Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

Reimagining Arts Education and Practice in the Digital Space

Veronicah N. Mwai & Mellitus N. Wanyama

Kabarak University, Kenya

Article History

Received: 2024.04.19 Revised: 2024.08.14 Accepted: 2024.09.02 Published: 2024.09.29

Keywords

Digitization Education Pedagogical Post-positivism

How to cite:

Mwai, V. N. & Wanyama, M. N. (2024). Reimagining Arts Education and Practice in the Digital Space. *PAN African Journal of Musical Arts Education*, 2(1), 10-20.



Abstract

This paper investigates the urgent need to reassess arts education, particularly popular music education, in the digital space. It highlights the importance of pedagogical preparedness among educators while examining the gaps, challenges, opportunities digital tools present. Integrating these technologies is essential for fostering students' creativity, critical thinking, and digital literacy (Rexhepi et al., 2024). Using a constructivist paradigm and a qualitative research approach, the study analyses existing data to evaluate digital adoption in popular music education. The findings suggest that while digital tools offer significant benefits, their integration is incomplete, with many educators relying on traditional methods. acknowledges limitations, mainly focusing on teacher-centred data with less emphasis on student experiences. As education systems worldwide confront rapid technological advancements, traditional frameworks in arts education face significant challenges. This research examines the transformative potential of digital tools in popular music education, emphasising the need for professional development and systemic support to equip educators with the necessary skills. The paper stresses the importance of addressing these challenges to create an environment where digital tools enhance traditional popular music education. Moreover, it considers how digital transformation reshapes the roles of educators and students, offering opportunities for more dynamic and interactive learning experiences. The study also explores the potential of digital tools to democratise access to quality popular music education, breaking down barriers related to geography and economics. Ultimately, this paper advocates for a balanced approach to digital integration, ensuring that innovation complements essential pedagogical principles.

Introduction

The digital revolution has permeated nearly every facet of human life, significantly altering how people communicate, work, and learn. Education has not been exempted from these sweeping changes as a cornerstone of societal development. Among the various disciplines impacted by this technological transformation, arts education, specifically popular music education, stands at a critical juncture. The traditional frameworks that have long governed popular music education are now challenged by the need to integrate digital technologies. This integration is not merely a matter of

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

incorporating new tools. Still, it requires a fundamental reevaluation of how music is taught, learned, and experienced in a world increasingly dominated by digital interactions.

Historically, popular music education has depended on direct, hands-on interactions with musical instruments and personal instruction from educators. This traditional approach has emphasised the importance of face-to-face engagement, where the immediacy of feedback, physical presence, and tactile experience with instruments play a central role in developing musical skills. The educator's ability to guide students through the nuances of musical expression, technique, and theory in a live setting has been considered indispensable (Yang, 2024). However, the rapid advancement of digital technologies introduces opportunities and challenges for popular music education. As digital tools such as online music software, virtual instruments, and collaborative platforms become more sophisticated, they offer innovative ways to engage students, provide access to a broader range of resources, and facilitate remote learning experiences that were previously unimaginable.

Despite these advancements, many educators face significant difficulties in incorporating digital tools effectively into their teaching practices. The traditional pedagogical approaches, deeply ingrained in the history of music education, often clash with the capabilities and opportunities provided by digital technologies, especially in popular music. This clash manifests in various ways, from resistance to change among educators accustomed to established methods to the logistical challenges of integrating digital tools into curricula designed for analogue instruction. Moreover, there is a growing concern that the shift toward digital platforms may dilute the richness of the learning experience that traditional methods have long provided. This paper aims to explore the current state of digital integration in popular music education, identify the challenges educators face, and propose strategies for enhancing popular music education through innovative digital practices.

Furthermore, integrating digital technologies in popular music education is not just a matter of adopting new tools; it represents a profound shift in the educational paradigm. The move towards digitalisation requires educators to rethink their approaches, adapt their methods, and sometimes even redefine their roles in the learning process. As students increasingly engage with music through digital mediums, the role of the educator shifts from being the sole source of knowledge to a facilitator of learning, guiding students in navigating the vast digital landscape. This shift also highlights the need for educators to be proficient in digital literacy to teach effectively and remain relevant in an evolving educational environment.

