



Arab Academy

for Science , Technology and Maritime Transport



The International Maritime Transport
and Logistics Conference

“MARLOG 13”

Towards _____
**Smart Green Blue
Infrastructure**

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Presented by
Nirmeen Elsayed

A Bibliometric Analysis of Maritime HR Competitiveness Research

**Authors: Nirmeen Elsayed, Mahmoud Hamza,
Muhammad A. Arfeen, Ahmed Omar, and Ahmed Atef**



1. Introduction

- **Maritime Human Resources (HR) is a specialized field in the maritime industry, crucial for enhancing the competitiveness of maritime transportation companies.**
- **Effective management of HR, including recruitment, training, and retention, is a critical success factor for maritime sector companies. Deploying effective HR practices leads to a talented workforce and superior performance outcomes.**
- **Human error contributes significantly to disasters across transport modes**





1. Introduction

- The efficiency, reliability, and flexibility of shipping and port services are heavily reliant on effective HR management.
- The competitiveness of marine HR is influenced by various factors including organizational structure, social climate, technology, and safety.





2. Research Aim

- This paper aims to explore and delineate the prevailing scientific trends within the domain of "Human Resources Competitiveness in the Maritime Industry."
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3. Research Objectives

- 1. Review the literature on Maritime HR Competitiveness Research published between 2000 and 2023.**
- 2. Provide a thorough insight into the field by identifying its top contributing authors, countries, journals and key research topics.**
- 3. Obtain and compare the most influential works based on citations.**



4. Method

4.1. Data Sources

Database Used: Web of Science (WOS) bibliographic database.

Search Criteria:

- **Key Terms:** Maritime HR, Maritime Workforce, Maritime Human Capital, Maritime Labor, Labor Competitiveness, Workforce Competitiveness, HR Competitiveness, Human Capital Competitiveness.
- **Research Areas:** Business economics, transportation, and management.

4. Method

4.2. Analysis Tool

The selected sources were analyzed using Bibliometrix R-package, an open-source package that provides a set of tools for performing comprehensive quantitative bibliometric analysis.

5. Sample Description



Timespan
2000 - 2023



Sources (Journals)
44



Author's Keywords
217



Documents
58



Number of Authors
148



Co-Authors per Documents
2.71

5. Analysis



Research overview

Number of publications by year
Source of publication
Source Citation



papers

Influential papers



Countries

Influential countries
Country collaboration network analysis



Authors

Influential Authors
Author collaboration network analysis
Three-fields plot (Authors – Keywords
- Sources)



Affiliations

Influential Affiliations
Three-fields plot (Affiliations-Countries-Sources)



