

HUMAN RESOURCE-TRAINING, EDUCATION AND SKILL DEVELOPMENT

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Abstract

Indian Marine Training & Education sector are observed to be lacking with skills and training

Human resource development has become a common and essential component in the development process.

This is due to the fact that any development process is driven by the human factor

In this paper we discussed about how India was in marine field from centuries despite a high level of demand for Indian seafarers in the global maritime sector, there are many areas where Indian Marine Training & Education sector are observed to be lacking .the time has come for the Indian's maritime administration to commence major regulatory reforms for maritime training & education sector in keeping pace with the competitive requirements of global shipping

Keywords: training, professionalism, performance, challenges, skill

1. Introduction

India for long has been preferred as a major supplier of marine personnel to the global shipping industry for its competent, efficient and cost-effective approaches. Indian marine training & education sector, which is administrated by its regulatory administrative - the Director General of Shipping, credits a lot in providing more than 80,000 seafarers to the global shipping. Though this has been the result of the decades-old maritime education, training and examination system in India, there is a growing recognition that in the increasingly competitive workforce supply scenario in global shipping, excellence in maritime education and training is a necessity

If you've considered going to sea – not with the Navy, but as a Merchant Mariner, a person may already have the skills that can help him to get a job as a merchant seaman, one of the civilian seafarers who man the freighters, tankers and oil field support vessels that fly the nation flag. These skills are enough to land you a job in one a ship's three departments

2 Main work

Indian

Marine

Education

Perspective

India has been a seafaring country for centuries. India's maritime history goes back to Indus Valley Civilization when an active trade existed with Mesopotamia and Egypt. The long maritime tradition has helped India to develop an expertise in sailing and familiarity with maritime affairs. As now India owns merely 1 per cent of the global shipping fleet, but supplies more than 6 per cent of the total seafarers to the world fleet. Currently, there are about 82,000 India-born seafarers working on board ships globally.

Indian seafarers are one of the most sought after seafarers in the world, because of their knowledge and hardworking abilities. Another very important factor, which works in their favour is that they are available at relatively lower costs as compared to their western counterparts. The performance of Indian seafarers has culminated in India emerging as a major manpower supplying nation to the world shipping.

Maritime education and training sector in India is administrated by its maritime administration, the Directorate General of Shipping. Currently, there are more than 140 public and private maritime training institutes in the country offering pre-sea and post-sea training in various courses and streams, functioning under the centralized control and monitoring regime of the regulatory administrative. Apart from Indians, many foreign maritime students - from Africa, Middle East and West Asia countries - are upgrading their skills in Indian marine institutes due to the cost advantage in the country

Challenges

Ahead

Despite a high level of demand for Indian seafarers in the global maritime sector, there are many areas where Indian Marine Training & Education sector are observed to be lacking. Below are some deficiencies that Indian Marine Training & Education sector is in dearth of, should be taken care by the Indian regulatory administrative to uphold the nation's interest in providing the future world-wide crew

- Dearth of technical traits due to the lack of specialized technological training facilities at most of the Indian maritime institutes, mainly because of the expensive training instruments.
- Lack of research programmes, trained teachers and placement opportunity in Indian marine training institutes find many marine engineering students to achieve their marine engineering dream at stake.
- On-board training has become a big obstacle for most of the students looking for a career at sea with the backlog of those waiting to undergo the mandatory requirement running into a few thousands. Unlike other professional courses, students are stuck if they don't get training berths on-board ships.

Over more than 80,000 maritime personnel working in the global shipping industry are from India, and they opt for receiving various training as the Maritime Agenda 2020 which states that all port personnel, including officers, should re-train them towards multi-skilling. It says that every employee shall undergo different tiers of training programme during his service. Indian marine administrative should such directive to the marine education sector or planned strategy to tackle the situation

Way Forward

As the entire maritime training & education sector passes through a difficult phase due to the prolonged recession in the international shipping, the time has come for the Indian's maritime administration to commence major regulatory reforms for maritime training & education sector in keeping pace with the

competitive requirements of global shipping. The regulatory administrative should be taken necessary steps to calibrate its seafaring supply-side mechanism in checking systematic deficiencies from Indian marine training & education institutes. The approaches towards the reforms of marine education & training in India are detailing below:

- Efforts to enforce training commitments by institutes and local fleet owners to raise shipboard training berths have not yielded the desired results. That will help the growing backlog of trainee officers who have completed pre-sea courses but are unable to get training berths on board ships.
- Inspection processes a maritime training institute is required to undergo on a regular basis—scheduled inspections by academic councils, quality certifications by certifying bodies and grading of the institutes by rating agencies.
- Ship classification societies (entities that verify ships for sea worthiness) authorised by India can henceforth offer their services for the inspection, gradation and certification of the maritime institutes.
- Monitor to the mechanism of training institutes for looking to increase the nation's share of global seafarers by tapping some portion of the shortage of personnel facing the shipping industry over the next five years.
- Introduce grading mechanism of the various institutes broadly conducting similar training programmes that will benefit stake-holders—the prospective candidates, institutes and shipping companies—in addition to providing realistic inputs to enhance the monitoring and control mechanisms of the maritime administration.
- Specific English language education programme compliance with the STCW standards for non-native English language speakers appears to be in need of a review and, if necessary, should be revised.

Education vs Training

For some seafarers, it seems they fall into the trap or gap between education and training. Training is about practice, about skill, about learning how to do things. While education is about more – it is about fostering the mind, encouraging independent thought and introducing knowledge of the wider issues. It's about theory, understanding and a sense of values.

In the maritime world, this is about the building blocks of a career – at certain levels it is clear that seafarers need to be trained. They have to attain skills, and learn how to do things the right way, the safe way. All too often though, given that the focus is often on mandatory courses, it is hard to see beyond certification and compliance, and it seems seafarers want their “learning path” to be better set out.

They want to see beyond being trained and drilled to perform tasks, they want to engage with education – to be able to apply their skills and experience.

There is, of course, some overlap. Practice may require some theory and education may require some skills, but we can often consider that training prepares for the known, and education the unknown.

Learning life long

Seafarers appreciate the need to train, they accept that there are baseline common standards to achieve – but it seems they want more than that. They want to have their skills boosted and knowledge pumped up over and above the lowest common denominator levels.

There are, however, barriers to this approach, with cost and time being perhaps the most fundamental. Are owners going to pay for courses which do not directly impact the bottom line? It seems unlikely...

Also, seafaring is an incredible compressed profession. From the first day as a callow cadet at college the information, tests, exams, projects and practicals come thick and fast. Then once qualified it never really lets up – there is an almost incessant stream of hoops to leap through. Then once completed – like painting the Forth Road Bridge, the revalidation process means that they begin all over.

The churn of knowledge is a tough one. So where can the time be found to reach for higher standards, or to move beyond the prosaic and practical, to the theoretical and higher levels of thinking. Time at sea is limited, leave time is already eaten into with existing demands. It seems there is very little, if any wriggle room.

Skills that is necessary for merchant seaman

Social Skills

Imagine living in a two-room, one-bathroom house with 20 people who you really don't like, for 90 days. Living on a ship is much the same: You live in close quarters and you live just down the hall from where you work. Good social skills, from personal cleanliness to managing conflicts, are highly prized aboard ship. The leadership skills involved are those of a good deck department officer, either a mate or, with experience and after testing, the captain

Home and Hobby

Much of a seaman's time at sea is spent in maintaining the ship. Maintenance-type painting and rope-work, such as the knot-tying of macramé, are part of the daily skillset for every merchant seaman. Food is such an important factor in crew morale that there's an entire department aboard ship, the steward's department, dedicated to food preparation. The knotting and splicing of rope, two of the skills of macramé, are another quick entry to a vessel's deck department

Janitorial Skills

A merchant seaman is a seagoing janitor who helps tie the boat up. In the course of a shift – called a watch – the merchant seaman cleans the decks, the walls and the overhead of the interior of the vessel. The reason is evident to anyone who's ever allowed cleaning chores to build up: What starts as a two-hour cleanup takes 12 hours to clean up, if left undone. Janitorial skills mean more aboard ship than the traditional "sailor skills," which can be learned in relatively short order through on-the-job training. These skills provide entry to the life of a merchant seaman and to any of the departments aboard ship.