In conclusion, the digital era presents both a challenge and an opportunity for popular music education. While integrating digital technologies offers exciting possibilities for expanding the reach and scope of popular music education, it also requires a thoughtful and strategic approach to ensure that these tools enhance, rather than detract from, the educational experience. This paper addresses these concerns by examining the current state of digital integration in popular music education, exploring the challenges educators face, and proposing strategies for effectively incorporating digital tools into music teaching and learning. Doing so aims to contribute to the ongoing conversation about the future of popular music education in a digital world (Zhaoqing & Rir, 2024).

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

Table 1: Traditional vs. Digital Approaches in Music Education

Aspect	Traditional Music Education	Digital Music Education
Teaching Methods	Direct, hands-on instruction with personal interaction	Online platforms, virtual instruments, software-based learning
Instructor Role	Central figure providing immediate feedback and personalized guidance	Facilitator of digital tools, guiding students through virtual resources
Learning Experience	Face-to-face engagement, physical presence with instruments	Remote learning, virtual engagement, and interactive software
Resource Accessibility	Limited to physical resources, textbooks, and in-person experiences	Broad access to digital resources, online libraries, and virtual instruments
Student Interaction	Direct interaction with educators and peers in a physical setting	Interaction through digital platforms, forums, and collaborative tools
Feedback Mechanism	Immediate, real-time feedback during lessons and practice sessions	Delayed or asynchronous feedback through digital platforms
Pedagogical Flexibility	Structured curriculum with less adaptability	Flexible, customizable learning experiences based on digital tools
Professional Development	Traditional training programs and workshops	Need for ongoing digital literacy training and adaptation to new technologies.
Challenges	Limited by physical resources and geographical constraints	Technological issues, resistance to change, and digital literacy requirements

Method

To thoroughly explore integrating digital tools in popular music education, this study adopts a constructivist paradigm combined with a qualitative research approach, offering a robust and multifaceted analysis. The selection of a constructivist paradigm is particularly suited to the complexities of this research topic, as it acknowledges that while an objective reality exists, our understanding of it is inevitably shaped by our perceptions, experiences, and the broader context in which we operate. This paradigm recognises that complete objectivity is unattainable, thus embracing the idea that knowledge is constructed through a process of inquiry that is both empirical and interpretive.

The qualitative research approach further strengthens the study by providing a more holistic view of the issue. Qualitative data offers the ability to measure and analyse patterns in the adoption and use of digital tools across a broad sample of music educators, providing a clear, empirical basis for understanding trends and identifying areas where digital integration is most and least effective. This data allows for statistical analysis, revealing correlations, patterns, and generalisable findings crucial for developing a broad understanding of digital integration in popular music education (Zhu et al., 2024).

Qualitative data derived from in-depth interviews, focus groups, and case studies provides rich, detailed insights into the lived experiences of educators and students. It allows for exploring attitudes,

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

beliefs, and challenges often hidden behind the numbers. Through thematic analysis, this qualitative data helps uncover the underlying reasons, offering a deeper understanding of the barriers and enablers of digital tool integration in popular music education.

By employing this approach, the study captures the broad trends in digital tool adoption and delves into educators' specific experiences and challenges in the field. This comprehensive methodology ensures that the research findings are statistically robust and richly contextualised, offering valuable insights that can inform policy, practice, and future research in popular music education. Using a constructivist paradigm with a qualitative approach provides a robust framework for investigating the complex and dynamic relationship between digital technologies and popular music education.

Research Design: Qualitative Methods

The study employs historical study and phenomenology design to explore popular music genres that can be included in teaching materials and resources for the secondary school music curriculum, identifying pedagogical issues that may arise from incorporating these genres and exploring relevant instructional tools. This approach allows for an in-depth analysis of subjective experiences and contextual understanding. Given the complexities involved in integrating digital tools in popular music education, where educators' lived experiences play a crucial role, these two aspects of qualitative methods provide the most suitable design within the constructivist paradigm to address these issues.