Hotspots

Evolution of Keywords

5.1. Number of publications by year

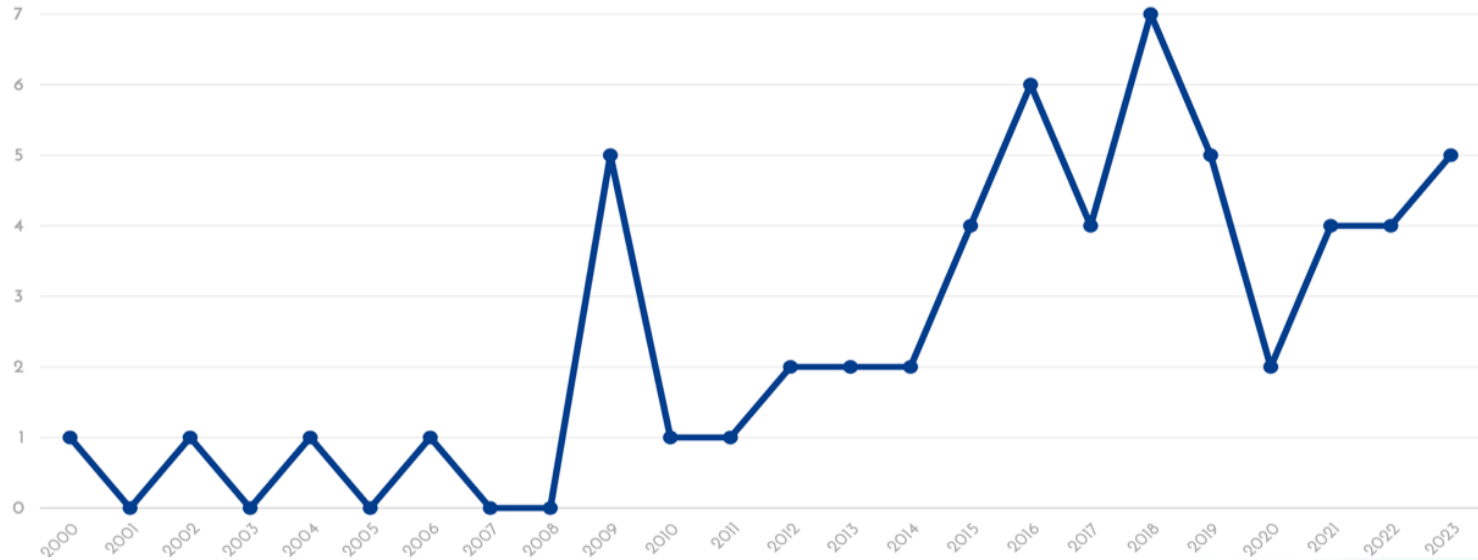


Figure 1. Numbers of publications by year

5.2. Source of publication









<i>Journal Name</i>	<i>No. of articles</i>		<i>%</i>
Maritime Policy & Management	5		8.33
International Journal on Marine Navigation and Safety of Sea Transportation	4		6.67
Journal of Coastal Research	3		5
Explorations in Economic History	2		3.33
International Journal of Shipping and Transport Logistics	2		3.33
Maritime Economics & Logistics	2		3.33
Transportation Research Record	2		3.33
WMU Journal of Maritime Affairs	2		3.33

Table 1. Source of publication

5.3. Most Relevant Authors

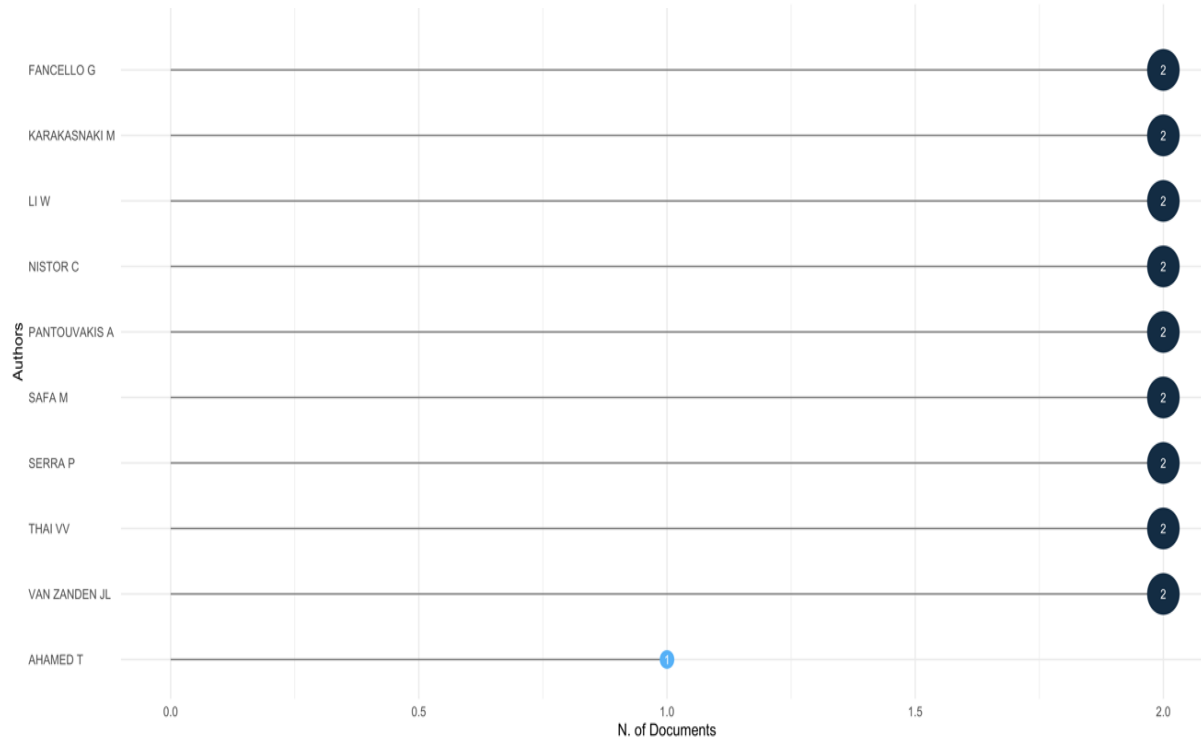


Figure 2. Most Relevant Authors

5.4. Most Influential papers

#	<i>GC</i>	<i>LC</i>	<i>Title</i>	<i>Author/s</i>	<i>Year</i>
1	56	0	Organizational motivation, employee job satisfaction and organizational performance : An empirical study of container shipping companies in Taiwan	Kelvin Pang, Chin-Shan Lu	2018
2	43	2	Human resources management at a marine container terminal	P Legato, MF Monaco	2004
3	31	1	Roots of growth and productivity change in Dutch shipping industry, 1500–1800	JL Van Zanden, M Van Tielhof	2009
4	31	0	Labour productivity and human capital in the European maritime sector of the eighteenth century	J Van Lottum, JL Van Zanden	2014
5	20	3	Labour Regulation and Competitive Performance in the Port Transport Industry : The Changing Fortunes of Three Major European Seaports	H Barton, P Turnbull	2002

