The Impact of Diverse Culture Towards Safety Onboard Ship

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ARTICLE INFO	ABSTRACT
	This study determined the impact of diverse culture towards safety onboard ship. The tendency to employ diverse culture crews is not without any problem. The consequences for both the employers and the crews, such as miscommunication, communication constraints, alienation and discrimination due to race, culture and religion differences, cannot be avoided. Those consequences may lead to serious safety risks onboard when not being overcome. This study will review the tendency of employing diverse culture crews, as well as the cultural background and characteristics. The employment of diverse culture crews has become widespread. This practice brought a number of problems in communication, including cultural misunderstanding among crew on board as it was criticized as one of the major causes of marine accidents. This study determined the impact of diverse culture towards safety onboard ship of the 30 respondents using descriptive-quantitative method. Thirty (30) respondents were the Basic Training Refresher Course inside the Cebu Technological University Carmen Campus. Given the current scarce resources of research on cultural awareness, the respondents possess a sufficient level of awareness regarding interacting with diverse cultures. Utilizing an international language for communication can contribute to establishing a more inclusive and secure work environment. Also, the respondents display a sufficient level of responsibility when engaging with different cultures. In general, they possess knowledge regarding potential issues or scenarios that may arise during intercultural interactions in the seafaring industry.

1. Introduction.

In the society, people might have many differences. Hence it isn't a hindrance to come up as one. On board ship it is hard having a co-worker with different language, culture, and ethnicity. We come up with this study in order to know what are the possibilities in coping up other's perspective of life, the way they live, and their view towards life as a human being. Safety is important onboard ship, that is the number one priority of everybody.

In the shipping industry, the practice of employing a ship with a crew that is culturally diverse is nothing new. However, merging crews can simply result in possible misunderstandings or communication difficulties. Digging deeper into the maritime industry, questions have been raised, regarding the conditions does the presence of multicultural crews influence the safety of the shipping industry? With modern shipping being open to multicultural and multilingual crewmembers, a lot of the recent human errors and accidents are caused by communication lapses. Many believe that miscommunication only exists between different nationalities; however, there are crewmembers of the same nationality but were raised in different origins or with different principles and still have misunderstandings amongst each other. While facing extended lengths of time on board, it might be difficult to deal with the diversity of people whose ethnicity involves distinctions in language, culture, and religion in addition to ethnic imbalances in terms of race (Daniels, Daija M. 2017).

Lack of multicultural awareness and cross-cultural understanding has reared its head in the shipping industry. It's been a

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factor in seafarer retention, at times for accidents and environmental damage, and can affect seafarer safety and well-being on board. An inability to foster cultural competence affects the shipping industry's bottom line.

Multiculturalism is a general feature of crews of today and in these languages play a crucial role (Silos et al 2012). About 70-80 % of world's merchant fleet has multicultural crews (Magramo & Cellada 2009; Pyne & Koester 2005). Multicultural crews and a possible lack of a common language have produced a rising worry of the competence of ship crews. Globalization has also led to major changes in ownerships as shipping companies grow internationally. Ideally this could further lead to a more organized training of professional crews in all ranks and nationalities (Lane 1999). The question remains if this is the case. Do more agents cause a more diverse culture of different degrees and qualifications? This is of crucial interest especially when technological advances have cut down the number of crewmembers, from what used to be 40-50 to about 20-25 even on large carriers (Ljung 2010).

2. Methodology.

The researchers implemented a simple descriptive-quantitative for the respondents. The design used to survey are questionnaires, which will be distributed to the respondents in order to attain the main objective which is the impact of diverse culture towards safety on board ship. The said survey will be our guide to analyze and interpret the status of respondents.

3. Results.

Table 1: Status of Employment Profile of the Respondents.

Status of Employment	Frequency	Percentage
Permanent	12	40%
Temporary	17	56.6%
Other	1	3.3%
TOTAL	**30**	**100%**

Source: Authors.

As shown in the table above, the status of employment profile of respondents is permanent, temporary and other. According to the data gathered, twelve (12) or 40 percent of the respondents were permanently employed; seventeen (17) or 56.6 percent of the respondents were temporarily employed and one (1) or 3.3 percent of the respondents prefer not to say or other. Based on the gathered data, it can be inferred that majority of the respondents were temporarily employed.

As shown in the table 2, the length of service profile of the respondents ranges from below 1 to 25 years and above in service. According to the gathered data, one (1) or 3.3 percent of the respondent belongs to the range of below 1 year of service; another one (1) or 3.3 percent belongs to the range of 1 to 2 year in service; seven (7) or 23.3 percent of the respondent belongs to the range of 3 to 4 years of service; eight (8) or 26.6 percent

Table 2: Length of Service Profile of the Respondents.

Length of Service	Frequency	Percentage
Below 1	1	3.3%
1-2	1	3.3%
3-4	7	23.3%
5-10	8	26.6%
11-15	4	13.3%
16-20	2	6.6%
21-25	1	3.3%
25 and above	6	20%
TOTAL	**30**	**100%**

Source: Authors.

of the respondent belongs to the 5 to 10 years of service; four (4) or 13.3 percent of the respondent belongs to the range of 11 to 15 years of service; two (2) or 6.6 percent of the respondent belong to the range of 16 to 20 years of service and six (6) or 20% of the respondent belongs to the range of 25 years and above of service. Based on the gathered data, it can be inferred that majority of the respondents were 5 to 10 years in sea duty.

Table 3: The Level of Awareness in terms of Cultural Differences.

