

A study on the bifurcation and matching of Seafarers' continuing Education

Shuguang GUO

Jiangsu Maritime Institute, Nanjing , Jiangsu 211170, China

ABSTRACT. *Through the analysis of the career of the seamen and the education of the seamen, this paper expounds the bifurcation of the continuing education of the seamen, and studies the classification of the continuing education of the crew. And puts forward the matching viewpoint. It is pointed out that the matching of the continuing education of the crew is an important part of the human resource management of the crew. In addition, the bifurcation and the matching of the continuing education of the crew were studied.*

KEYWORDS: *the crew's continuing education, the seaman's career, the matching analysis.*

1. Introduction.

Seafarers are a special profession, and the number of seafarers is large, and their career is worth studying. Seafarers, as the main human resources of world trade and transportation, are of great importance. Due to the long-term and professional growth of seafarers and the difficult characteristics of seafarers' work, some seafarers are gradually transferred with the increase of age. Some seafarers stick to their careers and gradually grow into experts and managers in the officers. This is the bifurcation of many seafarers in the path of development in the process of growth. This kind of bifurcation is objective and inevitable. This bifurcation puts forward new requirements for the continuing education of the crew. The training of various occupations and transfer of crew members form a matching problem.

2. A bifurcation study on the career growth process of crew members.

After graduating from crew school, some graduates do not engage in crew work.

This is the first fork in the growth of the crew. The occupation of a crew is divided into an ordinary crew and an officer. The professional rank of the crew is obvious. The salary difference between crew grades is not only huge, but also the professional experience is quite different. The life of the crew at sea is boring, which has a great influence on the friendship, family and love between people. According to Maslow's theory of hierarchy of needs, after the material life of the people has been greatly improved, it is more important for people to seek the spiritual and cultural life.

The salary level of the crew is gradually declining compared to the work on land. Especially for low-ranking crew members, their salary and income are gradually losing their appeal to young people. At present, the saturation of the crew makes it more difficult to improve the salary and treatment. The training ability of maritime colleges and universities has been formed, resulting in the decline of the elasticity of human resources supply. The oversupply of the crew is difficult to change. This will lead to a large number of junior crew members give up the crew profession, their growth path is constantly forked.

3. The bifurcation analysis of crew continuing education.

The system of crew rank is very important to the crew. The income of the high-ranking crew is much different from that of the low-ranking crew. The crew is promoted to a high level at a low level and must meet the conditions of working qualifications and continuing education. Job qualifications mainly refer to the actual number of years of work in the position. The continuing education of crew mainly refers to the participation of crew in all levels of training and examination. This kind of training and examination is determined by the national laws and regulations, and is managed by the relevant government departments. This situation is roughly the same at the international level.

If the crew wants to develop in their original industry, it is necessary to upgrade their crew rank through continuing education. Of course, professional stability is not important to many crew members. The family and self-condition of the crew will change greatly when they are young and middle-aged. Many crew members look for new jobs after working as crew members for a few years. These crew members will

also change their direction of work through a variety of vocational training. The future new jobs of these crew members are divided into two categories, one related to the original job and the other not related to the original job. The author carries on the analysis and the exposition separately.

Many crew members come into contact with a lot of related business and enterprises in their work. When the crew communicates with the relevant enterprises, they not only know the business of the relevant enterprises, but also know the contacts of the relevant enterprises. This will make the crew have a potential demand for the jobs of the relevant enterprises. Some related jobs include freight forwarder, ship agent, broker, logistics service and so on. These jobs often have the characteristics of large space for development, good treatment and convenient life. More and more modern enterprises use the method of supply chain management. Supply chain management not only optimizes the business process of the enterprise, but also puts forward new requirements for human resource management. The personnel who are familiar with the upstream and downstream business of the supply chain have become the object of attention of the enterprise. The crew is also a node in the supply chain. The working ability and network accumulated by the crew in their work are often very useful for upstream and downstream enterprises. In fact, a large number of crew members find jobs and play an important role in upstream and downstream enterprises after working for a few years. At present, the job training of these related jobs is universal. However, these job training is not an important part of seafarers' school continuing education. At present, most of these training is carried out by social training institutions. This leads to the job-transfer training and the original crew education foundation does not have a good connection. Matching has become a practical problem in the continuing education of crew members.

The bifurcation and matching of crew continuing education have the characteristics of symbiosis. The basic education of the crew generally requires more than 30 months of professional education, usually graduated from a university or college. The crew is better able to receive further education. Be able to complete the continuing education before the transfer at a specified time. The matching here mainly refers to the matching between the profession of continuing education and the occupation after the transfer of the crew, as well as the matching of the

continuing education of the crew at different ages.

4. A study on the matching of crew continuing education.

There are many kinds of continuing education for crew members. The appropriate age of continuing education is also different. Therefore, the whole career of crew needs to be studied according to the bifurcation of career development path. The study of bifurcation is the basis of matching research. Solving the problem of continuing education for the young crew is to solve the worries of the young crew, which plays a good role in stabilizing the crew. Different crew members have different family conditions and different personal demands. This kind of personal career development demand will also change with time. Therefore, the author believes that the matching of continuing education has dynamic characteristics. The change of social and economic environment will also affect the career development expectations of the crew, but also affect the matching of the crew to the continuing education. And some changes in the social and economic environment are unpredictable in the short term. Therefore, the matching of chicken blood education has the characteristics of randomness. Of course, this randomness is not the primary feature of crew continuing education.

5. The strategy research based on the bifurcation and matching of crew continuing education.

At present, the main body of the continuing education of the crew is the higher Maritime Institute. The main content of continuing education in nautical college is the upgrading of crew. For the transfer of crew, that is, the bifurcation of crew career development path, navigation colleges and universities are far from enough. Various nautical colleges can set up crew transfer training to achieve the whole career coverage and overall arrangement of crew members. Improve the matching of cashier's continuing education. In order to realize the optimization of crew human resources. Let the reasonable movement of the crew provide support.

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