Table 2. Most Influential papers

5.5. Most Relevant Affiliation

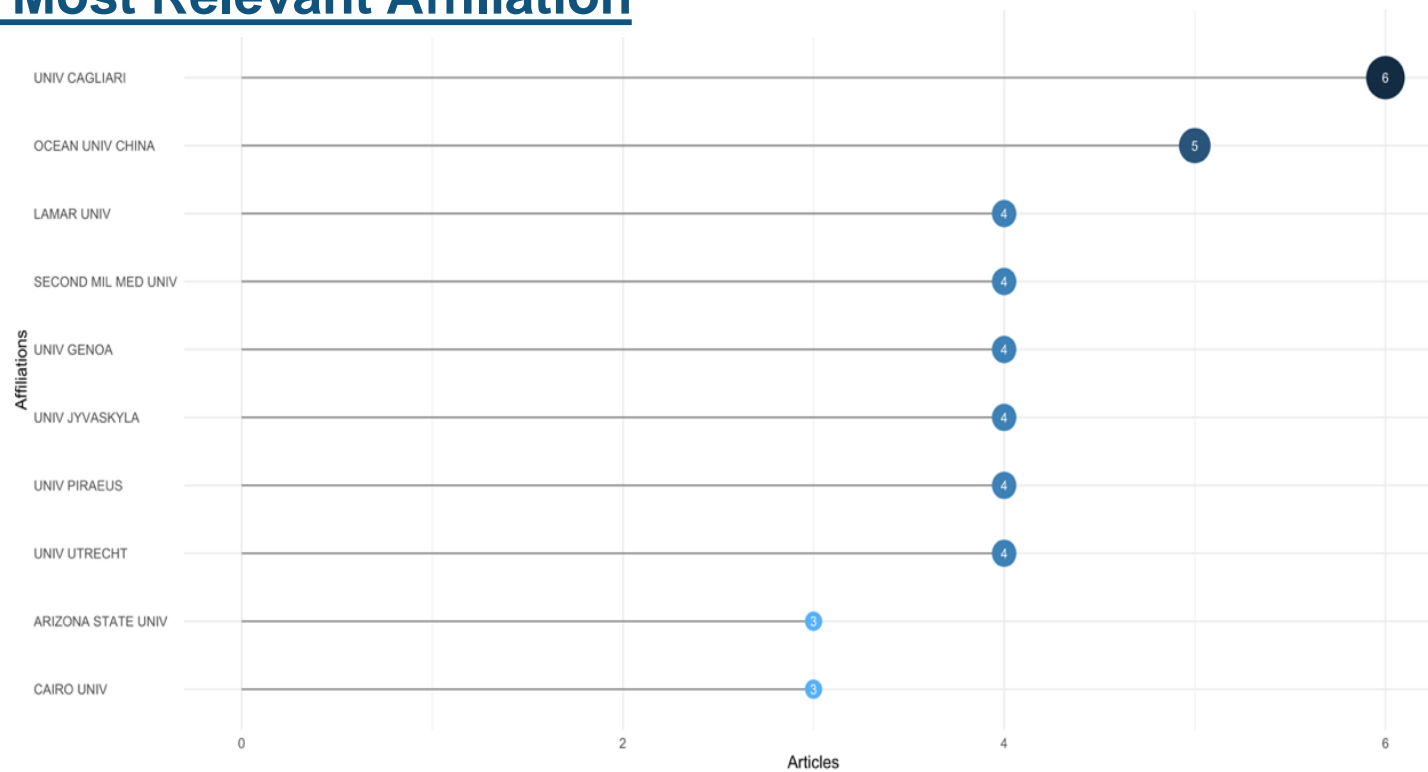


Figure 3. Most Influential Affiliation

5.6. Most Relevant countries

#	Country	<i>Number of articles</i>
1	China	27
2	USA	22
3	Italy	15
4	Russa	9
5	Finland	8
6	Greece	8
7	Germany	7
8	Belgium	6
9	Indonesia	6
10	Norway	6

