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# MOTIVATION FOR VOCATIONAL TRAINING AMONG FISHING INDUSTRY WORKERS

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## ABSTRACT

*This present study attempts to display the outcomes of a training incentive survey in labor motivation amongst the fishing industry workers. This industry has been chosen because of its remarkable significance in the field for the local economic growth, the sheer quantity of workers engaged, as well as the swift changes in technologies necessitating professional training. This survey has been conducted to discover the characteristics of incentives and motivation to teach workers as a favorable mechanism for implementing professional growth. The methodology of the survey is the sociological and psychological methods to examine the work incentive structure and construct motivational profiles on the basis of a comparative analysis of the outcomes regarding diverse job categories and age status. The primary method utilized comprises the employees' survey as well as the data processing method. Therefore, substantial variations have been established among workers throughout assessing the commonly accepted work motives, and their importance was defined; the motivation level for training and the features of the motivational area of the ship crew have been demonstrated. This study arrived at a conclusion concerning the favorable effect of modifications on the training efficiency and the workers' activities in the system of motivation.*

***Keywords**: Motivation management; employee, training incentive; fishing industry.*

## 1. INTRODUCTION

Today, aquaculture is one of the staple foods for a population of one billion in 58 countries. Most of this population is made up of poor and developing countries (King et al., 2021). Therefore, the use of water resources is of great importance for the circulation of economic cycles, job creation, entrepreneurship, and deprivation in these areas. Russia has a

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great deal of water border and much potential capacity in the fisheries sector; such vast sea resources are of great economic importance for our country (Petruk, 2019; Yakovleva, 2020).

Among the most important aspects of fisheries are meeting the protein needs of the food industry, creating food security, increasing foreign exchange earnings, and also job creation. Despite the vastness of the country's water border, it is not possible to use all of Russia's water capacity as it should and is (Robinson et al., 2021). On the other hand, some factors include recognizing the tasks, goals, and programs of fisheries and evaluating its performance are among the factors that will increase profitability and optimal use of this crucial economic sector (Richie & Martin, 2015; Saluy et al. 2021).

Due to the growth of technology for the production of advanced fishing and aquaculture equipment, there is no economic obstacle to obtaining the necessary facilities and equipment for fisheries (Ashirov, 2002; Atan et al., 2021). However, the dramatic decline in stocks due to unprincipled exploitation in the past and the growing human demand for aquaculture as a useful source of protein and its lower price than other protein products has significantly reduced the share of the economy associated with this important sub-sector (Trubin et al., 2017; Tolstykh, 2019).

Fisheries is the science of sustainable and economical use of water resources that is active in the world in two areas of aquaculture and fishing. Russia's fisheries industry is relatively young compared to developments in world fisheries in the last 50 years. In this course, students are introduced to various sciences of animal, plant biology and marine ecology as the basis of fisheries (Ashirov, 2002; Krasova, 2010).

The importance of this field becomes clearer when we know the correct and sustainable exploitation of marine resources, conservation of resources and reconstruction of reserves, diversification of production and increase production, improving and enhancing the quality of fishery products from production to consumption, the use of new engineering technologies in fisheries, employment, and foreign exchange earnings are not possible without a scientific approach and based on research findings in fisheries (Nedoluzhko, 2018; Nedoluzhko et al., 2016).

The motivation theory application issue in practicing personnel management from several institutes has been taken into account by numerous researchers (Saluy et al., 2021; Siame et al., 2022). Their studies have revealed that the transition of the Russian federation to

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market relations has substantially raised the necessity of motivation issue due to the fact that it has coincided with the alterations in motivational attitudes to life values and work, resulting in the necessity to devise a feasible strategy to labor activity incentives (Bogdan, 2003; Terentyeva et al., 2019; Flaaten, 2021). Training incentives are at the intersection of several fields since it belongs (Figure 1).

