



Knowledge Attitude Skills and Habits Important Pillar of Maritime Safety

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ABSTRACT

Besides the professional competencies, seafarers also need to possess certain personality traits and natural skills to work in any position on board a vessel. Each individual crew has a set of unique characteristics and working habits that have taken them to where they are in their life. This paper aims to revisit four important behavioural factors like knowledge, attitude, skills, and habits. These factors play an important role on board in setting the tune of organisational behaviours and professional lives on board a ship. To recapitulate, 'knowledge' defines our profession — Engineering, Medicine, Management, Law, competency, safety, and so on — and 'skills' define the extent of our potential, whereas 'attitude' governs the efficiency we achieve and habits demonstrate Human Behaviour. As a result, the pillars of maritime safety are 'knowledge,' 'attitude,' 'skills,' and 'habits.'

Key Words: Knowledge attitude skill, habit, Shipboard safety.

I. INTRODUCTION:

Technology and digitization are altering the shipping industry. The introduction of "smart" ships has resulted in an increase in the demand for maritime professionals who are knowledgeable and highly skilled. Shipping is considered and recognised as the important global trade and 90% of the trade is carried across the ocean. Sadly, ship accidents that are mainly caused by work and cause injury or death are common. The crew's immature, untrained, and emotional behaviour is to blame for many of these accidents. Many of the Maritime disasters of the 21st century is far from comprehensive. However, the fact that shipboard safety is a matter of habit, crew skills, and attitude as well as experience which cannot be denied. The goal of the BBS training program, which is built on the "Knowledge, Attitude, Skills and Habits, (KASH) framework, is to make sure that people can do their assigned tasks as efficiently and effectively as possible to reduce the risk of accidents and human error and also show how it affects seafarers' day-to-day lives on a ship. Additionally, technological advancements, particularly the emergence of new digital industrial technologies known as Industry 4.0, are accelerating the rate of change in the maritime industry's future. Given the anticipated growth and rapid technological advancements in maritime Sector, a newly skilled, competent, and motivated workforce will be required.

Due to its capacity to learn from incidents and prevent them from happening again, the international merchant shipping industry's safety record has improved over time through the improvement of technology, education, training, and regulations. However, ship losses have increased at a relatively steady rate over the past few years.

Working in the merchant navy is physically and mentally taxing. Seafarers are expected to maintain a high level of professionalism both during their work hours and their free time on ships. Because they frequently have to work in cramped spaces and in unfavourable conditions, seafarers are also more likely to experience professional stress and strain. Subsequently, proficient slip-ups can't be stayed away from on board, sends without self-control and uplifting outlook.

II. NEED OF THE STUDY.

According to behavioural science, a seafarer's beliefs about the shipping industry have a significant impact on their behaviour. Higher training requirements and stricter laws will not lead to a culture of safety. Beliefs are mental constructs that are ingrained so deeply that they prevent the team from evaluating alternative options logically and, as a result, maintain the existing routines and habits. If a company ignores or challenges its crews' beliefs, it can be hard to get them to change their behaviour.

In order to minimize human error a wide range of skills and good habits need to be inculcated to keep everyone safe while working on a ship. Indeed, even today to go after sea positions, you'll have to have different abilities and capacities, including the accompanying: judgment and decision-making, active listening, operation and control, operation monitoring, coordination, teaching and instructing, effective communication, social perceptiveness, critical thinking, time management, oral expression, oral comprehension, far vision, problem sensitivity, depth perception, speech clarity, control precision, selective attention, and spatial orientation are just a few of the skills that new joiners will acquire.

III METHODOLOGY

The 'Quadrilateral of Success' is a tried-and-true notion that represents the four success ingredients: knowledge, attitude, skills, and habits. We are all aware with phrases like competency, aptitude, capacity, potential, proficiency, and so on, which are commonly used as synonyms for the word 'ability.' Knowledge is practical information obtained via learning, experience, or association. It is a requirement for developing talents. The capacity to accomplish specified activities, on the other hand, is referred to as a skill. Attitude refers to how individuals react to different events and how they act in general. Habits, on the other hand, are usually far more purposeful and verifiable. With Behavioural Based scientific and engineering field approach, KASH focuses on reducing human error and improving human performance in complex systems.