Table 3 . Most Influential countries

5.7. Country collaboration network analysis

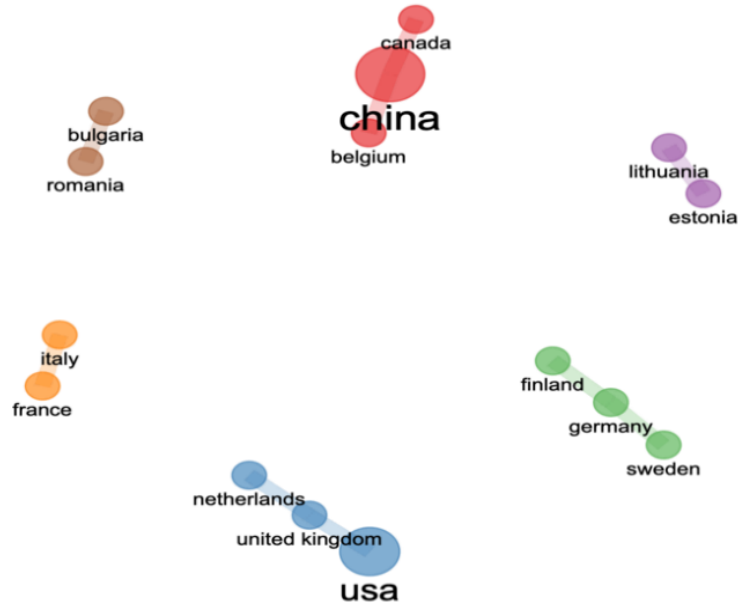


Figure 4. Country collaboration network analysis

5.8. Evolution of Author's Keywords

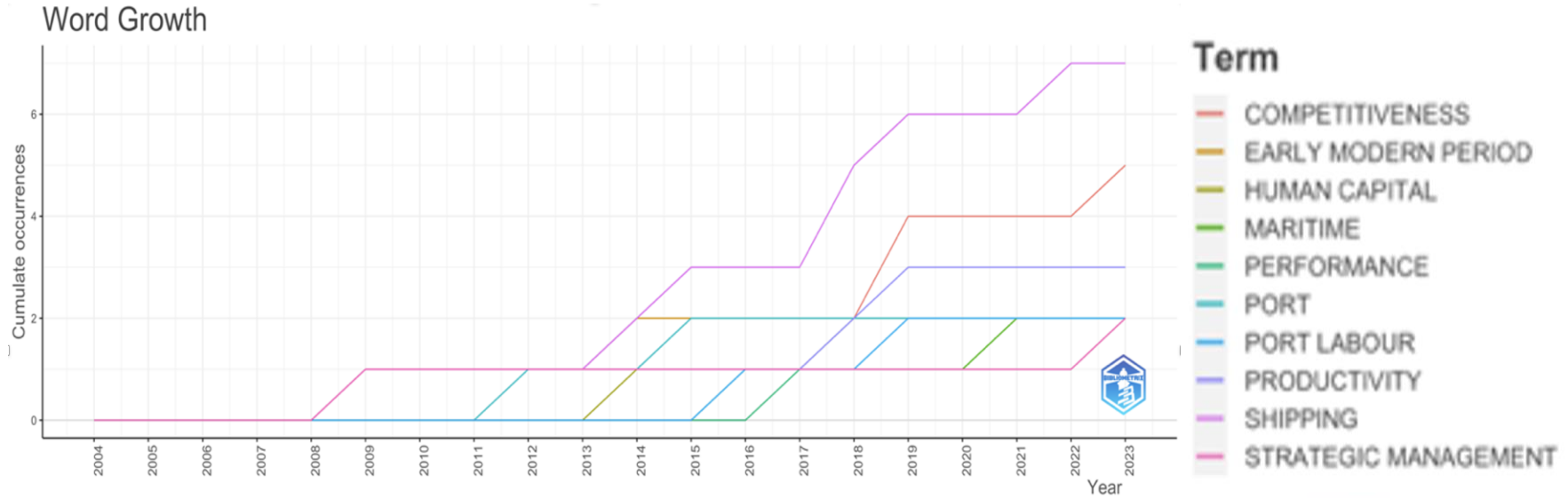


Figure 5. Evolution of Author's Keywords



6. Conclusion

The research paper underscores its utility for maritime enterprises in enhancing competitive advantage, educational institutions in updating maritime-related curricula, and policymakers in formulating relevant industry policies. It encourages collaborative research and development by highlighting key institutions and authors in MHRC and advocates for more comprehensive research for a global perspective on maritime human resources. The study serves as a vital resource for developing effective strategies, policies, and educational programs in the maritime sector globally.





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Thank You

