



Quantifying the Nexus: An Analysis of an interplay between the Job Productivity and Workplace Performance Among Filipino Engine Seafarers

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ABSTRACT

This descriptive-correlational study aimed to determine the relationship between job productivity and workplace performance of engine seafarers. The independent variables are Filipino engine seafarer's quantity and quality of work, professionalism, and obeying the company's rules. On the other hand, their job productivity and workplace performance are the dependent variable. This was participated by randomly selected 100 seafarers from Iloilo Province. A researcher-made questionnaire was validated by the research experts, and constructed Google forms were distributed through Facebook Messenger. After which, researchers electronically gathered the data during the data collection process. The statistical tools used for the descriptive statistics were frequency count, mean, standard deviation, and ranking, while the Pearson correlation coefficient was utilized for the inferential statistics. The researchers found that the level of job productivity of Filipino engine seafarers onboard when taken as a whole was high ($m=3.79$; $SD=1.02$). However, when grouped according to quality of work it was very high ($m=4.36$; $SD=.74$) and quantity of work it was average ($m=3.22$; $SD=.93$). Moreover, the level of workplace performance of Filipino engine seafarers onboard when taken as a whole was high ($m=4.08$; $SD=.74$), when grouped according to professionalism it was high ($m=4.07$; $SD=.81$), and obeying the company rules it was high ($m=4.09$; $SD=.67$). Lastly, there was a relationship between job productivity and workplace performance, denoting a significant relationship ($r(100) = .544$, $p=0.000$). Thus, engine seafarers onboard can adapt to the vast difficulties in their working conditions in respect to their job productivity and workplace performance. They are committed to their work, and they offer a quality output in a timely manner to help their respective companies grow. Also, they value professionalism in their workplace for the success of their company.

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1. Introduction.

1.1. Background of the Study.

According to Career Explorer (2020) Marine engineers are responsible for the design, construction, and maintenance of ships, boats, and other marine vessels. They work on a wide range of tasks related to the mechanical and electrical systems that power and operate these vessels. These tasks may include

designing engines, propulsion systems, and auxiliary systems, such as heating and cooling systems, as well as overseeing the installation, testing, and maintenance of these systems.

According to Erick P. Massami et. al (2021) Nowadays, most shipping companies are aware of the importance of analyzing seafarers' work performance. Thus, improving seafarers' work performance or finding out the ways by which seafarers' work performance can be enhanced is becoming one of the decisive factors for the success of any shipping company. Any organization aims to have employees who can accomplish corporate goals and objectives using available resources efficiently and effectively.

According to Putra, Jodi, & Prayoga, (2019) In an organi-

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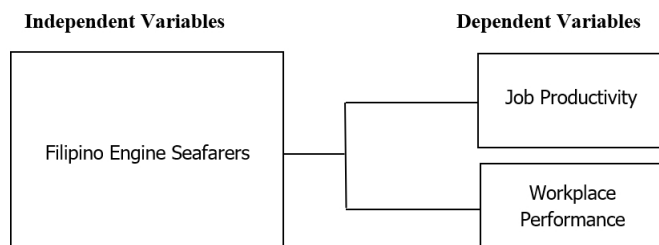
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zation, employees are valuable assets and can be a source of competitive advantage for the company. Competent employees can increase company performance and productivity. Productivity has become one of the important aspects of work culture in the organization, employee productivity contributes to the company's ability to win competition in the industry Abdelwahed & Al Doghan, (2023); Awan & Tahir, 2015; Singh & Chaudhary, (2022). Work productivity is the ability of employees to manufacture products or services required by the organization to accomplish targets. High work productivity will enhance organizational performance, so organizations will look for the greatest approaches to increase employee productivity so as to produce a positive and sustainable effect Yunus & Ernawati, (2018). As a manufacturing company, success in winning rivalry relies upon their employees for creating productivity, effectiveness, and productivity.

1.2. Conceptual Framework of the Study.

Figure 1 shows the schematic diagram of the research entitled “Quantifying the Nexus: An Analysis of an Interplay between the Job Productivity and Workplace Performance among Filipino Engine Seafarers onboard”. The independent variables are the Filipino Engine Seafarers. On the other hand, their job productivity and workplace performance are the dependent variables.

Figure 1: Conceptual Framework of the Study.



Source: Authors.

1.3. Theoretical Framework of the Study.

This research entitled “Quantifying the Nexus: An analysis of an interplay between the Job Productivity and Workplace Performance among Filipino Engine Seafarers”, was anchored for the study of Behavioral reinforcement theory of B.F Skinner (1957), Reinforcement theory is an important principle in the field of organizational behavior. Accordingly, the theory provides a cohesive reinforcement theory framework, which consists of four aspects of operant conditioning: positive reinforcement, negative reinforcement, punishment, and extinction.

To furthermore justify this research, The Behavioral reinforcement theory in the workplace of B.F Skinner (1957), Regardless of their choices, managers should carefully consider different factors that can influence the effectiveness of their reinforcement or punishment. Accordingly, there are three main factors influencing reinforcement theory in the workplace: employees' satisfaction, speediness, and the extent of the reinforcement or punishment. Employees must always find operant conditioning meaningful and feasible. For instance, be it

positive reinforcement, managers should ensure that employees are satisfied with such rewards or recognition. Likewise, punishment reinforcement should be reasonable enough for employees to comply with. Speediness, Time is an essential factor in reinforcing employees' motivation. Accordingly, the gap between each reinforcement or punishment should neither be too short nor too long. Further, operant conditioning should be timely and usually immediately following the cause. The extent of the reinforcement of the punishment, the size of the reinforcement, or the extent of the punishment, should also be carefully considered. For instance, the bigger the rewards are, the more motivated employees may get. Likewise, strict punishment may be more effective in stirring negative behaviors. Yet, unrealistic punishment can discourage individuals instead.

