

Job Satisfaction among Seafarers: Basis for A Maritime Career Development Plan

Kim Gulliver D. Prado¹, Jann Gerald M. Blay¹,
John Learry A. Cantos¹, Jayson E. Las¹, Laurence T. Ogerio¹,
Dr. Beverly T. Caiga²

¹Lyceum of International Maritime Academy

²College of Education, Arts and Sciences,

Lyceum of the Philippines University Batangas

²beverlycaiga@yahoo.com

Asia Pacific Journal of
Maritime Education

Vol. 6 No. 1, 52-60

June 2020

P-ISSN: 2423-2033

E-ISSN: 2467-513X

apjme@lpubatangas.edu.ph

www.apjme.apjmr.com

Abstract – This study aims to determine the job satisfaction of the seafarers in terms of reward, job stress, job characteristic, dispositional effect and job performance. The study was also conducted to test the significant difference of the Seafarers when grouped according to profile and to propose a Maritime Career Development Plan that could further contribute to the betterment of this industry. The study used descriptive type of research method and was utilized to 161 Filipino seafarers. Result exposed that the Filipino seafarers are satisfied in the overall job satisfaction indicators. It also shows that only the job performance has significant difference on the profile of the respondents when grouped according to age. Therefore, the researchers recommend a career development plan to further improve the job satisfaction of the Filipino seafarers.

Keywords – job satisfaction, maritime career, seafarers

INTRODUCTION

Maritime transport is considered as one of the most reliable modes of transportation used worldwide. It has been around for centuries helping mankind to meet their traveling and businesses demands. Despite of the invention of new modes of transport, maritime transportation has not lost its relevance. In fact, it is estimated that around 90% of shipping around the globe is carried through by ships at sea, and without the shipping industry it would be nearly impossible to import and export goods which are necessary for needs of the modern world. In this industry, there are people who handle and ensure the flow of this process. They are called seafarers, and they are defined as the persons who are employed to serve aboard any type of marine vessel. They are the people who oversee the exchange of goods and maintain the conditions of the cargo, the ship and the environment, as well as their fellow seafarers on board. The term “seafarer” usually refers to active seafarers, but it may also apply to anyone who has a long history of working in the industry.

Just like any profession, being a seafarer has a lot of benefits as well. Other than the fact that they get paid above the average amount of wage, seafarers get to train themselves to be responsible as early as possible and they also earn the opportunity to travel the world for free. However, it seems that despite the benefits and these opportunities that they can gain, some seafarers

tend to look for new career paths and leave their current profession.

According to the figures released by the International Chamber of Shipping, the worldwide population of seafarers working on international merchant ships is approximately at 1,647,500 seafarers, of whom 774,000 were officers and 873,500 were ratings. In the meantime, most recent figures from the Philippine Overseas Employment Administration's (POEA) had uncovered an abatement of the deployment of Filipino seafarers in 2018 contrasted with 2017, to 337,502 from 449,463. This effectively shows that the quantity of Filipino seafarers is diminished by more than 110,000, which comes notwithstanding 64,748 Filipino seafarers who lost their positions from 2016 to 2017.

This finding implies that motivating seafarers to remain on their current job is an issue the industry currently has. Seafarers are among the highest-risk occupational categories for stress [1]. Indeed, the nature of the work of the seafarers is a stressful job that should be handled effectively in order to satisfy them. In view of this, the importance of job satisfaction plays a key role to motivate and retain seafarers. A factor that contributes to a seafarer's job satisfaction is job stress. It has a negative effect that challenges a seafarer to stay motivated. Job stress can be caused by role ambiguity, overwhelming workload, role conflict, and underutilization of skills. The uncertainty of the seafarers on

their work behaviors may be caused by the unclear authority that they find stressful. Additionally, as the high turnover continues the increased workload and decreased rest time of the seafarers adds to their job stress. These work conflicts may be caused the employee to have job dissatisfaction. On the other hand, this conflict may be solved by having a healthy work environment that could give seafarers a positive effect on their job [2].

