

Adapting a traditional organizational culture to the needs of a global business

Nikčević, Gordana; **Bauk, Sanja** Journal of East European Management Studies 2025 / art. 39792, 13 p

<https://doi.org/10.31083/JEEMS39792> [Article at WOS](#)

Advancing port sustainability in the Baltic Sea region : A comparative analysis using the SMCC framework

Tombak, Mari-Liis; Aiken, Deniece Melissa; Toomeoja, Eliise; Tapaninen, Ulla Pirita Sustainability 2025 / art. 6764

<https://doi.org/10.3390/su17156764> [Article at Scopus](#) [Article at WOS](#)

Analysis of financial growth in manufacturing companies across three Nordic countries

Hilmola, Olli-Pekka Kristian; Fjellström, Daniella; Hilletoft, Per Frontiers in Applied Mathematics and Statistics 2025 / 13 p

<https://doi.org/10.3389/fams.2025.1629810>

An archetype for a servitization-driven circular business model

Gülmez, Secil; Denktas-Sakar, Gül Marketing and Branding Paradigms in the Era of Sustainability 2025 / p. 71-96

<http://doi.org/10.52305/ZFLC8132>

Assessing the Equal Opportunities for Seafarers : Preparation for Unmanned Vessels in the Baltic Sea Region

Kerem, Kristin; Otsason, Riina; Tapaninen, Ulla Pirita 2025 International Conference "Advancing The Blue Economy Through

Gender Equality" : Book of Abstracts 2025 / p. 20 https://commons.wmu.se/cgi/viewcontent.cgi?article=1012&context=lib_papers

Assessing the potential of risk-based regulations for emerging maritime technologies

Kerem, Kristin; Aiken, Deniece Melissa; Carjova, Kristine; Tapaninen, Ulla Pirita; Manderbacka, Teemu Proceedings of the 35th European Safety and Reliability & the 33rd Society for Risk Analysis Europe Conference 2025 / p. 2732-2739

<https://rpsonline.com.sg/proceedings/esrel-sra-e2025/pdf/ESREL-SRA-E2025-P1171.pdf> http://doi.org/10.3850/978-981-94-3281-3_ESREL-SRA-E2025-P1171-cd

Comparison and evaluation of learning capabilities of deep learning methods for predicting ship motions

Zhang, Mingyang; Liu, Con; **Kujala, Pentti Jouko Sakari; Hirdaris, Spyros** Proceedings of 15th International Marine Design

Conference (IMDC-2024) 2024 / p. 1499-1510 <https://doi.org/10.59490/imdc.2024.838>

Cross-functional integration case study from project management office : impacts, controversies and inhibitors

Ribeiro, Felipe Tadeu; Pimenta, Márcio Lopes; Piato, Éderson Luiz; Jugend, Daniel; da Silva Mello, Adilson; Hilletoft, Per; **Hilmola,**

Olli-Pekka Kristian International journal of project organisation and management 2025 / p. 22-46

<https://doi.org/10.1504/IJPM.2025.145439>

Cybersecurity risks at port

Tombak, Mari-Liis; Zetterman, Bjorn-Erik; Tapaninen, Ulla Pirita Transport and telecommunication journal 2025 / 16, p. 276-291

<https://doi.org/10.2478/tjtj-2025-0021> [Article at Scopus](#) [Article at WOS](#)

Data mining and cybersecurity-driven solutions for CO2 emissions reduction of different maritime shipping : A multi-faceted analysis

Rahimpour, Saeed; Shahin, Mahtab; Gülmez, Yigit; Bauk, Sanja Proceedings of Tenth International Congress on Information and

Communication Technology : ICICT 2025 2025 / p. 471-483 https://doi.org/10.1007/978-981-96-6935-6_39 [Scopus](#)

Data-Driven Propulsion Load Optimization : Reducing Fuel Consumption and Greenhouse Gas Emissions in Double-Ended Ferries

Laasma, Andres; Aiken, Deniece Melissa; Kasepõld, Kadi; Hilmola, Olli-Pekka Kristian; Tapaninen, Ulla Pirita Journal of

Marine Science and Engineering 2025 / art. 688 <https://doi.org/10.3390/jmse13040688> <https://www.mdpi.com/2077-1312/13/4/688>

DatApollo : Orchestration of serverless functions for scalable data mining

Shahin, Mahtab; Bertl, Markus; Janatian, Nasim; Aznar-Poveda, Juan; Shah, Syed Attique; Fahringer, Thomas; Arakkal Peious,