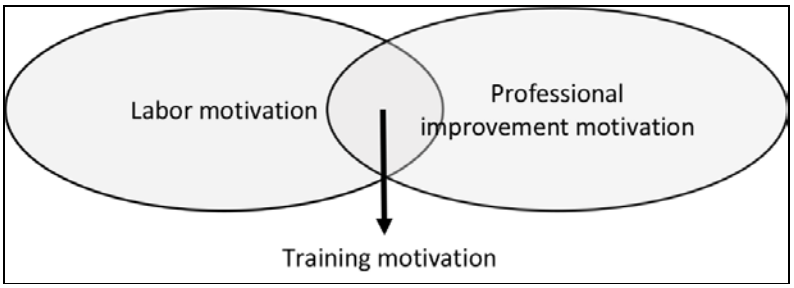


Figure 1: The training motivation position in the conventional motivation system

## 2. METHODOLOGY

This survey was performed amongst the staff of one of the fishing trawlers (BMRT) as a fundamental production unit of "Russian Fish Industry Company" LLC (RFIC). RFIC performed fishing and supplied the whole chain of production.

All of the RFIC ships own a table of staffing; the circumstances for worker training and remuneration are quite alike. The respondents' sample for this survey consisted of a target, in which the quantity of each personnel category is adequate for examination.

This current study mainly intends to is recognize the motivation features for training in the labor motivation system amongst the fishing enterprises' staff due to the fact that considering those features in the motivation system can raise its efficiency.

In order to attain the aims, the steps below were established:

a) Studying the labor incentives of the fishing industry staff

b) Establishing the elements affecting the training incentive remarkably;

c) Develop an actual and needed motivational profile of staff to consider in the training motivational growth scheme.

In order to gather needed data, the method of a standardized questionnaire hand-out survey was employed. The data processing statistical methods and the comparative analysis method are utilized to investigate the empirical data acquired with the aid of nominal scales. The results of the survey were compared in terms of various age groups (called young, from

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18 to 30, middle age, from 30 to 44, as well as the seniors, from 47 to 60 years old) and several position categories (production personnel, managers, service and technical staff).

That mentioned questionnaire created by the authors aimed at identifying the workers' motivational profiles and incorporated thirteen inquiries. Overall, one hundred and four individuals participated in this study.

After conducting the survey and obtaining the results, motivational profiles have been composed and demonstrated in the traditional pie charts.

## 3. RESULTS

Analyzing the data acquired throughout the questionnaire study by age category demonstrated that regarding the job switching issue, above half of older employees don't like to change. Quite the opposite, above a third of the middle-aged staff were willing to switch jobs if earnings don't change. The younger experts didn't demonstrate a clear situation in that respect (see Figure 2).

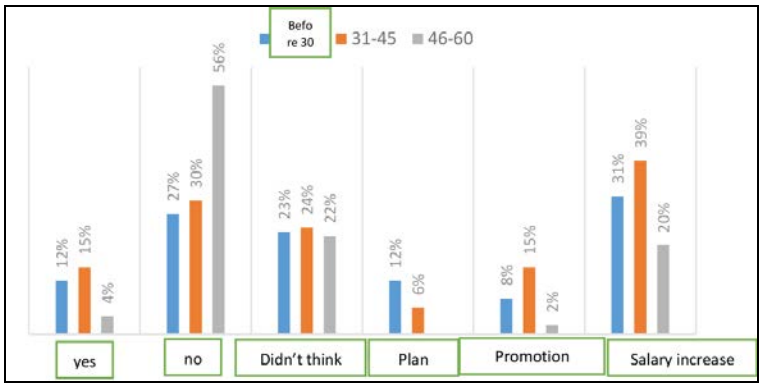


Figure 2: Motivation to change professions in terms of the participants' age

The results analysis in terms of the workers' category revealed that only one-fifth of the production staff desire or want to switch careers, from which one-third are more eager to let go as long as there would be no increase in wage (see Figure 3). The greatest portion of workers who are not willing to switch careers is amongst the service staff, which might be attributed to the hardships of getting employment. There exist even fewer people eager to switch professions amongst technical staff.

