

CHAPTER 1

INTRODUCTION

1.1 Research Background

In the 21st century, the role of Asia is crucial for the world economy as it is the largest continent which is rich in natural resources. Among these Asian countries, Myanmar also includes as a potential country since it possesses abundant natural resources and is located between two of the world's largest economic countries (China and India). Myanmar (Republic of the Union of Myanmar) also known as Burma is a country which is situated in Southeast Asia and is inhabited by over 51 million of populations (2014 Myanmar Census). According to CIA World Factbook, in 2013 Myanmar's total work force is 34.31 million of populations. Since Myanmar is an agriculture country, 70% of Myanmar's work force is working in the agriculture sector, besides, 7% are working in the industrial sector and 23% are in the services sector. In the 23% of the services work force, seafaring is one of the most favored occupations by Myanmar citizens and there are over 80,000 seafarers who are registered with the Department of Marine Administration (Toe, 2012). Seafaring occupation is recognized as an admirable occupation by most Myanmar people because of its high status and great salary.

However, seafaring is a hazardous occupation, then, it has to be conducted with uncertain conditions and bad weather. Hence, seafarers must have

competency and ability to adapt with unpredictable conditions that other workers do not. They also must satisfy on their job to engage in different between on ship and onshore life. Basically, job satisfaction depends on individual; every individual has the various job satisfaction levels according to their wishes and value system. Cranny, Smith, & Stone (1992) stated that job satisfaction is an affective reaction to a job that results from the incumbent's comparisons of actual outcomes with those desired.

Aspects that may effect on seafarers satisfaction on job include factors individual (age, sex, attitude to work), relationships (the relationship between employer or company and with others seafarers, the social relationship among coworkers or peers, physical factors, conditions workplace, emotional and work situation) and external factors (family situation, recreation, and education). These aspects can be attained by motivation. Guay et al. (2010: 712) state that motivation is the reasons underlying behavior. Besides, Broussard and Garrison (2004: 106) define motivation as “the attribute that moves us to do or not to do something”. As motivation is one of several factors that go into a person's performance, then, shipping companies must assist seafarers who capable to provide the best for the company to motivate and satisfy in their work and life.

Recently, work condition and others factors dominate seafarers, trained officers to quit sea work after few years (Weber and Nevala 2006). Furthermore, researchers stated that seafarers faced isolation, far from family and

society (Thomas (2003), Thomas and Bailey (2009)). Besides working conditions and far from family, seafarers also experienced health problems and occupational accidents. In addition to these conditions, Myanmar seafarers' also encounter salaries are below International Labor Organization (ILO) standards. In 1988, in Sundsvall, Sweden, 14 Myanmar seafarers who working on board the Liberian-flag Trans Dignity contacted the International Transport Federation (ITF) affiliated Swedish Seamen's Union (SSU), requesting their help in improving their working and living conditions on ship. A local official of the SSU, Peter Rundqvist went on board to listen to the crew's complaints, he found evidence that the crew were not being paid in accordance with it (presented at Thant, 1999).

Previously Myanmar seafarers were cheated by some foreign shipping companies. These companies would not give salaries to the sailors for a long time and sailors are sent home for no reason. Additionally, the problem for many Myanmar seafarers is not just with the shipping companies, but with recruiting agents based in and out of Myanmar. On top of the initial fees seafarers have to pay the Seamen Employment Control Division (SECD) for the appointment letter, passport and license, agents will force anything up to \$1500 in extra charges before seafarers set sail with a shipping company. To pay for the high agency fees, most seafarers have to borrow large sums of money before they apply (Thet, 2003). Nevertheless, the seafarer occupation is still in demand in Myanmar. And,

most are still willing to work as a seafarer. Therefore, the researcher is interested in studying on relationships between working conditions, family relationships and job satisfaction of Myanmar seafarers. Else, the researcher wants to study whether work motivation can moderate seafarers' job satisfaction on working conditions and family relationships.