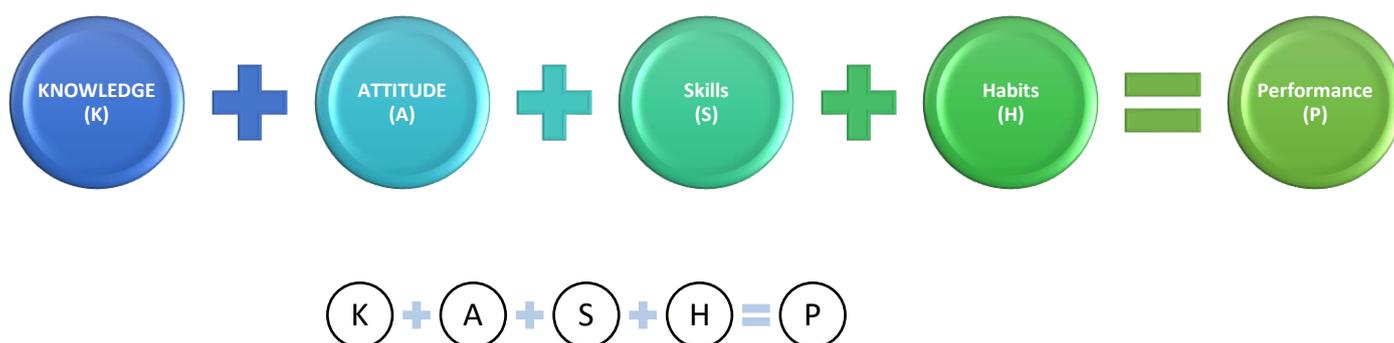


Figure 1 – KASH

3.1 BBS-KASH framework

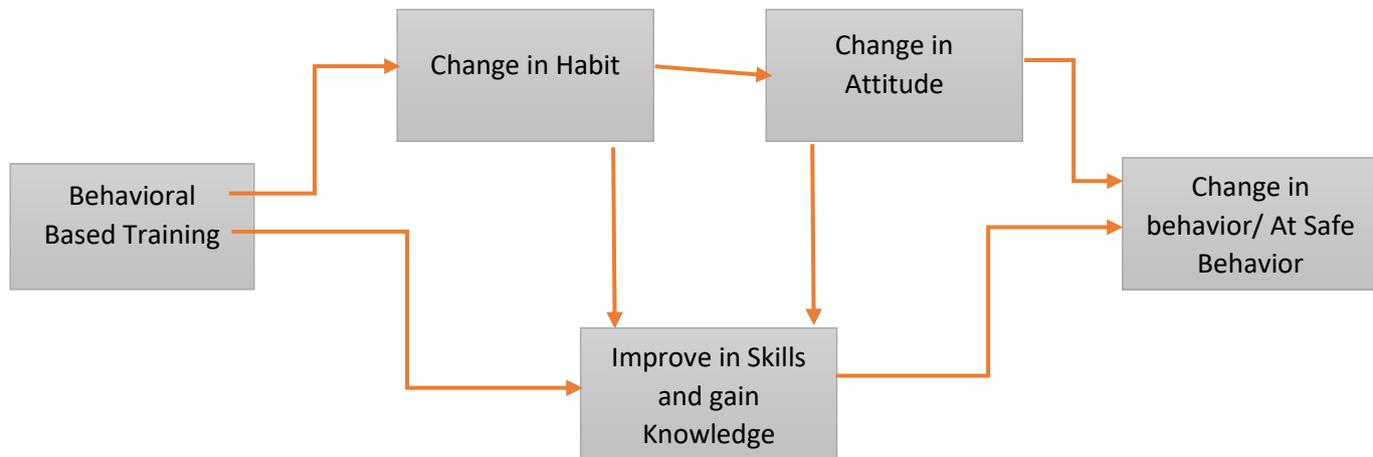


Figure 2 : BBS – KASH Framework

3.1.1 Knowledge

Being aware of something is called knowledge. It includes the mental and cognitive capacities to store and process information. It is the foundation of a person's competence and ability to perform well. It consists of knowledge, facts, and ideas. A person's knowledge is the sum of the skills and knowledge they have acquired over time.

The most important asset to the shipping organization's well-built knowledge bases is effective shipboard training. The crew's training is important because it helps them do their jobs well. Making it easier to share that knowledge also makes sure that everyone has equal access to the information they need to do their jobs. Sharing information assists the team with interfacing, perform better, and become more grounded as experts.

Moreover, in order to maintain the overall health, practical skills, and competence of all seafarers, high-quality training is essential. As a result, vessels are kept safe, the environment is protected, and trade continues to flow. Example an Ordinary Seaman should be skilled in lifesaving, cardiopulmonary resuscitation (CPR), first aid, telecommunications, sanitation, geography, general maintenance, and mechanics. This includes knowing how to use, care for, and fix the tools, safety equipment, and machinery that are used on cargo ships and other vessels.

You will be better able to make sound decisions if you know more about yourself. On the other hand, you'll be better prepared for life the more you learn about other people. Knowledge is a method of education that encourages critical thinking about oneself and others. It's also how we can come up with fresh perspectives, ideas and innovations.

Knowledge can be acquired in two ways: by studying in depth and interacting with people who are more knowledgeable than we are. The two strategies are helpful, however the most productive is study and having good learning attitude. Reading is like exercise for the body and mind. At least one quarter of our reading should be outside of our field of work if we want to be more interesting and better informed. The capacity to gather information is a definition of knowledge. This is why having a solid understanding of your own knowledge is so crucial and important so that seafarers are well updated with the emerging new technologies on day to day basis.

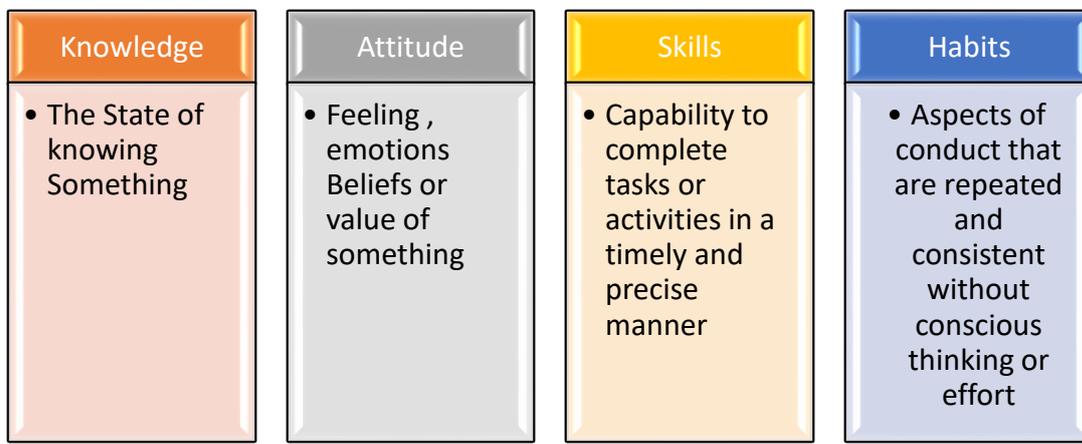


Figure 3.

