

Significant Relationship on Filipino Seafarers Experience and Work Motivation Aboard Ship

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Abstract – This study assessed the work experience motivation, culture adaptation of Filipino seafarers and their attitude towards work environment. The researcher employed the descriptive correlation method of research. This was utilized since descriptive research provides a snapshot of the affairs which directly impact the attitude and motivation of Filipino seafarers aboard international vessel. This study covered 289 respondents working in the hotel department of international cruise vessels of Magsaysay Maritime Corporation and United Philippine Lines. This includes cruise ships from Star Cruises, P&O Pacific Explorer, Star Cruises, Holand Ame.Line, M/V Turama, NSC Cruises, Costa Cruises, Carnival, Star Cruises, Celebrity Cruises, Princess Cruises, and Carnival Cruises. The researcher randomly selected 289 seafarers among international vessels. The researchers found out that majority of the seafarers belong to the younger generation, females, married, have been onboard the ship, assigned in food and beverage department, and with moderately above monthly income. In terms of personal factors, seafarers are motivated to perform duties and responsibilities. As to welfare and opportunity, seafarers are offered good living conditions and working environment onboard. Age group of 40 years old is revealed to have significant difference on the responses of the respondents in terms of work motivation-reward system. Likewise, no significant difference appeared to the responses on experiences. Theoretical contribution were implied as the data reveals that there is a high significant relations between experience and work motivation aboard ship. It was recommended for Cruise line industries to focus on strategies that will assist seafarers in the personal and professional development.

Keywords –aboard, motivation, seafarers, ship, personal factors, younger generation

INTRODUCTION

The seafarers and shipping industries play a huge global importance. As reported from BIMCO, shipping plays a vast role to the world with an approximated 1,647,500 seafarers on board. In fact, in 2016, the Philippines, Indonesia and China top the list of the three labor supplying countries [1]. With this, it is of necessity that they are taken care of. After all, seafarers are beings who opt to take the challenge working aboard. In fact, Maritime Labour Convention (MLC) which is the regulatory instrument furnishing comprehensive rights and protection among the seafarers at work globally has been established. Piniella et al., [2] believes that this convention will be effective in safeguarding the seafarers. Nevertheless, despite these regulatory programs, much diverse consideration for seafarers-related matters is necessary in order to produce satisfied seafarers. Hence, the two main areas of this paper include the seafarers' motivation at work

for the shipping company and seafarers' attitude towards work in their occupation.

It cannot be denied that seafaring is deemed as a dangerous industry which is partly brought by its situational characteristics. The environment itself poses a burden. The work onboard seems challenging and stressful as both relaxation time and work time transpires within a small group, at the same place, for a long period of time and with limited possibilities to interact with the surrounding world. The only different whereabouts when at sea is the sea itself, where unexpected and undesirable circumstances exist. Seafarers onboard cruise vessel are repetitively exposed to conditions beyond their control; freak waves, strong currents and storm. Most of the time, they are far from port; they must survive dangerous and life-threatening situations with only their own competence and expertise to use and little or no support from others. These can either bring emotional or psychological stress.

Aboard the ship, the seafarers are separated from the comforts and pleasures of family, home and own country. Thus, in extreme cases, they can be distressed from homesickness and worse desperation, which may be a hindrance in performing their job. This situation may result in loss of earnings, early repatriation as well as inconvenience to the employer. The experiences that the work environment offers have guided the seafarers' evaluation of the many years of their best life spent in working. However, it is the person's attitude and motivation that enable him to adapt to a given environment [3]

Creating an inclusive work environment is an effective way to make all seafarers feel comfortable and welcome within the workplace. Adopting this type of environment will possibly improve employee happiness and even productivity. However, crafting this type of environment, requires efforts concerning helping crew onboard overcome their fears of the unknown and even preconceptions they may potentially be embracing. Seafarers must approach the job from different directions to produce an environment in which seafarers of all backgrounds and experiences feel welcome.

These given scenarios have been a growing concern of seafarers' families, health workers, and employers. The changeable nature of industry leads to the reduced commitment levels from ship owners, employers to seafarers, employee. Thus, the researcher, as a former seafarer is prompted to investigate the working conditions of the Filipino seafarers onboard international cruise vessels. The data that will be gathered will be utilized as basis for inputs towards a positive environment. The study is perceived to be important as the positive attitude of seafarers towards work and the environment where they work can yield higher successes in their chosen fields of work. Philippines, being the seafaring capital of the world, covers twenty (20) international cruise vessels from Magsaysay Maritime Corporation and United Philippines Lines, the leading provider of quality crew and crewing services for the world's maritime and cruise industries.