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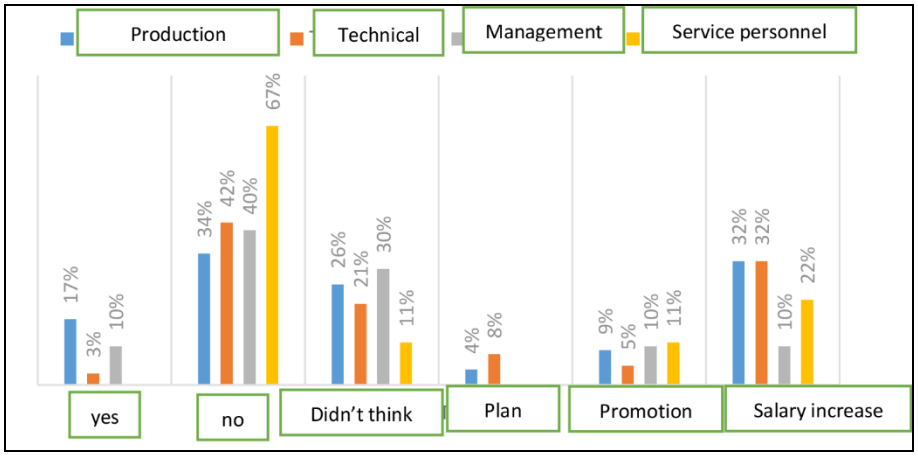


Figure 3: Motivation to switch careers in terms of the position category

So, the concentration upon a steady job is stated merely amongst the older staff and service staff. Throughout the evaluation of the commonly admitted work motives on a 10-point scale, several items turned out to be substantial (see Figure 4). This, amongst the foremost incentives, hygienic factors are traditionally mentioned - the relations in the team (obviously because of the work specifics and close interaction in a limited area), remuneration, and intimate relationships with the managers. Meanwhile, within the study framework, it appears significant that for above half of the participants, the chance to train new subjects turned out to be a substantial incentive.

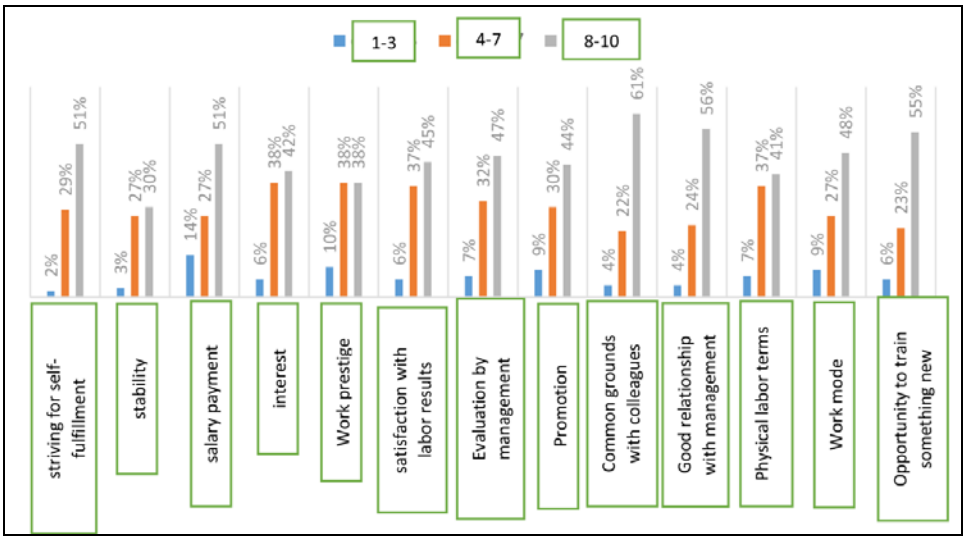


Figure 4: The major labor incentives distribution in work

The participants' ideas' distribution about their qualifications' self-assessment demonstrated that confidence and self-esteem in their qualifications seem with the increase in age. Thus, the favorable evaluation of the qualification level based on the standards of "sufficient" and "high" seems to be gradually rising (see Figure 5).

