraine Dr. Abdallah Baniabdelrahman, Yarmouk University, Jordan Bapak Syuhendri Syuhendri, Universitas Sriwijaya, Indonesia Dr. Bambang Suryad, Universitas Islam Negeri (UIN) Syarif Hidayatullah, Indonesia Dr Mohd Effendi Ewan Mohd Matore, Department of Education Leadership and Policy Faculty of Education Universiti Kebangsaan Malaysia (UKM), Malaysia Dr. Sahail M. Asassfeh, Hashemite University, Jordan Dr. Barry Ryan, Dublin Institute of Technology, Ireland Dr. Ana Larissa Adorno Marciotto Oliveira, Universidade Federal de Minas Gerais, Brazil Dr. Rabih El Mouhayar, American University of Beirut Sri Handayani, English Language Education, Teacher Training and Education Faculty Slamet Riyadi University Jonni Sitorus, State University of Medan, Indonesia SUNYONO SUNYONO, University of Lampung Dr. Malini Ganapathy, Universiti Sains Malaysia, Malaysia Dr. Manal Mohamed Khodary, Faculty of Education, Suez Canal University Dr. Rachel R. Ouellette, Florida International University, United States Dr. Takayuki Goto, The University of Shiga Prefecture, Japan Dr. Maria Eugenia Guapacha Chamorro, Universidad del Valle Marleny Leasa, University of Pattimura Ambon, Indonesia Rosihon Anwar, UIN Sunan Gunung Djati, Indonesia Dr. Donald G. Mercer, University of Guelph, Canada Dr. Sahrul Saehana, Universitas Tadulako, Indonesia Sulton Nawawi, Universitas Muhammadiyah Palembang, Indonesia Dr. Ayu Krishna Yuliawati, FPEB UPI, Indonesia Mr. Rockson Kwasi Afriyie, Wa Polytechnic, School of Applied Science and Technology, (SAST) Department of Information and Communication Technology, Ghana Lucia Yovita Hendrati, Universitas Airlangga, Indonesia Dr. Agus Wijayanto, Muhammadiyah University of Surakarta, Indonesia Dr. Nurul Chojimah, State Islamic Institute of Tulungagung, Indonesia Dr. Bich H. N. Nguyen, Curtin University, Australia Dr. SUPRATMAN SUPRATMAN, University of Siliwangi Tasikmalaya, Indonesia Dr. Sri Adi WIDODO, Universitas Sarjanawiyata Tamansiswa, Indonesia Dr. Mengyang Cao, University of Illinois at Urbana-Champaign, United States Dr. Demitra Demitra, University of Palangka Raya, Indonesia Dr. Jeremy W. Bachelor, Heartland Community College, United States Dr. Chantarath Hongboontri, Mahidol University, Thailand Dr. Martina Blašková, University of Zilina, Slovakia Dr. Harry B. Santoso, Universitas Indonesia, Indonesia Dr. Victoria SEITZ, California State University San Bernardino, United States Dr. Jack Holbrook, University of Tartu, Estonia Ms. Azvan Kapi, Universiti Teknologi MARA, Malaysia Dr. T. Selvam, Sacred Heart College, Philippines Dr. Mwunda Mutuku, Machakos University, Kenya Dr Ginger V. Shultz, University of Michigan, United States Dr Liberato Cardellini, Università Politecnica delle Marche, Italy

Dr. Christine Frazer, Walden University, United States Dr Raziye Fatemi, Alzahra university, Iran, Islamic Republic of Dr. Alias Masek, Universiti Tun Hussein Onn Malaysia, Malaysia Dr. Mzomwe Mazana, College of Business Education, Tanzania, United Republic of Dr. Ana Nicolas, University of Valencia, Spain Dr. Abdullah Aydın, Ahi Evran University, Turkey Dr. Moritz Krell, Freie Universität Berlin, Germany Dr Pravin Vyankatrao Khandve, Prof Ram Meghe College of Engineering and Management, India Dr Noor Jalani, Universiti Tun Hussein Onn Malaysia, Malaysia Dr. Hadal Hammour, Northcentral University Prof. Carrie Yea-huey Chang, Tamkang University, Taiwan, Province of China Prof. Mifedwil Jandra Janan, Universiti Teknologi Malaysia, Malaysia Dr Zana Hassan, University of Sulaimani, Iraq Prof. Robert L. Bregman Assoc. Prof. Dr. Mochammad Facta, Diponegoro University, Indonesia Prof. Lisette Wijnia, Tilburg University, Netherlands Prof. Dr. Anne S. Tsui, University of Notre Dame, United States Assoc. Prof. Dr. Dwi Sulisworo, Universitas Ahmad Dahlan, Yogyakarta, Indonesia Prof. Dr. Eli Vakil, Bar-Ilan University, Israel Dr. Michael Springer, College of the Sequoias, United States Prof. Hung-Cheng Tai, Chang Gung University of Science and Technology, Taiwan, Province of China Dr. Ayi Olim, Universitas Pendidikan Indonesia, Indonesia Prof. Dr. Henriette Löffler-Stastka, Medical University of Vienna, Austria Dr. Nancy A. Gonzales, Arizona State University, United States Prof. Dr. Michael Shaughnessy, Eastern New Mexico University, United States Prof. Dr. Richard F. Schmid, Concordia University, Canada Dr. Nur Kholis, Universitas Ahmad Dahlan, Indonesia Prof. Dr. Roger McHaney, Kansas State University, United States Assoc. Prof. Dr. Froilan D. Mobo, Philippine Merchant Marine Academy, Philippines Assoc. Prof. Generoso Nielo Mazo, Ph.D., Leyte Normal University, Philippines Dr. Florentina Avram, Ovidius University, Romania Dr. Dilek Celikler, Ondokuz Mayıs University, Turkey Dr. Abeer Ali Okaz, Pharos University in Alexandria, Egypt Dr. Ahlam Lee, Xavier University, United States Dr. Diane R Bridges Dr. Ahmad Muhammad Diponegoro, Universitas Ahmad Dahlan, Indonesia Dr Cynthia A Grapczynski, Grand Valley State University Grand Rapids, MI, United States Dr. Amirul Mukminin, Jambi University, Indonesia Genza Musoke Gyaviira, Uganda Martyrs University, Uganda Dr. Georgios Giannoukos, Second Chance School, Greece Dr. Amosa Isiaka Gambari, Science Education Department, Federal University of Technology, Minna, nigeria, Nigeria Dr. Hadiwinarto Hadiwinarto, University of Bengkulu, Indonesia Dr. Orestes P. Hastings, University of California, United States Dr. Margaret R Rogers, University of Rhode Island Prof. Dr. Hans-Stefan Siller, University of Wuerzburg, Germany Dr Juneman Abraham, Bina Nusantara University, Psychology Department, Indonesia Dr. Kususanto Prihadi, School of Educational Studies, Universiti Sains Malaysia, Malaysia Dr. Lutz Bellmann, Friedrich-Alexander University Erlangen-Nürnberg, Germany M.A. Ruiz Cabrera, Universidad Autónoma de San Luis Potosí Dr. Maryam Karimi, Science and Research Branch Islamic Azad University, Iran, Islamic Republic of Dr. Nancy Wood, Saint Leo University, United States Dr. Nurul Huda, Universitas Terbuka, Indonesia Dr. Rasha Abdellah, University of Ajman of Science & Technolgy, United Arab Emirates Miftachul Huda, Universiti Teknologi Malaysia, Malaysia Dr. Santosh Kumar Behera, Sidho-Kanho-Birsha University, India Dr. Tecnam Yoon, Chuncheon National University of Education, Korea, Republic of Dr. Yue Zhu, La Trobe University, Australia Dr. Vahid Motamedi, Kharazmi University, Iran, Islamic Republic of Dr. Waspodo Tjipto Subroto, University State of Surabaya, Indonesia Ms. Intan Farahana Kamsin, National University of Malaysia, Malaysia Assoc. Prof. Dr. Juan Li, Shandong Jiaotong University, China Ms Yau'Mee Hayati Hj Mohamed Yusof, Universiti Teknologi MARA, Malaysia Ko Ka Shing, The Open University of Hong Kong, Hong Kong