1.4. Statement of the Problem.

This study aims to determine the interplay between job productivity and workplace performance of Filipino Engine Seafarers onboard.

Specifically, this study aims to answer the following questions:

1. What is the level of job productivity of Filipino Engine Seafarers onboard when taken as a whole and grouped according to quality and quantity of work?
2. What is the level of workplace performance of Filipino Engine Seafarers onboard when taken as a whole and grouped according to professionalism and obeying the company's rules?
3. Is there a significant relationship between job productivity and workplace performance of Filipino Engine Seafarers onboard?

1.5. Hypothesis of the Study.

There is no significant interplay between job productivity and workplace conduct of Filipino Engine Seafarers onboard.

1.6. Definition of Terms.

For the clarity and precision of the following, words are defined conceptually and operationally:

Nexus: According to Vocabulary.com (2019) nexus is a central link or connection. If you happen to be at the nexus of something, you are right in the middle of it, like standing in the middle of an intersection.

In this study, “Nexus” is used in this research to link a connection between job productivity and workplace performance of Filipino Engine Seafarers onboard.

Interplay: According to Cambridge University (2018) Interplay is the action between two or more things or the effect they have on each other.

In this research, “Interplay” is used to analyze if job productivity and workplace performance has relationship to the Filipino Engine seafarers when working onboard.

Engine Seafarers: Engine Department is most important equipment of ship organization for safe and economic sealing in sea. Marine engineers are responsible for maintenance of

the engine room. The chief engineer and ship engineer are responsible for ensuring that all planned mechanical and electrical maintenance takes place and Co-ordinates operations with shore-side port engineer.

In this study, “Engine Seafarers” is used in this research to give emphasis to the 100 Filipino Engine Seafarers to be the respondents of this research.

Job Productivity: Is often a measure of how efficiently an employee is able to convert their time and effort into quality work. In other words, it’s a measure of how much an employee is able to get done in a given amount of time. Aino (2021)

In this study, “Job Productivity” refers to the quantity and quality of work that a Filipino Engine Seafarers has done on behalf of working onboard ship.

Workplace Performance: A code of conduct at the workplace refers to a set of guidelines, rules, and policies that define the acceptable and unacceptable behaviors of employees in the workplace. It outlines the values and principles that guide employees’ conduct and interactions with one another, customers, and stakeholders. LinkedIn (2023).

In this study, “Workplace Performance” refers to the attitude and behavior that a certain Filipino Engine Seafarers behaves in a workplace area onboard ship.

1.7. Scope and Delimitation of the Study.

The scope of our study is to determine the interplay between the job productivity and workplace performance of Filipino Engine Seafarers onboard. The research was anchored to the theory of reinforcement by B.F Skinner (1957). The independent variables are the Filipino Engine Seafarers. At the same time, their job productivity and workplace performance are the dependent variable.

The research employed a descriptive-correlational approach, and 100 engine seafarers from Iloilo Province with at least (1) year experience onboard were randomly selected. A researcher-made questionnaire was validated by the research experts and constructed Google Forms were disseminated via Facebook Messenger and E-mails. As part of the data-gathering process, researchers also collected the information electronically. Frequency, Count, Mean, Standard Deviation and Ranking for the statistical analysis were used in descriptive statistics, while the person correlation coefficient was utilized for the inferential statistics.

1.8. Significance of the Study.

The findings should be beneficial to the following:

Maritime Students. To establish a platform that will address the Job productivity and workplace performance of Filipino engine seafarers when working onboard, this research will help the Maritime Students to understand the relationship between job productivity and workplace conduct and how it affects the performance of Filipino engine seafarers onboard.

Maritime Institutions. To enlighten Maritime institutions on determining the importance of cultivating and focusing on subjects that help improve the job productivity and workplace performance of their engine cadets so that they could be a seafarers when they work onboard.

Maritime Higher Education Institutions. To provide additional standards to maritime education through understanding and giving importance to enhancing the education to Filipino engine seafarers.

Shipping Companies. To evaluate concrete interactions to improve the quality and quantity of work and at the same time the professionalism of engine seafarers needs to adhere onboard, aiming to support good work performance and improve maritime safety.

Researchers. To gain a deep knowledge and understanding of the relationship of job productivity and work conduct when working onboard.

Future Researchers. To have an additional background about how working onboard affects the job productivity and work conduct of Engine Seafarers onboard so that they will use this as a review of related literature for their future research.

2. Review of Related Literature.

2.1. Filipino Engine Seafarers.

According to Johanna Markkula (2020) Filipino sailors in particular have emerged as the most important nationality within this global mobile labor force. Often facing discrimination, racialized representations, and obstacles to social mobility onboard their moving worksites, these workers draw on certain vernacular narratives to claim historical authenticity and a natural propensity to seafaring, thereby justify their right to belong in contemporary shipping. This article uses ethnography from onboard cargo ships and ashore in the Philippines to show how such narratives themselves become forces of production for the mobile labor of Filipino seafarers. Drawing on Cresswell’s concept of ‘constellations of mobility,’ the article explores how the mobile labor of Filipino seafarers is narrated as geographically and historically formed and how this shapes Filipino seafarers’ everyday experiences onboard ships today. By critically examining the historical production of maritime labor, as well as its contemporary social reproduction through such narratives, this ethnography of Filipino seafarers’ ‘mobile labor’ shows the co-production of labor, racialization, and mobility in the shipping industry.