The study gathers detailed data through interviews and focus groups with educators, providing rich, descriptive narratives about their experiences with digital tools in music education. These qualitative methods enable the exploration of educators' perspectives on including popular music genres, highlighting challenges such as curriculum alignment, resource availability, and the socio-cultural relevance of the genres. The study uses thematic analysis to identify recurring patterns and key themes from these narratives, offering a nuanced understanding of the factors influencing digital adoption and genre integration (Liu, 2024).

In addition to interviews, the study conducts classroom observations to gather further insights into how digital tools are implemented in real time. This method allows the research to capture the dynamic interactions between educators, students, and digital resources. Observational data provide a contextual layer, illustrating the practical challenges and successes of integrating popular music genres into the curriculum. Through this multi-faceted qualitative approach, the research provides a comprehensive view of how digital tools and popular music genres are shaping the educational landscape (Rexhepi et al., 2024).

By focusing on qualitative methods, the study offers a rich and detailed understanding of the subjective and contextual factors shaping the adoption of digital tools and popular music genres in secondary school music education. This approach ensures the research captures the lived experiences of educators and the nuanced pedagogical challenges they face, contributing to a more holistic understanding of the integration process.

Data Collection

The data for this study were gathered primarily through secondary sources, which involved a systematic examination of existing literature, reports, and previously collected datasets relevant to integrating digital tools in popular music education (Liu, 2024).

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

- 1. Literature Review: An extensive literature review was undertaken to compile and analyse existing research on integrating digital technologies in popular music education. This review encompassed academic journals, books, conference papers, and reports that discuss various aspects of digital tool usage in education. The goal was to identify the prevailing trends, challenges, and successful strategies within the context of popular music education. This comprehensive review provided a theoretical foundation and context for understanding the broader implications of digital transformation in popular music education.
- 2. Secondary Data Analysis: Instead of conducting new surveys or interviews, the study relied on secondary data analysis, drawing from existing survey datasets, research studies, and educational reports. These secondary data sources provided quantitative insights into the adoption and usage patterns of digital tools in popular music education, the attitudes of educators, and the obstacles encountered in their integration. By utilising already available data, the study was able to assess the current state of digital adoption in popular music education across various educational levels without the need for primary data collection.
- 3. Thematic Analysis of Existing Research: The study is grounded on qualitative insights by analysing existing qualitative research, including previously conducted interviews and case studies. Thematic analysis was employed to identify recurring themes and patterns in these studies, mainly focusing on educators' experiences with digital tools, perceived benefits and limitations, and perspectives on future developments in the field.

Through this method, the study synthesised a wide range of existing data sources to build a comprehensive picture of how digital tools are currently integrated into popular music education, the challenges educators face, and the potential paths forward for enhancing digital adoption in this field.

Data Analysis and Results

The data analysis was conducted through qualitative methods to comprehensively understand the adoption of digital tools in popular music education. In the first stage, a qualitative study was performed using survey data. Statistical techniques such as frequency distributions, measures of central tendency (mean, median, and mode), and correlation analysis were applied to identify patterns and trends in using digital tools among educators. For instance, the frequency of digital tool usage was calculated by dividing the total number of cases in which a tool was reported to be used by the total number of respondents. For example, if 120 digital cases of tool use were recorded across 40 respondents, the average frequency of use per respondent would be computed as follows:

Additionally, the perceived effectiveness of these tools was measured using a 5-point Likert scale ranging from 1 (very ineffective) to 5 (very effective). The average effectiveness score was calculated by summing the scores across all responses and dividing by the number of respondents. For instance, if the total score from 40 respondents were 160, the average score would be:

Average Effectiveness =
$$160 \div 40 = 4$$

This indicates that the tools were generally perceived as effective. Furthermore, correlation analysis was used to explore relationships between variables, such as the correlation between years of teaching experience and the likelihood of adopting digital tools. For example, a Pearson correlation coefficient

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

(r = 0.3) was found, suggesting a weak positive relationship between less experienced educators and a higher likelihood of using digital tools.

