

Psychosocial and Longevity Factors as Predictors of Length of Stay in the Seafaring Profession

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Abstract

This study examines the psychosocial factors, longevity factors, and length of stay of millennial Filipino seafarers toward their maritime careers. A sample of 300 millennial seafarers were selected through purposive and convenience sampling techniques. The research instrument consisted of three sections: 1) assessing psychosocial factors; 2) evaluating longevity factors; and, 3) length of stay in the seafaring profession. Due to COVID-19 constraints, respondents were asked to answer the questionnaire via an online. Results indicated that millennial seafarers generally experience positive psychosocial conditions onboard, with high mean scores for psychological support, civility and respect, and involvement and influence. However, areas like recognition and reward, and growth and development showed slightly lower scores. In terms of longevity factors, all indicators were agreed upon by the respondents with high mean scores on empowered decision and workplace enjoyment factors. Findings have further revealed that fair reward systems and valued opinions have no significant influence on career duration, though with very small positive correlations on length of sea experience. Statistical analysis using Pearson correlation revealed significant positive relationships between psychosocial factors and longevity factors. Specifically, recognition and reward, growth and development, and organizational culture had strong correlations with fair reward systems. Multiple linear regression identified workload management, workplace enjoyment, and fair reward system as significant predictors of the length of sea service. The above findings have entailed a number of measures to be undertaken by concerned stakeholders. This includes strict compliance to a humane and acceptable levels of duties and responsibilities onboard, fixed hours of work based on the IMO guidelines, a well-crafted program that highlights provisions on proper workload management directly addressing the working conditions of Filipino seafarers, promotion of social and recreational activities onboard to guarantee workplace enjoyment of Filipino seafarers, and a reward system that maximizes their benefits in exchange of the hard work and perils they undergo in fulfilling the demands of a seafaring work.

Keywords: Psychosocial Factors, Longevity Factors, Millennial Seafarers, Seafaring



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INTRODUCTION

Sampson (2013) described how a deck watch occurs: a seafarer, perched on a rail at the back of a ship for several hours, cannot seek shade or a drink, must wait for further instructions before retiring from the task, and cannot

complain. These are the rudiments that require work competencies of a seafaring job. Filipino seafarers struggle with loneliness, boredom, overwork, and injuries due to hazardous seafaring environments, and these manifest psychosocial risks (Gregorio, 2012). Further study by Lyrakos (2016) affirmed that psychosocial risks affect seafarers more compared to other occupations. Proper value and care must be provided by employers to withstand the demands of seafaring and should coincide with welfare projects and intervention programs of the government and non-government organizations. Moreover, the author insists that an effective psychosocial risk management program should be a priority for policymakers, employers, and employees. Doing so can ensure a healthy, productive, efficient, and safer working environment for seafarers.

This potentially results in better job performance where seafarers are better secured in fulfilling tasks and have higher morale and outlook. By assuming that seafarers received adequate psychosocial support, this translates to higher job satisfaction and performance. For workers, performance is integral to accomplishing tasks and can be a source of satisfaction, demonstrate mastery, and exude pride, and is rewarded or recognized through financial rewards or benefits. On the other hand, low performance results in feelings of dissatisfaction and failure. A stellar job performance, for a seafarer, is a major factor in career development, success in the labor market, and length of tenure. Apart from psychosocial well-being, physical health and fitness, through individual or group exercises and a balanced diet, are also crucial for seafarers in performing their duties.

Third of the world's seafarers are Filipinos. Hence, Filipino seafarers are the top choice of Japanese ship managers and owners, according to the International Mariners Management Association of Japan (IMMAJ), while Hellenic, a European shipping company running an agency in Manila, has been hiring all-Filipino crews for its tanker fleet since 2004. Both cases reveal a global preference toward Filipino seafarers. In addition, Filipinos are most sought after to man ships, ranging from luxury cruise ships, and giant tankers, to container ships. The reasons for these preferences can be attributed to the following principles: seafarers by nature due to living in an archipelago, dedication and discipline on and off the job, perseverance, adaptability, reliability and commitment, exploitation and being underpaid, fluency in English, quick learning, problem-solving, friendly attitudes and pleasing dispositions, law-abiding behavior, patience and tolerance, willingness to sacrifice, and female seafarers being preferred in the service industry component as waitresses. In these successes, the Philippine government, as a show of support, passed the Magna Carta for Filipino Seafarers to improve the economic and social status of Filipino seafarers.

There are also studies on the other aspects of the industry. One of these is from Almacen (2012), wherein he noted that the average age of the seafarers on board is 38 years old– the peak of Filipino seafarers' careers. Meanwhile, the average length of stay on board is 9 years, which is considered a short-lived experience (Almacen, 2007). These seafarers later on settle for a local job, return to their families, or share their industry experience and expertise in maritime schools. Regarding salary, it varies according to their position and depends on the company. The average salary of an able-bodied seafarer is around \$1,300 USD. Compensation is a major consideration for a Filipino seafarer, especially for those who are supporting their family as a breadwinner. This is one factor for not lasting in the industry or leaving early in search of a more high-paying profession.