2.2. Job Productivity.

According to Amna Anjum et. al. (2018) The term ‘productivity’ involves measuring the efforts of an individual to convert the input resources effectively and efficiently into output. It basically refers to the time spent on the desired activity, which the employee is expected to perform within specific limited resources. Scholars argued that the term of ‘productivity’ has no single operational definition as it can vary according to the context, culture, and type of the organization.

According to Victoria Kenny (2019) Job productivity integrates both the concepts of employee productivity and organizational productivity, which can be measured by quality considerations. Job productivity depends upon multiple factors, including: individual ability, working environment, HR motivational policies, support from supervisors, and organizational

standards. It can be measured in monetary terms, which has the attributes of financial, human, organizational, and social capital. The level of productivity does not only depend upon the individual's ability but also on his/her social network and work environment.

Employees who enjoy their work environments are more engaged, more productive, happier, and healthier. Therefore, it makes perfect sense to generate a workplace that is conducive to the well-being of the workforce and organizations should make efforts to provide a better environment for employees so that they may feel comfortable and committed to their jobs in order to increase productivity.

The performance of a company to achieve its goals is influenced by the performance of its existing employees within the company itself. The employee performance according to Mangkunegara (2008), is the quality of work and quantity achieved by employees in performing their duties in accordance with the responsibilities that given to them by the company management. Factors that have a significant effect on employee performance are the understanding on SOP and work relationship. SOP understanding will bring employees to work in accordance with the expected performance. A good work relationship between employees and between employees and management, provide motivation to employees to achieve the expected performance Sudibyo, et al. (2014)

Erick P. Massami & Malima M. Manyasi et. al. (2021) improving seafarers' work performance or finding out the ways by which seafarers' work performance can be enhanced is becoming one of the decisive factors for the success of any shipping company. Any organization aims to have employees who can accomplish corporate goals and objectives using available resources efficiently and effectively. Manpower performance can be enhanced by putting more emphasis on factors that can stimulate employees' motivational level, creativity and job satisfaction.

2.3. Workplace Performance.

According to Rabindra Kumar Pradhan¹ Lalatendu Kesari Jena (2017). Performance is a multi-component concept and on the fundamental level one can distinguish the process aspect of performance, that is, behavioral engagements from an expected outcome Borman, & Motowidlo, (1993); Campbell et al.(1999). The behavior over here denotes the action people exhibit to accomplish a work, whereas the outcome aspect states about the consequence of individual's job behavior (Campbell, 1990). Apparently, in a workplace, the behavioral engagement and expected outcome are related to each other Borman, & Motowidlo, (1993), but the comprehensive overlap between both the constructs are not evident yet, as the expected outcome is influenced by factors such as motivation and cognitive abilities than the behavioral aspect. Performance in the form of task performance comprises of job explicit behaviors which includes fundamental job responsibilities assigned as a part of job description. Task performance requires more cognitive ability and is primarily facilitated through task knowledge (requisite technical knowledge or principles to ensure job performance and having an ability to handle multiple assignments), task skill

(application of technical knowledge to accomplish task successfully without much supervision), and task habits (an innate ability to respond to assigned jobs that either facilitate or impede the performance) Conway (1999).

Supported by the study of W. Quin Yow & Tony Zhao Ming Lim (2019), Collaborative problem-solving, the mutual engagement of people in a coordinated effort to solve a problem together, plays a critical role in the increasingly complex, linguistically diverse, and interconnected world. In particular, being able to communicate in the same languages provides a critical platform for facilitating problem solving among members of a multilingual team. Working in small groups becomes increasingly crucial as problems become more complex. Working collaboratively on problems, or collaborative problem-solving, is defined as the mutual engagement of participants in a coordinated effort to solve a problem together (Roschelle and Teasley, 1995). This is different from cooperative work, or tasks that the labor is divided but then completed individually Dillenbourg, et al. (1995) For example, in mathematical problem-solving, if one person does the first subpart and the other does the second subpart, this would be termed as cooperative work. However, if both people work together to solve the problems together, this would be termed as collaborative work. Thus, collaboration requires mutual engagement of the group, where members of the group work together and perform actions toward a common goal Dillenbourg, et al. (1995) But successful mutual engagement of the group hinges on the members' ability to communicate with each other during the problem-solving process. With the rising importance of collaborative problem-solving in multilingual and multicultural work or study teams today, stemmed in part from an increasing majority of the world's population who speaks two or more languages Crystal, Ripoll et al. (2010) being able to communicate in the same languages provides a critical platform for facilitating problem solving among these teams. This study aims to explore the effect of similarities in spoken language between members of a team on collaborative problem-solving performance.

The success of an organization or company is strongly influenced by employee performance. Every organization or company will always try to improve employee performance, with the hope that what the company's goals will be achieved. According to Mangkunegara (2013) performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. In achieving employee performance, human resource factors are very dominant in influencing employee performance. In addition, good performance professionalism is how an employee is able to show work behavior that leads to the achievement of company goals and objectives, for example by managing human resources to lead to good work results. The scope of human resource management in general discusses matters relating to humanity including employee job satisfaction. Job satisfaction is a general attitude of an individual towards his job, a person with a high level of job satisfaction shows a positive attitude towards the job, a person who is dissatisfied with his job shows a negative attitude towards the job Robbins, (2011) Satisfaction felt by employees at work is an indication

that employees have happy feelings in carrying out work duties. Nurul hidayah, (2016) in his research stated that job satisfaction has a positive and significant effect on performance. While other studies from Sari, and Susilo, (2018) provide different results that job satisfaction is not a variable that is able to mediate the relationship between compensation for performance.