Organizations use a compensation scheme to inspire workers to improve their efficiency. Similarly, one of the most serious problems with today's organizations is that they are overlooking an important aspect of the incentive system by using it to inspire employees. Designing a total compensation concept, managers must take into account all aspects of the work experience that workers appreciate [3].

There is also a lack of studies on the working conditions of companies in developing economies. Previous researchers have primarily focused on different factors that can improve employee efficiencies, such as recruitment, security/safety, working hours, and job redesigning [4]. However, few studies have concentrated on employee motivation, which plays an important role in the relationship between employee satisfaction and how well they perform at work [2]. Several previous studies have found that work characteristics (job variation, job identification, job importance, autonomy, and feedback) have a positive impact on job satisfaction. It discovered that four dimensions of work characteristics (significance, job identification, job variance, and feedback) have a positive relationship with job satisfaction [5]. According Harper, et.al [6] task variation, meaning, and identity all have a positive and significant impact on job satisfaction, while feedback has a negative and significant impact.

There are multiple factors why instances like this occur. According to the Marine Insight, seafarers leave their jobs due to unsettle lifestyle, hectic life, personal/family problems, health problems, and many more. However, the researchers have thought of a possible reason why this dilemma occurs. Due to this, the researchers conducted a study that oversaw job satisfaction as a great factor to this problem as well. Job satisfaction's cognitive aspect refers to one's assumptions about one's job, such as the assumption that one's job is psychologically taxing and challenging. The study shall encompass the determinants affecting their job satisfaction, wherein

the emotional and psychological state of seafarers can also be a factor.

The researchers also conducted this study, again, to create a basis for a Maritime Career Development Plan to provide systematic arrangements for the development and improvement of seafarers to attain job satisfaction. This study also aimed to further explore the different variables affecting the work performance and job satisfaction of seafarers on board ship. The researchers want to explore more about the job satisfaction among seafarers to develop references for future studies for the betterment in the maritime industry.

OBJECTIVES OF THE STUDY

This study aimed to determine the factors that bring Job Satisfaction to the Filipino Seafarers. Moreover, this study aimed to present the profile of the respondents in terms of age, type of vessel, department, income/salary, and position/rank. Other than this, the researchers also intended to determine the Job Satisfaction among Filipino Seafarers in terms of rewards, job stress, job characteristics, job performance, dispositional affect, and overall job satisfaction. The study was also conducted to test the significant difference of the Seafarers when grouped according to profile and to propose a Maritime Career Development Plan that could further contribute to the betterment of this industry.

MATERIALS AND METHODS

Research Design

The researchers used a descriptive analysis to describe or summarize a set of data. Although qualitative research may be used to describe something, descriptive research is usually categorized as a type of quantitative research. The study design should be carefully planned to ensure that the results are correct and reliable. Descriptive research aims to accurately and thoroughly describe a population, disease, or phenomenon. It can answer the questions of what, where, when, and how, but not why. Descriptive analysis is the way to go when the aim of the study is to identify characteristics, frequencies, trends, and categories [7]. Descriptive analysis is popular for its ability to generate accessible insights from otherwise interpreted data. The descriptive method was used to evaluate job satisfaction among seafarers in this study.

Participants of the Study

In this study, the participants or respondents of this research are the Filipino seafarers only. There are 161 Filipino seafarers' participants in this study, 119 from the deck department and 42 from the engine department. This includes both onboard and offshore seafarers. Other than this, the study focused on the determinants and factors affecting job satisfaction among Filipino seafarers.

Data Gathering Instruments

The data required in this study were obtained through an adopted questionnaire entitled "Determinants of Job Satisfaction and Performance of Seafarers" by Yuen, Loh, Zhou, and Wong [2]. The first part of the questionnaire asked for the respondent's demographic profile such as age, department, and type of vessel, rank, and monthly income/salary. The second part of the questionnaire then covered the job satisfaction among Filipino Seafarers. The researchers adapted various questions and revised them according to the purpose of the study and were then validated by an expert.