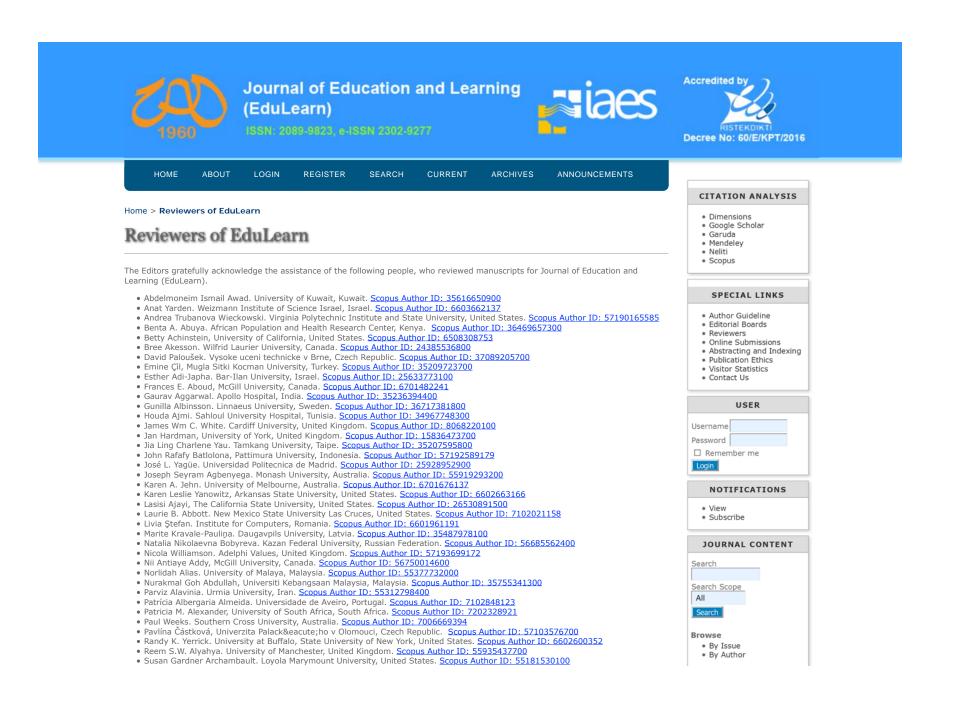
<u>Miktha Farid Alkadri</u>, Universitas Indonesia, Indonesia <u>Dr. Sharifah Nadiyah Razali</u>, Masjid Tanah Community COllege, Malaysia <u>Siti Salina Mustakim</u>, Sultan Idris Education University, Malaysia



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License

Journal of Education and Learning (EduLearn) ISSN: 2089-9823, e-ISSN 2302-9277 Published by: Universitas Ahmad Dahlan (UAD) *in collaboration with* Institute of Advanced Engineering and Science (IAES)

Stat IIIIIII



- Tracy Packiam Alloway, University of North Florida, United States. Scopus Author ID: 55664002100
- Valarie L. Akerson. Indiana University, United States. Scopus Author ID: 6507210258
- Vassil N. Alexandrov. Institucio Catalana de Recerca, Spain. Scopus Author ID: 7006723602
- Vered Ben-David. Washington University in St. Louis, United States. <u>Scopus Author ID: 36522276500</u>
   Wenjun Zhao. The University of Hong Kong, Hong Kong. <u>Scopus Author ID: 57198597417</u>

