



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**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 × 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.



- 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.



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

**GROUP – B**

**( Short Answer Type Questions )**

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

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



**GROUP – C**

**( Long Answer Type Questions )**

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

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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