2.4. Summary of the Review of Related Literature.

We, the researchers, chose these research studies for our point of literature because it provides evidence to our chosen research topic. Job productivity and workplace performance is a great challenge onboard for mostly all Filipino Marine Engineers, one of the main problems that they encounter was on how to handle the quality and quantity of their work as Marine Engineers. On behalf of Francis Green (2021) The key axiom is that “quality” relates to the extent and manner in which working conditions meet people’s needs from work. According to EMPLOYEEDIA (2017) The quantity of Work is the amount of work accomplished by an employee against the expectations set by the employer. At the same time the work performance with regards to obeying the company’s rules and work professionalism. Organizations set rules for a reason whether that reason is safety, ethics, fairness, quality, or efficiency. On the other hand, previous researches has found that employees often break company rules, and that can have negative consequences for their employers. Martha E. Mangelsdorf (2017).

Professionalism is not an easy skill to develop since it the makes up of many different skills all “mushed” together and tends to take years of experience to perfect. Professionalism is the one that employers (and others) say they “know it when they see it.” Recognizing that there is a population of young people who may struggle with one or more of the individual skills that make up professionalism, it is important to provide a safe environment for all youth who are determined to practice and reinforce these skills. United States Department of Labor (2010).

Nonetheless, despite the difficulties that Filipino Marine Engineers faced onboard; they still manage to work under pressure and precisely do their work qualitatively and quantitatively and how they obey the company rules and how to work professionally onboard. As such, they still have a great impact on the maritime industry. Safety is also one of the main focuses of this research. When you work professionally and obey the orders of the officers, you can easily impose safety onboard and avoid accidents caused by incompetency and lack of decent training for seafarers. Job productivity and workplace performance are some of the greatest factors when it comes to working onboard. Job productivity ensures that all work must be done on time and has a precise outcome, completing the work quantitatively and qualitatively can satisfy the work outcome onboard. Workplace conduct is also another factor onboard, by obeying the company’s order and working professionally, the workload onboard will become easier as the seafarers work with professionalism and techniques, and there will be no chaos and problems when it comes to working onboard.

3. Research Design and Methodology.

3.1. Research Design.

Descriptive-correlational research design is used to determine the relationship between job productivity and workplace performance of Filipino Marine Engineers onboard. As a descriptive study, it attempted to get to know the individuals, accurately depicted some of their traits, and gave the background information required for the formulation of a more specific topic for a later, more focused investigation as well as for the development of the hypotheses. It accurately and truthfully represented the issue or areas of interest systematically. It enabled the researcher to describe and comprehend the behavior in detail. This study was correlational since it used a variety of statistical tools to determine how closely the variables were related to one another.

3.1.1. Respondents.

The respondents of the study were 100 seafarers onboard who were currently residing in Iloilo Province. The purposive sampling technique was applied for the selection of the respondents in the study.

Table 1: Number of respondents.

Number of Respondents		
Location	Population (N)	%
Iloilo Province	≈100	≈100%

Source: Authors.

3.2. Methodology.

3.2.1. Data Gathering Procedure.

After a letter of permission to conduct the study, it will be approved by the research adviser, data gathering will be started on November 30, 2023 to January 10, 2024 using Google Forms, it will be sent to the respondents through messenger and e-mail. Upon the retrieval of the data, responses will be tallied and submitted to statistical treatment.

3.2.2. Data Instrument

This study utilized a duly validated researcher-made questionnaire. It is divided into four (4) areas namely: (1) Quality of Work; (2) Quantity of Work; (3) Workplace performance in terms of Professionalism; and (4) Workplace performance in terms of obeying the company’s rules. A 5-point Likert scale of agreement was featured wherein each rating has an assigned point consisting, Always = 5, Often = 4, Sometimes = 3, Rarely = 2 and Never = 1. The research employed a descriptive-correlational approach, and 100 engine seafarers from Iloilo Province with at least (1) year experience onboard were randomly selected. A researcher-made questionnaire was validated

by the research experts and constructed Google Forms were disseminated via Facebook Messenger and E-mails. As part of the data-gathering process, researchers also collected the information electronically. Frequency, Count, Mean, Standard Deviation and Ranking for the statistical analysis were used in descriptive statistics, while the person correlation coefficient was utilized for the inferential statistics.

3.2.3. Data Analysis Procedure.

The Statistical Package for Social Science (SPSS) will use to analyze and evaluate the data collected from the respondents. Pearson correlation coefficient, frequency count, means, standard deviation, ranking, and 0.5 level of significance were employed. The scale for analyzing the level of Filipino Engine Seafarers job productivity and workplace performance together with their correlations as follows.

Table 2: Level of Job Productivity and Workplace Conduct.

Scale	Description
4.20 - 5.00	Very High
3.40 - 4.19	High
2.60 - 3.39	Average
1.80 - 2.59	Low
1.00 - 1.79	Very Low

Source: Authors.

4. Results and Discussions.

4.1. Descriptive Data Analysis.

Table 3 shows the level of job productivity of Filipino engine seafarers when group according to quality of work was very high with the composite mean of 4.36, SD= 0.74 of all the items, “I observe waste disposal on onboard to prevent pollution.” got the highest weighted mean of 4.59. This implies that proper waste treatment requires cleanliness and thoroughness of the organization of the engine room, that’s why respondents chose this to be a top priority in terms of quality of work.