3.1.2 Habits

The International Maritime Organization and the U.S. Coast Guard have independently estimated that human error is the direct cause of 80% of ship accidents and incidents. To develop a solid habit, repetition is essential. According to research, it takes at least 21 days for a new habit to take root, but the average worker will need ten weeks of deliberate repetition before the action becomes automatic, and the team's most forgetful crew will need almost twice as long.

It takes commitment and persistence to develop a safety habit. However, if your teammates is automatically following the daily routine, they will be better able to pay attention to new risks and unforeseen developments. Greater situational awareness can be obtained throughout the workday by developing a safety routine.

Safety habits, on the other hand, are typically much more deliberate and demonstrable. While most habits are difficult to just observe because they involve many of the subtle automatic things, we do every day.

It is good practice to identify your "safety mentors" on board, before starting any initiative to develop new safety habits. These Safety Mentors are the important individuals who sets a good examples of the safety practices you want to follow and get Inspired. Seafarers have the ability to build a reserve of strength that they can draw on in times of need by establishing routines that improve our emotional well-being and resilience. A habit is something we consistently do and accept as a part of our routine. Without stopping, we consistently and methodically repeat it. The issue is that some of these behaviours could develop into bad habits once they stop adapting to our shifting needs and priorities. Some of the habits which need to be addressed while on board a vessel is given below.

1. ***Never obey orders that are illegitimate or irrelevant.*** Occasionally, officers at the senior management or management levels who are in charge of the ship's operations will attempt to issue orders, which could result in a violation of the law. To avoid becoming the target and causing unnecessary distress, ensure that you are familiar with all significant maritime laws, including SOLAS, MARPOL, COLR EG, ISPS, and STCW. As a seafarer, you have the authority to issue a command in violation of any of these fundamental laws; doing so has the potential to end your career and land you in legal trouble. If you think the orders pose a threat to your ship or its crew, clarify the situation once more with your superiors before carrying them out.
2. ***A problem or mistake should never be hidden*** Even senior officers make mistakes, whether they are made by junior officers or ratings or by senior officers themselves. Unless the errors are repeated several times, they are typically ignored. The same guidelines must be followed by every seafarer on board, from the



Master to the Chief Engineer and their crew. Regardless of rank, these errors should always be brought to light during the Safety Moment or Toolbox meeting so that appropriate action can be taken at the right time and in the right manner. Making excuses for mistakes can lead to later issues that are more serious or urgent.

3. **Overworking Without Taking Time Off In order to get the most out of your job**, At times, it might appear as though you have to work constantly. According to the myth, working more efficiently necessitates avoiding breaks. In fact, managers in one study couldn't tell the difference between employees who worked 80 hours a week and those who didn't. Sadly, working without breaks can be hard on your mind and body. Therefore, planning and making use of the break time throughout the day to get some rest is an easy way to avoid working too hard and becoming overly stressed, both of which can cause injuries and accidents on board. Additionally, you will be able to complete more work more quickly when you take breaks. If you are ill, you should only take a sick day if absolutely necessary.
4. **Not Socializing on board**. The crew's well-being, isolation, and stress levels are all improved by social interaction on board. However, toward the finish of a drawn out day loaded with work, there is little energy left for social cooperation's. On-board, it is thought that participating actively in social life has a real and positive effect on their welfare. Health and wellness have been shown to increase productivity by as much as 12% in the majority of workplaces when things like parties or get-togethers, team-building activities, spending free time with co-workers, and taking advantage of tool box meetings are implemented. However, in addition to the aforementioned isolation from family, low wages, a lack of social interaction, limited connectivity, contract length, and absence of shore leave, as well as the quality and quantity of food served on board, all have a significant impact on seafarer mood and subsequent social life.
5. **Not even a ship should be driven after drinking**. The same fundamental rules apply to ships as to land. Whether you are working in the engine room or on the bridge, you should never perform your duties while under the influence of alcohol. Don't take over or let the person who came to replace you if you've been drinking or you see that they're drunk. Adhere strictly to the company's policy on drugs and alcohol. In case of violation of the policy can result in job loss or serious consequences or an offense. Working while intoxicated can result in emergencies as well as accidents or can lead to catastrophic disasters.
6. **Avoid physical altercations and maintain your composure**. Naturally, not everyone on a ship will get along. Even in more peaceful times, personality clashes, disagreements, and even anger can occur. Differences of opinion or conflicts between seafarers on ships can occur for a variety of reasons, including work pressure, constraints, working environment, multilingualism, multiculturalism, different nationalities, hierarchical disputes, miscommunication, and other factors. Don't let a situation get out of hand to the point where fighting is necessary. In some nations, such conduct could result in your loss of seagoing privileges or imprisonment, depending on the severity of the offense. Maintain your composure while working on board because there is a risk of injury at sea and No special medical care is unavailable on board the vessel. This can lead to deviation of the vessel, demurrage cost to the organization and of course losing jobs.
7. **Thinking Negativity**: To be creative, active, and healthy, one must maintain a positive attitude. Everybody has bad days. Given the current situation, it is impossible to always perform at one's best at work because no one is perfect. Negativity conceals not only our own efforts but also the efforts of others. Additionally, a positive attitude translates to positive feelings; Positive emotions are crucial to our health, according to research. Everybody has bad days. However, consistently bringing a negative attitude to the workplace is not the same as having bad days. One strategy for combating negativity is to locate the source of the issue. If the problem is related to work, ask senior employees or co-workers to make any necessary adjustments. If the problem occurs outside of work, try to acknowledge that your team is there to support you, help you and guide you.