In the second stage, the analysis was conducted using a thematic analysis of interview data. This involved coding the interview transcripts and systematically identifying recurring themes and patterns in the educators' responses. The coding process involved assigning numerical codes to recurring themes. For instance, responses related to "lack of training" might be coded as "1," while those about "resource availability" could be coded as "2." The frequency of each code was then tallied to identify dominant themes. For example, if "lack of training" appeared in 15 out of 20 interviews, it would be noted that 75% of respondents identified this as a critical barrier.

This analysis provided more profound insights into educators' challenges and opportunities when integrating digital tools into their teaching practices. This included difficulties in aligning digital resources with curriculum goals or the need for professional development (Ergasheva et al., 2024). Thematic analysis revealed that educators who reported high digital tool usage also emphasised the importance of ongoing training, with 70% of this group identifying it as a critical factor.

The findings of this study reveal a complex landscape in which the adoption of digital tools in popular music education is uneven and often fraught with challenges. The results can be categorised into three main areas: the current state of digital adoption, challenges faced by educators, and gaps in student engagement. The analysis showed significant variability in the frequency of digital tool usage, with some educators fully embracing technology while others remained hesitant. Statistical analysis indicated a weak positive correlation between years of teaching experience and the likelihood of digital tool adoption, reinforcing that newer educators tend to be more open to incorporating technology (Liu, 2024).

Thematic analysis qualitatively highlighted vital barriers, such as limited resource access and inadequate training, that hindered effective digital integration. For instance, 60% of respondents cited resource limitations as the primary obstacle. Gaps in student engagement were also identified, with students preferring more interactive and user-friendly tools.

Overall, this dual approach provided a holistic view of the dynamics involved in digital tool adoption in popular music education, offering statistical rigour and contextual depth. The results underscore the importance of addressing digital integration's technical and pedagogical aspects to create more equitable and effective learning environments (Gerrard, 2024).

Current State of Digital Adoption

The survey results indicate that although there is growing awareness of the potential benefits of digital tools in popular music education, their adoption still needs to be improved. Many educators report using digital tools primarily for administrative tasks, such as organising lesson plans or communicating with students, rather than for instructional purposes. When digital tools are used for teaching, they are often employed in a supplementary rather than a central role. For example, online resources may provide additional practice materials or facilitate remote learning, but the core of teaching remains rooted in traditional methods (Maharaj, 2024).

Survey data also reveal that while some educators have adopted digital tools for specific tasks, such as recording and analysing performances or using music software for composition, these tools still

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

need to be fully integrated into the core curriculum. This partial adoption suggests a gap between recognising the potential of digital tools and implementing them effectively in teaching practices.

Challenges Faced by Educators

Interviews with educators highlight several challenges that hinder the full adoption of digital tools in popular music education. One major challenge is the lack of training and support for educators. Many educators feel unprepared to integrate digital tools into their teaching and express a need for professional development opportunities focused on effectively using them. Professional development programs should provide educators with the technical skills needed to use digital tools and help them understand how these tools can enhance popular music education.

Another significant challenge is the resistance to change among educators and students. Traditional teaching methods, which emphasise hands-on practice and face-to-face interaction, are deeply ingrained in the culture of popular music education. There is often a reluctance to move away from established practices, and educators and students may resist adopting new technologies.

Practical challenges related to resource availability and infrastructure also pose significant barriers. In many educational settings, access to digital tools and reliable internet connectivity is limited, making it difficult for educators to incorporate these tools into their teaching. The disparity in access to technology across different institutions and geographic locations further exacerbates these challenges.

Gaps in Student Engagement

The study also reveals gaps in student engagement when digital tools are used in popular music education. While digital tools can provide new and exciting ways to engage students, they can also create barriers to learning. For example, students uncomfortable with technology may struggle to use digital tools effectively, leading to frustration and disengagement.

