An Economic Analysis of the Training of Maritime Personnel in International Shipping

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Abstract: Starting from the two growth paths of Marine talents, this paper analyzes the career growth of related talents. The economics of the two careers are analyzed. It is suggested that the growth of technical personnel in Marine process has an asset specific economy, but a lack of scope economy. At the same time, it is pointed out that maritime managers lack the advantage of asset specificity at the beginning of their career, and have the advantage of scope economy only at the later stage of their career. The methods of comprehensive training of two kinds of talents are put forward to realize the unification of asset specific economy and scope economy.

***Keywords*:** Marine talents, career, asset specific economy, scope economy

1. Introduction

The training of international maritime talents is mainly divided into engineering and technical talents and management talents. The training methods and paths of the two kinds of talents are different. The training requirements and training objectives of the two kinds of talents are also different. The process technical talents of international shipping are mainly divided into two stages: college training and enterprise training, which are mutually compatible and can not be lacking. The cultivation of management talents mainly depends on the cultivation of enterprises, which is necessary, and the training of colleges is auxiliary. There are different methods to analyze the economy of the two kinds of talent cultivation paths. The training of Marine talents can also be analyzed by using the theories of scale economy, scope economy, speed economy and asset specific economy.

2. Economic analysis of Marine engineering and technical personnel training

The training of Marine engineering and technical personnel is generally divided into two stages. The first stage is the foundation stage, which usually involves professional study at university. In the university, students choose Marine technology related majors for systematic study, after obtaining the graduation certificate, they can enter the relevant positions and start working. The second stage is to continue education after college. Marine engineering technicians generally work on ships and are divided into two categories: nautical technology and Marine engineering. Nautical technology major is also the sea ship driving major, generally training for third officer, second officer, first officer and captain. Marine process majors are generally trained to be three-wheel, pipe wheel, big pipe wheel and chief engineer. The level and salary of these two types of jobs are directly related to the length of work. Generally speaking, higher job levels require longer working years. Similarly, the higher the level of offshore engineering technicians, the older the age. Marine engineering and technical personnel growth characteristics. Requirements, it has a good professional theoretical basis. The IMO also requires personnel to have at least 30 months of formal university education. This is why it is necessary for Marine engineers and technicians to learn professional knowledge in universities. The study and practice of professional basic theory have systematic continuity. Marine engineers and technicians go to work after graduating from university. You go back to college every once in a while to continue your education. Obtain the appropriate certificate. Marine engineering technician every promotion to a rank, required. Take the corresponding exam. It is usually done before the exam. Professional learning. This allows university study and continuing education to form an organic whole.

This reflects the specific economy of talent training in economics. Specifically, it is that engineers and technicians become more and more senior with the growth of their working years. More and more money is being spent on further education. Caused. The expertise of these engineers and technicians is increasing. But the scope of their work is increasingly industry-specific. The sunk cost of their career change is too high. Once they change careers, they will form a larger sunk cost. As a result, their careers become increasingly dependent on shipping as they grow older. Without the shipping business, the development will be hampered. Once the economic benefits of the shipping industry decline significantly, their survival will

be under great pressure. This reflects the asset specific characteristics of human resources. This is the concrete embodiment of the asset-specific economy in economics. The asset-specific economy has a double-sided effect in the process of the growth of talents. The asset-specific economy will reflect the high efficiency of human resources. On the other hand, it will also lead to the limitation of human resources working ability. Once these Marine engineers get older, or because of family and other reasons, do not want to work on the ship. They often encounter greater difficulties in their career. The difficulty is that it is more difficult for them to change careers after middle age. At this point. Caused. Lack of economy of human resource scope. The so-called scope economy of talent growth refers to the ability of workers to change careers in a large range. At this time, the scope economy of Marine talents is an economic issue that must be considered in the second half of their career. The economic analysis of career must be considered from the whole process of career, considering not only the asset specific economy in the early stage, but also the scope economy in the later stage.

3. Economic analysis of the training of maritime economic managers.

3.1 General path analysis of the growth of maritime management personnel

Maritime economic managers generally come from multiple sources. Some of them come from the business management related majors in the university. This comes from the engineering and technology field in the university, and some of them are transferred from other positions in the enterprise. Due to business management personnel. Ability requirements. Including both natural attributes and social attributes of the ability. So. Relatively speaking, the quality of enterprise management personnel. More widely. It is necessary not only to have a good professional theoretical foundation, but also to have a good social work ability. Especially interpersonal and communication skills. The growth of maritime management personnel also includes the improvement of professional business ability and the improvement of social work ability. The position requires higher overall quality of people. Including better physical and mental fitness. For physical and mental quality, not only need to nurture, often also have a certain innate basis. Generally speaking. Good maritime management talents, with good learning ability and interpersonal skills, with good social adaptability. 1 Good maritime management personnel can generally quickly adapt to the work requirements of other industries.

3.2 Economic analysis of managerial talent growth

In this way, maritime economic management personnel can use the two concepts of asset specific economy and scope economy at the same time. That is to say. Now the society will provide a broader range of talents. The work space. Give them more opportunities throughout their careers. Of course, the management talents of shipping enterprises will also face realistic difficulties in their career. It is that at the beginning of your career, you will encounter greater demands. Due to the need for higher business ability and professional literacy. The corresponding human resources need a long training cycle. In this culture cycle. Many new recruits have low incomes due to difficulties in carrying out their work. Some young people are leaving their jobs. This is also a feature of the growth of maritime management talents. Because this kind of talent has learned knowledge in college, it has a wider adaptability. So once they change careers, the sunk costs are relatively low. This also leads to the relatively large mobility of maritime management talents.

4. Economic analysis of comprehensive training of Marine talents

The comprehensive training of Marine talents has become a hot topic in today's society. Based on the growth characteristics of Marine engineering and technical personnel and Marine management personnel, this paper analyzes the economic characteristics of their growth path and puts forward a new talent growth path. The path is to study Marine engineering at university, to work in related engineering positions at the beginning of your career, and to pursue two directions in engineering work. One is to develop higher level engineering and technical positions, and the other is to transition to management positions. In this way, in the growth cycle of talents, the economy of human resources can be better realized. So as to realize the overall consideration of the specialized economy and the scope economy of talent growth, it also reduces the sunk cost of talent transformation. And to better achieve the sustainable development of Marine talents.

5. Conclusion

The growth path of Marine engineering technicians and Marine operations managers indicates the entire cycle of a career. Yes. Make economic considerations. Need to combine the specific analysis of economics, improve. Training methods of corresponding talents. Yes, to explore the deep-seated reasons for the uneconomic phenomenon of talent training, and carry out corresponding reforms. Talents engaged in the shipping industry have a better career, thus attracting more outstanding talents to engage in the shipping industry. So as to promote the development of the shipping industry.

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