1.2 Research Questions

Kinzl et al. (2005) indicated that job satisfaction is strongly influenced by working conditions. Slišković and Penezić (2015) expressed in their study of job satisfaction and job dissatisfaction in a sample of Croatian seafarers that one of the most common sources of dissatisfaction that participants cite is separation from home and family. Less time together with family, being absence of family responsibility and others lead conflicts between family and seafarers and it cause to dissatisfy at their job. Additionally, Telle et al. (2007: 11) revealed that a correlation exists between work motivation and job satisfaction. Based on the preceding theoretical concepts, the research will address the following research questions to comprehend the relationships between working conditions, family relationships and job satisfaction of Myanmar civilian seafarers. In addition, these research questions will promote to examine if work motivation moderates the relationship between seafarers' working conditions, family relationships and job satisfaction. By that, the research questions were developed as follow:

- 1a. How is the relationship between seafarers' family relationships with job satisfaction?
- 1b. How is the relationship between seafarers' family relationships with job satisfaction?
- 2a. Does work motivation moderate the relationship between seafarers' working conditions and job satisfaction?
- 2b. Does work motivation moderate the relationship between seafarers' family relationship and job satisfaction?

1.3 Scopes of Research

This research was narrowed into some scopes due to the limitations experienced by researcher when conducting with wide research context. Thus, the scopes of this research were:

1. The research adopted subject was Myanmar Seafarers to specify the relationships between working conditions, family relationships, job satisfaction and work motivation.
2. The accessible population of this research was limited to Myanmar seafarers who settle in Yangon, business city of Myanmar. Questionnaires were distributed to Myanmar seafarers by online research questionnaire form.
3. Moreover, those Myanmar seafarers must be working on ship or resting at home in 2016.

4. Then, the respondents must have experienced at least one year of working as a seafarer.

1.4 Research Objectives

Singh (2012) presented that seafarers perform an admirable service to the people by helping move different types of ships and a variety of cargo from one port to the other, complying with a number of regulations and facing dangerous risks such as maritime terrorism and rough weather. Several issues such as regulation and maritime authorities faced by the shipping industry have made seafarers' lives at sea extremely difficult as well. However, these difficulty issues of seafarers are less known and described. Therefore, the purposes of the study is to describe seafarers' lives at sea namely Myanmar seafarers which focus on their working conditions, family relationships, job satisfaction and work motivation.

The main purposes of the research were twofold. First, it examined the relationship between the working conditions of Myanmar seafarers and job satisfaction, also the relationship between family relationships of Myanmar seafarers and job satisfaction. Second, work motivation was delegated as a moderating variable in relationships between working conditions and job satisfaction, family relationships and job satisfaction. The proposed conceptual model representing the nexus between three constructs which was drawn from literature and empirical studies and was presented in Figure 2.2.

1.5 Benefits of Research

The expected benefits of the researcher from this research are:

1. For Shipping Companies and Government

Results of this study can contribute in acknowledge of seafarers lives and reducing seafarers' turnover, also can encourage seafarers to better performance in work, and make an input to development in career and life.

2. For Academic

As a useful empirical evidence to increase knowledge and experience in applying theories acquire in university as starting material information in writing thesis proposal.

1.6 Writing Structure

In order to be understood well by readers, the researcher built the research paper by systematic writing structure. The writing structure is as follow:

Chapter I: Introduction

At first, this chapter describes the research backgrounds. Then, research questions, scopes of the research, research objectives, benefits of research, research design and writing structure will be explained by researcher.

Chapter II: Literature Review

This chapter describes literatures information from the journals and theories which related to research topic such as working conditions, family

relationships, job satisfaction, factors of job satisfaction, work motivation, factors affect to work motivation, and work motivation theories. Besides, conceptual frame works is explained by developing the concept from the chosen literature review. Moreover, Hypothesis was developed to predict what researcher expected to find in the empirical data.

Chapter III: Research Methodology

At the beginning of this chapter gives explanation about research methods which used to examine relationships between work conditions, family relationships, job satisfaction and work motivation of Myanmar seafarers. Then, research context, population, sampling, sample size, sources of data, research variables, data collection method, data measurement, questionnaires analysis method (reliability and validity), and data analysis method will be presented.

Chapter IV: Research Findings

This chapter presents and explains about the findings and the analysis from the research results which gathered through the data collection method, obtained by doing survey questionnaire and analyzed by SPSS program. The finding and the analysis of the research result will be base to make conclusion and managerial implications.

Chapter V: Conclusions and Managerial implications

This chapter consists of conclusions that summarize the all information from the research findings. Additionally, the implications for practitioners, and feature research will be suggested.

