

REVIEW ARTICLE

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Impact of Work–Family Conflict, Job Stress and Job Satisfaction on Seafarer Performance

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Published: 25 March 2020, *International Journal of Environmental Research and Public Health*

ABSTRACT

Sea trade is one of the most important mode of business of blue-economy. Seafaring thus is one of the most challenging profession and is beyond comparison with any other mode of transport. Human factor has been factored in most of the literatures which are available for cause of sea trade performance but human centred approach has been missing in this industry. And this study is one small attempt towards WFC related cause as for effect on human performance.

To conclude it is desired that more longitudinal studies with stratified sampling is needed for outcome based findings.

1.0 INTRODUCTION

This article ‘Impact of work-family conflict, Job stress and Job satisfaction on Seafarer performance’ is written by Ji An et al.

Throughout the article it is observed that the stress has been laid on Job performance as dependent variable with other independent ones. The data has been administered for seafarers visiting one port of china. The findings show that work–family conflict, job stress and job satisfaction manifested are significant predictors for seafarer performance. Authors have started the article with a noting that lack of research is found in this exploratory topic.

According to authors and unarguably by most, this occupation is highly demanding, highly stressful (An et al., 2020)[1]and of high-risk factors in terms of physical and mental exhaustion; sometimes causing burn-out syndromes. Ji An has articulated that Separation from family is the most prominent stressor for seafarers.

2.0 REVIEW DISCUSSION

Authors have used hierarchical regression analysis. They have delivered the point home to maritime industry that predictors of job performance are equal in importance as job performance itself.

The gap in the study as I review it are as follows-

[i] The sample size taken is small for a magnitude of about 2 million seafarers as keyworker in the world and that too for an affected theoretical model for 'JOB PERFORMANCE'. At least 800 samples could have given a conclusive finding.

[ii] Stratified sampling is missing as seafarers work on different types of ships and the stress level are different for different ships due to different cargo, different crew composition with varying cultural disposition related with HR and OB dynamics.

[iii] As it is found that performance appraisal has been self-serving and that too questionnaire has been filled in a small time frame. Performance to be judged by various independent tools with varying circumstances as seafarers' performance is such that there is no second chance to recover during emergencies. Also it is to note that while ship is in operation mode, any feedback will have significant impact of duty routine having circadian issues of shift work.

[iv] It is cross sectional finding due to authors self-imposed time constraints for such an important issue—it should have been a longitudinal study.

[v] The study lacks ethnic diversity as it mostly covers seafarers from south-china sea area.

[vi] Port state control is a controlling body and the administration of questionnaire through them official has bias of persuasive bias.

3.0 CONCLUSION

The article is profound in making a mark on industry to understand performance predictor (An et al., 2020)s and the importance of WFC for job performance of sea farers. But recent studies are available as loneliness being one of the factors of fatigue and stress for seafarers but that is not the major contributor for job satisfaction and so the effect on job-performance are multifactorial of or grave intensities than WFC (Sleep and Fatigue Among Seafarers_ The Role of Environmental Stressors, Duration at Sea and Psychological Capital_ Elsevier Enhanced Reader. Html, n.d.).

References

1. An, J., Liu, Y., Sun, Y., & Liu, C. (2020). Impact of Work–Family Conflict, Job Stress and Job Satisfaction on Seafarer Performance. *International Journal of Environmental Research and Public Health*, 17(7), 2191. <https://doi.org/10.3390/ijerph17072191>

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