

# The effect of technology on Maritime Human Capital

## Abstract

History in many ways is what aspires growth. What did it take to end great empires? What did it take to revolutionize change, to invent the wheel? The past is forever a god of infinite wisdom to learn from.

**“The only thing that is constant is change.”** Nothing is immune to change, be it people, fashion, or even trends. But among them, technology has always remained a beast in its own league, aggressive with its growth in weaving a fabric of change. It has certainly affected us all. Within Maritime Human Resource Management as well, technology has altered considerably over the last decade, empowered but with an unequivocal consensus about where it’s headed.

Technology is progressing at an exponential rate. Innovation is the key word of today and with every bit that we innovate, we are leading ourselves to a whole new world of **Disruption**. Like other industries, the maritime industry too is facing the onslaught of innovation leading to disruption. With new technology making its way into the homes of people each day, ship owners are today not only looking at better and more **‘intelligent ships’**, they are transforming the way they work and operate.

**Developing skills for the future is like preparing for the job that does not exist.** It is the call of the hour to align the maritime training with the future needs and expectations of ship owners and clients. Or else there would be a large lacuna in the demand and supply of quality seafarers who would have the skills to run the next gen vessels.

---

Capt. Shoukat Mukherjee

Email: [shoukat1971@gmail.com](mailto:shoukat1971@gmail.com)

Tel: +91 9051337999