



Selection of Future Seafarers by Means of Measurement of Competency

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Abstract

Human capital is one of the most important competitive facts in the future of all business in maritime organizations.

The current growth now and in the next years, the current personnel staff situation, and the technical development demands people with competencies. With regard to employability, it becomes ever more evident that globalization and technical information possibilities are dramatically improving the complexity of professional action. Decentralization, self-organization and networked cooperation are gaining importance. In addition, young people embarking on their first job today are guided by the rule “learning on the job in real time”, and must deliver successful work results immediately (Wijn 2007). ISPS and other areas in the business world are examples of this need for additional competencies to the specific technical ones. How can we check or measure quickly and in mass procedures whether the people are able to do the job? What do we know about the employability of university graduates in Germany or other countries? Can we guarantee that they are prepared and well educated?

In order to identify the competitive skills required for gainful employment in one’s chosen field of study, the project moreQ at the University of Applied Science Bremen applies a holistic approach and collects data from different perspectives. This transformation of professional requirements into competences is done by the becobi® process patented of the company acobi kompetenz, Germany. acobi kompetenz developed a procedure to identify competences via 360° analysis. Information about business and technical processes, informational and other connection points as well as cultural aspects is gathered from different parties in the business, which then describes the competence topography of specific individual selected areas or jobs. From the result of this topography the becobi® process automatically generates a competency measurement work book which can be used for competency checks of different persons in the same way. Supported by digital pencils technology and a database procedure, the result is gained very quickly and shows how the person with the competency is related to the requirement of the topography.

With the becobi® process we check the requirement to mates, use the results for pre selection assessments, and that candidates are the right ones for the maritime business, i.e. that they are following the employability demands of maritime practices. The students are in a good perception and motivation and can steer themselves during the study to achieve the competencies with the results of the yearly competencies check with becobi.

The procedure allows bringing more qualified and competent output from the university to the maritime business, that companies can be sure to get the right quality and quantity of human capital on board. For further training we can use this instrument for measurement of efficiency in human capital management as a competitive factor and general demands for personnel development like ISPS.

Wijn, A., Reflections on Expectations for Future International Business Leaders, in Meyer, H., Michel, M., Shaping the Future with International Business Education, S. 24-28, Bremen 2007