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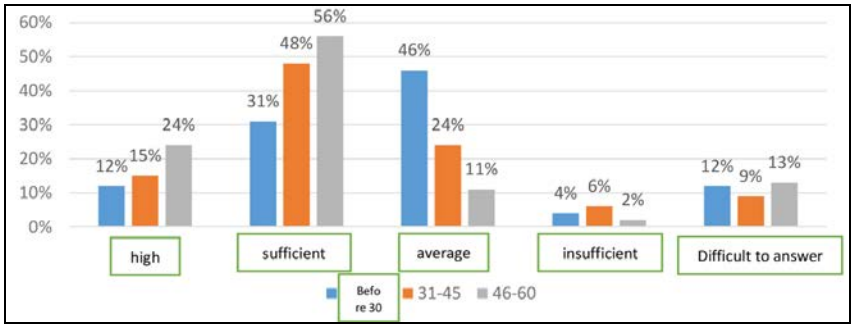


Figure 5: Participant perspectives' distribution concerning qualification level evaluation in terms of the respondents' age

Regarding the figure above, for each positions category, above half participants have evaluated the qualifications as sufficient and high. That is particularly regular for production staff, which, obviously, is because of the competence presence in professional activities (see Table 1).

Table 1: Participants perspectives' distribution concerning the evaluation of qualification level in terms of the position category

| classification | Production | Management | Technical | Service |
|---|---|---|---|---|
| sufficient and High | 70 | 60 | 60 | 66 |
| Mean | 15 | 30 | 32 | 33 |
| hard to respond | 19 | 10 | 5 | – |

Certainly, for similar reasons, the incentives for training were reduced: for above half of young staff, training is significant as the process of obtaining new competencies, instead of extra incentives (see Figure 6).

Special attention is drawn to the motives conditionality amongst the staff of various age groups: older age doesn't state a wish for professional development. They seem to be more concentrated upon steadiness and employment prior to being retired.

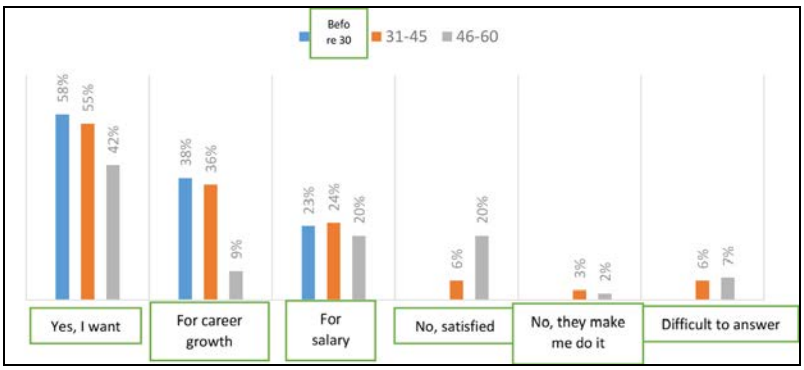


Figure 6: Participants perspectives' distribution concerning the motivation for further education in terms of age

The staff of production conducts fundamental functions. Nonetheless, they possess a

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low motivation to train as opposed to other categories (see Figure 7), which has something to do with qualification evaluations.

Above half of the participants from service and technical staff would like to gain further knowledge, abilities, and skills, justified by the demand to grow professionally.

The condition seems to be the opposite amongst managers: just an insignificant share is happy with their knowledge, and precisely half of managers desire to be trained for career development.

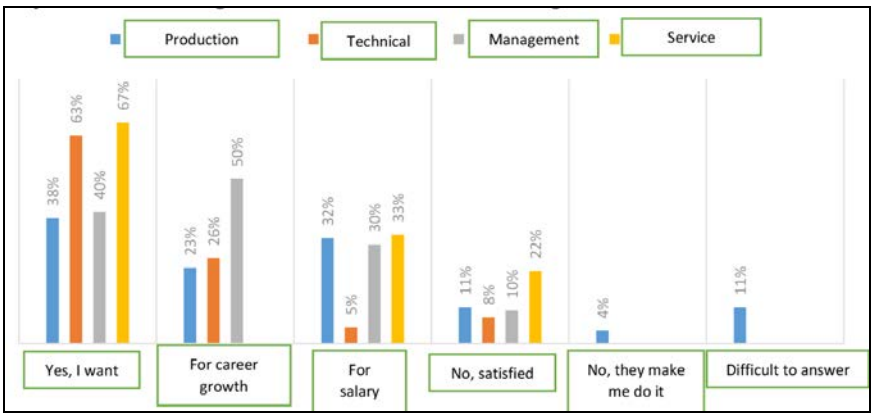


Figure 7: Participants perspectives' distribution on motivation for further training, in terms of the position category

