

## **Analyzing the Attitudes of Prospective Mariners Towards Work on Ships**

By

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### **Abstract**

*The background of organizational theories underlines four basic management perspectives. These are Scientific Management, Human Behavior, Integrated perspectives, and Postmodern, Critical and Feminist Perspectives. The core of these perspectives, however, could be highlighted in two main approaches towards management: Scientific Management and Human Behavior Perspectives. While the former focuses on extrinsic motivation, the latter is based on intrinsic motivation, particularly in terms of how management assumes employees. The managers in the former perspective assume that employees do not like work and will avoid responsible labor so they must be kept under strict control. On the other hand, the managers favoring the Human Behavior Perspectives assume that employees can be self-directed and self-controlled, and they believe that there must be mutual trust between management and employees. While favoring and adopting either of these two perspectives, organizations must consider the overall attitudes of employees towards work. The purpose of this study is to analyze the attitudes of mariners towards these two distinctive management assumptions. To do this, a questionnaire was developed by the author and conducted through the students, prospective mariners, studying at two higher maritime education institutions. The analysis of the data collected revealed that the prospective mariners would be the employees described in the Human Behavior Management Perspectives.*

**Keywords:** Management Perspectives, Scientific Perspective, Human Behavior Perspective, Integrated Perspective, Postmodern Perspective, Mariners' Attitudes Toward Work