8. **Not being Punctual:** Standard delay can show to your colleagues and the seniors on board that you're inconsistent, you don't treat your work in a serious way, and that you esteem your time over theirs. In the end, this could affect your ability to advance in your workplace, force you to deal with consequence management, or even cause you to lose your job. Being on time not only builds your reliability but also boosts your confidence. For instance, you are aware that someone has placed trust in you when they rely on you and assign you more responsibilities. You will gain assurance that you are capable of handling larger tasks and your self-confidence will grow as a result. By arriving late, you demonstrate to others that you do not value their time, which can result in numerous difficulties during your time on board the vessel. Being on time or arriving early to work (say, 15 minutes early) can demonstrate your reliability and trustworthiness as an employee and can also demonstrate that you meet professional standards, which can make you more valuable as a seafarer and help you advance in your career.



Pros and Cons of Punctuality on board a ship

Pro

- Showcasing professionalism
- Reducing stress
- Improving work relationships and teamwork
- Displaying leadership
- Practicing time-management skills
- Fostering a good public perception of you and your employer
- Staying on schedule
- Getting to work earlier

Cons

- It's impolite.
- You won't be at your best.
- You'll waste other people's time.
- You'll worsen your company's culture.
- Tardiness becomes a vicious cycle. Persistent **tardiness** can lower morale in your workplace
- Modern technology means there's no need to be late.
- It Develops a Poor Reputation
- It Makes You Difficult to Work With
- It Shows a Lack of Commitment
- There is a Ripple Effect
- It Impacts on the Success of Your Events

9. **Never Bully or harass your colleagues on board a ship.** All seafarers have the right to work without suffering harassment and bullying. Unfortunately, however, there are seafarers that are victims of harassment and bullying on board ships. Harassment and bullying on board ships can have serious consequences for the physical and emotional health of seafarers, lead to decreased motivation and increased sickness and can compromise cohesive and effective teamwork. It can also have negative effects for companies, resulting in a deterioration of working conditions and potential organisational, economic and legal consequences.



The following may be found to be examples of harassment:

- Displaying or circulating offensive or suggestive material;
- Innuendo, mockery, lewd or sexist/racist/homophobic jokes or remarks;

- Use of offensive language in describing or making fun of someone with a disability;
- Comments about a person's physical appearance or character which cause embarrassment or distress
- Unwelcome attention such as spying, stalking, pestering, overly familiar behaviour or unwelcome verbal or physical attention
- Making or sending unwanted, sexually suggestive, hostile or personally intrusive telephone calls, text messages, emails, comments on social networks, faxes or letters
- Unwarranted, intrusive or persistent questioning about a person's age, marital status, personal life, sexual interests or orientation, or similar questions about a person's racial or ethnic origin, including their culture or religion
- Unwelcome sexual advances or repeated requests for dates or threats
- Suggestions that sexual favours may further a person's career, or that not offering them may adversely affect their career
- Leering, rude gestures, touching, grabbing, patting or other unnecessary bodily contact such as brushing up against others
- Spreading malicious rumours, or insulting someone (particularly regarding age, race, marriage, civil partnership, pregnancy and maternity, sex, disability, sexual orientation, religion or belief, and gender reassignment).

The following may be found to be examples of bullying:

- Verbal or physical threats or abuse, such as shouting or swearing at colleagues, either in public or in private, including derogatory or stereotyped statements or remarks;
- Personal insults;
- Belittling or ridiculing a person, or his/her abilities, either in private or in front of others;
- Sudden rages or displays of temper against an individual or group, often for trivial reasons; • Subjecting someone to unnecessary excessive or oppressive supervision, monitoring everything they do or being excessively critical of minor things;
- Persistent or unjustified criticism;
- Making unreasonable demands of staff or colleagues;
- Setting menial or demeaning tasks that are inappropriate to the job or taking away areas of responsibility from an individual for no justifiable reason;
- Ignoring or excluding an individual from social events, team meetings, discussions and collective decisions or planning;
- Making threats or inappropriate comments about career prospects, job security or performance appraisal reports; and
- Spreading malicious rumours, or insulting someone (particularly regarding age, race, marriage, civil partnership, pregnancy and maternity, sex, disability, sexual orientation, religion or belief, and gender reassignment).
- Shunning people at work and rebuffing their efforts to integrate with others if they are believed to 'not fit in';
- Cyber bullying including inappropriate: – Suggestive and unwanted remarks; – Graphics or threat-centred, abusive emails; – Postings on social networks; and – Text messages.

10. *It's hard to avoid distractions.* You may be required to be surrounded by your family when working remotely. Your phone is also at arm's length, and you keep getting notifications from social media apps like Twitter. It's hard to resist these urges. Working effectively can be hindered by being distracted. A positive routine you can make is to switch off your telephone or set it far away. Try separating yourself from it for a significant amount of time throughout the day and concentrating on your work. Also, try to find a place where you won't be interrupted and can be more productive. Make sure your family knows about important meetings in advance so they can avoid them.