Data Gathering Procedures

The researchers distributed the questionnaires to a number of Filipino Seafarers through the use of Google form link. The researchers will start distributing the questionnaire upon the approval of the adviser. The respondents were informed and explained first the contents of the questionnaire before answering. The accomplished questionnaires will be tallied, analyzed, and interpreted.

Data Analysis

Different statistical methods, such as percentage, ranking, weighted mean, and analysis of variance (ANOVA), was used to interpret the collected data. These methods were chosen based on the study's goals. In addition, to further evaluate the study's results, all data was treated and computed using statistical software, PASW version 18.

Ethical Considerations

No specific names were listed in the report to maintain the questionnaire's high level of confidentiality. The respondent's identities will not be disclosed, except that they were Filipino seafarers. The researcher will have no personal opinions, just facts and results based on the data collected.

RESULTS AND DISCUSSION

Table 1. Respondents Profile

Age	f	(%)
21 – 30	85	52.8
31 – 40	35	21.74
41 – 50	29	18.01
51 – 60	9	5.59
More than 60 years old	3	1.86
Department		
Deck	119	73.91
Engine	42	26.09
Type of Vessel		
Bulk Carrier	39	24.22
Container	16	9.94
Cruise Ship	7	4.35
Passenger	11	6.83
Ro-ro Vessel	10	6.21
General Cargo	12	7.45
Tanker	63	39.13
Livestock Carrier	3	1.86
Rank		
Deck/ Engine Cadet	26	16.15
Messman	5	3.11
Ordinary Seaman	11	6.83
Able Bodied Seaman	21	13.04
Bosun/ Boatswain	15	9.32
Third Mate	15	9.32
Second Mate	13	8.07
Chief Mate	9	5.59
Captain / Master	10	6.21
Oiler	5	3.11
Motorman	2	1.24
Wiper	5	3.11
Chief Cook	2	1.24
Electro-technical Officer	5	3.11
Fourth Engineer	8	4.97
Third Engineer	2	1.24
Second Engineer	2	1.24
Chief Engineer	5	3.11
Monthly Salary income		
₱ 25,000 - ₱ 100,000	100	62.11
₱ 100,001 - ₱ 250,000	38	23.6
₱ 250, 001 - ₱ 400,000	11	6.83
₱ 400, 001 - ₱ 600,000	11	6.83
More than ₱ 600,000	1	0.62

The table 1 shows the characteristics of the respondents' profile. As shown in the table, the majority of the respondents are 21 to 30 years old under Deck department. This means that after their on-the-job training most of the respondents start to apply for work as deck or cadet crew. Most of them also choose to work in bulk vessels. According to Wu and Li [8] the

normal time of seafarers on their first journey was long term. Senior and junior officials initially went to the ocean at long term, appraisals when 25. As one would expect, senior officials had most work experience 17 years junior officials had 15 years' experience, while appraisals had nine years' experience of working adrift.

The results also show that most of respondents are in tanker vessels as deck/engine cadet with monthly salary of P25,000 to 100,000. Just like any profession, being a seafarer has a lot of benefits as well. Other than the fact that they get paid above the average amount of wage, seafarers get to train themselves to be responsible as early as possible and they also earn the opportunity to travel the world for free. According to An, et.al [4] both the engine and deck departments have almost identical pay structures. This ensures that officers of comparable rank in both departments receive almost the same amount. The article on the average range of wages for officers on ships will help to clear up any confusion. The majority of seafarers choose to work in the deck department because the facilities on deck are generally cleaner than those in the engine department.