Sijo; Draheim, Dirk IEEE Access 2025 / p. 142813-142828 <https://doi.org/10.1109/ACCESS.2025.3591712>

Declarative ship arenas under favourable conditions

Zarzycki, F.; Gil, M.; **Montewka, Jakub; Szałpczyński, R.; Szałpczyńska, J.** Ocean Engineering 2025 / art. 119927

<https://doi.org/10.1016/j.oceaneng.2024.119927>

Differences in port pricing strategies : case of port and fairway fees in northern Baltic Sea countries

Hunt, Tönis; Tapaninen, Ulla Pirita; Kotta, Jonne Sustainability 2025

Economic Feasibility and Operational Performance of Rotor Sails in Maritime Transport

Carjova, Kristine; Hilmola, Olli-Pekka Kristian; Tapaninen, Ulla Pirita Sustainability 2025 / art. 5909

<https://doi.org/10.3390/su17135909>

Effect of pulsed deuterium plasma irradiation on dual-phase tungsten medium-entropy alloys

Laas, Tõnu; Tõkke, Siim; Paju-Hamburg, Jana; Tarraste, Marek; Mikli, Valdek; Antonov, Maksim; Priimets, Jaanis;

Czarkowski, Piotr; Miklaszewski, Ryszard; Paduch, Marian Fusion engineering and design 2025 / art. 115229
<https://doi.org/10.1016/j.fusengdes.2025.115229>

Energy efficiency of manufacturing supply chains: Swedish survey findings

Hilmola, Olli-Pekka Kristian; Fobbe, Lea; Haartman, Robin von; Hilletoft, Per Frontiers in Energy Research 2025 / art. 1619417
<https://doi.org/10.3389/fenrg.2025.1619417>

The Future of Cybersecurity at Sea : Human vs Human or AI vs AI?

Alop, Anatoli Maritime Cybersecurity 2025 / p. 1-13 https://doi.org/10.1007/978-3-031-87290-7_1

Holistic collision avoidance decision support system for watchkeeping deck officers

Szłapczyński, Rafał; Szłapczyńska, Joanna; Gil, Mateusz; Życzkowski, Marcin; Montewka, Jakub Reliability engineering and system safety 2024 / art. 110232 <https://doi.org/10.1016/j.res.2024.110232> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Hoonestusõiguse kajastamine raamatupidamises

Güldenköh, Maret rup.ee 2025 <https://www.rup.ee/meistri-eri/hoonestus-iguse-kajastamine-raamatupidamises>

Human-centric approach to cyber threat identification : The role of cognition, experience, and education in decision-making

Lugo, Ricardo Gregorio; Juozapavicius, Ausrius; Lapin, Kristina; Ask, Torvald F.; Knox, Benjamin James; Sütterlin, Stefan Journal of cases on information technology 2025 / 13 p <https://doi.org/10.4018/JCIT.368220>

Identifying cyber attack vulnerabilities in the main lubricating oil system of marine propulsion units

Gülmez, Yigit; Konur, Olgun; Erbas, Muhammed; Bauk, Sanja International Journal of Critical Infrastructure Protection 2025 / art. 100810 <https://doi.org/10.1016/j.ijcip.2025.100810> <https://www.sciencedirect.com/science/article/pii/S187454822500071X?via%3Dihub> [Article at Scopus](#)

Integrating Cyber Threat Intelligence into Threat Modeling for Autonomous Ships Using PASTA and MISP

Erbaş, Muhammed; Vanharanta, Jani; Paavola, Jarkko; Tsiopoulos, Leonidas; Vaarandi, Risto 2025 IEEE International Conference on Cyber Security and Resilience (CSR) 2025 / p. 133-139 <https://ieeexplore.ieee.org/document/11130108>
<http://doi.org/10.1109/CSR64739.2025.11130108>

Käibemaksu tõus toob kaasa segaduse arvete ja raamatupidamise

Güldenköh, Maret raamatupidaja.ee 2023 [Käibemaksu tõus toob kaasa segaduse arvete ja raamatupidamise](#)

Leveraging Large Language Models for IoT Applications : A Maritime Image Dataset Perspective

Shahin, Mahtab; Rahimpour, Saeed; Ghasempouri, Tara; Kujalai, Pentti; Bauk, Sanja 10th International Conference On Smart And Sustainable Technologies 2025

Maritime Cybersecurity

2025 <https://doi.org/10.1007/978-3-031-87290-7>

Meteorological Insights : Scalable Weather Pattern Mining in Tallinn and Tartu

Shahin, Mahtab; Ghasempouri, Tara; Aznar Poveda, Juan; Janatian, Nasim; Fahringer, Thomas; Attique Shah, Syed; Draheim, Dirk 2025 / 10 p.