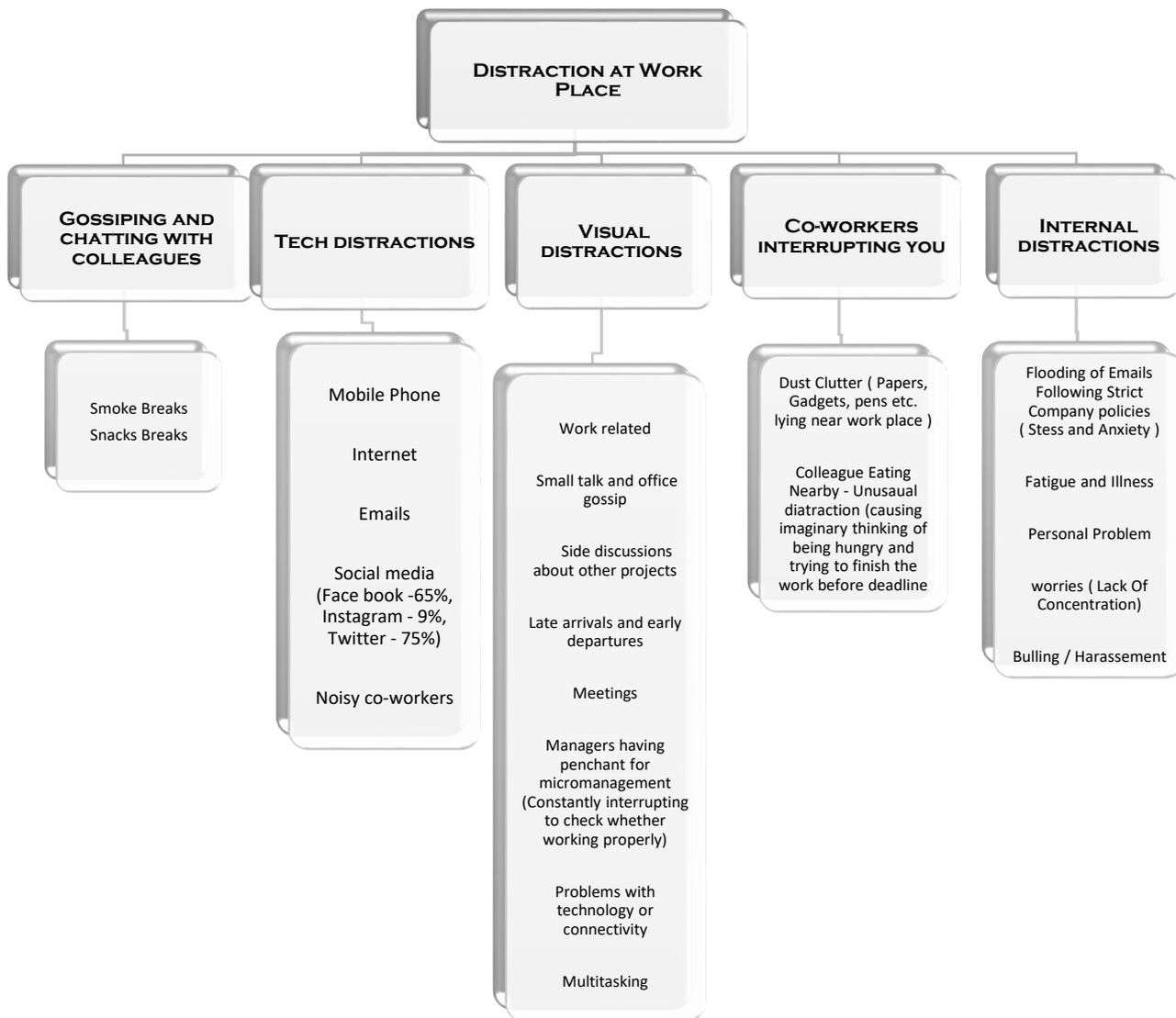


Figure 4 Distraction At Workplace

11. Avoid spreading rumours and engaging in gossip discussions.

Co-workers' trust can be eroded by rumours. It is impossible to prohibit gossip on board the vessel because it propagates lies at an alarming rate and may cause the victim irreparable harm. Conceivable you'll turn into the following objective of tattle. Negative effects of workplace gossip include: loss of morale and trust. If you reveal confidential information dishonestly, you will lose someone's respect forever. An atmosphere of backstabbing that can become unbearable at work is created by excessive gossip. They never have the bravery or honesty to publicly make an accusation and give the person a chance to either prove or refute it. While some gossip can be trivial and unprofessional, others can be enjoyable, common, and even beneficial. **Gossip** is a distraction at **work**, but it can take a darker turn if it crosses the line into harassment.



12. **Do not use expired lifting webs belts or over SWL unauthorized tools or lifting equipment's:** The Merchant Shipping and Fishing Vessels (Lifting Operations and Lifting Equipment) Regulations 2006 introduce measures intended to protect crews from risks arising from the provision and use of lifting equipment. Faulty performance of lifting equipment may easily lead to mishaps, which can result in significant and tragic injuries or fatalities for individuals involved. In areas of the shipping industry where conventions such as SOLAS or MARPOL require a consistent practise to be followed, it is a legal



requirement to inspect them every 3-6 months. To avoid part failures during heavy lifting, these checks should cover any snags, breakages, frays, or strained areas. Furthermore, the SWL marking should be plainly visible, and every seafarer should have the necessary abilities and understanding on how to use lifting equipment. Every crew member should create a practise of verifying the SWL marking before using any equipment for any duty assigned, and they should also have the authority to interfere if any of the seniors insists on using equipment that does not have sufficient certification, SWL labelling, or is in poor condition. According to the Code of Safe Operating Practices, all parts of lifting equipment and related equipment should be kept in excellent repair and working order, and preventative maintenance should be performed on a regular basis. Regular exams by a knowledgeable individual should be part of maintenance. Such exams should be performed as required by the Regulations, but at the very least once a year. Cracks, deformation, corrosion, and wear and tear are examples of common material faults that might impair SWL and overall strength. When there is any suspicion that a lifting appliance or piece of equipment has been subjected to high loads, exceeding the SWL, or being subjected to treatment that is likely to cause damage, it should be removed from service until it can be subjected to further testing.

“As per the ILO (ART25 Convention152)

- Every lifting appliance shall be certified by a competent person before being taken into use for the first time to ensure that it is of good design and construction and of adequate strength for the purpose of which it is intended.
- Regular visual inspections of every item of loose gear shall be carried out by a responsible person before use. A record of these regular inspections is to be entered in Part II of the Register, but entries need only be made when the inspection has indicated a defect in the item.
- A certificate for a ship’s lifting equipment is valid for no more than five years.