Table 2. Rewards

Indicators	WM	VI	Rank
1. The salary offered by my company is reasonable	3.24	Satisfied	1
2. The family benefits offered by my company are reasonable	2.98	Satisfied	3
3. The promotion opportunities offered by my company are reasonable.	3.11	Satisfied	2
4. The training opportunities offered by my company are reasonable	2.73	Satisfied	4
Composite Mean	3.19	Satisfied	

Legend: 3.50 – 4.00 = Highly Satisfied; 2.50 – 3.49 = Satisfied; 1.50 – 2.49 = Less Satisfied; 1.00 – 1.49 = Unsatisfied

Table 2 presents the rewards as a determinant in job satisfaction among seafarers. It was observed that all the items got satisfied verbal interpretation. But the salary offered by my company is reasonable (3.24) got the highest. This means that most of the respondents were satisfied to the reasonable salary offered by their companies. According Petrola and Isidro [9] in an article made by the International Chamber of Shipping (ICS), they have listed reasons why people want to work at sea. First in their list is the good wage that the

ships' officers are receiving monthly. ICS noted that seafarers belong to the top paid professionals in their country.

On the other hand it was observed that the training opportunities offered by my company are reasonable (2.73) was the least on the ranking with a satisfied verbal interpretation. Even it is least the respondents were still satisfied with their job as they received reasonable training opportunities offered by their companies. According to Petrola and Isidro [9], they have listed reasons why people want to work at sea. First in their list is the good wage that the ships' officers are receiving monthly. Seafarers belong to the top paid professionals in their country, who are also entitled to tax free incentives. It is followed by opportunities to travel. Despite the fact that most of seafarers spend less time in ports, still they believe that career in shipping provides them the opportunity to travel different places. These opportunities simple manifests that through seafaring; seafarers and their families may have big chances of improving their lives and visit places that they have dreamed of. Furthermore, it also noted long vacation days given to seafarers as an opportunity to enjoy more time with their families after finishing their contract with their shipping company. Despite the 3-9 months being away from the family, seafarers are given vacation ranging from 2-3 months of longer holiday periods.

Table 3. Job Stress

Indicators	WM	VI	Rank
1. There is sufficient work – life balance	3.05	Satisfied	4
2. There is sufficient co – workers' support at work	3.20	Satisfied	1
3. There is sufficient shore – staff support at work	3.14	Satisfied	2
4. My working hours and work schedules are well – planned	3.02	Satisfied	5
5. The working and living conditions in ships are acceptable	3.12	Satisfied	3
Composite Mean	3.20	Satisfied	

Legend: 3.50 – 4.00 = Highly Satisfied; 2.50 – 3.49 = Satisfied; 1.50 – 2.49 = Less Satisfied; 1.00 – 1.49 = Unsatisfied

Table 3 presents the results of job stress as a determinant in job satisfaction among seafarers. Based on the result, it was observed that the item there is sufficient co – workers' support at work (3.20) was the highest on the ranking with a satisfied verbal interpretation. This means that most of the respondents were satisfied with the sufficient co – workers' support

that they received at work. It was contrast in the study of Tavacioglu et al. [10] that the negative genuinely critical connection among burnout and work fulfillment is found and upheld by work conditions and satisfaction conditions while dealing with board. Working board is troublesome and complex; being away from home and friends and family, exhaustion, long working hours, restricted space, deficient rest and global variables.

Meanwhile, the item “my working hours and work schedules are well – planned” (3.02) was the least on the ranking with a satisfied verbal interpretation. This manifest that they are well informed with regards to the schedule of their work. This helps them to manage their burnout and have enough rest on their job.

According to Tavacioglu et al. [10] in burnout and occupation fulfillment among Turkish oceangoing seafarers 00among burnout and work fulfillment is found and upheld by work conditions and bliss conditions while chipping away at board. Dealing with board is troublesome and complex; being away from home and friends and family, exhaustion, long working hours, restricted space, deficient rest and worldwide components. This is likewise identified with the bliss of the seafarers, while the fulfillment of the seafarers who work cheerfully high and the burnout is low.

