

Protecting Intellectual Capital at Sea

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Dear Readers,

In this article, I want to talk about the importance of intellectual capital generated at sea and the strategies taken to protect it. There have been many campaigns over the past 20 years to recruit officers who have lost their motivation to return to the ships. While some of these campaigns have been successful, others were only able to provide getting back on board. Initially, some operators believed high wages, which are included in hygiene factors, to be sufficient as a motivating factor.

Although the high wage strategy initially motivated the officers, their motivation disappeared due to neglect of hygiene factors. However, the officers waited for working conditions to improve. They continued to keep 6+6 watches on the ships. While on paper, every precaution and care was taken to provide rest periods, in some fleets, the sailors could not even meet their physiological needs.

I compiled data on this subject from feedback we received from our students and graduates studying at maritime schools. While the earnings from the campaigns are lost daily, it is understood that we will have difficulty in motivating new job candidates to work at sea. By fostering crew companionship and prioritizing hygiene factors such as adequate rest periods, health and safety, career advancement, and work-life balance, organizations can create an environment that supports seafarers' well-being and promotes a motivated and committed workforce. Ultimately, by recognizing and fulfilling the unique needs of seafarers, maritime companies can elevate their operations and strengthen their competitive edge in the industry.

As a result, there is a need for new studies that can reveal the factors motivating officers to work at sea and the obstacles they face. I would like to put out a call to researchers on this subject.

We are pleased to introduce JEMS 11 (2) to our esteemed readership. We are very excited that this is the first issue of our second decade of publication and hope to complete many more decades. This issue presents valuable and intriguing studies that will without a doubt contribute to the maritime industry. Therefore, I would like to express our gratitude to the authors, who sent their valuable studies for publication, our reviewers, editorial board, section editors, and publisher, who provided quality publications by diligently following our publication policies.

Yours Sincerely,

Prof. Dr. Selçuk NAS

Editor in Chief



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