OBJECTIVES OF THE STUDY

Generally, the study assessed the work experience and motivation of Filipino seafarers. Specifically, (1) determined the work experience and motivation, cultural adaptation and attitude towards work environment (2) to test the significant difference between the work experience and motivation.

MATERIALS AND METHODS

Research Design

This study analyzed work experience, motivation, culture adaptation and attitude of Filipino Seafarers to gather inputs for positive work environment framework. To be able to carry out the objectives, the researcher employed the descriptive correlation method of research. This was utilized since descriptive research provides a snapshot of the affairs which directly impact the attitude and motivation of Filipino seafarers aboard international vessel. In addition, correlational research is designed to discover relationships among variables and to allow the prediction of future events from present knowledge.

In scientific research, a descriptive - correlational method refers to a type of study in which information is collected without making any changes to the study subject. This means that the experimenter cannot directly interact with the environment in which the person is studying in a way that would cause any changes related to the experiment. These types of studies are also sometimes known as observational studies. Thus, the paper utilized the descriptive - correlational method to determine the relationships between and among the selected variables considered in relation to the respondents' profile. Such data for each variable were presented and analyzed using the principles of descriptive statistics. The relationship among variables was treated and analyzed using the principles of inferential statistics.

All descriptive - correlational method studies have the same basic property of avoiding any direct changes in the environment of the study. Nevertheless, there are several different types of descriptive correlational methods that each performs research in a slightly different way. Some scientists and researchers prefer to meet with a group of people one time and ask them questions. This is called a cross-sectional study.

Participants of the Research

This study has 289 respondents working in the hotel department of international cruise vessels. The researcher randomly selects these seafarers among international vessels. Magsaysay Maritime Corporation is known for providing quality crew and crewing services for the world's maritime and cruise industries. Its headquarters are situated in the Philippines, the seafaring capital of the world. The corporation boasts its affiliates and subsidiaries in Indonesia, People's Republic of China, Thailand, Panama and Croatia. Magsaysay provides the principals with access to top-

notch and quality crew. More so, Magsaysay Maritime Corporation managed ships coming from both the international and domestic trade. With its background, it has the standard to understand the needs and requirements of ship owners and ship managers in terms of crewing and vessel support operations and is in a better position in furnishing end-to-end crewing solutions to its customers. It also specializes in Maritime Crewing and Training, Talent camp; Performance Management, International Placement & Staffing, Learning Camp; Competency Development, Hospitality Camp; Culinary Training, Professional Development Training, Language Training, and Ship Management.

Research Instrument

The study employed a research instrument to measure seafarers experience relevant to work experience, motivation culture adaptation of Filipino Seafarers to gather inputs for positive work environment framework. The researcher employed an adopted questionnaire. The instrument provided the questionnaire containing questions on work experiences aboard the ship. The assessment was set against the sub-variables which encompass in terms of physical factor, work related factor, reward system, personal setting, emotional setting and social setting. The research instrument underwent validation through

researcher’s adviser and two research experts. Pilot testing and reliability were conducted prior to the actual survey to the respondents. The pilot testing employed 30 respondents.

Data Gathering Procedures

Considering the standards and procedures in undertaking research and data gathering, the researcher sought the approval from the Dean of Graduate School of Lyceum of the Philippines – Batangas to conduct the study. After which, the researcher went to the ship owners under study to randomly distribute the questionnaires to the respondents having experience on board. The researcher assured the respondents of the confidentiality of their responses. The researcher strongly believed that people’s consciousness may also affect their honesty and effectiveness in answering the survey, and so, the researcher provided respondents the option of being anonymous. The data gathered were encoded to Microsoft Excel, tallied systematically, analyzed and interpreted using the data analysis plan.

RESULTS AND DISCUSSION

Table 1 presents the experiences aboard the ship in terms of personal factors. It can be gleaned that the respondents strongly agree on the indicators receiving the composite mean of 3.63.

