

Leveling Up Governance Education: Evaluating Game-Based Learning in Corporate Training

Intro: Good governance is critical for organizational success, fostering transparency, accountability and ethical decision-making. Traditional training methods often fall short in engaging employees and ensuring lasting learning. Game-based learning (GBL) and gamification, as part of a blended learning approach, offers significant potential for improving educational outcomes. This study seeks to explore how these innovative methodologies can improve employee perceptions and interactions with governance training in the workplace.

Aim: This study aims to evaluate the effectiveness of GBL and gamification in enhancing employee training on good governance principles. Specifically, the study will assess changes in knowledge, attitudes and engagement levels among employees participating in game-based training compared to those receiving traditional instruction. **Methodology:** A mixed-methods approach will be employed, integrating quantitative and qualitative data collection and analysis. Employees from various organizations will be randomly assigned to either a control group receiving traditional training or an experimental group experiencing blended learning with game-based elements. Pre- and post-training assessments will measure knowledge and attitudes, while focus groups and interviews will provide qualitative feedback. **Expected Results:** It is anticipated that the blended learning approach utilizing GBL will lead to significant improvements in employee knowledge and attitudes regarding good governance compared to traditional training methods. Additionally, the study aims to identify the most effective components of the blended learning approach that contribute to enhanced engagement, motivation and knowledge retention among employees. **Initial Results:** Preliminary findings from the user experience testing indicate a positive reception of the GBL intervention:

- System Usability Scale: An average score of 78.82 reflects a "good" level of comfort among participants while engaging with the game.

- Net Promoter Score: An average score of 61 reflects a "great" level of customer satisfaction and loyalty towards the game-based training method.

These initial results suggest that integrating GBL into good governance training can significantly enhance employee engagement and satisfaction. Further analysis will provide deeper insights into the effectiveness of this approach and its implications for future corporate training programs.

Conclusion: This study highlights the potential of GBL to transform governance training by improving employee engagement, knowledge and satisfaction. By identifying success factors, it aims to foster a stronger culture of good governance and inform future corporate training programs.

Keywords: Governance, Game-Based Learning, Gamification, Employee Engagement.