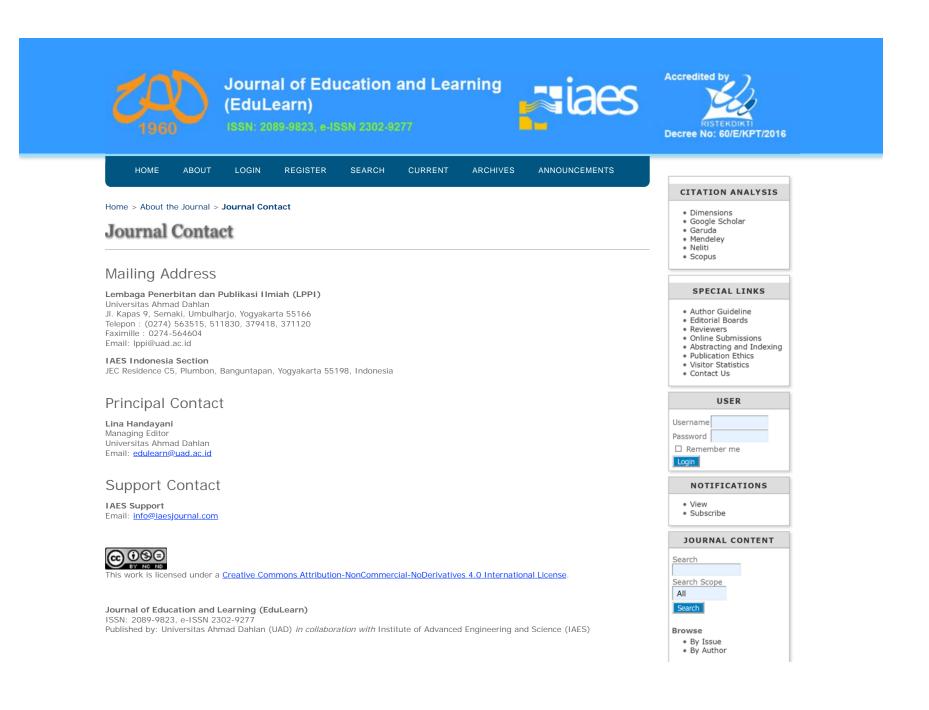


This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

Journal of Education and Learning (EduLearn) ISSN: 2089-9823, e-ISSN 2302-9277 Published by: Universitas Ahmad Dahlan (UAD) *in collaboration with* Institute of Advanced Engineering and Science (IAES)







Stat IIIIII Counter.com View EduLearn Stats



| Journal of Education and Learning<br>(EduLearn)<br>ISSN: 2089-0923, 6-ISSN 2302-9277                | Accredited by<br>RISTEKDIKTI<br>Decree No: 60/E/KPT/2016                                                                                                               |
|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HOME ABOUT LOGIN REGISTER SEARCH CURRENT ARCHIVES ANNOUNC                                           | EMENTS                                                                                                                                                                 |
| Home > Archives > Vol 10, No 3                                                                      | CITATION ANALYSIS                                                                                                                                                      |
|                                                                                                     | Dimensions     Google Scholar     Constant                                                                                                                             |
| Vol 10, No 3                                                                                        | • Garuda<br>• Mendeley<br>• Neliti                                                                                                                                     |
| August 2016                                                                                         | • Scopus                                                                                                                                                               |
| Table of Contents                                                                                   | SPECIAL LINKS                                                                                                                                                          |
| Table of Contents                                                                                   | Author Guideline                                                                                                                                                       |
| An Interview with Marcia Tate: Formative Assessment and Brain Based Learning<br>Michael Shaughnessy | PDE     • Editorial Boards       • Reviewers     • Online Submissions       203-207     • Abstracting and Indexing       • Publication Ethics     • Publication Ethics |
| The Influence of Self-Regard on Response of Belief in God and Awareness of Prophetic<br>Teaching    | Visitor Statistics     Contact Us                                                                                                                                      |
| Mustafa Tekke, Nik Ahmad Hisham Ismail, Nooraini Othman, Sharifah Sariah Hassan                     | 208-217 USER                                                                                                                                                           |
| A Model of Women Literacy Preservation through Koran Ibu Program<br>Ikka Kartika Abbas Fauzi        | 218-227                                                                                                                                                                |
| A Descriptive Study of the Critical Thinking Skills of Social Science at Junior High School         | PDF NOTIFICATIONS                                                                                                                                                      |
| Sri Hapsari                                                                                         | 228-234 • View<br>• Subscribe                                                                                                                                          |
| Teachers Awareness of Students' Anxiety in Math Classroom: Teachers' Treatment VS Students' Anxiety | PDF<br>JOURNAL CONTENT                                                                                                                                                 |
| Wanda Nugroho Yanuarto                                                                              | 235-243 Search                                                                                                                                                         |
| Teaching Grade Eight Science with Reference to the Science Curriculum                               | PDF Search Scope                                                                                                                                                       |
| Rasel Babu                                                                                          | 244-254 Search                                                                                                                                                         |

| Linawati Linawati                                                                                                                              | 255-264 | <ul><li>By Title</li><li>Other Journals</li></ul> |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------------------------------------------------|
| Relationships between Self-Efficacy and the Academic Procrastination Behaviour among<br>University Students in Malaysia: A General Perspective | PDF     | FONT SIZE                                         |
| Zainudin Abu Bakar, Muhammad Umar Khan                                                                                                         | 265-274 | AL A AA                                           |
| Building Sustainability Quality of English Education Department by Creating English Area                                                       | PDF     |                                                   |
| Fauzia Fauzia                                                                                                                                  | 275-280 |                                                   |
| A Survey of Biology Teachers Use of Activity-Oriented, Laboratory Practical Exercises to<br>Promote Functional Biology Education               | PDF     |                                                   |
| Abigail Mgboyibo Osuafor, Ijeoma A. Amaefuna                                                                                                   | 281-290 |                                                   |
| A Combinational Digital Logic Design Tool for Practice and Assessment in Engineering<br>Education                                              | PDF     |                                                   |
| Rasha Morsi                                                                                                                                    | 291-300 |                                                   |



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

Journal of Education and Learning (EduLearn) ISSN: 2089-9823, e-ISSN 2302-9277 Published by: Universitas Ahmad Dahlan (UAD) *in collaboration with* Institute of Advanced Engineering and Science (IAES)

Stat IIIIII Counter.com View EduLearn Stats

# Blended Learning Approach of the Flipped Model for Partograph Short Course

Linawati<sup>\*</sup> Udayana University

# Abstract

Crucial demand of professional and well-trained midwives, midwifery lecturers, general practitioner, and Obstetrics and Gynaecology in Indonesia could be fulfilled by providing effective learning process to them. Udayana University through its Distance Learning Centre has offered Partograph short course in order to respond the demand. The short course has implemented blended learning approach of the flipped classroom with international collaboration. The course was joint by participants from 11 countries through video conference. The course was well designed, conducted follow Global Development Learning Network standard, and then it was evaluated. The course yielded high impact to the participants which could be seen from the participants' feedback. They testified that the course was marvellous, effective and informative. Finally the evaluation results showed that all components of the learning process have significant result to the overall learning quality which was shown by their correlation coefficients.