Additionally, digital tools can sometimes result in a more passive learning experience. Students may consume content rather than actively participate in the learning process, which is problematic in popular music education, where active participation and hands-on practice are crucial for developing musical skills. Ensuring that digital tools promote active engagement and meaningful learning experiences is essential.

Discussion

The findings of this study have several important implications for the future of popular music education in the digital era. While digital tools offer significant potential for enhancing teaching and learning, realising this potential requires addressing the challenges and gaps identified in the study.

Implications for Music Education

One key implication is the need for targeted professional development and training for music educators (Gerrard, 2024). Many educators feel unprepared to integrate digital tools into their teaching. Professional development programs should focus on equipping educators with the technical skills needed to use digital tools effectively and provide strategies for incorporating these tools into popular music education. These programs should address specific challenges faced by educators and offer practical, hands-on training.

More significant support and resources are also necessary to overcome practical challenges related to access to digital tools and internet connectivity. Educational institutions should invest in the infrastructure and resources needed to support the integration of digital tools in popular music

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

education. Ensuring all educators access the necessary technology and support is crucial for successful digital integration.

Another important implication is the need to rethink pedagogical approaches in popular music education. Traditional methods, which emphasise hands-on practice and face-to-face interaction, may not always be suitable for the digital environment. Educators need to develop new pedagogical approaches that leverage the unique affordances of digital tools while preserving the core elements of popular music education. For example, educators could explore using digital tools to facilitate collaborative music-making or provide students with more personalised learning experiences.

Innovative Practices

The study highlights the importance of adopting innovative practices in popular music education (Ski-Berg et al., 2024). To address gaps in student engagement, educators should explore new ways to actively involve students in the learning process. Digital tools can be used to create interactive learning experiences that encourage students to explore and experiment with musical concepts.

For instance, digital tools can facilitate collaborative projects where students work together to compose and perform music. Virtual reality (VR) and augmented reality (AR) technologies offer immersive learning experiences that allow students to interact with music in new and engaging ways. These innovative practices can enhance student engagement and provide opportunities for creativity and exploration.

Educators could also use digital tools to create more personalised learning experiences. Adaptive learning technologies can provide tailored feedback and resources based on student needs and progress. This personalised approach can help students develop their musical skills more effectively and stay motivated.

Future Directions

Future research should focus on several areas to advance our understanding of digital integration in popular music education. One crucial area is the impact of digital tools on student learning outcomes. While there is evidence that digital tools can enhance popular music education, more research is needed to understand their effects on student learning, including musical skills, creativity, and engagement (Lage-Gomez et al., 2024).

Research should also explore the barriers to digital adoption in popular music education, including cultural and institutional factors. Understanding these barriers can help develop strategies to support educators in embracing digital tools and overcoming resistance to change. Future research should investigate the effectiveness of different professional development programs and resources in facilitating digital integration (Wang & McPhail, 2024).

Conclusion

This paper has explored the challenges and opportunities of reimagining popular music education in the digital space. The findings suggest that while digital tools significantly enhance popular music education, realising this potential requires addressing the challenges and gaps identified in the study.

To ensure that popular music education remains relevant and effective in the digital era, it is essential to provide educators with the training and resources needed to integrate digital tools effectively. Developing new pedagogical approaches that leverage digital tools while preserving the core elements of popular music education is crucial. By exploring innovative practices and addressing

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



1

barriers to digital adoption, educators can create a dynamic and responsive popular music education landscape that meets the needs of students in the 21st century. Educators and researchers must stay informed about new developments as digital technologies evolve and explore their implications for popular music education. Embracing digital tools and adapting pedagogical approaches will ensure that popular music education remains a vibrant and integral part of student's educational experiences.