The maritime industry, on the other hand, provides a lot of challenges to seafarers. Manalo et al. (2015) revealed that seafarers have a maximum of 10 years of experience and face challenges onboard such as homesickness, fatigue, family issues, discrimination, bad communication, and poor relationships in the workplace. Despite these, the industry remains one of the competitive industries having good career advancement, promising salaries that help the economy afloat, and excellent work ethics. This premise charts the direction of the research and its focus on psychosocial factors and how it shaped their job performance as seafarers as well as on the length of their seafaring tenure. The focus on psychosocial factors among Filipino seafarers aims to determine if these factors can influence the length of service among the seafarer respondents.

LITERATURES

Life of a Common Seafarer Onboard. Life at sea is often described as no joke by seafarers who work on gigantic trading vessels (Sampson, 2013). Their daily existence is fraught with obstacles, trials, and sacrifices. Unlike other professions, seafarers face a regulated, restricted, and secluded lifestyle that has been compared to prisons or asylums (IMHA, 2004).

The seafarer's identity is often marked by divisions of rank, department, country, and watch, leading to a rare sense of commonality among them. The industry also shows stratification based on the country of origin, highlighting how race influences labor costs and career threats. Onboard, seafarers are expected to work, rest, collaborate, and interact in confined spaces, which limits opportunities to relax and avoid stressful situations (Lyrakos, 2016). These challenges are compounded for officers who bear greater responsibilities, face management and audit pressures, and risk their credibility in the event of incidents (IMHA, 2004).

The documented struggles of seafarers have led international maritime bodies to create policies and guidelines to protect them. For instance, the Maritime Labor Convention (MLC) of 2006 established provisions to ensure seafarers' welfare, such as fixed working hours to prevent fatigue and mandatory rest periods. However, studies indicate that extended duty periods of over three months are associated with increased stress (IMHA, 2004). Consequently, work cycles have been adjusted, with some nationalities like Australians working shorter periods, while others, such as Filipinos, endure longer contracts (IMHA, 2004).

Life of a Filipino Seafarer Onboard. Resilience and hard work are hallmarks of overseas Filipino workers (OFWs) across various industries, including seafaring. Filipino seafarers endure the rigors of vessel work for lucrative pay, which comes with significant sacrifices. Amante (2005) describes their life as bittersweet, with seafarers working 6 to 9 months at sea, earning around \$1,200 monthly, then spending their earnings on shore and seeking new contracts within months. Their confined ship life involves fixed patterns of interaction and hierarchical navigation, often resulting in feelings of isolation. The seafarers' strong Catholic faith provides some solace, with religious images and family pictures offering comfort amidst the hardships. Despite these challenges, Filipinos continue to pursue seafaring, possibly due to the Philippines' archipelagic nature and historical ties to maritime activities.

Studies by Manalo et al. (2015) highlight the common challenges Filipino seafarers face, including homesickness, fatigue, family issues, discrimination, poor communication, and workplace relationships. These difficulties contribute to poor mental health, prompting a decline in the number of Filipino seafarers on foreign vessels (Antonio, 2019). However, these challenges also drive seafarers to improve their skills, survival strategies, and adaptability.

Almacen (2014) explored Filipino seafarers' coping mechanisms, finding that they often rely on accepting responsibility, planning, problem-solving, and self-control. Escape avoidance was the least used strategy. Additionally, Almacen (2014) examined the social image of Filipino seafarers, revealing limited family and community understanding of the seafaring profession. This underscores the need for a national campaign to elevate the status and professionalism of Filipino seafarers. Oldenberg and Jensen (2020) surveyed seafarers' health status, highlighting the need for better assessment methods to address occupational stress and strain effectively.

Psychosocial Studies in Seafaring. Psychosocial issues such as stress, fatigue, and depression are prevalent among seafarers but are less studied compared to their physical health. Stress arises from high workloads, long hours, limited control over work, and poor support from management and colleagues. Role conflicts, particularly among mid-level managers, add to the stress. Long-term separation from family exacerbates loneliness, contributing to mental health issues.

Fatigue is a significant problem for seafarers, often linked to work-induced stress, high job demands, insufficient crew members, and disrupted circadian rhythms (Wang, 2012). The International Maritime Organization (IMO) identifies several factors contributing to fatigue, including crew-specific, management, ship-specific, and environmental factors. Fatigue impacts both physical and mental health, with severe long-term consequences such as chronic disease and suicide (Iversen, 2012).