Table 1
Experiences Aboard the Ship in terms of Personal Factors

Personal Factors	WM	VI	Rank
1. Provided with reasonable working hours	2.83	Agree	10
2. Engaged in a safer working environment	3.79	Strongly Agree	3
3. Given an equal amount of responsibility in my job	3.65	Strongly Agree	6
4. Encouraged to positively react to situations	3.84	Strongly Agree	2
5. Encouraged to speak my mind and points of view	3.78	Strongly Agree	5
6. Motivated to perform my duties and responsibilities	3.88	Strongly Agree	1
7. Given the freedom to use my own judgment for planning my work	3.78	Strongly Agree	4
8. Provided with the opportunity for professional growth	3.61	Strongly Agree	7
9. Given the chance to perform different things from time to time	3.58	Strongly Agree	8
10. Allowed to work that does not go against my conscience	3.55	Strongly Agree	9
Composite Mean	3.63	Strongly Agree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

The results testify that the select international vessels find the importance of support and encouragement as well as safe working condition to be provided to their employees. By taking into consideration this main responsibility, the shipping industry can expect positive work output from them. With the working and living conditions confirming to the standards and employment terms reasonable enough, the seafarers feel satisfied. The needs that are

met do not only do good to their physical health but more importantly, to their mental health.

Though the ship is the workplace, it is also the home of seafarers for many months. Accordingly, a maritime enterprise should necessarily take consideration and interest in the welfare and health of its employees. As the nature of working onboard demands seafarers to stay far from their family, friends and their comfortable environment for long period of

time; Wang [4] suggested that government, society and related businesses should have available measures of alleviating seafarers' difficulties and homesickness.

The table also reveals that respondents are motivated to perform duties and responsibilities with the highest weighted mean of 3.88. Secondly, the fourth indicator strengthens the position that the respondents welcome and react to situations positively with a weighted mean of 3.84. It is followed by the second indicator wherein the ship employees engage themselves in a safer working environment.

When seafarers feel valued, they will willingly provide their commitment and loyalty. Further, when they are allowed to take control of their work and utilize their skills, they get more enthusiastic towards work. At the same time, when they are provided conducive working environment, they are geared towards increased productivity. In relation to the findings, Li [5] agreed that seafarers should feel supported and encouraged by the organization. Hence, they may be able to return and lessen the inequality in the relationship. In oppose to the dynamic competition of the seafarer labor market, the manning agency should guarantee that the advantages of the career of working onboard will remain for the long-term, thus, seafarers

feel their value and importance. After all, lifelong learning is important for both organization and employees for their short and long-term success.

On the other hand, respondents choose the ninth, tenth, and first as part of the least indicators, respectively. The chance to perform different things from time to time receive while working according to conscience. Lastly, the respondents agree that they are provided with reasonable working hours.

Though they belong to the bottom three, the respondents still believe that their work is not monotonous, conforms to their values, and that they are provided reasonable working hours. Performing diverse responsibilities deviates the seafarers from boredom and homesickness. Likewise, it concur that retention in the shipping company relies on the work given to them. If the responsibility that goes against their conscience; they will not realize the value work gives. This is similar with the findings of Alborote, et al. [6] who said that recreation breaks from boredom and a turning aside from the daily routine. It involves an active participation in enjoyable activities that one engages in something he likes and is a positive change from the clinched lifestyle. They can be a source of happiness and freedom from tension and anxiety.

Table 2
Experiences Aboard the Ship in terms of Work Related Factors

Work Related Factors	WM	VI	Rank
1. Makes use of my abilities	3.81	Strongly Agree	4
2. Fits into the total operation of the company	3.73	Strongly Agree	6
3. Leads to rapid progress in my career	3.49	Agree	10
4. Has policies that are obviously put into practice	3.92	Strongly Agree	1
5. Promotes the spirit of cooperation among workers in different jobs	3.83	Strongly Agree	2
6. Reflects clearly the company's vision, goals, and plan	3.83	Strongly Agree	3
7. Provides guidance for work operation	3.78	Strongly Agree	5
8. Assigns people on jobs for which they are suited	3.62	Strongly Agree	8
9. Has competency in making decisions for the people	3.59	Strongly Agree	9
10. Sustains the interest of the employees in the jobs they hold	3.63	Strongly Agree	7
Composite Mean	3.72	Strongly Agree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

Table 2 presents the composite mean of 3.72, indicating that the respondents strongly agree on the indicators regarding experiences related to work. The factors can be summed up with the international vessels' management system. Believing that the very own policies and operation affect seafarers' performance, they have given them enough attention. It is important that the policies of the company are clearly communicated and effectively implemented. This will serve as motivating factor as the consistency of what the industry lives up to is practiced. According to the

International Maritime Organization [7], putting into an effect the appropriate information system aids the process and operation. This can have an affirmative impact on the part of the seafarers.