3.1.3 Skills

Shipping is a heavily regulated sector on a global, regional, and national basis. The marine business is strongly reliant on the efficient deployment of modern technology due to fierce competition. Strong work ethics, persistence, punctuality, boldness, and dedication are all highly regarded attributes in numerous professions, but in marine they are practically required. Everyone is susceptible to the impacts of stress, such as being detained on a ship for months, being unable to visit family and friends, and experiencing unanticipated challenges that require immediate answers.

As a result of probable changes in labour and employment patterns, the marine sector will face two key difficulties. The first will be a global scarcity of competent mariners, followed by an evaluation of the capabilities that will be necessary as technology progresses. The Training Institutes today consider it critical to make extra efforts in order to respond to new and changing training demands and to educate graduates with the necessary and relevant abilities in full compliance with future skill needs.

Skills enable you to improve at anything, such as cooking, baking, or producing a cake. These abilities are gained via practise. They may have come from your parents, teachers, or colleagues. When you learn anything new, it is critical to stay up with the current trends and innovations.

1. ***Making decisions*** Every seafarer needs to be capable of making decisions and exercising critical thought. There will be unpleasant and challenging circumstances throughout every seaman's career, such as inclement weather or ship mechanical issues. Seafarers need to have the ability to coordinate their thoughts quickly and in a way that will allow them to solve problems in these situations. They could very easily find themselves in a situation where they are forced to make a significant decision right away as a result of this. It is clear from these that making decisions is essential if one wants to ensure the safety of the ship, the crew, and themselves.

2. **Teamwork.** Working aboard is not a one-person job. The capacity to both lead and follow is one of the essential workplace skills that is often overlooked. Collaboration and teamwork are among the most useful workplace skills. Because the number of crew members is decreasing day by day due to advancements in technology, sailors must be able to collaborate with one another. Seafarers, in particular, are expected to act politely, maturely, and with a positive attitude. Co-workers frequently need to work together on projects or tasks at work. The ideal cooperative person would have the expertise to lead his group and guide them nevertheless be an extraordinary supporter when another person is in control. Delegating some tasks to subordinates can make it better. Effective collaboration boosts team spirit, which in turn improves personal and organizational well-being.



3. **Conscientiousness.** Good impulse control and goal-directed behavior are traits of the conscientious. Planning ahead and paying attention to detail are traits of the conscientious. As a result, everyone can follow a predetermined schedule and complete urgent tasks without putting them off. Conscientious individuals also consider how their actions may affect other people. A ship, for example, is a setting where many people of various nationalities, cultures, and religions coexist, making it essential for maintaining team cohesion.

4. **Adaptability.** Being adaptable means being able to adapt new ideas in new ways. To put it another way, seafarers need to be ready to look at issues from different perspectives in order to come up with innovative solutions when things don't go according to plan. Collaboration, adaptability, and problem-solving are all included under this umbrella term. To become more adaptable, seafarers must improve their metacognitive ability, also known as the capacity to critically examine one's own thinking. Because they assist seafarers in drawing important conclusions from their previous experiences and maximizing their learning, seeking feedback and considering it are essential steps in achieving this objective. Working on your own sense of expectations is the best way to work on adaptability. If you constantly feel anxious or disappointed when things don't go as planned, you need to work on that. A rigid and anxious workforce can seriously impede an organization's or team's progress during times of change.

5. **Resolution of disputes.** Anyone who has ever been in a workplace has had to deal with the need for conflict resolution. Of course, each person has a unique way of handling conflict. Being composed is crucial for handling conflicts in an effective way. This will present an opportunity for more effective bargaining in an effort to better comprehend one another and try to come to an understanding. Furthermore, it is more important to keep and develop a relationship than it is to "win" an argument. Every seafarer should show consideration for the other person and their point of view.

6. **Leadership.** Safe operations at sea require specific qualities for leadership, which is a special component. Crew are the A and Z of any experience, so leaders should place more emphasis on them than on systems. When leaders put people first, the numbers will take care of themselves. Moreover, it's crucial to think strategically. Long-term visions have been stressed by eminent leaders around the world, including Steve Jobs and Elon Musk, as the secret to their organizations' success.

7. **Practice Good Communication**

Communication is the most important skill which is essential for all seafarer. In your sea career, you will be able to manage people, projects, and time better if you are able to communicate well. This can be done by using body language, tone of voice, and listening skills. Employers look at soft skills before they assess hard skills and the way you communicate is one of your most important soft skills. One can improve on all of these skills by practicing them on a regular basis. Practice your body language by standing tall with good posture, and smiling a lot. By displaying positive body language, your confidence will increase and people will be more likely to respond to you in a positive manner. Brief conversations provide an opportunity for crews or employees to receive early feedback on their problem-solving methods.



8. **Resilience to stress.** Stress is the body's reaction to any kind of occasion, circumstance, danger, or requirement. It is made up of behavioural responses and is a normal part of the environment adaptation process. Individuals may find it challenging to cope if they are exposed to a stressor of a physical, social, or environmental nature for an extended period of time. The following fundamental advice can help seafarers deal with stress by directing their attention toward their own mental health:

- Think kindly of others, and focus on doing more of the things that make you happy.
- Talk and interact with others as much as you can to avoid feeling isolated.
- Simply pause for a moment and focus on your breathing to feel calm when you are under pressure.
- Organize your work
- make the most of your free time by using time management.

9. **Consciousness of oneself.** Being highly self-aware—that is, having the capacity to discern emotions and how they affect oneself and others—is a trait of those with high emotional intelligence. Self-awareness has many advantages on a interpersonal level because it makes one more credible and wins over others' trust. Overall seafarers self-awareness lays the groundwork for seafarers to be able to connect their emotions to how well they interact with others.