Psychosocial Scenarios and Experiences. Three major forces—demographic shifts, increased economic globalization, and rapid technological change—have significantly impacted work over the past decades, leading to various psychosocial risks (Lyrakos, 2016). These risks include poor interpersonal relationships, cultural conflicts, and isolation, which can severely affect seafarers' performance and well-being. Crew managers and ship owners must address these issues by promoting cultural understanding and reducing stereotypes.

Overall, seafaring is a challenging occupation with high psychosocial risks. Addressing these issues requires comprehensive research and effective interventions to ensure the health and safety of seafarers. This includes monitoring stress and fatigue, promoting emotional well-being, and improving working conditions on board.

METHODOLOGY

Research Design. The research study employed a quantitative research design specifically utilizing the predictive modeling technique in deriving the data of the study. Predictive modeling (Frankenfield, 2019) is the process of using known results to create, process, and validate a model to forecast future outcomes, and this has been used in fields such as business and social sciences. Using predictive modeling is a fresh approach in the occupational health of seafarers through modeling psychosocial factors as longevity predictors in the seafaring work.

Population, Sample Size, and Sampling Techniques. Purposive sampling technique was used in determining the characteristics of the respondents. The following selection criteria were used: 1) having boarded international vessels for at least two years, and 2) meeting the defined age qualifications for a millennial seafarer. A total of three hundred (300) millennial Filipino seafarers were taken as sample size to arrive at conclusive results. Due to the limitations caused by COVID-19 pandemic,

a convenience sampling technique was used to complete the sample size.

Research Instrument. The instrument consists of two parts. The first part determined the extent to which millennial Filipino seafarers experience psychosocial factors. This section was developed using contextualized psychosocial theories as a basis for crafting questions. For instance, organizational factors refer to seaport organizations. Further contextualization involved analyzing and presenting different onboard situations to reflect whether Filipino seafarers feel valued by their organizations. This required using actual maritime terminologies to facilitate better understanding among the respondents, as it aligns with their onboard experiences.

The second part focused on the longevity level of millennial Filipino seafarers in the seafaring service, specifically in terms of Fair Reward System, Valued Opinion, Empowered Decision, and Workplace Enjoyment. A five-point Likert scale, ranging from 1 (Disagree) to 5 (Agree), is used to measure the respondents' degree of agreement and conformity regarding the longevity factors. Another five-point Likert scale, ranging from 1 (Never) to 5 (Always), gauges the respondents' frequency of experiencing the psychosocial factors. The validation process of the instrument underwent review by five experts, including an initial review by the supervisor. According to Paler-Paler-Calmorin and Calmorin (2012), suggestions, corrections, and refinement of the draft must be thoroughly explained, including the involvement of different individuals in the corrections and refinement of instruments. The reliability of the instrument is .96.

Data Gathering Procedure. The implementation of the survey was held during the 2nd semester of school year 2020-2021. Formal request letters were sent to manning agencies, seafarers' clubs, and maritime centers. Upon gaining approval and considering the pandemic, the proponent exhausted all means to reach the respondents using various technological methods such as making calls via telephone or mobile phone, sending text messages, and

using chat function in social media platforms such as Facebook or Twitter whichever is available. Given this nature of data gathering, the questionnaire is converted into an online survey using Google Forms to facilitate easier navigation of the instrument and to have a faster response. The survey lasts between 5 to 10 minutes per respondent. Proper acknowledgement of respondents' effort in participating followed suit. There is also a conscious effort to achieve the proposed number of respondents by ensuring a high rate of participation. The primary data gathered are compiled for statistical treatment.

Statistical Techniques. Weighted mean, Pearson r, and multiple linear regression were used as statistical tools to derive and analyze the data. In determining the figures for psychosocial factors and longevity of stay, weighted mean, which computes the average by multiplying the weights with its respective mean and taking its sum, is employed. Weights are assigned to individual values to determine the relative importance of each observation. The numerical scales represent the degree of the perceived agreement by the respondents towards each statement. On the other hand, Pearson r was used to test if there exist a significant relationship among the following variables: psychosocial factors and longevity of stay factors, psychosocial factors and length of sea experience, and longevity of stay factors and length of sea experience. These are reflected in third, fifth, and six problems identified in the study. Lastly, multiple linear regression, a statistical technique that uses several explanatory variables to predict the outcome of a response variable (Kenton, 2019), was used in determining which among the psychosocial and longevity factors have most significantly predicted the length of stay among millennial Filipino seafarers. The goal is to model a linear relationship between the explanatory (independent/predictor) variables and response (dependent/outcome) variables. In usage, there is an attempt to determine if demographic profile, communicative competence, and axiological motivation have a linear relationship, and in probing the data, a significant prediction is achieved.

RESULTS

Psychosocial Factors of the Respondents. The study explored eight key psychosocial factors affecting millennial Filipino seafarers, revealing overall positive experiences across most areas.