It was followed by “I manage to plan my work so that I could finished it on time.” with the mean score of 4.80. Respondents tend to find it important to plan ahead the task that is assigned to save some time on the site. Followed by “I am productive with the time I spent working on the tasks assigned to me like overhauling machineries.” that generated a mean of 4.53. Respondents think this is important because attending a task like overhauling requires a huge effort and teamwork to organize things and lessen the errors for a more quality assured output.

Based on the result, it supported the study of Mangkune-gara (2008), is the quality of work and quantity achieved by employees in performing their duties in accordance with the

responsibilities that given to them by the company management. Factors that have a significant effect on employee performance are the understanding on standard operating protocols and work relationship. Standard operating protocols understanding will bring employees to work in accordance with the expected performance. A good work relationship between employees and between employees and management, provide motivation to employees to achieve the expected performance (Sudibyo, Hartono, & Maas, 2014).

However, the items such as, “I can handle high volume of work without sacrificing the quality of work and I can promptly adjust to changing requirements ex. Additional trainings” got the lowest mean of 4.08. This simply means that seafarers have a hard time maintaining precision on high volumes of work and they are displeased of the additional requirements that is given to them.

Table 3: Level of Job Productivity according to Quality of Work.

No.	Quality of Work Questionnaires	Mean	Interpretation	Rank
1	As a seafarer, I am productive with the time I spent working on the tasks assigned to me like overhauling machineries.	4.5300	Very High	3
2	As a seafarer, I respond quickly and courteously to the officers' assigned tasks like bunkering.	4.5300	Very High	4
3	As a seafarer, I manage to plan my work so that I could finished it on time.	4.5800	Very High	2
4	As a seafarer, on my own initiative, I started new tasks when I complete the old task that is given to me.	4.4500	Very High	8
5	As a seafarer, I am capable in performing routine maintenance and repairs of engine.	4.3980	Very High	9
6	As a seafarer, I effectively communicate and coordinate with the engine room team and other crew members on board.	4.4600	Very High	7
7	As a seafarer, I am able to operate and troubleshoot engine systems and equipment effectively.	4.1200	High	13
8	As a seafarer, I can handle high volume of work without sacrificing the quality of work.	4.0800	High	15
9	As a seafarer, I can surpass the expectation of my officers by finishing additional tasks	4.1900	High	11
10	As a seafarer, I show self-driven motivation and dedication to manage workload onboard.	4.5100	Very High	5
11	As a seafarer, I can promptly adjust to changing requirements ex. Additional trainings.	4.0800	High	14
12	As a seafarer, I use innovative approaches to solve problems and complete more tasks.	4.3000	High	10
13	As a seafarer, I can manage a large workload with precision.	4.1400	High	12
14	As a seafarer, I observe waste disposal on onboard to prevent pollution.	4.5979	Very High	1
15	As a seafarer, I participate in machinery maintenance like overhauling of the main engine to improve my quality of work onboard.	4.5051	Very High	6
Overall		4.36	Very High	

Interpretation: Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

Table 4 shows the level of job productivity of Filipino engine seafarers when grouped according to quantity of work was average with the composite mean of 3.22, SD= 0.93. of all the items, “I show my capabilities to work independently while achieving all goals in time.” Got the highest mean score of 4.45. This indicates that effectively managing task without consistent supervision and successfully meeting established objectives within specific deadlines. This ability results a combination of self-reliance, time management skills and a results-oriented approach. This was followed by “I manage my time and tasks to ensure in meeting work-related deadlines.” With a mean score of 4.38, this implies that respondents are very meticulous of their time so that they do not delay their work. In

addition, this often seem as a positive attribute in a professional setting, as efficient time and task management contributes to individual productivity and overall success of projects. It reflects a sense of responsibility, organization, and a commitment to delivering work in a timely manner.

Third in the list that got the mean score of 4.28 is, “I effectively manage and prioritize workload to ensure timely completion” this tells that with proper mindset, coordination, enough knowledge and time management, respondents can do their work independently and achieving it on time.

It is true, according to the study of Mangkunegara (2008), is the quality of work and quantity achieved by employees in performing their duties in accordance with the responsibilities that given to them by the company management. Factors that have a significant effect on employee performance are the understanding on standard operating protocols and work relationship. Standard operating protocols understanding will bring employees to work in accordance with the expected performance. A good work relationship between employees and between employees and management, provide motivation to employees to achieve the expected performance (Sudibyo, Hartono, & Maas, 2014).

However, the items such as “I failed to prioritize task effectively, resulting in missed deadlines and incomplete projects” got the low acquired mean of 2.25, this means that seafarers do want to fail on complying their task of course their deadlines. “I poorly manage workload resulting incomplete task” got the lowest mean of 2.24, this means that they value craftsmanship in workplace and focuses on a goal to complete tasks assigned to them.

Table 4: Level of Job Productivity according to Quantity of Work.