10. *Develop Time Management Skills*

No matter what job or task you choose, time management will be beneficial. Be sure to identify your own time management abilities and strategies. Every seafarer will have their own individual time management strategies. Some crew members are able to finish tasks quickly, while others need frequent breaks to stay focused. Find out what helps you make the most of each day on the ship by experimenting with a variety of day-planning strategies.

11. *Exhibit Professionalism on board*

Professionalism is an essential workplace skill that is slowly being lost. By performing their duties with integrity and excellence, a seafarer can demonstrate professionalism. Crew members who take ownership and responsibility for their work, have processes in place to ensure that they meet their goals and deliverables, and have good work habits are examples of professionalism. They also show efficiency by maintaining a professional appearance and using respectful words. Not making too many jokes and respecting the boundaries set by other seafarers.

12. *Creative Ideas on board:*

Creativity is one of the most important skills that every person must have for the workplace. This is a skill that every sailor needs to be able to do in order to think differently and come up with multiple solutions to problems, and think of new ideas and innovations. In the event that you're hoping to get better at imagination, you can begin by working with many individuals and gaining from them. You might be surprised by some of the ideas that the team has that you can use in other situations.

3.1.4 Attitude

An attitude, whether good or negative, is an emotion, belief, or opinion about anything. Behaviour is defined as an activity or reaction that occurs in response to an event or internal signals. Attitude influences all aspect of your aboard experiences, including your working environment, living environment, social environment, experience, and, most significantly, your success in the shipping business.

People have complex linkages between their beliefs and behaviours, which are exacerbated by social pressures that impact both. Pre-existing beliefs and attitudes are frequently, but not always, reflected in behaviours. Well-adjusted behaviour reflects positive thoughts. However, in other circumstances, positive attitudes can lead to negative conduct. Beliefs about oneself and others, monetary reasons, social influences, and convenience may all have an impact on behaviour.

In certain circumstances, pointing out contradictions between attitudes and conduct has been shown in studies to redirect behaviour. Studies have shown that pointing out inconsistencies between attitudes and behaviour can sometimes change the behaviour. Your attitude has a significant influence on how you lead others. People who have a positive mental attitude have an infectious aura about them that draws others to them. They are upbeat, encouraging, and refuse to give up hope even in the darkest of situations.

Simple disciplines for improving attitude...

- Being able to bounce back from stressful and difficult life events is resilience. People who are resilient don't give in to negative emotions during difficult times and are able to handle difficult situations with ease.
- Courage enables you to pursue your goals without fear of failure, rejection, or other mind-created anxieties. Courageous people embrace failure as an opportunity to learn rather than fear it. You will be able to achieve your objectives more easily and develop both personally and professionally with this upbeat outlook.
- Optimism. The foundation of a positive mental attitude is optimism. Doesn't always mean being positive and ignoring problems. Reframing negative thought patterns into more positive ones is the key.
- Gratitude People are happier and healthier when they express gratitude for even the smallest pleasures in life. They express and experience gratitude for the positive aspects of their lives, such as family, good health, or even a sunny day.
- Acceptance, or accepting things as they are, is the idea behind radical acceptance. Because you don't have a bad attitude when things go wrong, you can choose the best course of action in any situation with this mindset.
- Be aware of your attitude to yourself. Don't just accept it as it is. Keep an eye on it.
 - When your attitude becomes impulsive or negative, refocus, reframe, and react.
 - Be aware of the things that frequently cause you to have a disruptive attitude. Anticipate. Be prepared.
 - Control your own internal scripts and stories. Learn how to use positive self-talk.
 - Recognize a problem when it arises. Then immediately concentrate on locating options for action and solutions.
- Eliminate BCD from your life ruthlessly: Complaining, blaming, and defensiveness.
- Put the TV off. Put resources into yourself. Watching the lives of other people is a waste of time.
- Every day begins with preparation and reflection. Be deliberate and disciplined about how you start your day. Put yourself in a mindset that is driven by discipline.
- Keep waiting. Be strong. It requires investment to construct a triumphant mentality.
- Keep the big picture in mind. Keep an eye on the big picture at all times.