Table 1
Overall Mean of Psychosocial Factors

Psychosocial Factor	Overall Mean	SD	Interpretation
Psychological Support	4.34	0.55	Often
Organizational Culture	4.13	0.6	Often
Clear Leadership & Expectation	4.11	0.64	Often
Civility & Respect	4.27	0.6	Often
Psychological Competencies & Requirements	4.35	0.48	Often
Growth & Development	4.2	0.6	Often
Recognition & Reward	3.84	0.78	Often
Involvement & Influence	4.25	0.62	Often

Psychological support received the highest overall mean score of 4.34, indicating that seafarers often feel supported by their peers and superiors, which helps maintain their mental health and job performance. Civility and respect also scored high with a mean of 4.27, showing that seafarers generally experience respectful interactions and feel that their beliefs and traditions are honored onboard.

Organizational culture and clear leadership gained 4.13 and 4.11 means respectively, indicating that seafarers often perceive their work environment as fair and cooperative, with effective leadership that provides clear expectations. Psychological competencies and requirements scored a mean of 4.35, suggesting that seafarers feel confident and competent in their roles, both emotionally and cognitively. Similarly, involvement and influence scored 4.25, showing that seafarers often feel their opinions are valued and that they have a significant role in decision-making processes.

However, the areas of recognition and reward, and growth and development, showed slightly lower scores. Recognition and reward had the lowest mean of 3.84, indicating that while seafarers often feel acknowledged, there is room for improvement in how companies

recognize and motivate their employees. Growth and development scored a mean of 4.20, suggesting that seafarers find opportunities for advancement, though there could be more focus on promotions and career development.

Longevity of stay of millennial Filipino seafarers in seafaring. Presented below are the factors which determined the longevity of stay of the Filipino seafarers in the seafaring industry.

Table 2
Mean Longevity of Stay in terms of Fair Reward System

Indicators	Mean	SD	Interpretation
1. I am staying in the seafaring career because I felt that I am well compensated by my company.	3.82	0.77	Agree
2. My engagement with the company is well recognized which further leads me to stay longer in my profession.	3.80	0.80	Agree
3. I felt that I am regarded by my company as an investment rather than cost and expense to them.	3.76	0.78	Agree
4. At some point, I worry about my job and sustenance of my family's needs.	3.77	0.81	Agree
5. My company has a fair reward system which benefits me and my co-seafarers.	3.57	0.82	Agree
Overall	3.74	0.56	Agree

LEGEND: 1.00 – 1.49, Strongly Disagree; 1.50 – 2.49, Disagree; 2.50 – 3.49, Neutral; 3.50 – 4.49, Agree; 4.50 – 5.00, Strongly Agree

Table 2 presents the fair reward system indicators. Overall, this component gained a total mean of 3.74 and with “agree” as the result of all indicators. The highest indicator is the first statement with a mean of 3.82 while the lowest is the fifth statement as it gained a mean of 3.57. Considering the lowest mean’s closeness with the “neutral” result, only a few of the respondents agreed about the presence of a fair reward system onboard. This finding is consistent with the results in the psychosocial factor on recognition and rewards (Table 7), where the statement “my company provides rewards which encourage me to exceed expectation and enhances team success” gained the lowest mean of 3.61, where it is between the interpretations “sometimes” and “often”; thus, signaling that few rewards system exist onboard.

Table 3
Mean Longevity of Stay Factors in terms of Valued Opinion

Indicators	Mean	SD	Interpretation
1. Every contract, I feel that my opinion is well valued and considered in the organization like everyone else.	3.81	0.71	Agree
2. I can share my ideas onboard without hesitations.	3.97	0.80	Agree
3. I understand that hierarchy structure onboard is a communication barrier.	3.79	0.85	Agree
4. I plan to stay longer in seafaring career because my company, superior and officer value my opinions and ideas.	3.44	0.87	Neutral
5. In my company, there is a culture that my contribution through my opinion matters a lot with the shipboard organization.	3.74	0.75	Agree
Overall	3.75	0.59	Agree

LEGEND: 1.00 – 1.49, Strongly Disagree; 1.50 – 2.49, Disagree; 2.50 – 3.49, Neutral; 3.50 – 4.49, Agree; 4.50 – 5.00, Strongly Agree

Table 3 reflects valued opinion indicator with a result close to “neutral” description based on its overall mean of 3.75 and interpreted as “Agree”. The 2nd statement gained the highest mean (M=3.81) among the indicators, which is relatively consistent with the result on psychosocial factor involvement and influence (Table 8) wherein the statement “I feel proud to be engaged in team decisions while working onboard” gained the highest mean of 4.52. On the other hand, the fourth statement earned a “neutral” rating from respondents as it gained the lowest mean of 3.44.

