

Perceived Effectiveness of the Regimental System at PNTC Colleges

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Abstract

This study comprehensively evaluates the perceived effectiveness of the Regimental System at PNTC Colleges in preparing maritime students for professional roles, with an emphasis on discipline, leadership, physical readiness, and teamwork—qualities critical for success in the maritime industry. The investigation is anchored on the need to determine whether the regimental system adequately develops the competencies, values, and soft skills demanded by international maritime standards and employers. Adopting a quantitative-descriptive research design, data were gathered from 288 fourth-year Bachelor of Science in Marine Transportation students who completed onboard training between 2021 and 2024. The main research instrument was a structured questionnaire guided by Kirkpatrick’s Four-Level Training Evaluation Model (Reaction, Learning, Behavior, Results), ensuring that multiple dimensions of training effectiveness were systematically assessed. Findings revealed that the regimental system is only slightly implemented across all assessed areas, including discipline and values formation, leadership development, physical fitness, and communication/teamwork. Respondents rated the system as slightly effective in fostering satisfaction, promoting knowledge and skills acquisition, influencing behavioral change, and supporting professional readiness. Notably, the highest ratings were observed in the development of discipline, adherence to rules, and respect for authority, while the lowest ratings were linked to physical preparedness, practical application, and Maritime English proficiency. Significant differences in perceived effectiveness were identified based on academic status and vessel assignment. Students’ year level influenced initial reactions and satisfaction, while vessel type impacted discipline, leadership, and physical training experiences—highlighting the contextual nature of regimental training outcomes. Despite some strengths, the study identified persistent gaps in practical shipboard application, hands-on leadership exposure, and adaptability to the realities of maritime work. The study concludes that, although the regimental system contributes to producing competent and disciplined maritime graduates, its current implementation leaves room for improvement, particularly in physical training, leadership development, and alignment with industry standards. It strongly recommends strengthening practical exercises, leadership opportunities, continuous evaluation, and targeted interventions to bridge the gap between structured training and real-world shipboard demands. These enhancements are essential to ensure that future maritime professionals from PNTC Colleges are thoroughly prepared for global maritime careers.

Keywords: Regimental System, Maritime Education, Kirkpatrick Model, Discipline, Leadership, Physical Fitness, Teamwork, Training Effectiveness, PNTC Colleges, Shipboard Training

