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## THE DEVELOPMENT OF THE HUMAN RESOURCES ABOARD SHIPS

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**Abstract:** *The main target of a prudent sailor and also, his moral and professional obligation is to ensure he the ship reaches its destination safe and secured and with maximum of its efficiency. As well as the whole human knowledge the skills of the sailors suppose a lot of practice, support and materialized confirmation in recognizing this, professionally.*

*Aboard maritime ships, this problem involves mainly the manner to prepare a navigation process in deep security conditins, realised by training, preparation and exercising in order to support the team aboard.*

**Keywords:** *professional skills, specific attributes, adjusting answer. Self-complacency, maladjustement, ship security, etc.*

### I. INTRODUCTION <sup>1</sup>

The selection, the training and the improving quality of the training in the civilian and military navy are some outstanding kind of activities. They are permanently searching to improve the specificity of the professional activities aboard ships on the sea as well as on the rivers, the level they consciously get the meaning of the deck life at the highest level ever, of the members of the crew, in good or tempest moments.

We are looking every moment to form physical and specific psycho-motional crew qualities, in order to successfully respond all the requests, no matter the weather conditions. This way a human fail material and human as well could be avoided.

### II. GENERAL FACTORS LEADING TO A HUMAN FAIL IN THE NAVIGATION ACIVITY

Nowadays, the equipments and the technology reached an apex, never met, being involved in here, the commercial s, the trading activities aboard ships, that means an important increasing of the tasks, according to the new technologies aboard, for the personnel.

The statistics in the field of maritime accidents, represent:

<b>- 71% from the accidents</b>	- the missing of the planning;
	- charging the crew with wrong missions;
	- the missing of the watchman service;
	- asleeping cause of too long service, because of an illness or fatigue, not having the requested capability for the variable normal requests.

<sup>1</sup> Mention the contribution in achieving this work of mr. col. (rs.), psiholog **Dan NICOLAU**.

<p><b>- 10% from the accidents</b></p>	<p>- missing skill, no technical skills, no physical and psychical qualities to use the intervention and saving means;</p> <p>- general missing of competence, no way of understanding the way of the professional activity.</p>
<p><b>- 19% of the accidents</b></p>	<p>- some other causes, technical falls, bad luck, unforeseen situations, etc.</p>

**III. MAIN CAUSES AFFECTING THE HUMAN FACTOR PERFORMANCE COULD BE THE FOLLOWING:**

**1. The Stress**

The work aboard a ship is a most stressing one in the world. The specific stress in this professional activity, is coming from the specific isolation for long periods, and last but not least, a result of the immense pressure of the harbor activities. It could be the same as a result of the small crew number: inside small crews the same jobs are done with less people. The more are the commercial jobs of the crew, the more are the professional stress signals of the crew.

Now, the stress is marked as an universal phenomenon, and a result of the excess psychological, physical and social requests of a modern man.

Another reality could be the one the stress is an adaptative answer neglected by individual differences, and as well as a consequence of a situation, an action or an external event pressing over some psychological or physical excessive requests on the individual.

The stress is well known as an „human adaptation” to a a situation generating non-satisfactions and fulfillments of the primary needs, sometimes considered as a „burden”, most of the times, non social, according to the best moments of the life. The understanding and the evaluation of the stress is a specific phenomenon specific for every individual.

Different environments and situations could affect the individuals in different ways

and the stress level perception of the same event could be different to different individuals.

The way each one learned (had a capability) to answer the natural and professional environment, as ell as some other factors(physical status, health, personality, age) influences the stress level each one has facing an efficient activity. Generally speaking the stress affects: attitudes, behaviors, the performance and the decisional process.

**2. The missing of the skills, knowledge or adequate specific training**

These causes could affect the performance and answer level in different situations. It is good to know the level of the missings of all kind and the way they could affect the security of the actions.

**3. The illness (physical or mental)**

This could become from a simple misunderstanding in some common activities, mostly tose in the relation with the security of the ship and the ship’s performances.

**4. The physical and psychical self complacency**

This one, mentioned just as self satisfaction induced to the individual and aiming to the confidence in his own way of acting. We could mention that this self complacency shows like a mental status, a moment when the individual has the necessary capability, the resources and knowledge to act responsibly but for some reasons these capabilities are not activated.

**5. The technological self complacency**

The modern technologies put the individual in an increasing dependency position to them. The knowledge of the real technological capabilities and the feeling the system can never fail induces another kind of self complacency.

**6. The leading self complacency**

Especially in the position of the leading team, the self complacency is produced by the bad communication of the commandant himself, an extreme authority, by the damaged relationship he has with the crew. The crew members can refuse to communicate and to act



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the moment the leader refuses to use all resources, giving birth to a situation of self complacency and self evaluation.

#### 7. The managerial self complacency

It also acts in a poor communication situation between the individual and the system, In this case, the capabilities, the skills and the knowledge of the crew are not reasonably evaluated, the people accept the management the way it is. This situation develops in time a bad hostile attitude initiating to all crew's members a self complacency and slackness status.

#### 8. The self induced self complacency

This situation appears the moment the individual is too strictly controlled, watched or scolded by his superior or feels like nobody listen to him. This creates an inferiority feeling causing an abnormal behavior.

### IV. PARTIAL CONCLUSIONS

The capability to work aboard a ship depends somehow on everyone training in every way. As a learning process, the socialization starts from the early childhood, this way the maturation of the individual appears at 18-20.

Everyone's need to self actualize or self passing the own limits requests training or coaching the more the work has some particularities aboard the ship.

A special development of some special and specific skills is requested, as to work in a team, in a group to develop a professional cooperation relationship in order to fulfill the commercial tasks as well as the security of the voyage of the ship and of the crew.

This way the training in the Navy means the learning of the individuals to execute various tasks or procedures at a highest level, as the coaching supposes the development of some

already created specialized skills educating them from a psycho attitudinal point of view in this job.

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