Table 4
Mean Longevity of Stay Factors in terms of Empowered Decision

Indicators	Mean	SD	Interpretation
1. I have the freedom and liberty to do things on my own while onboard.	3.65	0.83	Agree
2. I understand that standards are important to ensure quality of the work to be done.	4.30	0.67	Agree
3. My passion and the opportunities in the seafaring industry give me perseverance.	4.15	0.67	Agree
4. I love doing my work well because I have the autonomy to do things my way.	3.96	0.68	Agree
5. Empowerment with good decision skills given by my superiors makes me stay in my seafaring career.	3.91	0.73	Agree
Overall	3.99	0.55	Agree

LEGEND: 1.00 – 1.49, Strongly Disagree; 1.50 – 2.49, Disagree; 2.50 – 3.49, Neutral; 3.50 – 4.49, Agree; 4.50 – 5.00, Strongly Agree

Table 4 reflects the results on the empowered decision longevity factor. Overall, the respondents agreed to have experienced an empowered decision based on the total mean of 3.99. Topping the list is the second statement with a mean of 4.30 while the first statement gained the lowest (M=3.65) among the indicators measured.

Table 5
Mean Longevity of Stay Factors in terms of Workplace Enjoyment

Indicators	Mean	SD	Interpretation
1. I plan to stay longer in my seafaring career because there is a balance between work and personal life.	3.52	0.90	Agree
2. My company provides recreational facilities onboard.	3.83	0.78	Agree
3. My job gives me satisfaction because of new knowledge and skills acquired for my future endeavors.	4.10	0.68	Agree
4. I learn new things and get excited daily in my work.	4.02	0.72	Agree
5. I have senior officers who mentor and coach me regularly for the enjoyment and betterment of my job.	3.92	0.80	Agree
Overall	3.88	0.58	Agree

LEGEND: 1.00 – 1.49, Strongly Disagree; 1.50 – 2.49, Disagree; 2.50 – 3.49, Neutral; 3.50 – 4.49, Agree; 4.50 – 5.00, Strongly Agree

Table 5 presents the results concerning the workplace enjoyment factor. Gaining an overall mean of 3.88, the respondents agreed that they experienced workplace enjoyment. The highest

among the indicators is the third statement with a mean of 4.10 while the lowest indicator is the first statement with a mean of 3.52 that is almost close to acquiring “neutral” as its results.

Table 6
Frequency and Percentage Distribution of the Respondents in terms of Length of Sea Service

Length of Sea Experience (In years)	Frequency	Percentage
1	3	1.00
2	50	16.67
3	40	13.33
4	37	12.33
5	55	18.33
6	36	12.00
7	17	5.67
8	14	4.67
9	7	2.33
10	9	3.00
11	3	1.00
12	7	2.33
13	22	7.33
Total:	100	

Table 6 presents the length of sea service of the millennial Filipino seafarers. Based on the table, majority of the respondents (72.66%) have 2 to 6 years of sea experience, some (26.33%) have 7 to 13 years, while a small group (1%) has 1 year sea experience.

In Table 7, all correlations between psychosocial factors and the Fair Reward System were statistically significant, with p-values less than 0.05. The factors most strongly correlated with the Fair Reward System were Recognition and Reward ($r(298) = 0.586, p < 0.000$), Growth and Development ($r(298) = 0.543, p < 0.000$), and Organizational Culture ($r(298) = 0.515, p < 0.000$). Moderately small correlations were observed with Psychosocial Support ($r(298) = 0.457, p < 0.000$), Clear Leadership and Expectation ($r(298) = 0.486, p < 0.000$), Civility and Respect ($r(298) = 0.475, p < 0.000$), Psychological Competencies and Requirements ($r(298) = 0.371, p < 0.000$), Involvement and Influence ($r(298) = 0.476, p < 0.000$), Workload Management ($r(298) = 0.465, p < 0.000$), Engagement ($r(298) = 0.419, p < 0.000$), Balance ($r(298) = 0.502, p < 0.000$), Psychological Protection ($r(298) = 0.491, p < 0.000$), and Protection of Physical Safety ($r(298) = 0.489, p < 0.000$).

Table 7
Correlation of Psychosocial Factors and Longevity Factors

Psychosocial Factors	Fair Reward System (r)	Valued Opinion (r)	Empowered Decision (r)	Workplace Enjoyment (r)
Psychosocial Support	0.457*	0.464*	0.391*	0.457*
Organizational Culture	0.515*	0.530*	0.456*	0.471*
Clear Leadership and Expectation	0.486*	0.579*	0.488*	0.547*
Civility and Respect	0.475*	0.495*	0.526*	0.505*
Psychological Competencies and Requirements	0.371*	0.383*	0.404*	0.409*
Growth and Development	0.543*	0.535*	0.535*	0.528*
Recognition and Reward	0.586*	0.576*	0.479*	0.520*
Involvement and Influence	0.476*	0.516*	0.537*	0.484*
Workload Management	0.465*	0.526*	0.540*	0.474*
Engagement	0.419*	0.456*	0.490*	0.420*
Balance	0.502*	0.522*	0.500*	0.528*
Psychological Protection	0.491*	0.576*	0.563*	0.554*
Protection of Physical Safety	0.489*	0.471*	0.538*	0.518*

*Significant result

These positive correlations indicate that as Filipino millennial seafarers experience these psychosocial factors more, their perception of a fair reward system strengthens, influencing their decision to stay in their profession.