No.	Quantity of Work Questionnaires	Mean	Interpretation	Rank
1	As a seafarer, I find myself working overtime or beyond my regular shifts.	4.1919	High	5
2	As a seafarer, I manage my time and tasks to ensure in meeting work-related deadlines	4.3838	Very High	2
3	As a seafarer, I show my capabilities to work independently while achieving all goals in time.	4.4545	Very High	1
4	As a Seafarer, I show the ability to deal with excessive workloads onboard.	4.2347	Very High	4
5	As a Seafarer, I frequently miss the deadlines and failed to achieve set objectives.	2.3737	Average	12
6	As a Seafarer, I failed to prioritize tasks effectively, resulting in missed deadlines and incomplete projects.	2.2525	Low	14
7	As a Seafarer, I can finish all allocated duties within the timeline.	4.1616	High	6
8	As a Seafarer, I effectively manage and prioritize workload to ensure timely completion.	4.2828	Very High	3
9	As a Seafarer, I have insufficient output compared to the workload.	2.9192	Average	8
10	As a Seafarer, I am experiencing lack of dedications and efforts towards workload.	2.3737	Average	11
11	As a Seafarer, I constantly made errors despite handling a low volume of work.	2.4545	Average	10
12	As a Seafarer, I am capable of complex issue within set deadline.	3.5566	High	7
13	As a Seafarer, I am suffering from inability to multitask effectively, resulting in incomplete task.	2.5152	Low	9
14	As a Seafarer, I poorly manage workload resulting incomplete task.	2.2449	Low	15
15	As a Seafarer, I always procrastinate on difficult tasks and is unable to complete my work.	2.3535	Low	13
Overall		3.22	Average	

Interpretation: Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

Table 5 shows the level of job productivity of Filipino Engine Seafarers when taken as a whole was high with a mean score and standard deviation of (3.79, SD= 1.02). When grouped according to quality of work, it is very high (4.36, SD = 0.74). But when grouped according to quantity of work, it is average (3.22 SD= 0.93). The statistical result implies that Filipino Engine Seafarers emphasizes the integrity of their work and keeping it on time. But some respondents have issues linked to quantity and quality of work onboard such as the delays, heavy workload, insufficient resources, improper communication etc. Despite of these, Erick P. Massami & Malima M. Manyasi et. al. (2021) improving seafarers' work performance or finding out the ways by which seafarers' work performance can be enhanced is becoming one of the decisive factors for the success of any shipping company. Any organization aims to have employees who can accomplish corporate goals and objectives using available resources efficiently and effectively. Manpower performance can be enhanced by putting more emphasis on factors that can stimulate employees' motivational level, creativity and job satisfaction.

Table 5: Level of Job Productivity of Filipino Engine Seafarers Onboard when taken As a Whole and grouped according to Quality and Quantity of Work.

Level of Job Productivity	N	M	SD	Interpretation
As a Whole	100	3.79	1.02	High
Quality of Work	100	4.36	.74	Very High
Quantity of Work	100	3.22	.93	Average

Interpretation – Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

Table 6 shows the level of workplace performance of Filipino engine seafarers when grouped according to professionalism was interpreted high with a mean score of 4.07; SD= 0.81. Among the items, “while onboard, I regularly follow company guidelines, industry rules, and safety procedures.” Have a highest mean of 4.67, This implies that the respondents are complying with all the necessary rules and guidelines of the company and also the safety protocols onboard. The emphasis on safety procedures indicates a recognition of the critical importance of ensuring a safe working environment. This commitment aligns with the high priority placed on safety in maritime operation.

It was followed by “I respect the cultural beliefs and religion of the other crew members.” With a mean score of 4.59. This implies that Filipino engine seafarers are valuing cultures, norms, and tradition of their coworker. The individual recognizes the importance of being sensitive to and aware of the diverse cultural beliefs of the crew members. This involves understanding and respecting various customs, traditions and practices. It was followed by “, I work well with the other members of the engine room staff as well as the rest of the crew, interacting and working with them.” This was anchored by the study of W. Quin Yow & Tony Zhao Ming Lim (2019), Collaborative problem-solving, the mutual engagement of people in a coordi-

nated effort to solve a problem together, plays a critical role in the increasingly complex, linguistically diverse, and interconnected world.

However, the items such as “I am unwilling to assume sole responsibilities for my work in the engine room” got a average mean score of 2.45, which means that they professionally and whole heartedly devote their selves on their work to achieve positive outcomes to the feedbacks of their superiors. It was followed by “I am not responsive to coaching or giving my feedbacks to others when it comes to engine watchkeeping” whom got the lowest mean of 2.43, this means that the higher-ranking engine seafarers are willing to give feedbacks to the junior officers and rating onboard for the development of their performance and abilities when it comes to more difficult and comprehensive problems that they may encounter onboard.

Table 6: Level of Workplace Performance according to Professionalism.

No.	Workplace Performance according to Professionalism Questionnaires	Mean	Interpretation	Rank
1	As a Seafarer, while onboard, I regularly follow company guidelines, industry rules, and safety procedures.	4.6768	Very High	1
2	As a Seafarer, I work well with the other members of the engine room staff as well as the rest of the crew, interacting and working with them.	4.5657	Very High	3
3	As a Seafarer, I actively seek opportunities for professional development and improvement.	4.4796	Very High	7
4	As a Seafarer, I admit to my mistakes and errors in the engine room.	4.2525	Very High	11
5	As a Seafarer, I always arrive on time to work and make it to meetings when they are scheduled.	4.4949	Very High	6
6	As a Seafarer, I can increase my personal abilities to effectively communicate across cultural lines.	4.5306	Very High	5
7	As a Seafarer, I can collaborate with other nationalities in terms of troubleshooting in the engine room.	4.3434	Very High	11
8	As a Seafarer, I can stay calm under pressure when things go wrong in the engine room.	4.4747	Very High	8
9	As a Seafarer, I can work smartly rather than harder to be more efficient at work.	4.3636	Very High	10
10	As a Seafarer, I always seek improvements to keep my skills up to date and my knowledge valid as I grow in work.	4.4545	Very High	9
11	As a Seafarer, I pursue to complete my job even though it could make my hands and body dirty.	4.5455	Very High	4
12	As a Seafarer, I am ineffective when it comes to interacting with others.	3.0101	Average	13
13	As a Seafarer, I am not responsive to coaching or giving my feedback's to others when it comes to engine watch keeping.	2.4343	Low	15
14	As a Seafarer, I am unwilling to assume sole responsibility for my work in the engine room	2.4592	Low	14
15	As a Seafarer, I respect the cultural beliefs and religion of the other crew members.	4.5960	Very High	2
Overall		4.07	High	

Interpretation: Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

Table 7 show the level of workplace performance of Filipino engine seafarer when grouped according to obeying the company's rules was high with a mean score of 4.09; SD= 0.67. Of all the items, “I support the company's practice of safety and health protocols onboard.” garnered the highest mean score of 4.67, this implies that safety and health are the most important factors to be considered when working onboard the ship.