Keywords: Blended learning, flipped class-room, Partograph short-course

<sup>\*</sup>Linawati, PhD., Department of Electrical and Computer Engineering, Udayana University, Kampus Bukit Jimbaran, Badung, Bali, Indonesia E-mail: *linawati@unud.ac.id* 

# Introduction

Globally according to Save the Children report (BBC, 2015) that almost 1 million babies have died before their ages reach one day. Number of death babies in year 2013 in Indonesia was still high around 228 of 100,000 babies. The rate was below than in year 1994 of around 390 babies per 100,000 infants. One factor reduction of the mortality rate was an increase of skilled midwives number in Indonesia to be 73% in year 2013. Other factor was a government program to place well-trained midwives in all villages in Indonesia. Moreover number of well-trained health practitioners increased from 32% in year 1991 to be 83% in year 2013 (Humas, 2015).

According to UNICEF Director in Indonesia (Humas, 2015), number of newborn mortality was 29 per 1000 newborns in year 2013 which was compared to year 1990 that achieved 84 death of baby birth per 1000 life newborn. In addition there were more than 10,000 women died during their labor process. Therefore the WHO Midwifery Educator Core Competencies program (WHO, 2013) was developed to have more competent midwifery educators who could prepare fully qualified midwives to provide good quality health services for all women, especially childbearing women and their infants. The program offered some topics to be implemented. One of the topics was proper utilization of Partograph.

No doubt that technology especially ICT has a significant role in today education system. The advancing technology makes blended learning integrated with flipped classroom model possible. Both blended learning and flipped model aim to encourage students' participation actively and to increase their interaction, creativity, and innovation to a higher level (Hoic - Bozic, 2009), (Bart Marty, 2014), (Center for Digital Education, 2012) in an online environment. As the need of competent midwives or health practitioner increases, Udayana University utilizing its GDLN (Global Development Learning Network) facility has conducted short-course of Partograph for midwives, midwifery lecturers, and OBGYN from health institutions around Denpasar, and Badung, Bali. The course utilized blended learning approach of flipped classroom model. One of important objectives is to train the participants with the WHO standard of Partograph. All learning activities were then evaluated by analyzing feedback results from the participants. Therefore the paper examines the whole learning implementations. The purpose is to know the level of participant's satisfaction to the short-course which applied blended learning approach of the flipped classroom method.

# **Blended Learning and Flipped Classroom Model**

ICT has developed rapidly and changed people life style. It has changed learning method and learning style from traditional way to be technology based learning. Distance learning in combination with face-to-face and LMS (Learning Management System), or video conference and LMS, has been popular to implement in education institutions. That learning method is called blended learning (Hoic -Bozic, 2009), (Bart Marty, 2014), (Na Zhu, 2016). The blended learning can significantly change the relationships which have traditionally existed between teacher, learner, and learning resources. Therefore the learning method should not only focus on the technology itself, but also on the pedagogy and instructional system designs that aim to deliver education to students who are not physically "on site" in a traditional classroom. Other method that uses technology for learning is flipped classroom. The flipped classroom is focused on pedagogical model (Center for Digital Education, 2012), which learning material is explored outside of class by students. Typically the substance is in the form of video-based-lectures. Then teachers or lecturers employ the class time to interact with the students in activities such as discussion and Q&A session. Generally today class put material on line which is easily accessed by the students. Thus ICT plays important role in the flipped classroom. The study of Sahin (2011), revealed the opinions of trainers of Higher School of Vocational Education and Training on blended learning model. Focus group interview was selected to have the opinions which were grouped such as under students' positive response, financial and pedagogical aspects, flexibility, collaborative learning, and lifelong learning model. Ideal blended learning implementation took high cost in the beginning. Therefore the model was suggested to run as a lifelong learning model. In general, the model depends on the blended learning design approach. Three distinct blended learning design approaches were explained in Alammary (2014), i.e. low-impact blend approach, mediumimpact blend approach, and high-impact blend approach. The approaches classification according to prospective deviations to the on-hand teaching and student understanding. When extra activities are added to an existing course, then it is called low-impact blend. Medium-impact blend is when a teacher replaces activities in an existing course, and high-impact blend is when a teacher builds the blended course from scratch. Thus the impact level is mainly determined by the teachers' experiences. Three types of experiences significantly contribute to the approach, i.e. their experiences in running a blended learning course, their experiences in teaching traditional courses, and their experiences in utilizing integrated technology in teaching. Finally the last factor in determining the impact level is high institutional support.

Definitions of blended learning and flipped learning model could be found in (Bart Marty, 2014). The study stressed that flipping is more than watching lectures video. A flipped classroom permits teachers to employ new technique or method in learning process. It shifts from teacher-centered learning to student - centered learning, and from individual to collaborative learning. In addition the utilization of extra activities such as quizzes and tutorial assignment are included in the flipped learning model for both individual and collaborative learning. The fundamental concept is to accomplish the activities in the class. Further studies on implementation of the flipped classroom are provided by Chen L. (2015), Er, E. (2015), Howitt, C. (2015), Kvashnina O.S. (2016), and Li Y. (2015). The flipped classroom is utilizing by providing text-based lecture notes, pre-recorded multimedia micro-lectures (four to five micro-lectures of 15 to 20 minutes), e-learning system as an online resource for students, and an individual assessment test for each class (Chen L., 2015) in order to systematically identify students' perspective of using cooperative learning in a flipped statistics classroom by utilising Omethodology. The flipped classroom was applied in postgraduate education using case studies that was written as chronological stories from email correspondence between the two lecturers as critical friends, as well as from student feedback in the form of face-to-face discussions, online discussions, emails, mind maps, multimodal discussion boards and end-of-semester university surveys (Howitt, C. 2015).

