ABSTRACT

The Maritime Industry, both in the national and global markets is constantly confronted by the recurring problem of manpower shortage of Seafarers. This continuous drop of supply of seafarers could be traced to adverse condition in the world today. One observable phenomenon confronting the industry is early retirement. The impact of early retirement can greatly affect manpower in the country, fast track recruitment process, increase training cost and depletes capability and capacity of the industry. This study focused on issues and facts relative to the job satisfaction and performance of Seafarers. It is a case study on Thai seafarers in the maritime industry. It utilized the descriptive conduct of survey questionnaires with 425 respondents on Thai & foreign cargo vessels on calling port of Bangkok in June 1999.

The stratified random sampling were taken from selected companies whose calling in port of Bangkok during the survey period and the respondents was classified into two (2) specific level as the principle working arrangement on cargo ships; officer and rating. The major findings of the research are: (1) Job performance was significantly correlated with demographic profiles on native geographic and level of incomes of Seafarers; (2) Organizational factors was moderate correlated with job satisfaction and performance; (3) Leadership style of Thai seafarer is consultative style and moderately correlated to job satisfaction and performance; (4) Job satisfaction of Seafarer was correlated with job
performance at moderate positive level; (5) Officers and rating differed significantly with organizational factors and job satisfaction.

The major recommendations based on the result/findings of this research include: (1) Major progress and processes should be instituted to address leadership, job satisfaction and job performance of Seafarers; and (2) Planning and Process for human resources development in the maritime industry should be strengthened.