This was followed by, “I obey company's rules by writing down their policies or having it saved on my phone.” With a mean score of 4.64, respondents find it important to have access to the rules and policies implemented by the company to lessen errors and mishaps while working onboard. Also, “I follow the rules and regulations of the company consistently to avoid downgrade of the standards of the company” garnered a mean score of 4.62, this implies that respondents rigidly follow

the company's ordinance to improve their work and to have a positive outcome in the workplace.

It is true based on the study according to Mangkunegara (2013) performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. In achieving employee performance, human resource factors are very dominant in influencing employee performance. In addition, good performance professionalism is how an employee is able to show work behavior that leads to the achievement of company goals and objectives, for example by managing human resources to lead to good work results.

However, the items such as “it violates my right to freedom onboard when it comes to following the rules of the company” garnered a low mean score of 2.54, this indicates that the rules of the company are humane and abides all the laws and rights favor to the seafarers, that there shall be no maltreatment or violence that is done onboard the vessel or by the company itself. It was followed by the item “I am not satisfied with the company's rules and regulations” garnered the lowest mean of 2.29. this states that the seafarers are satisfied with what the company has to offer to them such as salary and other miscellaneous fees such as accommodation and recreational activities onboard.

Table 7: Level of Workplace Performance according to Obeying the Company's rules.

No.	Workplace Performance according to Obeying the Company's rules. Questionnaires	Mean	Interpretation	Rank
1	As a seafarer, I obey company's rules by writing down their policies or having it saved on my phone.	4.6465	Very High	2
2	As a seafarer, I follow the rules and regulations of the company consistently to avoid downgrade of standards of the company.	4.6224	Very High	3
3	As a seafarer, I consider sitting down on team meeting at least an hour.	4.3162	Very High	10
4	As a seafarer, I consider an open conversation about what is ideal and beneficial to the rules of company.	4.4124	Very High	9
5	As a seafarer, I respect the company culture beyond the feeling of obligatory manmade.	4.5510	Very High	6
6	As a seafarer, I take time to read relevant policies of the company in the guide book.	4.4343	Very High	8
7	As a seafarer, I discuss the company rules and regulation with my crewmate so that they can also learn it.	4.2626	Very High	12
8	As a seafarer, I am having trouble on understanding policy implemented by the company.	2.6289	Average	13
9	As a seafarer, it violates my right to freedom onboard when it comes to following the rules of the company.	2.5455	Low	14
10	As a seafarer, I am not satisfied with the company's rules and regulations.	2.2929	Low	15
11	As a seafarer, I observe smoking policies onboard	4.3030	Very High	11
12	As a Seafarer, I ensure that commercial factors must take procedure over matters relating to health, safety and environmental protection.	4.5100	Very High	7
13	As a Seafarer, I follow the protection and conservation of the environment.	4.5900	Very High	5
14	As a Seafarer, I support the company's practice of safety and health protocols onboard.	4.6700	Very High	1
15	As a Seafarer, I comply with the mandated working hours dictated by the STCW code along with my company's order.	4.5900	Very High	4
Overall		4.09	High	

Interpretation: Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

Table 8 shows the level of workplace performance of Filipino Engine Seafarers onboard when taken as a whole was high with a mean score and standard deviation of (4.08, SD= 0.74). When grouped according to professionalism, it is high (4.07, SD = 0.81). But when grouped according to obeying the company rules it is also high (4.09 SD= 0.967). The statistical result implies that Filipino Engine Seafarers perform well on

the task while taking significant importance to professionalism and obedience to the company.

This is supported by the study according to Conway (1999), performance in the form of task performance comprises of job explicit behaviors which includes fundamental job responsibilities assigned as a part of job description. Task performance requires more cognitive ability and is primarily facilitated through task knowledge (requisite technical knowledge or principles to ensure job performance and having an ability to handle multiple assignments), task skill (application of technical knowledge to accomplish task successfully without much supervision), and task habits (an innate ability to respond to assigned jobs that either facilitate or impede the performance).

Table 8: Level of Workplace Performance of Filipino Engine Seafarers Onboard when taken As a Whole and grouped according to Professionalism and Obeying the Company's Rules.

Level of Workplace Performance	N	M	SD	Interpretation
As a Whole	100	4.08	.74	High
Professionalism	100	4.07	.81	High
Obeying the Company's Rules	100	4.09	.67	High

Interpretation – Very High (4.20 - 5.00); High (3.40 - 4.19); Average (2.60 - 3.39); Low (1.80 - 2.59); Very Low (1.00 - 1.79)

Source: Authors.

4.2. Inferential Data Analysis.

A Pearson correlation coefficient was used to determine the relationship between job productivity and workplace performance of Filipino engine seafarers onboard.