In addition, the study on behaviour of college students' online help-seeking in a flipped classroom with a web-based help-seeking tool is conducted by Er, E. (2015). The web-based help-seeking tool was developed to enable students to ask questions about the course content and receive the needed help while studying the lecture themselves outside the classroom. Then an integration of MOOC content and flipped classroom practice was applied in undergraduate course named "Internet and Distance Education", and to see its effectiveness through students' experience and perceptions (Li, Y. 2015). Finally Kvashnina, O.S. (2016) describes significant benefits of the flipped classroom in ESL (English as a Second Language) teaching including an increase in students' overall performance on the course, enhancement of students' motivation and improvement of their autonomous learning skills.

As Internet becomes society basic need, then students are already comfortable with Internet, ebooks, e-content, and social media as their life style. Therefore the students have been applied active learning which is recognized as flipped learning technique (Centre for Digital Education, 2012). The students are used to watch online lecture, courseware, language translation, social network, content access, webcast style before entering the classroom. On the other hand, in higher education environment, tough economy is a factor that pushing the education toward blended learning and flipped classroom model. Thus blended learning approach of the flipped classroom is suggested to apply for higher education to fulfil both individual and organization target.

## **The Partograph Short Course**

Udayana University was interested to conduct Partograph short course which was offered by Tokyo Development Learning Center in collaboration with the WHO, and Kitasato University for the following reasons. Firstly, there is a curriculum problem among health education with the Partograph learning. Then there are many versions of the Partograph which are used in Indonesia. Thirdly, there is limited portion of the Partograph theory and laboratories practices in schools/university curriculum causing lack of understanding in using, reading, or interpreting the Partograph data. Finally there is low compliance of the Partograph usage in hospitals in Indonesia. Therefore the short course has significant objective, i.e. to gain participant skill and knowledge in using the Partograph with the WHO standard. Target participants of the course are midwives, midwifery lecturers, general practitioner, and OBGYN from health institutions around Denpasar, and Badung, Bali.

The Partograph itself is defined as a graphic tool used to assess the progress of labor and identify when an intervention is necessary. It is used to record information on mother's conditions as her labor progresses. Thus the graph is widely used to assist midwives in deciding accurate actions or steps for prolonged labor or obstructed labor.

## Method

In this study, effectiveness of delivering a short course using blended learning approach of the flipped model was examined. The topic of the short course was Partograph usage for helping pregnant woman during her delivery process. One of important objectives is to train the participants with the WHO standard of Partograph. Totally three short courses were examined which each short course was run for 2 weeks per year. Target of participants was midwives, midwifery lecturers, and ObGyn from health institutions around Denpasar, and Badung, Bali. They joined the course by invitation. The

invitation letters were sent to all hospitals, faculty of medicine, local government health care centres in two regencies, i.e. Badung Regency and Denpasar City. Average of number of participants joined the course was 30 persons. Therefore most participants were health care professionals, such as midwives, midwifery lecturers, and Obstetrics and Gynaecology (ObGyn). All learning activities were then evaluated by analysing feedback results from the participants. The feedback is a questionnaire with 11 closed – questions and 3 open – questions. The questionnaire has three parts. The first part is about relevancy of the course, then followed by quality and usefulness of the course design and delivery. The last part is about participant recommendation for the course improvement.

There were three face-to-face sessions. The two sessions were in the class to explain a whole course design and delivery, and to watch and discuss a pre-recorded video. The video itself contains an explanation of Partograph e-learning tool. The two sessions were conducted in one week. Then the last session of face-to-face was conducted through video conference media which was joined by participants from 11 countries. At the end of this session, the participants had to fill in the questionnaire. The same questionnaire was fulfilled by all participants from 11 countries. However this study was limited to analyse the feedback from participants in Udayana University.

The learning method was chosen to deliver the short course was actually blended learning approach of the flipped technique. Components of the Partograph blended learning approach of the flipped model are below.

- 1. Face to face class was implemented for participants' discussion, and it was conducted twice in one week.
- 2. Pre-recorded video in DVD with duration of 1 hour which was to introduce and explain about basics of the concerned eLearning tool and Partograph, was played in the first face-to-face session in the class.
- 3. The CDROM tool kit was distributed to all participants for their self-learning for one or two weeks. The participants would study at home/office during 1-week or 2-weeks time with provided CDROM.
- 4. The participants would have certificates which were issued automatically from the CDROM when the participants successfully answered the self-study in the CDROM. CDROM itself is in English, and according to the subject-matter experts, it is not difficult to study. If study intensively, participants can finish it within a day. Features of CD ROM e-learning Tool Kit are interactive images as well as audio guides and instructional videos designed to convey the learning material to participants on the step-by-step procedures on using the WHO Partograph; slides by the WHO expert; room to exercise: participants can practice using multiple case scenarios; post-test to prove retention of information from the self-learning, and the WHO certificate. Figure 1 shows home display of the CDROM.

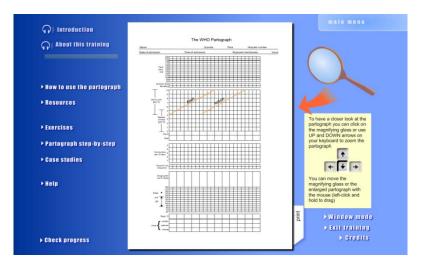


Figure 1. CD ROM e-learning tool kit

5. Next one or two weeks later, the second face to face session with the WHO expert and discussion among other participants from several countries through video-conference. The session had Q&A, case-sharing, deeply discussion on understanding of Partograph, and wrap up course. The session

was 3-hours video - conference session. Running order of video - conference session is shown in Table 1.

- 6. Then the course was evaluated by analyzing questionnaires results.
- 7. Finally, the WHO, Kitasato University, Tokyo DLC and Udayana University issued a completion certificate to those who join all sessions. Figure 2 shows the program flow.