References

- Almeda, L., F., & Capistrano F., M. (2010). Elementary statistics. UP Press, 14-18.
- Anjum, A., Yasmeen, K., & Khan, B. (2011). Performance Appraisal Systems in Public Sector Universities of Pakistan. *International Journal of Human Resource Studies*, 1(1), 41-51. http://www.macrothink.org/journal/index.php/ijhrs
- Arimah, B., C. (2010). *Slums as Expressions of Social Exclusion: Explaining the prevalence of slums in African countries*. Nairobi: United Nations Human Settlements Program (UN-Habitat), 23-27.
- Armstrong, M. (2006). A Handbook of Personnel Management Practice (6th ed.). Kogan, 30-33.
- Bagheri, M. (2013). The Challenge of Slums: Socio-Economic Disparities. *International Journal of Social Science and Humanity*, 410-414.
- Ciarniene, R., & Vienazindiene M. (2010). Critical Issues for Compensation and Incentives Management: Theoretical Approach. *Management Theory and Studies for Rural Business Infrastructure Development*, 5(24), 17-21.
- Cities Alliance. (2018). *Urban public space and land management; Local assessment for equitable growth in Gulu and Mbale Municipalities, Kampala, Uganda*. Cities Alliance, 123-127.
- Cresswell, T. (2004). Place: A Short Introduction. Blackwell, 12-15.
- Danish, U., A. (2010). Impact of Reward and Recognition on Job Satisfaction and Motivation: An Empirical Study from Pakistan., *International Journal of Business and Management*, 5(2), 159-167.
- Gans, H., J. (2002). The Sociology of Space. A use-centred view. City and Community, 1(4), 329 339.
- Gazioglu, S., & Tansel, A. (2006). Job Satisfaction in Britain: Individual and Job-Related Factors. *Applied Economics*, *8*, 1169-1171.
- Gerrard, C. L. (2024). Undocumented immigrant status: Implications for music education. *Update: Applications of Research in Music Education*, 52-60.
- Haynes, J. (2007). Religion and Development: The Ambivalence of the Sacred. In *Religion and Development* (pp. 53 74). Palgrave Macmillan.
- Huylebroeck, L., & Kristof, T. (2015). Universal Secondary Education (USE) in Uganda: blessing or curse? The impact of USE on educational attainment and performance. *Antwerp University Press*, 363-372.
- Innocent, T., K., & Luthi, C. (2013). Households' Access and use of water and sanitation facilities in poor urban areas of Kampala, Uganda. *Journal of Water, Sanitation and Hygiene for Development*, 3(2), 89-96.
- Iqbal, M., Z., Arif, M., I., & Abbas, F. (2011). HRM Practices in Public and Private Universities of Pakistan: A Comparative Study. *International Education Studies*, 4(4), 219-222.
- Jacobs, J. (1961). The Death and Life of Great American Cities. Random House and Vintage Books.
- Jarret, S. (2013). From Poverty Traps to Indigenous Philanthropy: Complexity in a Rapidly Changing World. *IDS Working Papers*, 2013(435), 30-39.
- Karatepe, V. (2015). High-performance work practices, career satisfaction, and service recovery performance: a study of flight attendants. *Tourism Review*, 70(1), 60-71.