The seafarers' job description as well as the shipping industry's vision, policies and mission are effectively communicated to each employee. When these policies are consistent in practice, the shipping company will signal the seafarers that it means business. A well-functioning management system promotes loyalty and confidence towards the company.

According to International Maritime Organization [7], the shipping companies undergo port state control in which the ship is inspected whether it complies with the requirements of international regulations and that the vessel is protected and managed in compliance with these rules. Port state control plays a vital role in the protection of seafarers' safety, health, well-being. Consequently, it can be observed from the table that placing and assigning people on their respective jobs ranks 8th rank; work provides competency in making decisions for the people ranks 9th, and the experiences aboard the ship leads to rapid progress their career ranks last. As previously mentioned, seafaring provided progress in the seafarers' career.

Respondents agreed that the select international vessels furnished opportunities for speedy career development, it can still be concluded that the indicator might be the last priority when in fact it should be given importance as it can be one motivating factor for employees' retention.

As indicated in International Chamber of Shipping the seafaring gives seafarers substantial responsibility from the beginning of their careers. It is has become an ideal occupation for youngsters looking for something different and exciting, which in the long run will eventually turn to a delightful and gratifying executive career in a major international cruise industry and rapid progress in career.

Table 3
Work Motivation Aboard the Ship in terms of Rewards System

Rewards System	WM	VI	Rank
1. Makes use of my abilities.	3.52	Strongly Agree	10
2. Has benefits that are higher compared with those of other firms	3.66	Strongly Agree	4
3. Provides the employees with chances for advancement on their job	3.60	Strongly Agree	6
4. Higher compensation compared with those of other workers aboard the ship	3.64	Strongly Agree	5
5. Gives rapid raise on compensation	3.70	Strongly Agree	3
6. Considers performance more important than seniority	3.53	Strongly Agree	9
7. Gives performance bonus better than other companies	3.56	Strongly Agree	7
8. Recognizes top performing and deserving employees	3.73	Strongly Agree	2
9. Provides attractive and satisfactory financial remuneration	3.54	Strongly Agree	8
10. Offers competitive profit sharing, bonus programs, health plans, and etc.	3.74	Strongly Agree	1
Composite Mean	3.62	Strongly Agree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

Table 3 shows the indicators regarding work motivation in terms of reward system. The indicators receive the composite mean of 3.62 strongly agreed by the respondents. Summing the indicators, it generally provides the benefits both monetary and non-monetary received by the employees. Based from the results, the respondents concur that they obtain the rewards that working at sea has promised. Likewise, the international vessels which are part of the study find the significance of reward system. This does not only boost performance and productivity but more importantly, employees' morale.

According to Li [5], an appropriate reward system, and a priority process for crew onboard to compete for positions on land, should be organized to bring an atmosphere that cares and respects for seafarers, which would eventually build up the seafarers' identification and sense of belonging. The rewards system approach utilizes both material or tangible and intangible benefits to please seafarers. According to Thai [8], such benefits can be in the form

of training and development, bonuses, pay, promotions and welfare on board cruise vessels .

The respondents strongly agreed that their companies offer competitive profit sharing, bonus programs, health plans, and leave reimbursement with the highest weighted mean of 3.74. Second in the list is recognizing top performing and deserving employees which serves as work motivation and receives a weighted mean of 3.73. Ranking third and with the weighted mean of 3.70 is giving the seafarers rapid raise on compensation.

Lucrative remuneration entices prospect seafarers. The employees provided with attractive and satisfactory financial remuneration are motivated. It is also one of the not so many techniques to establish a mutually respectable common value to the work contribution of each individual. But aside from pay, they must be given plan incentives for themselves and family. In turn, these motivate them to strive toward high level of performance.

However, the findings are in contrast with Fenstad, et al. [9] who said that nowadays, there are fewer motivating factors to pursue a career in seafaring because the perks and salaries offered by land-based jobs are as competitive. This is supported by a recent study of Fei and Lu, [10] who revealed that continuing a seafaring career can be less gratifying, despite the evident attractiveness of benefits and high salary and the opportunities to travel internationally.

Subsequently, the table shows that the respondents least agreed on the following indicators: providing attractive and financial remuneration with a weighted mean of 3.54, Considering performance more important than seniority with a weighted mean of 3.53, and last in the rank, making use of their abilities.