Table 1. Video Conference Running Order for the second f2f session Partograph Elearning Course Time (24-Hour format) Participating sites: Geneva/Tokyo/Ghana/Jordan/Tanzania/Madagaskar/India/Sri Lanka/Indonesia (Bali)/Manila/Mongolia

|                  |                 |                 | , , , , , , , , , , , , , , , , , , ,      |                              | language: E                              |         |                  | indonesia (Buri), Mainia Mongona                  |
|------------------|-----------------|-----------------|--------------------------------------------|------------------------------|------------------------------------------|---------|------------------|---------------------------------------------------|
| Time<br>(Geneva) | Time<br>(Tokyo) | Time<br>(Ghana) | Time<br>(Jordan<br>Tanzania<br>Madagaskar) | Time<br>(India<br>Sri Lanka) | Time<br>(Denpasar<br>Manila<br>Mongolia) | Length  | Speakers<br>name | Action/ Event/ Topics                             |
| 8:00             | 3:00            | 6:00            | 9:00                                       | 11:30                        | 14:00                                    | 1:00    |                  | Connection Testing                                |
| 9:00             | 16:00           | 7:00            | 10:00                                      | 12:30                        | 15:00                                    | Video C | onference        | Session begins at 16:00 (Tokyo Time)              |
| 9:00             | 16:00           | 7:00            | 10:00                                      | 12:30                        | 15:00                                    | 0:03    | MC               | Course opening and introduction of connected site |
|                  |                 |                 |                                            |                              |                                          |         | Director of      | r                                                 |
| 9:03             | 16:03           | 7:03            | 10:03                                      | 12:33                        | 15:03                                    | 0:04    | Mother/          | Opening remark WHO                                |
|                  |                 |                 |                                            |                              |                                          |         | Child            |                                                   |
| 9:07             | 16:07           | 7:07            | 10:07                                      | 12:37                        | 15:07                                    | 0:04    | TM               | Opening remark TDLC                               |
|                  |                 |                 |                                            |                              |                                          |         | Moderated        | 1                                                 |
| 9:11             | 16:11           | 7:11            | 10:11                                      | 12:41                        | 15:11                                    | 1:45    | by the           | Q&A and discussion session with all               |
| 9.11             | 10.11           | /.11            | 10.11                                      | 12.41                        | 15.11                                    | 1.45    | WHO              | participants                                      |
|                  |                 |                 |                                            |                              |                                          |         | expert           |                                                   |
| 10:56            | 17:56           | 8:56            | 11:56                                      | 14:26                        | 16:56                                    | 0:03    | MT               | Closing remark by Kitasato<br>University          |
| 10:59            | 17:59           | 8:59            | 11:59                                      | 14:29                        | 16:59                                    |         | MC               | Close the seminar                                 |
| 10:59            | 17:59           | 8:59            | 11:59                                      | 14:29                        | 16:59                                    | Session | will be clo      | sed at 18:00 (Tokyo Time)                         |

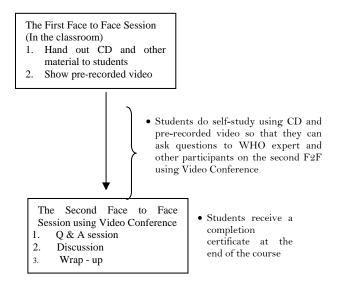


Figure 2. Program Flow of the Course

All data from all participants' feedback who attended three short courses were collected and evaluated both quantitatively and qualitatively.

# **Results and Discussions**

For three years the short course was participated by health care professionals such as obstetrician/gynaecologist, midwife, medicine faculty lecturers, general practitioners, and government staffs. The course was demonstrated implementing blended learning approach of the flipped classroom

Linawati. (2016). Journal of Education and Learning. Vol. 10 (3) pp. 255-264.

for the following reasons. At first, the participants were equipped with the CD-ROM for a week or two weeks self-learning and self-evaluation. Thus they can participate actively in the second face-to-face classroom using video conference facility. Then the pre-recorded video of the tutor which was stored in DVD, was also distributed to them on the first week.

According to (Alammary, 2014) this course was eligible to categorize as high – impact blended learning design approach. The course was designed by experts from the WHO and Kitasato University for academic contents, from GDLN of Tokyo and Udayana University for technology side, and was supported institutionally by GDLN Asia Pacific, Tokyo DLC, the WHO, Kitasato University, and Udayana University. The impact was evaluated using the questionnaire at the end of the course. The evaluation form was composed of 11 closed questions and open questions for additional comments. Table 2 shows summary of the evaluation and Table 3 presents participants comments. Finally Figure 3 to Figure 6 present the result of the closed questions questionnaire. From the evaluation results, it was indicated that most of the participants especially obstetrician/gynaecologist and midwife, had experiences with Partograph. They had clinical experiences from 0.5 year up to 14 years.

|        | Table 2. Evaluation Res                                                                 | ults                                    |   |       |       |       |  |  |  |
|--------|-----------------------------------------------------------------------------------------|-----------------------------------------|---|-------|-------|-------|--|--|--|
| N      | Description                                                                             | Score (%) From 1 (Bad) to 5 (Excellent) |   |       |       |       |  |  |  |
| No     | Description                                                                             | 1                                       | 2 | 3     | 4     | 5     |  |  |  |
| 1      | This learning course as a whole was                                                     | 0                                       | 0 | 27.78 | 22.22 | 44.44 |  |  |  |
| 2      | Relevance of the activity to your current and future work                               | 0                                       | 0 | 11.11 | 38.89 | 50.00 |  |  |  |
| 3      | Relevance of the activity to your organization's need                                   | 0                                       | 0 | 16.67 | 22.22 | 61.11 |  |  |  |
| 4      | Relevance of the activity to your country's needs                                       | 0                                       | 0 | 27.78 | 33.33 | 38.89 |  |  |  |
| Design | Design and Delivery of the activity                                                     |                                         |   |       |       |       |  |  |  |
| 5      | Clarity of the course objective                                                         | 0                                       | 0 | 44.44 | 33.33 | 16.67 |  |  |  |
| 6      | Usefulness of the event format in maintaining your interest                             | 0                                       | 0 | 11.11 | 72.22 | 11.11 |  |  |  |
| 7      | Usefulness of the presentation video before starting self-study CDROM                   | 0                                       | 0 | 16.67 | 44.44 | 33.33 |  |  |  |
| 8      | Usefulness of the self-study CDROM                                                      | 0                                       | 0 | 22.22 | 50.00 | 27.78 |  |  |  |
| 9      | Usefulness of Q&A session on VC                                                         | 0                                       | 0 | 33.33 | 16.67 | 16.67 |  |  |  |
| 10     | Effectiveness of this way learning                                                      | 0                                       | 0 | 33.33 | 38.89 | 22.22 |  |  |  |
| 11     | Effectiveness to upgrade your professional skills & to advance your professional career | 0                                       | 0 | 11.11 | 44.44 | 38.89 |  |  |  |