Mechanical Skills

Understanding, working with and repairing engines, plumbing and electrical systems provide entry to the engine department of a ship. Because the merchant seaman's life is based on a live-aboard situation, ships have all of the comfort systems of a home – heating and air conditioning, plumbing and an electrical system. All ships have a power plant, whether it's to move the vessel or to provide power aboard the vessel, meaning that the mechanical skills such as engine maintenance, plumbing, and electrical repair are in demand

Maritime skills ashore

it seems seafarers are often unaware of some shore side career opportunities. While even if seafarers know what is on offer when coming ashore some tend to see careers in shipping law and maritime insurance as out of reach. It seems that poor old seafarers are being forgotten and this is a huge missed opportunity for employers. So what can be done to sharpen the skills and open people to new prospects?

What skills every employer looks for

The move from working at sea, to working ashore is a leap so great that even Neil Armstrong would advise caution. There are many, many things to consider – not least the fact that the skills we use at sea don't always translate well in the office.

There is what has been termed a “soft skills” gap developing between those on the ship, and those working ashore – and it is in danger of widening.

Increasingly, companies aren't just assessing their current staff and future recruits on their business skills, but on a whole host of competencies around how well they relate and communicate to others.

The basic “soft skills” involve:

1. Influencing
2. Communication
3. Team management
4. Delegating
5. Appraising
6. Presenting
7. Motivating

These are recognised as key to making businesses more profitable and better places to work. Now of course, measuring these soft skills is no easy thing, but in the most progressive companies, managers are looking for people's ability to communicate clearly and openly, and to listen and respond empathetically

Communication skills that will help you progress

Soft skills can help professionals advance their careers. To bring value to the organisation and clients, your interpersonal skills should be top notch to deliver results. As a project manager or Superintendent, how do you motivate other members of your team? You may need to work and interact with accountants and customer service staff, it's not just the “closed” world of ships and seafarers you will be dealing with.

Yes, it's just not what you know but how well you handle and explain it to people. No matter how good you think you are, you will not get the plaudits you expect if can't communicate well with colleagues or clients.

In fact, if you struggle to communicate, or motivate, or “play nice”, the perception might be that you are not competent or more trouble than you are worth – this might well be unfair, but life is....

Better interaction leads to improved performance, which in turn leads to more opportunity, more responsibility, and career progress. There is a virtuous upward spiral for those who invest the time and effort to focus on all their skills – not just one area.

Seafarers Of The Future

To ignore the wants and needs of seafarers when it comes to learning is potentially dangerous. As shipping changes, so too do the people who operate the vessels. It seems increasingly that we require more than just those who can blaze their way through a range of STCW courses.

The industry is changing, and by 2020 there are predictions of unmanned vessels. But that doesn't necessarily mean an end to "seafarers" – it simply means an evolution. Some will become troubleshooters, jetting off to problem vessels. Some will be ship riders, or controllers ashore. The time spent constantly on vessels may shorten, but there will still be a need for seamanship – for knowledge, skills and expertise.

So what competencies should our future seafarers possess? According to experts, they will have to:

- Process large amounts of data
- Focus on critical issues
- Work with remote teams
- Be assertive
- Understand the limitations of automation
- Manage change
- Learn continuously
- Cope with increased stress
- Communicate effectively
- Lead people

So training will remain important – but it is education that will lift seafarers from being functional cogs in the wheel, to being fully engaged, soft skilled, problem solvers. In wanting training to move beyond mere legislation, seafarers are clamouring not just for more and better learning opportunities. This is about positioning themselves to be the seafarers of tomorrow, are able to deliver on the needs of industry and for their own professional development. Industry, legislators, owners and trainers need to reflect this desire and to be able to respond to it.

Conclusion

India being an heir to an ancient maritime heritage has a special responsibility to maintain this tradition and provide excellence in the field of manpower. Unless issues relating to the sustainability of the quality of maritime education and training are sorted out, the goal of taking the Indian maritime education to the next level will remain a distant dream. To retain the lead, the Indian Marine administrative will have taken concerted efforts to establish rigorous training & education standards to keep path with international level.

It is true that of late, countries with smaller populations and a more recent maritime tradition have outstripped us in the supply of personnel to the international shipping industry. Hence, the Indian Maritime Education System should be enhanced and lifted to its fullest potential to take marine training & education not only a world class education for the future seafarers but would also take Indian education at a global platform.

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