Though at the bottom three, respondents affirm that the international vessel they belong provide their needs from remuneration, giving importance to performance rather than seniority to allowing them use of their skills in their work. The findings also confirm that self-efficacy has been in practice. The respondents have control over their work, thus, they can make use of their abilities depending on what the job situation requires.

Kovacs [11] found out that the degree of control seafarers have over their job motivated them; the support received from colleagues and management changed and affected seafarers' attitude. Better self-efficacy leads to higher quality of life, and that organizational support and self-efficacy exert a positive influence on the workplace-related quality of life.

Table 4
Work Motivation Aboard the Ship in terms of Welfare and Opportunity

	Welfare and Opportunity	WM	VI	Rank
1.	Establishes good cruise line education and training system	3.48	Agree	8
2.	Supports and values the employees	3.80	Strongly Agree	5
3.	Has desirable supervisor-subordinate relationship	3.68	Strongly Agree	6
4.	Practices good internal and external communication	3.57	Strongly Agree	7
5.	Offers good living conditions and working environment onboard	3.93	Strongly Agree	1
6.	Provides a good balance of working and rest hours to employees	2.86	Agree	10
7.	Complies with the national and international regulations related to safety	3.87	Strongly Agree	2
8.	Accords with the employees' rights and protection	3.87	Strongly Agree	2
9.	Has high regards for its employees as its asset and be a source of competitive advantage	3.81	Strongly Agree	4
10.	Provides the employees with career package which includes comfortable company culture, career path, and diversity of responsibilities	3.36	Agree	9
Composite Mean		3.62	Strongly Agree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

Table 4 reveals the indicators on work motivation in terms of welfare and opportunity. The indicators receive the composite mean of 3.62 strongly agreed by the respondents. The findings show that the respondents deem that their workplace places significant attention to the welfare of its employees. This is of no surprise as provision of opportunities for employees' benefit directly impact their productivity. More so, working at a shipping industry that gives importance to the betterment of employees is strong driving force for the industry to help them feel at home and comfortable given that they are separated from their loved ones.

Cruise line companies understand the significance of the safety of human life at the sea. International Transport Workers' Federation [12] highlighted that working on board is a stressful job, with long hours and fatigue frequently creating

problems for seafarers. Poor nutrition, smoking and drinking, isolation and an absence of facilities for exercise, can also attract bad news for onboard health, hence, it is necessary that shipping industries take measures to make the seafarers stay in good health.

The table above also exhibits that offering good living conditions and working environment onboard 3.93 receives the highest rank. This is followed by the indicators, compelling with the national and international regulations related to safety, and according with the employees' rights and protection with the same weighted mean of 3.87.

Good living conditions have an impact on the overall being of employees. When the working environment is safe and secure, which encompasses decent living conditions, free food onboard, decent living conditions, managing work load, working time, pace of work, weekly off, breaks at port and a balance

between working and resting hours on board, can optimize employees' productivity and efficiency. Thus, eventually, they can be organizational assets and become a source of competitive advantage.

The findings contradict with Ugurlu's, et al. [13] who confirmed that workwise, there is pressure related to seafaring which is commonly attributed to unsatisfying living and working conditions. Jeżewska, et al. [14] also stressed that there are maritime workers who spend more than six months onboard a ship once leaving port. They are usually exposed to an ungratifying working condition while having to endure physiological changes resulting from long working hours. More so, the current conditions and management in the shipping industry compounded these concerns.

On the other hand, the following indicators belonging to the least rank include: establishing good cruise line education and training system 8, followed by provision to the employees with career package which includes comfortable company culture, career

path, and diversity of responsibilities, and provision of a good balance of working and rest hours to employees. Cruise line companies must see the seafarers as their asset which must be taken care of. Without the shipping industry taking the matter into consideration, retention of employees will be difficult, thus, affecting the status of the company itself. From the results of the study, the respondents still agree that the international vessels have provision for balance working hours. When they are able to work and have time to rest, they can be more organized as their work spirit will be renewed. The findings corroborate with of Kaipinen [15] who believed that routinary work is one of the main reasons why people are attracted to seafaring. Having duty in periods is considered the most beneficial part of the job. Seafarers are mostly contented with their working periods. However, the time to rest is considered insufficient. In short, it is important for the seafarers to be able enjoy sufficient rest time and have appropriate and relaxing entertainment.