Table 4. Job Characteristics

Indicators	WM	VI	Rank
1. My job requires me to apply a variety of skills	3.37	Satisfied	5
2. My job involves doing a whole and identifiable piece of work	3.44	Satisfied	3
3. My job has significant effect on the lives of other people	3.47	Satisfied	2
4. My job permits me to decide on how to go about completing the work	3.50	Highly Satisfied	5
5. I receive sufficient information and feedback concerning my work performance	3.40	Satisfied	4
Composite Mean	3.55	Highly Satisfied	

Legend: 3.50 – 4.00 = Highly Satisfied; 2.50 – 3.49 = Satisfied; 1.50 – 2.49 = Less Satisfied; 1.00 – 1.49 = Unsatisfied

Table 4 presents the result of responses in terms of job characteristics among Filipino seafarers. It was observed that the respondent is highly satisfied when their jobs permit them to decide on how to go about completing their work (3.50). This means that the

seafarer can do their work even without the supervision of their officer. Which help them to motivate to do their work better

As indicated in a study of Lai and Kapstad [11], such representatives like to have a significant measure of opportunity to settle on choice, or engaging a channel to dazzle imagination, openings for headway, acknowledgment for great work, to be treated in an amiable and smart way, and have the situation to take on undertakings that are both testing and significant of which he/she would feel an inborn feeling of achievement upon effective fulfillment. Truth be told numerous analysts have recognized and demonstrated that natural inspiration has a positive long-haul impact and is viewed as the "true motivation.

Table 5. Dispositional Affect

Indicators	WM	VI	Rank
1. I feel positive at work	3.41	Satisfied	2
2. I feel in control of my work	3.30	Satisfied	3
3. I tend to feel exhausted at work	3.42	Satisfied	1
Composite Mean	2.90	Satisfied	

Legend: 3.50 – 4.00 = Highly Satisfied; 2.50 – 3.49 = Satisfied; 1.50 – 2.49 = Less Satisfied; 1.00 – 1.49 = Unsatisfied

Table 5 demonstrates the job satisfaction among Filipino seafarers in terms of dispositional affect. It shows that the respondents are satisfied in all indicators in terms of dispositional affect. Among the items cited, I tend to feel exhausted at work (3.42) is the highest in rank. It means seafarers had a difficulty in facing exhaustion in work with excessive effort carrying the task on board the vessel, which one of the primary concerns.

Fatigue after work is a typical grumbling among laborers who do actual work and is characterized as a sensation of sluggishness, absence of energy, and depletion. Weariness can debilitate both physical and intellectual execution. Actual work is intrinsically connected with a more serious level of actual effort than inactive work, which has been connected to a higher danger of long haul infection nonappearance, exiting the workforce, and loss of life [12].

Based on the study of Trauernicht, et al., [13] the core quality of burnout is emotional fatigue, which refers to feelings of being emotionally overextended and drained of one's emotional energy. Maslach et al. [14] provide the most common concept of burnout as a result of work-related experiences.

Despite of exhausted they feel, the results still show that they feel positive at their work (3.41). This is evidence that they still have the spirit of optimism despite of the difficulties encountered while at work. Positive workplace culture fosters collaboration, boosts morale, boosts productivity and performance, and increases employee retention. Workplace satisfaction, teamwork, and productivity are all improved. Most significantly, a healthy work climate helps workers to feel less stressed [15].

Moreover, according to Kun and Gadancz [16] self-determination theory (SDT), which concluded that there are three basic psychological needs: autonomy, competence, and relatedness. When these needs are met, it promotes happiness.

Table 6 illustrates the job performance of Filipino seafarers onboard. The composite means of 3.35 indicates that the respondents are satisfied on the indicators above. It shows that the respondents are highly satisfied on the items “I always attends to my task from work” (3.50) and “I complete my task efficiently” (3.55) while satisfied on the items “I make sure not to commit mistakes at work” (3.45). This manifest that the seafarers are making sure that they perform well in their jobs.