	Statement	Mean	Interpretation
1	I am aware of my actions when interacting with people while working onboard.	4.53	OAL
2	I usually anticipate to adjust my behavior whenever. I am interacting with my fellow seafarer from culture that is unfamiliar to me.	4.4	OAL
3	I am aware of how. I react when speaking with co-workers from other cultures.	4.7	OAL
4	I am certain of my awareness as I interact with people from different cultures.	4.56	OAL
5	I consciously reflect on how culture affects beliefs, attitudes and behaviors.	4.13	EAL
6	I often generalize my cross-cultural experiences as a guide for my intercultural interaction in the future.	4.06	EAL
7	I become more comfortable interacting with people from different cultures in different working settings as time goes by	3.43	EAL
8	I am aware that my country's culture has a broad influence on my beliefs, attitude and behavior.	4.3	OAL
9	I understand the responsibility of my roles onboard and have my own standards about my work performance.	4.46	OAL
10	I am aware with the different countries culture, traditions and religious beliefs.	3.93	EAL
11	The seafarer's own professionalism cultural values and beliefs can contribute a good performance in the seafaring decision and communication styles during working.	4.4	OAL
12	I believe some aspects of the onboard vessel organizational factors (leadership style, cultural climate, organizational processes) may alienate and discourage seafarers from certain national cultures.	3.7	EAL
13	In my seafaring experience, management level onboard seems interested in learning how their behaviors may discourage seafarers from certain cultural or ethnic groups.	4.33	OAL
14	I understand that seafarers from different national cultures might have different understanding about safety and safety culture, which would influence their performance of their assigned duties and tasks.	4.36	OAL
	OVERALL	**4.12**	**EAL**

Source: Authors.

Table above, shows that based on the responses upon the survey conducted on random seafarers on The Level of Awareness in terms of Cultural Awareness during the data gathering procedure shows that respondents rated **Excellent Awareness Level** which is the **Influencing Factors** grand mean is **4.12**.

Table above indicates that the respondents possess a sufficient level of awareness regarding interacting with their fellow seafarers anticipate and usually adjust to the language and behavior whenever they are interacting with others to prevent misunderstanding and maintain safety practices.

The awareness of the respondents enables them to be conscious on the attitude and belief of the others at the same time they are responsible enough to be mindful on their differences to hinder the possibility of misunderstanding. Skopinskaja, L. (2003) stated in their research that, they use the term cultural awareness to describe sensitivity to the impact of culturally-induced behavior on language use, communication and other cultural representations such as beliefs, values, life styles, attitudes and feelings.

Table 4: Influencing Factors.

	Statement	Mean	Interpretation
1	My communication skills enable me to change my verbal behavior (e.g. accent, tone, choice of words and expression) when a cross-cultural interaction requires it.	4.4	OAL
2	I prefer to speak English in working situations even though my colleagues maybe my national fellow.	3.93	EAL
3	The MET institution or training center I attended have adequately address cultural issues by providing relevant courses.	4.26	OAL
4	My study experience at MET Institution or training center have provided me intercultural activities to help me become knowledgeable about the possible problems or situations associated with various intercultural interactions in seafaring.	4.43	OAL
	OVERALL	**4.26**	**OAL**

Source: Authors.

Table above shows that based on the responses upon the survey conducted on random seafarers about Influencing Factors during the data gathering procedure shows that respondents rated **Outstanding Awareness Level** which is the grand mean is **4.26**.

Table above demonstrated that the respondents display a sufficient level of responsibility when engaging with different cultures. In general, they possessed knowledge regarding possible problems that may occur onboard due to multicultural and multilingual crews and potential issues or scenarios that may arise onboard. As utilizing an international language will come up to clear conversation for communication can contribute to establishing a more inclusive and secure work environment. As stated by Daniels (2017) individuals working in this field are required to possess the ability to communicate effectively I maritime English and adhere to safety protocols.

3.1. Summary of the Result.

Based on the findings and conclusions of this inquiry the following recommendations are hereby given.

1. International language proficiency course for seafarers. Respondents possess a sufficient level of awareness regarding interacting with diverse cultures. Utilizing an international language for communication can contribute to establishing a more inclusive and secure work environment. As stated by M. Daniels, 2017, individuals working in this field are required to possess the ability to communicate effectively in maritime English and adhere to safety protocols.
2. Respondents possess a sufficient level of awareness regarding interacting with their fellow seafarers anticipate and usually adjust to the language and behavior whenever they are interacting with others to prevent misunderstanding and maintain safety practices.

Conclusions.

The shipping sector has been significantly impacted by changed and as a result of globalization and the continued economic integration of the world economy. Since the 1980s, using personnel of mixed nationalities has become a common practice to cut manning expenses. It is now known that the cultural complexity onboard ships is a problem for modern shipping and a major factor in maritime accidents. Stereotyping, cultural limitations, or a lack of cultural knowledge can easily result in miscommunication, poor teamwork, segregation on board, and misunderstandings.

The examination of the literature demonstrates that academics in the maritime industry have made an effort to quantify, characterize, and pinpoint the potential advantages of multicultural crews. Unfortunately, the outcomes indicate discord or disagreement. Although there seems to be broad consensus regarding the necessity of improved cultural awareness to assure safety, rigorous study on cultural awareness, including its definition, conceptual model, influencing factors, and assessment tools, is lacking in previous studies.

As a result, the training of crew for cultural awareness in the marine industry has not progressed as anticipated. To fill the identified research gap and answer the research questions, the researchers conclude that seafarers must be educated in cultural awareness and acknowledge the importance of using international language prior to working with mixed crews despite the awareness they possessed in order to prevent misunderstanding and have zero possibility on misinterpretation leading to safety risk.

4. Recommendations.

Based on the findings and conclusions of this inquiry the following recommendations are hereby given.

1. International language proficiency course for seafarers.

2. The need for cultural sensitivity training programs, enhance new constructivist learning strategies, and the promotion of culturally sensitive management in the maritime industry.

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