Table 9 shows that there is a correlation between job productivity and workplace performance of Filipino engine seafarers onboard, denoting significant relationship ($r(100) = .544$, $p = 0.000$). There is enough evidence to reject the null hypothesis because the p-value was less than the .05 significance level. This signifies the linkages to job productivity and workplace performance. Both have a bidirectional influence on the job cognitive and attitude of the Filipino engine seafarers onboard. Their job productivity and workplace performance cannot only contribute to their work productivity and workplace behavior but also to the welfare of the seafaring industry.

In particular, Yuen et al. (2018) highlighted that seafaring remains a demanding job that requires one to face the challenges of harsh weather and working conditions on top of keeping up with the advancements in technologies onboard. In line with this, De Beukelaer (2021) and Vandergeest et al. (2021) suggested the marine industry to grant seafarers full access to stronger labor protections such as those in the Maritime Labor Convention of the International Labor Organization, national labor laws, and increasing support for people and organizations that are frontliners in providing adequate support for seafarers.

Table 9: The Relationship between Job Productivity and Workplace Performance of Filipino Engine Seafarers Onboard.

Variables	Workplace Performance	Description	Interpretation
Job Productivity	$r = .554^{**}$ $p = .000$	Moderate Positive Correlation	Significant

Note: $**p < 0.01$, $*p < 0.05$

Source: Authors.

5. Summary, Conclusions, Implications and Recommendations.

5.1. Summary.

This descriptive-correlational study examined the job productivity and workplace performance of 100 randomly selected seafarers residing in Iloilo Province. The researcher-made questionnaire was validated by research experts, and Google forms were constructed and distributed through Facebook Messenger and email. Likewise, researchers electronically gathered the data during the data collection process. The statistical tools used were frequency count, mean, standard deviation, and ranking for descriptive statistics, while the Pearson correlation coefficient was utilized for inferential statistics. Based on the results of the study, the following are the summary of findings.

1. The level of job productivity of Filipino engine seafarers onboard when taken as a whole was high ($m = 3.79$; $SD = 1.02$) when grouped according to quality of work it was very high ($m = 4.36$; $SD = .74$) and quantity of work it was average ($m = 3.22$; $SD = .93$).
2. The level of workplace performance of Filipino engine seafarers onboard when taken as a whole was high ($m = 4.08$; $SD = .74$) when grouped according to professionalism it was high ($m = 4.07$; $SD = .81$) and obeying the company rules it was high ($m = 4.09$; $SD = .67$).
3. There was a significant relationship between job productivity and workplace performance, denoting a significant relationship ($r(100) = .544$, $p = 0.000$).

5.2. Conclusions.

Based on the results, the following conclusions were formulated:

1. Filipino Engine Seafarers were a “Very High” Quality Worker Onboard. They are able to work efficiently and effectively on the task that is given to them. They are well-equipped with knowledge and consider the output of their work. They still manage to work with precision and mastery despite the rapidly advancing technologies onboard.
2. The Data Implies that Filipino Engine Seafarers are only “Average” when it comes to Quantity of Work. Even though time management is merely a great thing to consider on board, they still manage to complete their task in the soonest way as possible. They devote their time to the completion of their work to satisfy the needs of the company.

3. The Data noted “High” on Professionalism, stating that Filipino Engine Seafarers are well disciplined and well-mannered workers. They are well disciplined and well-mannered workers; they emphasize work-related issues rather than other things that are not work related. They commit themselves to working for the financial security of their family.
4. Filipino Engine Seafarers are good followers of the rules of the company as they score “High” according to the data gathered. Seafarers always set standards and follow the rules of the company. This is to instill a smooth workflow for the employees and guide them for a better work-related environment.
5. The job productivity and workplace performance of engine seafarers are indivisible of the behavioral manifestation of work satisfaction and behavioral management. They can impose a balance between mastery of skills and talent and character poise. They have a calm mind and workaholic nature that allows them to overcome the work-behavior challenges onboard.

6. Implications.

6.1. For Theory.

The results of the findings will help strengthen the foundations of related literature on seafaring. This study could add more information to the theoretical frameworks of maritime education and training. The established theories anchored to the study can support the conceptual review of the future researcher.

6.2. For Practice.

We expect maritime educational institutions to continue flourishing and cultivating future generations of engine seafarers. As long as an individual receives the right training and develops his/her character, properly trained and skilled seafarers will make an important contribution to their families, as well as the country as a whole.

7. Recommendations.

In light of the Major Findings and the Conclusions of the study, the following are recommended:

1. By utilizing the results of this research paper, maritime students can improve their skills and talents, which can serve as a guideline for future development when they go onboard as engine seafarers to further enhance their productivity and workplace performance.
2. This research could be used by maritime institutions to apply quality education and innovative ways of modern shipping to help the younger generation of seafarers to excel.
3. Based on the findings of the study, maritime higher education institutions might consider improving their training and qualifications for future aspiring seafarers to enhance their job productivity and workplace performance.

4. This research paper can be used by shipping companies to assess and improve the job productivity and workplace performance of Filipino engine seafarers onboard. By analyzing the results of this study, they may determine what factors affect Filipino engine seafarers' productivity and workplace performance.
5. Researchers may find valuable citations to this research paper and apply them to their related literature to anchor it if this research paper is related to their study.
6. Future researchers may comprehensively assess the factors that affect the job productivity and workplace performance of Filipino engine seafarers. By examining the effects of each determinant, a contributing effort can be enhanced to further motivate and retain Filipino engine seafarers. In addition, future researchers should conduct a detailed examination of the factors that influence job results in seafaring. Researchers can use it as a guide for their future studies.

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