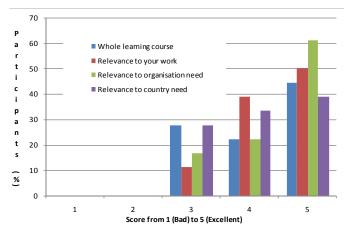


Figure 3. Comparison of relevance of the course to overall learning course

Table 2 shows that most participants agreed that the learning course was excellent as the course was relevant to their activities and their organization need. However design and delivery of the course needs improvement on course objective, Q&A sessions using video conference, and its effectiveness. Additionally, Figure 4 shows that there are increase trend for number of participant who agree that the topic and content of the course are relevant to their work, their organization need, and their country need. Moreover, increase trend for positive result to the overall course is shown. More than 50% of participants were satisfied with the content of the course, as most of them gave score 4 and 5. Furthermore almost 45% participants put excellent score for the course and more than 67% of

participants gave very good score (score 4 and score 5). Subsequently, Figure 4 proves that most participants which is more than 70% (score 4 and 5) were satisfied with learning materials such as prerecorded video and the CD-ROM. However around 34% of participants gave average score (score 3) for face to face session using video conference facility. This result occurred as time limitation of the session, since many participants from 11 countries joined the session. The session was conducted in each video conference studio room which was provided by the GDLN. The connecting host was the Tokyo DLC that was connecting 11 studio rooms from 11 countries. As a result each site was restricted to ask maximum two questions. Furthermore Figure 5 presents that more than 60% of participants confirmed the effectiveness of the learning method and believe that the course will improve their professional skill and career.

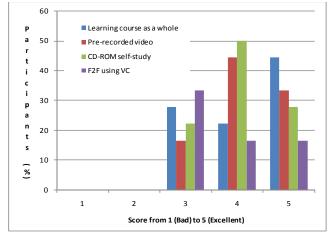


Figure 4. Comparison of learning components to overall learning course

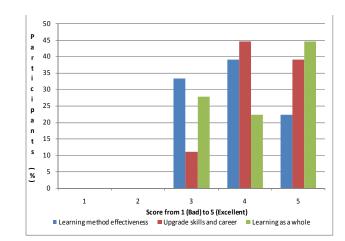
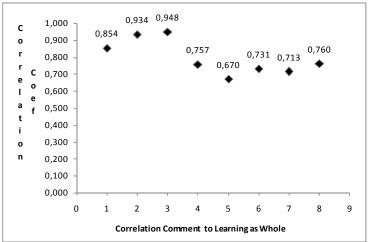


Figure 5. Comparison of learning effectiveness to overall learning course

Figure 6 explains which factors and components of the course has strong impact to overall learning quality, since more than 67% of participants appreciated the course very good and excellent. In general all important components of the course have positive correlation to the learning quality. All correlation coefficients are bigger than 0.7. Relevance of the course has the highest correlation coefficient that is more than 0.85. This means that topic and content of the course are suitable to the participants' need. Other components have correlation coefficient more than 0.72 except self-study CD ROM component. Surprisingly the CD ROM component has the lowest coefficient of 0.67 compared to the video conference session.



Note for horizontal axis:

1 Correlation between 'Relevance of the activity to work' to 'Overall Learning'.

2 Correlation between 'Relevance of the activity to organization's need' to 'Overall Learning'.

3 Correlation between 'Relevance of the activity to country's needs' to 'Overall Learning'.

4 Correlation between 'Usefulness of the pre-recorded video' to 'Overall Learning'.

5 Correlation between 'Usefulness of the self-study CDROM' to 'Overall Learning'.

6 Correlation between 'Usefulness of f2f session using Video Conference' to 'Overall Learning'.

7 Correlation between 'Effectiveness of the learning method' to 'Overall Learning'.

8 Correlation between 'Effectiveness to upgrade skills & career' to 'Overall Learning'.

Figure 6. Correlation between specific comments of participants to overall learning course

The course has brought good impact to the participants, as it was confirmed by comments from participants in Table 3. The comments strongly verified that the course design and its delivery were effective. Therefore the participants willing to share and promote the course to their colleagues. In addition, Table 3 proves that the course with the learning method is interesting as the course helped the participants to understand the Partograph easily. Finally they expect the same course and other courses with the same learning method.

In summary the learning method that was well designed and well implemented has high-impact on the participants. They were really enthusiastic to propose next course for the same topic and other topics using the same learning method. Although the course is categorized as a short course and involved high technology, all steps starting from course design until course evaluation has to be well planned and well prepared. Finally, video conference session has been qualified to be applied as faceto-face session, since the participants have good understanding of the course content after they did selflearning and self-evaluation for maximum two weeks using the CD and pre-recorded video.

| Table 3. | Summary of | f Participants | Feedbacks |
|----------|------------|----------------|-----------|
|----------|------------|----------------|-----------|

| Vhat a | are you | r plans | for | putting | what you | gained | from | this | course | into your | future work and | practice | ? |
|--------|---------|---------|-----|---------|----------|--------|------|------|--------|-----------|-----------------|----------|---|
|        |         |         |     |         |          |        |      |      |        |           |                 |          |   |

| 1. | To share the knowledge to our colleagues in the workplace. We have used Partograph at work, so the information is |
|----|-------------------------------------------------------------------------------------------------------------------|
|    | not a new one but it is refreshed our knowledge.                                                                  |
| 2. | Share to other lectures & clinical instructors.                                                                   |

Additional comments that will assist us in making future courses more effective?