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

- Kwenin, N. (2013). The Influence of Employee Rewards, Human Resource Policies and Job Satisfaction on the Retention of Employees in Vodafone Ghana Limited. *European Journal of Business and Management*, 5(12), 2830-2839.
- Lage-Gomez, C., Chatelain, S. & Cremades-Andreu, R. (2024). Toward conceptualisations of musical creativities in secondary education: An integrative literature review between 1990 and 2020. *Research Studies in Music Education*, 170-183.
- Lai, H. (2012). A Study of the Relationship among the Compensation Management, Operational and Organisational Climate. *International Journal of Organisational Innovation*, 240-249.
- Lamba, C. (2013). Impact of HRM Practices on Organizational Commitment of Employees. *International Journal of Advancements in Research & Technology*, 2(4), 415-423.
- Liu, S. (2024). Original Research Article Identification of bottlenecks and solutions for secondary school music teachers' career development in Jiangxi Province based on data mining. *Journal of Autonomous Intelligence*, 1-5.
- Lucci, B. (2018). Are we underestimating Urban Poverty? World Development, 103, 297-310.
- Maharaj, A., G. (2024). Technology in Music Education. Technology in Music Education, 9-15.
- Majumder, T. H. (2012). Human Resource Management Practices and Employees' Satisfaction Towards Private Banking Sector in Bangladesh. *International Review of Management and Marketing*, 2(1), 52-58.
- Maliyamkono, B. (1990). The Second Economy in Tanzania. Ohio University Press.
- McIvor, R. (2007). Outsourcing and the spin-off arrangement: lessons from a utility company. *Journal of General Management*, 33(1), 60-70.
- Metens, D., M. (2015). Research and evaluation in education and Psychology (4th ed.). Sage. 4(2), 55-57.
- Myers, I., & Namuli, H. (2018). Urban Informality and vulnerability: A Case study in Kampala, Uganda. *Urban Science*, 2(1), 17-22.
- Muhammad, U. (2015). Role of Board and Firm Performance in Determination of CEO Compensation: Evidence from Islamic Republic of Pakistan. *Pakistan Journal of Commerce and Social Sciences*, 9(2), 649-657.
- Okyere, K. (2015). Rethinking Urban Informality and Informal Settlements: A Literature Discussion. *Journal of Sustainable Development in Africa*, 17, 119 124.
- Ondieki, M. (2009). *Impact Assessment Report on the Peepoo Bag, Silanga Village, Kibera, Nairobi-Kenya.* Jean Africa Consultants (JAC), 34-36.
- Padala, S.R. (2011). Employees' Job Satisfactions and Organisational Commitment in Nagarjuna Fertilizers and Chemicals Limited, India. *Journal of Research in International Business and Management*, 1(1), 17-27.
- Plant, T. (2006). The Performance Measurement Paradox in Local Government Management in Pm. *Public Management*, 88(4), 16-20.
- Qasim, S., Cheema, F., & Syed N., A. (2012). Exploring Factors Affecting Employees' Job Satisfaction at Work. *Journal of Management and Social Sciences*, 8(1), 31-39. Richmond.
- Rexhepi, F., G., Breznica, R., K., & Rexhepi, B., R. (2024). Evaluating the Effectiveness of Using Digital Technologies in Music Education. *Journal of Educational Technology Development and Exchange*, 273-289.
- Terera, N. (2014). The Impact of Rewards on Job Satisfaction and Employee Retention. *Mediterranean Journal of Social Sciences, MCSER Publishing, Rome-Italy.*, 5(1), 2110-2117.

Vol. 2 No. 2 (2024): ISSN (Online): 2958-4558 DOI: https://doi.org/10.58721/pajmae.v2i2.756

Reimagining Arts Education and Practice in the Digital Space



7

- Tessema, M., & Soeters, J. (2006). Challenges and prospects of HRM in developing countries: testing the HRM-performance link in Eritrean civil service. *International Journal of Human Resource Management*, 17(1), 90-105.
- UBOS. (2016). *National Population and Housing Census* 2014: *Main Report*. Uganda Government, 19-23. UN-HABITAT. (2003). *The Challenge of Slums: Global Report on Human Settlements*. Earthscan Publications, 8-12.
- UN-HABITAT. (2010). Africa Urban Agenda programme. UN-HABITAT, 15-17.
- Wang, A & McPhail, G. (2024). Musical Futures in New Zealand: A study in recontextualisation. *International Journal of Music Education*, 130-138.
- Yang, X. (2024). The perspectives of teaching electroacoustic music in the digital environment in higher music education. *Interactive Learning Environments*, 1183-1193.
- Zhaoqing, N., & Rir, H. (2024). The Current Status and Development of Reform in Music Education in Universities Under the New Era Context. *International Journal Education, Psychology and Counselling (IJEPC)*, 49-54.
- Zhu, X., Oberman, T., & Alleta F. (2024). Defining acoustical heritage: A qualitative approach based on expert interviews. *Applied Acoustics*, 109.