As a result, middle-aged staff would like to get new skills and knowledge for better performance. Amongst the older staff, the next requirements are the major ones: the necessity for information and knowledge of new profession technologies, amongst younger staff - the necessity for the understanding of new working methods and interaction skills, the knowledge of labor function performance, the knowledge of equipment usage (see Figure 8).

Given the respondents' categories, it can be observed that while assessing the training requirements of technical and production staff, knowledge of labor protection, interaction skills, and management abilities are of great significance for production (see Figure 9). The necessity for the understanding of new professional technologies is stated mostly amongst technical staff and managers. Regarding service staff, they are crucial and also the knowledge of particulate profession functions (44% each). As for the managers, the personal competencies growth (management and communication qualifications) is regarded more significant.

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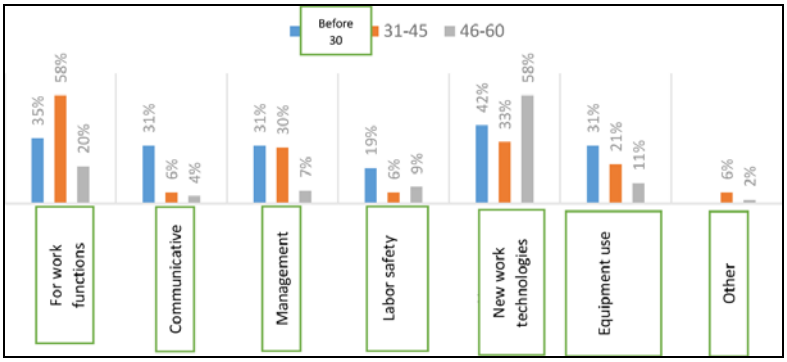


Figure 8: Participants perspectives' distribution concerning needed skills and knowledge in terms of age

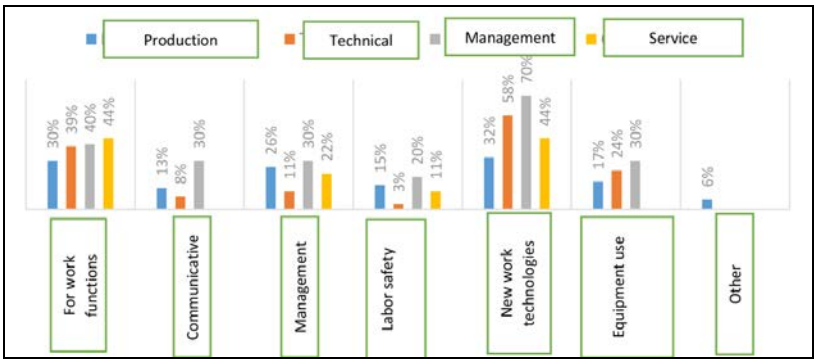


Figure 9: Participants perspectives' distribution concerning needed skills and knowledge in terms of position category

It should be mentioned that all elements affecting the desire to train rise have been evaluated with high points by roughly half of employees (see Figure 10).