IV. BEHAVIOURAL ERRORS

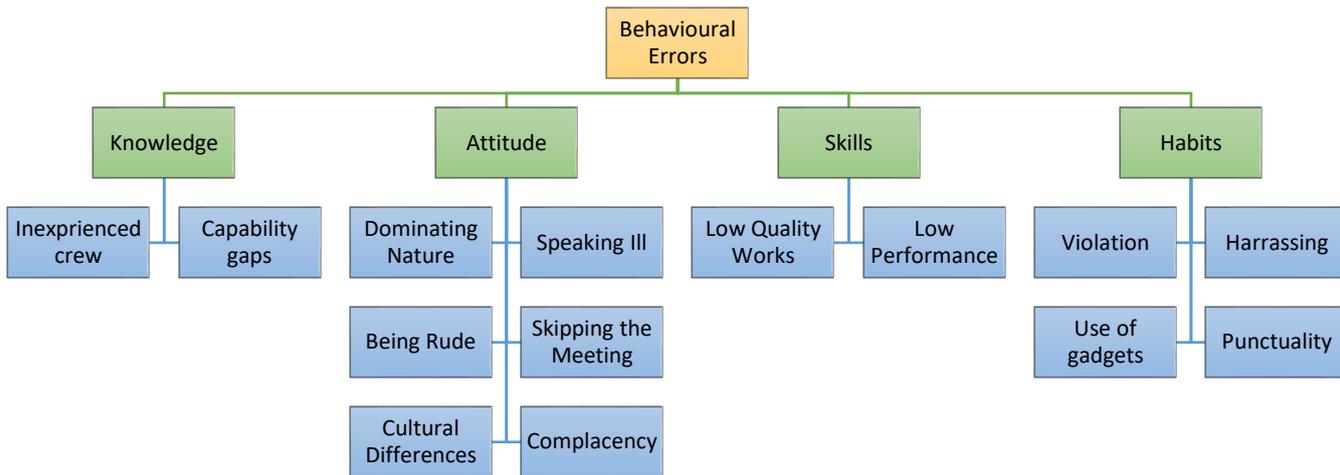


Figure 5 : Behavioural Errors

V. So, why don't we put more effort into cultivating positive attitudes?

First and foremost, Attitudes and habit strength are two crucial behavioural predictors. Habits are important in regulating desired daily behaviours or consolidating long-term behavioural changes. Attitudes can serve as a springboard for habit formation (Verplanken and Orbell, 2022). Behavioural change is the long-term modification of habits and behaviours. To motivate people to change their attitudes, we must first understand why the desired change is necessary. As a result, we need information and training to understand why it is critical that we change our attitudes and behaviours. Environment and surroundings have a strong influence on attitudes and behaviour.

Second, we may believe that attitude is genetically determined, implying that some people are born optimistic while others are born pessimistic and that there is nothing one can do to change it. This could not be further from the truth. While most people are predisposed to behave in certain ways, we can change or develop specific attitudes at will. Developing or changing an attitude will require far more effort than developing a skill or knowledge, but it will also be far more valuable.

The third reason people fail to focus on attitudes is that they are unaware of the benefits that would result from doing so. According to common sense, the more knowledgeable someone is, the more successful he will be. While this may be true, it is only true if the person also has the right attitudes. After developing attitudes, one should concentrate on competencies. Competencies come before knowledge because they are flexible and can be applied to many different situations.

VI . Conclusion:

In contrast to any other professional setting, the working environment on board ships is one-of-a-kind. While knowledge and skills are essential for successfully carrying out one's responsibilities, the single most important quality that any seafarer professional on board must possess is a positive attitude, quality habits, and knowledge, great skills.

Performance starts inside of you. The power of your mind is enormous. Indeed, your mind is the most critical performance asset. Although having a positive attitude at work won't necessarily make you better at your job, it will improve how people see you and make them more likely to support you and help you succeed.

The first Element is Knowledge: A wall of diplomas and certificates does not demonstrate knowledge. It cannot be adequately quantified by a numerical grade point average or years of job experience. True knowledge is comprehension. Understanding what a seafarer want and expect from us as leaders gives real working knowledge. Without such an awareness, we are condemned to flit from one unimportant problem or activity to the next.

The second Element is the attitude: When it comes to controlling ships, attitudes about ship management are crucial. The relationship between attitude and performance is not a straight line. Officers with negative attitudes are less successful than officers with somewhat positive or highly positive attitudes in terms of conduct and performance. However, work attitudes influence more than simply how bright or gloomy your day at work is. They influence every area of the workplace, such as morale, productivity, and job satisfaction. Your ideas form your attitude, and you have control over what you think. Your disposition directly influences how you communicate and collaborate with people, how you contribute to the culture of your company, and how you go about your daily activities.

Happiness and success are ultimately determined by one's attitude. If all other factors are equal, the individual with the most optimistic attitude will win. Regardless of the circumstances, the person with the greatest attitude usually wins. By maintaining a positive mind-set, you may achieve your objectives and realise your full potential.

Crew / Officers that are optimistic and hopeful about their future are more likely to succeed and be involved in their profession. Positive energy spreads like wildfire. If you smile, bring your full self to work, and encourage your teammates or staff, you will be able to form better connections and create a more friendly environment.

In terms of KASHs, attitude is the most difficult aspect since it is difficult to modify one's attitude in any given scenario. Furthermore, it is difficult to assess one's attitude in any particular situation. Furthermore, measuring the level of change in attitude as a result of education or training is challenging. This is why we must understand how much our ideas influence our behaviour and how much we can modify them.

The Third Element is Skills: Attitude is the most crucial part of learning since, unlike information and abilities, attitude dictates performance. If a person has a good attitude about any linked topics, they will be driven and will put in a lot of effort to learn that topic or acquire abilities. However, no matter how much work, information, or ability a person possesses, they will not do effectively if they are not interested in learning.

A successful organisation should prioritise both attitudes and skills. A variety of factors impact workplace attitudes. Some of them are beyond your control. Difficulties at home, health challenges, or relationship troubles may all influence a person's view on life and people in general. The behaviours, talents, and abilities we have earned during our professional life are referred to as skills. Skills, not attitudes, may be taught.

The Fourth Element is Habits: A positive attitude becomes a habit and affects you and those around you. Both the seafarers and the organization benefit from a positive attitude. It increases happiness, contentment, and help to achieve positive goal. A positive, proactive approach will be more successful than a negative, reactive one. It is already too late to enforce violations if you start doing so after the fact. Consistency rather than improvement makes the action a habit. Therefore, take some time to actively reinforce positive behaviour as it occurs rather than focusing on disciplining employees who break protocol. A timely reminder, in contrast to any form of post-lapse punishment, can ensure compliance and aid in habit formation.

Establishing healthy routines teaches you how to identify and address your strengths and weaknesses. When you repeat an action until it becomes automatic, you avoid the stress of having to actively think about what to do. It teaches you how to use your resources and helps you identify the most effective way to make progress in unexpected situations. Your thoughts are, instead, at ease. This not only helps you work more efficiently because it saves you the time and effort required to find motivation, but it also helps you avoid worrying about time wasted.

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We can learn the greatest talents anywhere in the world, but it is harder to cultivate the correct mind-set. Furthermore, we cannot change someone, but we can remember one. Skill set overvaluation has always occurred! The fact is that when the correct attitude and skill set come together, miracles happen. The appropriate attitude may develop willpower, which is stronger and more long-lasting than skill power!

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