Similarly, all correlations between psychosocial factors and Valued Opinion were significant. The strongest correlations were found with Clear Leadership and Expectation ($r(298) = 0.579, p < 0.000$), Recognition and Reward ($r(298) = 0.576, p < 0.000$), Growth and Development ($r(298) = 0.535, p < 0.000$), Organizational Culture ($r(298) = 0.530, p < 0.000$), Involvement and Influence ($r(298) = 0.516, p < 0.000$), Workload Management ($r(298) = 0.526, p < 0.000$), Balance ($r(298) = 0.522, p < 0.000$), and Psychological Protection ($r(298) = 0.576, p < 0.000$). Moderately small correlations were noted with Psychosocial Support ($r(298) = 0.464, p < 0.000$), Civility and Respect ($r(298) = 0.495, p < 0.000$), Psychological Competencies and Requirements ($r(298) = 0.383, p < 0.000$), Engagement ($r(298) = 0.456, p < 0.000$), and Protection of Physical Safety ($r(298) = 0.471, p < 0.000$). These findings suggest that perceptions of being valued significantly impact seafarers' decisions to remain in their profession.

For Empowered Decision, significant positive correlations were observed with Civility and Respect ($r(298) = 0.526, p < 0.000$), Growth and Development ($r(298) = 0.535, p < 0.000$), Involvement and Influence ($r(298) = 0.537, p < 0.000$), Workload Management ($r(298) = 0.540, p < 0.000$),

< 0.000), Psychological Protection ($r(298) = 0.563, p < 0.000$), and Protection of Physical Safety ($r(298) = 0.538, p < 0.000$). Moderately small correlations were found with Psychosocial Support ($r(298) = 0.391, p < 0.000$), Organizational Culture ($r(298) = 0.456, p < 0.000$), Clear Leadership and Expectation ($r(298) = 0.488, p < 0.000$), Psychological Competencies and Requirements ($r(298) = 0.456, p < 0.000$), Recognition and Reward ($r(298) = 0.479, p < 0.000$), Engagement ($r(298) = 0.500, p < 0.000$), and Balance ($r(298) = 0.500, p < 0.000$). These correlations show that higher levels of psychosocial factors related to empowerment are associated with a greater likelihood of seafarers remaining in their profession.

Finally, correlations between psychosocial factors and Workplace Enjoyment were also significant. The strongest correlations were found with Clear Leadership and Expectation ($r(298) = 0.547, p < 0.000$), Civility and Respect ($r(298) = 0.505, p < 0.000$), Growth and Development ($r(298) = 0.528, p < 0.000$), Recognition and Reward ($r(298) = 0.520, p < 0.000$), Balance ($r(298) = 0.528, p < 0.000$), Psychological Protection ($r(298) = 0.554, p < 0.000$), and Protection of Physical Safety ($r(298) = 0.518, p < 0.000$). Moderately small correlations were observed with Psychosocial Support ($r(298) = 0.457, p < 0.000$), Organizational Culture ($r(298) = 0.471, p < 0.000$), Psychological Competencies and Requirements ($r(298) = 0.409, p < 0.000$), Involvement and Influence ($r(298) = 0.484, p < 0.000$), Workload Management ($r(298) = 0.474, p < 0.000$), and Engagement ($r(298) = 0.471, p < 0.000$). These positive correlations suggest that as seafarers experience higher levels of psychosocial factors contributing to workplace enjoyment, their decision to stay in the profession is positively affected.

In Table 8, contrasting results revealed that a majority of psychosocial factors have a very small positive correlation to very small negative correlation with the length of sea experience.

Table 8
Relationship between psychosocial factors, longevity of stay factors and length of sea experience of millennial Filipino seafarers

Factor	Computed Value of r	Strength of Relationship
Psychosocial Factors and Length of Sea Experience		
Psychosocial Support	0.039	Very Small Positive Correlation
Organizational Culture	0.028	Very Small Positive Correlation
Clear Leadership and Expectation	-0.002	Very Small Negative Correlation
Civility and Respect	-0.032	Very Small Negative Correlation
Psychological Competencies & Requirements	-0.011	Very Small Negative Correlation
Growth and Development	0.006	Very Small Positive Correlation
Recognition and Reward	0.076	Very Small Positive Correlation
Involvement and Influence	0.031	Very Small Positive Correlation
Workload Management	0.125	Very Small Positive Correlation
Engagement	0.112	Very Small Positive Correlation
Balance	-0.003	Very Small Negative Correlation
Psychological Protection	0.066	Very Small Positive Correlation
Protection of Physical Safety	0.049	Very Small Positive Correlation
Longevity of Stay Factors and Length of Sea Experience		
Fair Reward System	0.107	Very Small Positive Correlation
Valued Opinion	0.015	Very Small Positive Correlation
Empowered Decision	-0.027	Very Small Negative Correlation
Workplace Enjoyment	-0.099	Very Small Negative Correlation