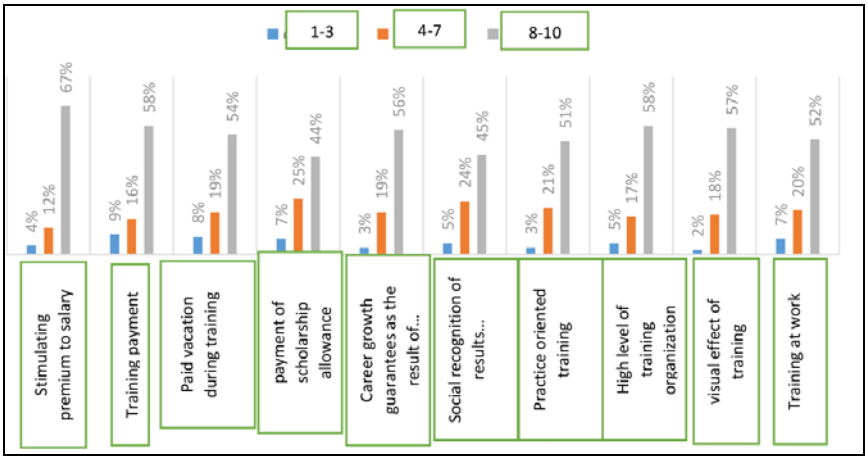


Figure 10: Participants perspectives' distribution concerning the factors, resulting in a high commitment to training

The most substantial elements turn out to be establishing a stimulating wage bonus according to the qualification growth, a high level of training organization, the classes' practical nature, career development on the basis of the training results, training payment, and paid leave for the training period.

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Therefore, a perceptible training result seems vital for staff: career development, wages increase, and the classes' practical orientation. Given the outcomes acquired in the course of the questionnaire study, motivational profiles have been composed, incorporating commonly admitted labor motives and training incentives.

## 4. DISCUSSION

Over the course of analyzing the motivational profile amongst the staff of several profession categories, it has been discovered that the least content with motivation elements is seen amongst production staff (see Figure 11).

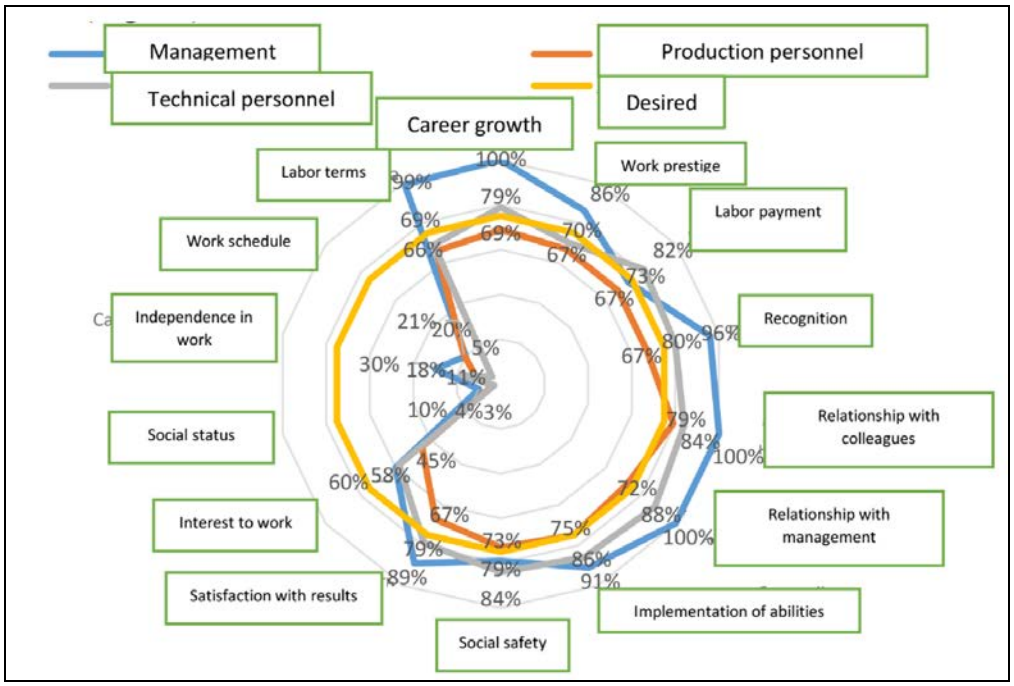


Figure 11: Motivational profile for common reasons, in terms of the position category

Based on the results, the managers' category is regarded as a most motivated category. The motives of "career growth" and "working conditions" are nearly 1.5 times higher amongst the managers compared to other categories. Remuneration is considered the most exciting for technical staff, who are also attracted to career development and abilities implementation. Such elements as independence in social status, work, and work schedule aren't crucial for the staff's all categories.

