



Name :

Roll No. :

Invigilator's Signature :

CS/MBA(N)/SEM-4 (FT)/SHM-403/2011

2011

MARITIME H.R. MANAGEMENT

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following :

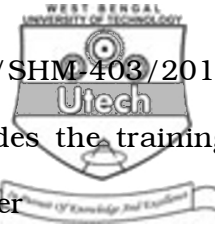
10 × 1 = 10

- i) Maritime manpower involves people
 - a) on board ships
 - b) on ships and shore shipping offices
 - c) with shipping and all allied sectors
 - d) with shipping and all allied sectors involved directly or indirectly.
- ii) BIMCO, the international maritime body analyses and gives future direction in line of
 - a) Maritime H.R.
 - b) Maritime Commerce
 - c) Maritime Insurance
 - d) All Maritime issues.

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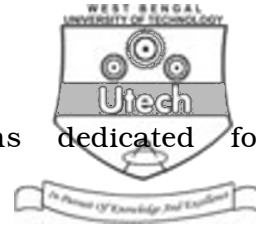


- iii) International ships crew welfare is regulated by
- a) ILO
 - b) IMO
 - c) WHO
 - d) UNO.
- iv) Absence of a statutory certificate on board can make a ship
- a) unseaworthy
 - b) unsafe
 - c) detained
 - d) arrested.
- v) In a shipping company, fleet man power is 150% of the requirement because of
- a) ship-service is risky
 - b) sister ship schedules do not match
 - c) frequent replacement is necessary
 - d) ship service is round the clock.



- vi) STCW, the IMO convention, which guides the training standard for on-board seaman, looks after
- a) training procedure of seaman
 - b) welfare procedure of seaman
 - c) training and certification procedure of seaman
 - d) none of these.
- vii) A seaman, after getting appointed by a shipping company, can work as
- a) a regular employee
 - b) a contractual employee
 - c) a emergency employee
 - d) all of these.
- viii) A ship's crew has to undergo medical check up
- a) during time of initial appointment
 - b) at regular intervals
 - c) at initial appointment time and whenever he is sick
 - d) whenever company wishes.

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ix) NUSI & FUSI, the organisations dedicated for safeguarding Indian crew's interest are

- a) associations approved by Govt. of India
 - b) unions approved by Govt. of India
 - c) bodies of Indian shipping company
 - d) bodies of Indian maritime judiciary system.
- x) An on-board injured seaman's treatment cost is borne by
- a) Marine insurance company
 - b) P & I club
 - c) Shipowner
 - d) Crew union.
- xi) As per BIMCO survey, ship officer's global demand is
- a) more than supply
 - b) less than supply
 - c) balanced with supply
 - d) fluctuating with supply.



xii) A seaman's service record on Indian ships is recorded on

- a) Passport
- b) Master's report
- c) CDC
- d) Company service register.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

2. Enlist the different departments of a shipping company and their related activities. Out of these departments, which department looks after ship's crews' welfare & wages ?
3. Name the external organizations which are involved with ship crew's welfare and interest other than departments/associations/unions of a shipping company. Which all welfare activities are carried out by Govt. agencies ?
4. State the important maritime H.R. policies pursued by a shipping company, out of all policies, which in your opinion is most important and why ?



5. What are principal personal criterias and qualifications required by a crew to work on ships ? Apart from working certifications, what are the different knowledges he is required to have mandatorily ?
6. Enlist the essential qualification requirement of a person to work at different shore offices of shipping related activities. Out of all these qualifications, which in your opinion is most important & why ?

GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

7. Discuss the process of selection of a ship's employee as adopted by a shipping company. Enlist the different certification as required by SWCT' 95 for a seaman to work on specialised class of vessel like tanker/gas carrier.
8. Highlight the need and importance of training on maritime personnel. What are the different types of training conducted by a shipping company for its crew members. Discuss important training techniques practiced.
9. What roles are played by trade union and associations in a seaman's service ? What are its advantages and disadvantages from the point of view of a shipping company ? How can best a trade union/association be handled by a shipping company for mutual benefit ?



10. Under maritime H.R. management, what is exigency management ? Enlist few cases where exigency management in a shipping company is necessary. Name the various external bodies that could be associated in such cases describing their roles/responsibilities.
11. What are the common H.R. problems as seen in an international shipping company ? What are the common actions taken by shipping company principals in each such cases ? In case of replacement of a ships' crew in emergency, who are the parties involved ?
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