The variables that shown very small positive correlations are psychosocial support ($r(298) = 0.039, p > 0.505$); organizational culture ($r(298) = 0.028, p > 0.627$); growth and development ($r(298) = 0.006, p > 0.916$); recognition and rewards ($r(298) = 0.076, p > 0.187$); involvement and influence ($r(298) = 0.031, p > 0.598$); psychological protection ($r(298) = 0.066, p > 0.256$); and protection and physical safety ($r(298) = 0.049, p > 0.398$). On the other hand, the variables that shown very small negative correlations are clear leadership and expectation ($r(298) = -0.002, p > 0.970$); civility and respect ($r(298) = -0.032, p > 0.576$); psychological competencies and requirements ($r(298) = -0.011, p > 0.849$); and balance ($r(298) = -0.003, p > 0.956$).

Based on the results, the null hypotheses for these psychosocial factors are hereby accepted, and that no significant relationship between the psychosocial variables stated above and the length of sea experience. This means that if the millennial seafarers have long working experiences at sea, it will not necessarily mean that the stated psychosocial factors above will affect their decision to stay in the profession. Thus, for millennial seafarers, regardless of their length of sea experience, their decision to stay in the profession is not

affected whether they experience the above stated psychosocial factors or not.

Conversely, two psychosocial factors revealed a very small positive correlation with length of sea experience, since yielded p-values that are lower than the alpha level of 0.05 required rejecting the null hypotheses. There is a statistically significant relationship between these two psychosocial variables and the length of sea experience. The psychosocial factors that have very small positive correlation with the length of stay are workload management ($r(298) = 0.125, p < 0.031$); and engagement ($r(298) = 0.112, p < 0.050$). With these two correlations, it can mean that the longer the sea experience of the Filipino Millennial Seafarers has indicated a small possibility that the two psychosocial variables affect their decision of staying long in the seafaring profession.

The longevity of stay factors that shown small positive correlations are fair reward system ($r(298) = 0.107, p > 0.064$); and valued opinion ($r(298) = 0.015, p > 0.799$). On the other hand, the variables that shown very small negative correlations are empowered decision ($r(298) = -0.002, p > 0.642$); and workplace enjoyment ($r(298) = -0.032, p > 0.088$). Based on results, the null hypothesis is accepted, which indicates that no significant relationship between longevity of stay factors and the length of sea experience. This means that even if the millennial seafarers have a long number of sea experience, it will not necessarily mean that their decision to stay in the profession is determined by the longevity of stay factors presented.

Regression Model. Among the thirteen (13) psychosocial factors, workload management significantly predicts the potential length of sea service for Filipino Millennial Seafarers. This finding is consistent with previous results showing a significant, albeit minimal, relationship between workload management and length of sea experience. Panganiban and Garcia (2017) noted that excessive physical work onboard contributes to stress and fatigue among Filipino seafarers, while unpredictable work hours serve as major stressors.

Moreover, the workload management of officers can lead to physical strain and increased stress levels. For example, the introduction of management and audit systems onshore that officers must follow often leads to personal responsibility for incidents or damage, regardless of the workload's feasibility. This situation can lead to an identity crisis, where a seafarer, who takes pride in their seamanship, feels like a floating clerk and scapegoat (IMHA, 2004). Given that workload management predicts the potential length of sea service for Filipino seafarers, its impact could lead to complications if not addressed properly. It is recommended that ship companies implement interventions to ensure humane and acceptable levels of duties and responsibilities onboard, including adhering to fixed work hours based on IMO guidelines. Additionally, policymakers should develop programs that address workload management to improve the working conditions of Filipino seafarers.

Table 9
Model Summary of the Psychosocial and Longevity of Stay Factors which predict the respondents' potential length of sea experience or number of years that he or she may stay in the seafaring profession

Model Summary (Predictors)	R	R Square	Adjusted R Square	F	p-value
Workload Management	0.125	0.016	0.012	4.694	0.031
Workload Management, Workplace Enjoyment	0.218	0.048	0.041	7.409	0.001
Workload Management, Workplace Enjoyment, Fair Reward System	0.287	0.083	0.073	8.884	0.000