Table 5.

Difference of Responses on Work Motivation Aboard the Ship When Grouped According to Profile

Profile Variables	Reward		I	Welfare and Opportunity		
	F-vale	p-value		F-vale	p-value	I
Age	2.841	0.038	S	0.354	0.786	NS
Gender	0.065	0.949	NS	0.605	0.545	NS
Civil Status	1.165	0.323	NS	0.629	0.597	NS
Length of Service	0.966	0.409	NS	0.686	0.561	NS
Department	1.856	0.137	NS	0.741	0.529	NS
Monthly Income	0.787	0.502	NS	0.890	0.447	NS

Legend: Significant at $p\text{-value} < 0.05$; HS = Highly Significant; S = Significant; NS = Not Significant

Table 5 reveals that there is a significant difference observed on rewards system when grouped according to age since the obtained p-value of 0.038 is less than the alpha level of 0.05. This means that the responses vary and based from the post hoc, age group of 40 years old and above has higher assessment compared to the other age brackets. The findings signify that for 40 years old and above who have stayed in their workplace for years and have known the policies on reward system, they expect that the select international vessels will religiously comply to the standards. The age affects the retention of employees in the workplace. When employees are satisfied with the benefits and operation, they will serve the company until the retirement age. This goes to say that respondents have felt their value despite of their age. Their age does not hinder them from receiving what the younger age obtains.

In the recent study of Li et al., [16] found that in order to retain the human resource cruise line, the industry should develop a proper tool about the career plans of seafarers and try all the possibilities to help the seafarers accomplish their individual plans. In the similar vein, seafarer service agencies are to provide adequate information as to the seafaring career path, specifically the options for seafarers after accruing a wealth of experience on board and organize training and development programs aimed at promoting the achievements of their career plan.

Table 6 shows the significant relationship between the respondents' experiences and work motivation aboard the ship. It reveals that the resulted r-value indicates a moderate correlation, and the computed p-values are all less than 0.01 alpha level, thus, the null hypothesis is rejected.

Table 6.
Relationship Between Experiences and Work Motivation Aboard Ship

Work Motivation	Rewards System			Welfare and Opportunity		
	r-value	p-value	I	r-value	p-value	I
Personal factors	0.337**	0.000	HS	0.787**	0.000	HS
Work related factors	0.379**	0.000	HS	0.717**	0.000	HS

Legend: Significant at p -value < *0.05; **0.01 Highly Significant (HS)

This means that the better the experience, the more that the respondents are motivated. Life and work on board cannot be seen blissful as always. Seafarers do the work and different feelings are induced within them, that resulted from the experience are work and by what they hear is the situation at home. Thus, when employees feel engaged in their jobs and provided worthwhile experiences, they become committed to the organization. At the same time, the company which is willing to invest in training and development of its employees' potentials motivate, attract, and retain them. Employees resign not only because of salary, thus, cruise companies and owners need to hear the seafarers' needs and apply effective strategies to make people working on board feel engaged and valued to keep them staying.

According to Li [16] salary and promotions are not only the indicators of job satisfaction. In order to retain the human resource, shipping industry should exhaust efforts in helping seafarers realize their individual plans through establishment of a proper mechanism, specifically about the choices for seafarer's career path after accruing a vast experience on board, and orchestrate training programs aimed at promoting the achievements of their career plan.

CONCLUSION AND RECOMMENDATION

Majority of the seafarers belong to the younger generation, females, married, have been onboard the ship, assigned in food and beverage department, and with moderately above monthly income. In terms of personal factors, seafarers are motivated to perform duties and responsibilities. As to welfare and opportunity, seafarers are offered good living conditions and working environment onboard. Age group of 40 years old is revealed to have significant difference on the responses of the respondents in terms of work motivation-reward system. Likewise, no significant difference appeared to the responses on experiences. The data reveals that there is a high significant relations between experience and work motivation aboard ship.

The Filipino seafarers may be exposed and attend programs that will lead towards professional growth. This will enable them to receive monetary and non - monetary gains through their work. Cruise line industries may focus on strategies that will assist seafarers in the personal and professional development. They may put emphasis on equipping their crew both on monetary and non-monetary benefits. A study may be conducted in the future using other variables such as other skilled works in cruise line companies to further create an inclusive work environment in the international cruise vessel, thus, making a huge impact in the lives of the Filipino seafarers.

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