Table 6. Job Performance

Indicators	WM	VI	Rank
1. I always attend to my tasks from work	3.50	Highly satisfied	2
2. I make sure not to commit mistakes at work.	3.45	Satisfied	3
3. I complete my task efficiently	3.55	Highly satisfied	1
Composite Mean	3.35	Satisfied	

Legend: 3.50 – 4.00 = Highly Satisfied; 2.50 – 3.49 = Satisfied; 1.50 – 2.49 = Less Satisfied; 1.00 – 1.49 = Unsatisfied

Working hard and efficiently provide them high performance rate and sometimes recommendation for promotion at the end of their contract. According to Yuen et. al [2], job satisfaction is significantly corresponding with the job performance of seafarers. The total stress related with working onboard a ship and rewards to achieve are the key determinants of job satisfaction. The disposal of seafarers and impact of the job design also have considerable appeal on job satisfaction. As stated in the literature review and post-survey interviews, a management model consisting of policies in retaining seafarers and strategies to motivate is proposed.

Table 7

Difference Responses on Job Satisfaction Among Filipino Seafarers When Grouped According to profile

Age	F-value	p-value	Interpretation
Rewards	0.480	0.748	Not Significant
Job Stress	1.430	0.228	Not Significant
Job Characteristics	2.090	0.084	Not Significant
Dispositional Affect	0.770	0.547	Not Significant
Job Performance	3.290	0.013	Significant
Department			
Rewards	0.450	0.653	Not Significant
Job Stress	0.440	0.663	Not Significant
Job Characteristics	0.280	0.778	Not Significant
Dispositional Affect	0.410	0.683	Not Significant
Job Performance	0.480	0.629	Not Significant
Type of Vessel			
Rewards	0.870	0.535	Not Significant
Job Stress	1.570	0.147	Not Significant
Job Characteristics	0.480	0.848	Not Significant
Dispositional Affect	0.900	0.506	Not Significant
Job Performance	0.800	0.589	Not Significant
Rank			
Rewards	0.920	0.553	Not Significant
Job Stress	1.330	0.182	Not Significant
Job Characteristics	0.550	0.922	Not Significant
Dispositional Affect	0.330	0.994	Not Significant
Job Performance	0.830	0.651	Not Significant

Monthly Salary Income			
Rewards	0.880	0.477	Not Significant
Job Stress	0.510	0.728	Not Significant
Job Characteristics	0.750	0.561	Not Significant
Dispositional Affect	0.140	0.966	Not Significant
Job Performance	1.250	0.294	Not Significant

Legend: Significant at p-value < 0.05

Table 7 presents the difference responses on job satisfaction among Filipino seafarers in terms of rewards, job stress, job characteristics, dispositional affect and job performance when grouped according to profile. It was observed that there was a significant difference on job performance when grouped according to age since the obtained p-value 0.013 was less than the alpha level of 0.05. This means that there was a significant difference and based from the test conducted, Filipino Seafarers whose 51 – 60 years old have greater assessment on Job Performance.

The results were consistent with the findings of a research study of An, et. al [2], in the shipping industry, work satisfaction is a major concern, and it is closely related to maritime field. At the point when seafarers saw high occupation fulfillment on a nonstop premise, seafarers' inspiration to adjust to security activity guideline increments and seafarers' execution is improved. This effect has been related with the wellbeing among the sea field, for example, security environment discernment and wellbeing insights. Explicit examination by certain researchers' further backings this relationship in different territories, like excavators, and company representative.

Additionally, a lot of studies have shown that decreased job satisfaction fulfillment emerging from work pressure can bring about expanded non-attendance and goal to leave, just as diminished efficiency and occupation execution. Using linked survey and register data, Böckerman and Ilmakunnas [17] pinpointed that dissatisfied worker incline toward non-appearance and low profitability. Moreover, work fulfillment might be influenced by WFC, as people might be disappointed with their association or chief if work is viewed as a justification investing too little energy with family.

