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# CS/MBA/SEM-4(FT)/SHM-403/2012 2012

# 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 :  $10 \times 1 = 10$ 
  - i) International ship's crew welfare is regulated by
    - a) ILO
    - b) IMO
    - c) UNO.
  - ii) Absence of a proper certificate of a sea-farer can make a ship
    - a) Unseaworthy
    - b) Detained
    - c) both of above.
  - iii) In a shipping company, fleet man power in about 50% more than requirement because of,
    - a) Ship-service is rigorous
    - b) Frequent replacement is necessary
    - c) Ship service round the clock.

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- iv) STCW, the IMO convention, is meant for
  - a) Welfare of seamen
  - b) Selection of seamen
  - c) Training of seamen.
- v) BIMCO stands for
  - a) British India Maritime Conference
  - b) Baltic International Maritime Conference
  - c) British International Maritime Conference.
- vi) If a crew is not getting his wages, he has a
  - a) Lienclaim
  - b) Legal claim
  - c) Priority claim.
- vii) On-board injured seaman's cost is borne by
  - a) Ship owner
  - b) Marine Insurance provider
  - c) P and I club.
- viii) A seaman's service record is recorded on
  - a) His pass port
  - b) His CDC
  - c) Company service register.
- ix) A criminal activities by a seaman in a foreign port is dealt with
  - a) Maritime court of that country
  - b) Maritime course of the flag state
  - c) Maritime court of the citizenship of the seaman.

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- x) Flag state administration means
  - a) The state-administrates where majority of seamen belongs
  - b) The state-administration where vessel is registered
  - c) The state where vessel is built.
- xi) FOSMA, MASSA, INSA are
  - a) Different shipping associations in India
  - b) Different labour associations in India
  - c) Different administrative Associates in India.
- xii) Crew performance of the end of a voyage is forwarded to the company by
  - a) Chief Engineer
  - b) Chief officer
  - c) Master.

#### **GROUP - B**

## (Short Answer Type Questions)

Answer any three of the following.

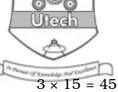
 $3 \times 5 = 15$ 

- 2. How BIMCO report helps in planning human resource by a shipping company? Explain in brief.
- 3. Major conflicts on board today happen due to cultural differences. Explain with reasons.
- 4. What are the desirable traits of a seaman serving in a shipping company? How much of these different from a shore appointment?
- 5. What are the principal Global maritime manning markets? Why the markets are concentrated in these areas?
- 6. What are the reasons for short supply or overflow in manning market? How best these can be addressed?



### (Long Answer Type Questions)

Answer any three of the following.



- 7. What are the principal factors in recruiting policies of a major shipping company. What are the standby and wastage factors considered in the process?
- 8. What are different associations and unions are normally associated with shipping personnel? How best disputes and arised difference are addressed?
- 9. How "communication" plays a major role in onboard H. R. management? What are the different communication processes adopted on board for the purpose?
- 10. For effective personnel management of board, Highlight:
  - a) Roster maintenance
  - b) Provident fund/welfare maintenance.
- 11. Under STCW requirement state the minimum certified personnel necessary to make ship seaworthy. In exigency if there is a short fall, how best this can be addressed?

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