



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA(NEW)/SEM-4/SHM-403/2010  
2010**

**MARITIME HR 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) ISF/BIMCO - 2005 prediction for world maritime manpower shortage for officers in 2015 was

- a) – 2.1%                                      b) – 4%  
c) – 5.9%                                      d) – 12%.

ii) Different job situation and working hours on ships on board vessels are internationally regulated

- a) IMO    b) ITF  
c) ILO    d) ISF.

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iii) The wastage factor under manning for shipboard employment is tentatively computed as

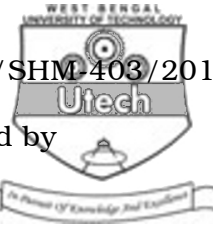
- a) 10%
- b) 12%
- c) 15%
- d) 20%.

iv) Trend/focus for shipboard manpower employed presently has been shifted to

- a) OECD countries
- b) East European countries
- c) South East Asia
- d) Latin American countries.

v) Performance appraisal of an employee on board is necessary for

- a) evaluation of total performance during a voyage
- b) finding his/her positive traits during a voyage
- c) finding his/her negative traits during a voyage
- d) his/her immediate promotion prospects after the voyage.



- vi) Interpersonal conflicts on board is settled by
- internal departmental discussions
  - arbitrarily by master
  - forming a committee
  - none of these.
- vii) Crisis management in manning is attributed to
- global short supply of officers
  - global short supply of ratings
  - lack of training institutions for seafarers
  - all of these.
- viii) Do National Certificate of Competencies be endorsed for working on different registered vessels by
- flag state of the country itself who had issued the COC
  - flag state of the V/L where registered
  - IMO
  - recognized organization/classified societies.
- ix) Seafarers' claim and compensation are settled
- directly by master on board prior sign-off from vessel
  - owners' ashore
  - Negotiations with the unions & owners themselves in presence of shipping master
  - sole discretion of an appointed arbitrator.

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- x) Present mode of contact and communication between ship & shore-office is being done through
- a) internet and telephone via INMARSAT
  - b) GPRS
  - c) telegraphy
  - d) portable emergency radio set.
- xi) Promotion to designated rank is made on the basis of
- a) experience in the lower rank for substantiate period logged at sea
  - b) holding appropriate certificate of competency / grade by the seafarers
  - c) academic qualifications with requisite experience and vacancy arising on board
  - d) none of these.
- xii) Identify below the Unions ( in Indian scenario ) who negotiate with the Ship Owners' Association for wage structure ( Revision ) settlement on 2 yearly basis
- a) MUI
  - b) NSUI
  - c) NSUI and FSUI
  - d) FSUI.



**GROUP – B**

**( Short Answer Type Questions )**

Answer any *three* of the following.

3 × 5 = 15

2. Explain briefly how are working timming / hours organized on the vessel in relation to
  - a) Watch-keeping both for navigation and in engine room
  - b) For normal day time duty
  - c) During emergency call

The watch hours are to comply according to the standard ILO convention.

3. Enumerate the minimum personnel requirements under “Safe Manning Documentation” in tabulated form or otherwise as per STCW convention
  - a) Working on Foreign going vessel above 3000 GT and vessel having BHP above 3000 kW.
  - b) Coastal vessel/home trade vessel.
4. Under OECD study what are the 3 prime factors that affect future availability of seafarers in the present global scenario ? Elaborate briefly on the above 3 points.
5. Briefly identify and explain the different functions and role of
  - a) Ship management company in terms of manning and recruitment policy
  - b) Ship owing company in terms of manning and recruitment policy.

Identify their merits and demerits.

6. Briefly describe the application of “Zohari's Window” model. What role does it play in the Marine HR management ?

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**GROUP – C**

( Long Answer Type Questions )

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

7. Describe in detail the merit of STCW convention since its implementation and in force from 1st July 2002 globally.
8. Briefly identify the various records that are being maintained in a typical shipping company / and or ship management company in their HR department. Answer to reflect on various typical formats held by them.
9. Under the global labour market scenario for employment of world seafarers discuss the points being raised with regard to
  - a) Technical competence including training requirements
  - b) Global acceptance by all flag states which includes adjustment to the regulatory frame work of institutions and current practices. In other words creation of a global regulatory system
  - c) Mixed Nationality Crew
  - d) Trade off between price and efficiency.



10. Briefly discuss the various functions and role of the following institutions :

- a) FOSMA
- b) MASSA
- c) INSA
- d) ITF.

11. In your capacity of a shipping executive in the HR management how would you conduct yourself with the recruitment and planning of marine personnel to be placed on ships ? Discuss and reflect in detail the specific criteria needed for types of vessels/ships in the fleet; importance of experience of personnel employed ; including stand-by and wastage computation ; retention in the fleet ; action needed against holders of different COCs' as per acceptability while placing them on different registered vessels/ships owned or managed by the company.

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