Thusly, seafarers would be disappointed, because of long haul separation from their families. Subsequently, seafarers' adequacy might be hence lessened, and their work execution would be diminished appropriately. In addition, according to Hystad and Eid [18], it's possible that seafarers with more experience will devise methods for coping with tension on long voyages. Since experience and obligation seem to go hand in hand with age, a counter-intuitive hypothesis may be that work-related stress rises with experience and responsibility, as it does with age. As it was discovered that it resulted for age, this may be due to years of experience and accumulated expertise over time.

Table 8
Proposed Plan of Action to Enhance Job Satisfaction Among Seafarers

Key Results Area	Strategy/Projects	Persons Involved
Dispositional Affect		
<ul style="list-style-type: none"> Maintain the presence of their relatives and family ties in mind 	<ul style="list-style-type: none"> Promote weekly or daily communication with the use of new technologies to strengthen family ties 	<ul style="list-style-type: none"> Seafarers Company Family Management
<ul style="list-style-type: none"> Improving fatigue prevention 	<ul style="list-style-type: none"> Perform activities like yoga, sports, calisthenics, etc. in improving the physical well – being of seafarers 	<ul style="list-style-type: none"> Seafarers Company Fitness/Sport Instructors/Coach
<ul style="list-style-type: none"> Improving mental and physical state of Filipino seafarers 	<ul style="list-style-type: none"> Conduct spiritual counseling and recreational activities with co-workers. Board games for entertainment and brain exercise 	<ul style="list-style-type: none"> Seafarers Company Management Co – Workers

<p>B. Rewards</p> <ul style="list-style-type: none"> • Benefits for seafarers on board • Company health benefits for seafarers in times of pandemic • Offer relaxation to seafarers during rest days and day offs 	<ul style="list-style-type: none"> • Sponsored Saturday night’s celebration for relaxation on board • Offer a more comprehensive and portable health insurance coverage and vaccines for professional marine front liners. • Providing recreational rooms where the films, music and other visual entertainment is stacked, bringing together seafarer 	<ul style="list-style-type: none"> • Seafarers • Company • Management • Co-Workers • Seafarers • Company • Employer • Management • Health Workers • Seafarers • Company • Management
<p>C. Job Stress</p> <ul style="list-style-type: none"> • Enhancing communication abilities in workplace • Better equipment onboard • Well organized working schedules for seafarers 	<ul style="list-style-type: none"> • Continuously provide seminars and team building activities with crew and co-workers to enhance communication in workplace • Dispense up to date equipment and technology which are efficient and user friendly • Assign personnel/s to create lists of work and agendas to be done in a specific period for better time management 	<ul style="list-style-type: none"> • Seafarers • Company • Employer • Co-Workers • Management • Training Center • Company • Management • Seafarers • Seafarers • Company • Management

CONCLUSION AND RECOMMENDATION

Based on the result majority of the respondents are deck cadets from the deck department of tanker vessel, with an age of 21 – 30 years old, and has a monthly salary/wage between ₱ 25,000 – ₱ 100,000. The respondents are satisfied on the Job Satisfaction among Seafarers in terms of rewards, job stress, job characteristics, job performance, dispositional affect, and overall job satisfaction. There was a significant difference on Job performance when grouped according to age. A maritime career development plan was proposed to further improve the Job Satisfaction among Seafarers.

The researchers recommend that management of shipping companies should encourage seafarers to participate in programs and training that involves coping with job stress and increasing the work efficiency and management on board. Company owners may review their objectives, interest, and policies for their employees for an implementation to

establish a strong foundation and collaboration. Companies should ensure up to date ship technology, machinery, and equipment development for seafarers to minimize workload and align their technical skills with new technologies. Future researchers may use this study as reference to conduct similar studies with variables that are included in the study. Future researchers may conduct a similar study examining the effects of GE courses on the cadetship selection of maritime cadets using different variables. Safety measures and problems encountered onboard vessel for the future.