Micronisation of low-salinity Baltic Sea blue mussels : enhancing whole-biomass utilization and nutritional viability

Adler, Indrek; Kotta, Jonne; Vene, Kristel Fishes 2025 / 15 p <https://doi.org/10.3390/fishes10050199>

Navigation risk assessment criteria for offshore wind farms in Estonia

Zaitseva-Pärnaste, Inga; Keskküla, Pärtel; Süsmalainen, Kert Proceedings of the 35TH PIANC WORLD CONGRESS 2024 / p. 1113-1118 <https://pianc.app.box.com/s/6jd0ipzbhbi0kw1gpzhamnx7g6s43r07>

PASTA threat modeling for cyber resilience and COLREG compliance in autonomous ship systems

Erbaş, Muhammed; Visky, Gabor; Maennel, Olaf Manuel; Tsiopoulos, Leonidas; Vaarandi, Risto 2025 IEEE International Conference on Cyber Security and Resilience (CSR) 2025 / p. 358-365 <https://ieeexplore.ieee.org/document/11130142>
<http://doi.org/10.1109/CSR64739.2025.11130142>

Ports of Tallinn and Koper Comparative Analysis Including Cybersecurity

Bauk, Sanja; Beskovnik, Bojan; Gülmez, Secil Maritime Cybersecurity 2025 / p. 55-82 https://doi.org/10.1007/978-3-031-87290-7_4

Predicting a passenger ship's response during evasive maneuvers using Bayesian Learning

Gil, M.; Montewka, Jakub; Krata, P. Reliability engineering and system safety 2025 / art. 110765
<https://doi.org/10.1016/j.res.2024.110765>

Reasons for correcting and late submission of annual reports of reporting entities in Estonia

Güldenkoh, Maret; Silberg, Uno Estonian Discussions on Economic Policy 2025 / p. 98-115 <https://doi.org/10.15157/tpep.v32i1-2.25519>

Sectoral cybersecurity skills gap : The case of maritime cybersecurity certification training

Kyranoudi, Pinelopi; Polemi, Nineta; Rathod, Paresh; **Lugo, Ricardo Gregorio**; Ioannidis, Sotiris; Ofem, Paulinus Proceedings of the 30th ICE IEEE/ITMC Conference on Engineering, Technology, and Innovation: Digital Transformation on Engineering, Technology and Innovation, ICE 2024 2024 IEEE International Conference on Engineering, Technology, and Innovation (ICE/ITMC) 2024 / 9 p <https://doi.org/10.1109/ICE/ITMC61926.2024.10794272>

Seotud osapooled : mida ja kuidas aastaaruande lisas kajastada

Güldenkoh, Maret Raamatupidamise Praktik : RP 2025 / p. 35-36 https://www.ester.ee/record=b2119353*est
<https://www.raamatupidaja.ee/uudised/2025/07/04/seotud-osapooled-mida-ja-kuidas-aastaaruande-lisas-kajastada>

System level simulation of the winter navigation in the Baltic Sea

Kujala, Pentti Jouko Sakari; Kulkarni, Ketki; Kondratenko, Aleksandr; Lu, Liangliang; Winberg, Christine; Li, Fang; Musharraf, Mashrura Proceedings of 15th International Marine Design Conference (IMDC-2024) 2024 / p. 408-420
<https://doi.org/10.59490/imdc.2024.902>

A systematic mapping of emission control areas (ECAs) and particularly sensitive sea areas in maritime environmental governance

Aiken, Deniece Melissa; Tapaninen, Ulla Pirita Oceans 2025 / art. 60 <https://doi.org/10.3390/oceans6030060>

Towards smarter maritime security : Apriori algorithm optimization in serverless environments

Shahin, Mahtab; Rahimpour, Saeed; Ghasempouri, Tara; Bauk, Sanja; Fahringer, Tara; Draheim, Dirk Procedia computer science 2025 / p. 1 - 8 https://scholar.google.com/citations?view_op=view_citation&hl=en&user=9AGg5vkAAAAJ&start=20&pagesize=80&citation_for_view=9AGg5vkAAAAJ:-f6ydRqryjwC

Uncertain new technologies – economics of ground effect vehicle operator

Hilmola, Olli-Pekka Kristian; Heljanko, Ekko Eemeli Verslas : teorija ir praktika = Business : theory and practice 2025 / p. 133-140 <https://doi.org/10.3846/btp.2025.22454>