- I think everything very good. I would say thank you to the host especially for the team because the job is very good. 1. 2. Good, because we get certificates from the WHO.
- I think this course is very interesting for me or my job, with a CD I can learn Partograph easier. I hope the course 3.
- will continue next year. 4.
- Good for my knowledge.

Participants expect following topics for next course:

Management of hemorrhage post partum, Early breastfeeding, Delayed umbilical cord clamping, Neonatal 1. resuscitation, Dystopia of power, Neonatal asphyxia, Hypnobirthing, Water birth, Active management of the third stage of labor

W

# **Conclusions and Lesson Learned**

Overall the Partograph blended learning approach of the flipped short course is satisfying participants. Most participants, more than 44% approved that overall programs were excellent, and more than 67% agreed that the course was very good. In addition they agreed that the course was effective and informative. The approval was more depend on its relevance to their needs and organization' need; and other components of the course such as pre-recorded video, self-study CDROM, and face-to-face session using video conference. Thus the course gives excellent impact to the participants. They agreed that the course would upgrade their professional skills and advance their professional career. However Q&A session using video conference needs improvement as around 30% of participants put average rating on this session. In conclusion the learning method effectiveness was notably affected by overall program, starting from good learning design up to learning implementation.

The outcomes or lesson learned from the course should be noticed to keep implemented in the future. The first notice is that participants have international experience in learning Partograph. They were able to do sharing and discussion with the WHO expert in Geneva and with international participants from 11 countries. In fact, they enjoyed the learning process that was utilized integrated technology. Then academic content is easy to comprehend because of multimedia facilities in the CD, slides, and pre-recorded video. Therefore the learning method is suitable for busy people and makes the participants could do self-study comprehensively. This learning method has no time boundaries and no place boundaries for international learning in effective way. Next best practice is that participants are eager to share their local experience to the international counterparts, and catch the global solution and implement it in their workplace. Finally the learning process can enhance the participants' skill, knowledge, and professionalism. Therefore the course would enhance the participants' careers.

This research was limited since it was conducted for short course with health care professionals who are often more motivated and committed than undergraduate students. Moreover most of the professionals' participants already have had the course knowledge. Therefore further study should be conducted especially for undergraduate students who learn the course for the first time, in larger classes, and for multi – discipline of education.

#### Acknowledgement

The publication is result of a collaboration work of WHO, Tokyo DLC, Kitasato University, and Udayana University DLC. The author thank to all of them for their valuable team work.

## References

- Alammary Ali, Sheard Judy, Carbone Angela (2014). Blended Learning in Higher Education: Three Different Design Approaches. *Australasian Journal of Educational Technology*. 30(4). 440 454.
- Bart Marty (2014). Blended and Flipped: Exploring New Models for Effective Teaching & Learning. A *Magna Publication*.
- BBC (2015). Tingkat kematian bayi saat lahir mengalami penurunan pesat di Indonesia dalam 20 tahun belakangan [Decreases of Newborn Mortality Rate in Indonesia in 20 Years]. Available at http://www.bbc.com/indonesia/majalah/2014/02/140225\_sains\_anak. Accessed on July 7th 2015.
- Center for Digital Education (2012). Issue Brief The Flipped Classroom Increasing Instructional Effectiveness in Higher Education with Blended Learning Technology for Higher education students. Available at <u>www.echo360.com</u>.
- Chen L., Chen T.L., Chen N.S. (2015). Students' perspectives of using cooperative learning in a flipped statistics classroom. Australasian Journal of Educational Technology, 2015, 31(6) pp. 621-640.
- Er, E., Kopcha, T. J., Orey, M., Dustman, W. (2015). Exploring College Students' Online Help-Seeking Behavior in a Flipped Classroom with a Web-Based Help-Seeking Tool. Australasian Journal of Educational Technology, 31(5), 537-555
- Hoic-Bozic, N. Mornar, V. Boticki, I. (2009). A Blended Learning Approach to Course Design and Implementation. J. IEEE Transaction on Education. 52(1) 19-30.

Linawati. (2016). Journal of Education and Learning. Vol. 10 (3) pp. 255-264.

- Howitt, C. and Pegrum, M. (2015). Implementing a flipped classroom approach in postgraduate education: An unexpected journey into pedagogical redesign. Australasian Journal of Educational Technology, 31(4), 458-469.
- Humas Kemenkpmk Indonesia [Public Relation of Ministry of Women Empowerment and Children Protection of Republic of Indonesia] (2015). Angka Kematian Balita di Indonesia Turun [Reduce of Babies Mortality Rate in Indonesia]. Available at http://www.kemenkopmk.go.id/artikel/angka-kematian-balita-di-indonesia-turun. November 21, 2014. Accessed on July 7<sup>th</sup>, 2015.
- Kvashnina O.S., Martynko E.A. (2016). Analyzing the Potential of Flipped Classroom in ESL Teaching. iJET. Vol. 11(03) pp. 71 73. <u>http://dx.doi.org/10.3991/ijet.v11i03.5309</u>
- Li Y., Zhang M., Bonk C.B., Guo Y. (2015). Integrating MOOC and Flipped Classroom Practice in a Traditional Undergraduate Course: Students' Experience and Perceptions, iJET. Vol.10 (6) pp. 4 – 10. <u>http://dx.doi.org/10.3991/ijet.v10i6.4708</u>
- Na Zhu. (2016). Developing a Blended Type Course of Introduction to Hybrid Vehicles. Journal of Education and Learning. Vol. 10 (1) pp. 1-7
- Sahin, M. (2011). Opinions of Trainers on Blended Learning Model in Higher Vocational Education and Training. *International Journal on New Trends in Education and Their Implications*. 2(3) Article: 4 23 – 28.
- World Health Organization (2014). WHO Midwifery Educator Core Competencies: Building Capacities of Midwifery Educators. *WHO Document Production Services*. Geneva, Switzerland.