REFERENCES

- [1]. McVeigh, J., MacLachlan, M., Vallières, F., Hyland, P., Stilz, R., Cox, H., & Fraser, A. (2019). Identifying predictors of stress and job satisfaction in a sample of merchant seafarers using structural equation modeling. *Frontiers in psychology*, 10, 70.
- [2]. Yuen, K. F., Loh, H. S., Zhou, Q., & Wong, Y. D. (2018). Determinants of job satisfaction and

- performance of seafarers. *Transportation research part A: policy and practice*, 110, 1-12.
- [3]. Alegre, I., Mas-Machuca, M., & Berbegal-Mirabent, J. (2016). Antecedents of employee job satisfaction: Do they matter? *Journal of Business Research*, 69(4), 1390-1395.
- [4]. An, J., Liu, Y., Sun, Y., & Liu, C. (2020). Impact of work-family conflict, job stress and job satisfaction on seafarer performance. *International journal of environmental research and public health*, 17(7), 2191.
- [5]. Bathena, Z. (2018). Why job satisfaction is an important phenomenon of the vicious circle? *Entrepreneur*.
- [6]. Harper, E., Castrucci, B. C., Bharthapudi, K., & Sellers, K. (2015). Job satisfaction: a critical, understudied facet of workforce development in public health. *Journal of Public Health Management and Practice*, 21(Suppl 6), S46.
- [7]. McCombes, S., & van den Eertwegh, L. (2019). Courses of Nature. Junctions: *Graduate Journal of the Humanities*, 4(1)
- [8]. Wu, B., Shen, G., & Li, L. (2007). The transformation of the Chinese labour market for seafarers. *Seafarers International Research Centre (SIRC)*.
- [9]. Petrola, J., and Isidro R. (2016). Pain, Boredom and Despair the sufferings of Seafarers and their Families. *International Journal of Science and Research* 7 (7).
- [10]. Tavacıoğlu, L., Taç, U., Eski, Ö., & Gökmen, N. (2019). Burnout and job satisfaction among Turkish oceangoing seafarers. *International maritime health*, 70(4), 232-238.
- [11]. Lai, L., & Kapstad, J. C. (2009). Perceived competence mobilization: an explorative study of predictors and impact on turnover intentions. *The International Journal of Human Resource Management*, 20(9), 1985-1998.
- [12]. Bláfoss, R., Micheletti, J. K., Sundstrup, E., Jakobsen, M. D., Bay, H., & Andersen, L. L. (2019). Is fatigue after work a barrier for leisure-time physical activity? Cross-sectional study among 10,000 adults from the general working population. *Scandinavian journal of public health*, 47(3), 383-391.
- [13]. Trauernicht, M., Oppermann, E., Klusmann, U., & Anders, Y. (2021). Burnout undermines empathising: do induced burnout symptoms impair cognitive and affective empathy? *Cognition and Emotion*, 35(1), 185-192.
- [14]. Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual review of psychology*, 52(1), 397-422.
- [15]. Patel, P. C., & Conklin, B. (2012). Perceived labor productivity in small firms—The effects of high-performance work systems and group culture through employee retention. *Entrepreneurship Theory and Practice*, 36(2), 205-235.
- [16]. Kun, A., & Gadanecz, P. (2019). Workplace happiness, well-being and their relationship with psychological capital: A study of Hungarian Teachers. *Current Psychology*, 1-15.
- [17]. Böckerman, P., & Ilmakunnas, P. (2012). The job satisfaction-productivity nexus: A study using matched survey and register data. *ILR Review*, 65(2), 244-262.
- [18]. Hystad, S. W., & Eid, J. (2016). Sleep and fatigue among seafarers: the role of environmental stressors, duration at sea and psychological capital. *Safety and health at work*, 7(4), 363-371.