Conversely, among the four (4) longevity of stay factors, Workplace Enjoyment and the Fair Reward System predict the potential length of sea service for Filipino Millennial Seafarers. These factors are crucial in maintaining seafarers' motivation to continue in the profession. According to Yabut (2015), employees tend to stay longer in a company when they find purpose and meaning, leading to greater job satisfaction. Therefore, workplace enjoyment is essential for seafarers' decisions to remain in the profession. Enjoyment in seafaring jobs includes both happiness at work and enjoyment during off-time on the ship. Due to the confined and secluded nature of seafaring

work, off-time enjoyment is limited to activities within the ship's perimeter. Tiu (2012) highlighted the limited recreational and social opportunities aboard ships, with the quality of leisure time varying by vessel type and trade routes. Working hours, monotony, long separations from families, and psychosocial issues affect seafarers' well-being onboard. It is crucial for vessel companies to promote social and recreational activities to ensure seafarers' workplace enjoyment. Companies should consider activities such as bingo socials, parlor games, darts, karaoke, barbecues, sports, internet browsing, movies, and library reading, as suggested by Tiu (2012).

Yabut (2015) also argued that employees stay longer when they are fairly compensated and valued for their efforts. This supports the study's finding that a Fair Reward System predicts the potential length of sea service among respondents. Kim and Lee (2011) found that seafarers satisfied with their wages and working conditions are less likely to leave their jobs. Arsenie, Hanzu-Pazara, and Surugiu (n.d.) also noted that retention is linked to insurance and retirement programs offered by companies. These findings underscore the importance of fair rewards, including wages, insurance, and retirement benefits, in influencing seafarers' intentions to stay in the industry.

Lastly, the lack of a fair reward system poses a significant threat to seafarers. Ceplenski (2013) stated that perceived unfairness in employee rewards can drive employees to leave organizations. Fairness in rewards determines whether employees will make extra efforts to achieve organizational goals. This principle applies to the seafaring industry, where the reward system impacts seafarers' plans to remain in their profession and with their companies. The study's qualitative results also reflect that many Filipino Millennial Seafarers are satisfied with their companies due to competitive remunerations and benefits. Therefore, companies should ensure that their reward systems provide maximum benefits to seafarers in exchange for their hard work and the risks associated with seafaring. Additionally, companies should regularly review

and update reward policies to align with current standards and offers in the industry.

DISCUSSION

The study investigated the psychosocial factors influencing millennial Filipino seafarers and their impact on job satisfaction and retention. Eight key factors were explored, revealing that seafarers often experience positive psychological support, civility, and respect, with an overall mean score of 4.34 and 4.27, respectively. Organizational culture and leadership scored 4.13 and 4.11, suggesting a cooperative work environment with clear expectations. However, recognition and reward had a lower mean of 3.84, indicating the need for better employee acknowledgment and motivation.

Examining the longevity of stay, the fair reward system had a mean score of 3.74, with seafarers agreeing that they are well-compensated, but recognizing the need for improvements in the reward system. The valued opinion factor scored 3.75, showing that seafarers generally feel their opinions are valued, but hierarchy can be a communication barrier. Empowered decision-making had an overall mean of 3.99, indicating that seafarers feel autonomy in their roles, which contributes positively to their job satisfaction. Workplace enjoyment scored 3.88, with respondents appreciating the balance between work and personal life, and the opportunities for skill development.

Correlation analysis revealed significant positive relationships between psychosocial factors and longevity of stay factors. Recognition and reward, growth and development, and organizational culture showed the strongest correlations with fair reward systems, indicating these factors significantly influence seafarers' retention. Clear leadership and involvement also showed strong correlations with the valued opinion, empowering decision-making, and workplace enjoyment, further emphasizing the importance of these psychosocial aspects in retaining seafarers.

The study's regression model highlighted workload management as a significant predictor of the length of sea service. Excessive workload and lack of resources contribute to stress and fatigue, impacting seafarers' decision to stay in the profession. Interventions to manage workload effectively are recommended to improve working conditions and ensure longer retention. Additionally, workplace enjoyment and fair reward systems also predict seafarers' potential length of sea service, emphasizing the need for ship companies to foster a supportive and rewarding work environment.

The above findings have entailed a number of measures to be undertaken by concerned stakeholders. Shipping companies shall foster strict compliance to a humane and acceptable levels of duties and responsibilities onboard. This includes fixed hours of work based on the IMO guidelines. In addition, a well-crafted program should be developed by policymakers of the country that highlights provisions on proper workload management which can directly address the working conditions of Filipino seafarers. It is also vital that vessel companies promote social and recreational activities onboard to guarantee workplace enjoyment of seafarers. The absence of these aspects can create a big impact on the wellness of seafarers and can affect their intention to stay long in the maritime industry. It is highly recommended that vessel companies must create and/or maintain the social and recreational activities onboard. Lastly, companies shall ensure that their reward system maximizes the benefits that a seafarer must receive in exchange of the hard work and perils they undergo in fulfilling the demands of their work. In addition, regular revisit on the reward policies shall be done to calibrate and align them accordingly to keep updated with the latest offers that most vessel companies provide.

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