Therefore, the production staff needs the most attention, the major motivation of which is the relations with the co-workers; other incentives are nearly at the same level and need reinforcement. The technical staff, mainly from the young workers' category, hold the indicators approaching the favorable model. Their motives display the concentration on

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career development, benefits, and wages.

While motivating managers, it appears crucial to depend upon the motives "relationships", "implementation of abilities", "recognition", and finally, "working conditions". Hence, the intensity of motives doesn't rely upon age; the information acquired is roughly similar. It should be noted that young experts are more motivated for desirable professions compared to the older staff.

Another striking point is that young staff demonstrated a better training motivation: the incentives for further career development and motivation bonuses are more discussed amongst them as opposed to amongst older staff (see Figure 12). Meanwhile, middle-aged employees are more concentrated upon recognizing training results and their nature.

Higher training motivation is seen amongst the managers, for whom all of the incentives are nearly 10% greater than the favorable level (see Figure 13).

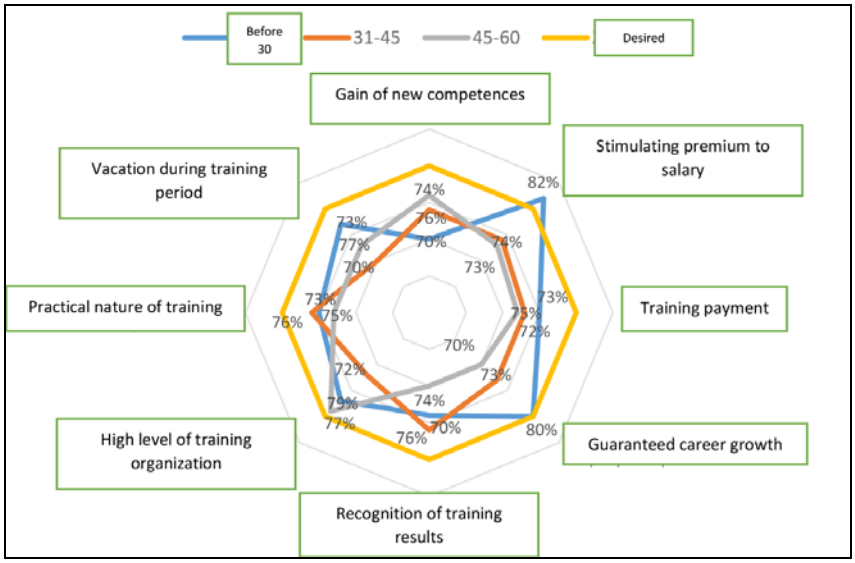


Figure 12: Motivational profile on the basis of training incentives in terms of the employees' age

Regarding technical staff, the foremost incentives for training have been career development, the training's feasible nature, a bonus stimulation, and the new competencies acquisition. As a result, technical staff needs to be motivated for training by the bonuses provision on the basis of the training outcomes and by the expansion of the content and the viable importance of the matter.

Therefore, comparing and assessing motivational profiles facilitates characterizing the whole level of employees' training incentives as adequate with inclinations to improve one

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amongst particular staff's categories. So as to keep that level and eradicate the adverse experience of formerly performed training, it seems absolutely crucial to generate proper circumstances and enhance the educational process and organization, relying upon the recognized incentives.

## 5. CONCLUSION

Although the work motivation issues have been displayed in several types of research, motivational theories indicate in which direction the motivational policies in personnel management must be executed (Tsareva et al., 2017). However, they do not supply vague recipes for action.

The contemporary technique of management is concentrated not merely upon external, but upon internal effect, upon its constancy with the motives system and value orientations of staff, while the link is the motivation management for training and self-improvement in the process of work, nonetheless, this issue solution needs investigating and considering the characteristics of staff motivational arena.

Hence, working on enhancing the motivation for seafarer training, considering the peculiarities of their motives system, transcends cognitive and scientific problems and is put on a practical plane as the tools of fishing enterprise competitiveness rise and the industry growth on the whole.

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