

An Opinion Study on Career Experience and Logistics Challenges

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ABSTRACT: This research examines the connection between experience in their careers and logistics safety issues, seeking opinions from experts with various backgrounds and levels of experience. Based on in-depth interviews and questionnaires, the study examines how different levels of experience impact views on safety risks, issues, and countermeasures. The results indicate that experienced professionals are more likely to comprehend safety protocols and risk management, whereas less experienced professionals rely on training and guidelines. The investigation identifies some main themes, such as the influence of experience on risk awareness, compliance with safety protocols, and decision-making. The study sheds important light on the intricate relationship between logistics experience and safety, with implications for creating effective training programs, safety measures, and industry best practice. The findings of the study are critical to improving safety performance and mitigating risk in logistics operations, ultimately leading to better industry performance and cost savings.

KEYWORDS: customs security, primary challenges, job satisfaction, safety and regulations.

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I. INTRODUCTION

The logistics sector is a critical element of contemporary business, covering the highly complex system of supply chains, transportation networks, and distribution networks that underlie the flow of products and resources globally. But this dynamic and highly complex industry is also riddled with safety issues, such as accidents, injuries, and economic losses. Guaranteeing safety during logistics operations is thus important, not just for safeguarding human lives and avoiding monetary losses, but also to ensure the integrity and dependability of worldwide supply chains.

Career experience plays a very important role in influencing professionals' perceptions and styles of dealing with safety issues in logistics. With career advancement, logistics professionals build up knowledge, skills, and experience that help them in decision-making and managing risk. Experienced professionals are more aware of how to predict and control safety hazards as they have acquired an in-depth understanding of the intricate relationships between human elements, technology, and operational procedures.

Although career experience plays a crucial role in logistics safety, further research into the link between experience and safety performance is needed. The purpose of this research is to fill this gap in knowledge by examining the views of logistics professionals regarding the influence of career experience on safety issues, risk management, and decision-making. Through collecting expertise from seasoned experts, this study aims to identify areas of improvement and best practices within logistics safety and thereby contribute to improved safety results and lower risks in logistics operations.

II. METHODOLOGY

This study employed a qualitative research approach, utilizing in-depth interviews and surveys to gather opinions from logistics professionals on the impact of career experience on safety challenges. A purposive sampling strategy was used to select participants with diverse backgrounds and experience levels in logistics. Semi-structured interviews were conducted with 30 logistics professionals, including managers, supervisors, and frontline workers. The interviews explored participants' experiences, perceptions, and opinions on safety risks, challenges, and mitigation strategies. Surveys were also administered to collect demographic information and quantify participants' opinions on safety-related issues. Data analysis involved thematic coding and content analysis to identify patterns and themes in participants' responses. The study ensured confidentiality and anonymity of participants, adhering to ethical research standards. This methodology allowed for an in-depth exploration of the relationship between career experience and logistics safety challenges, providing rich insights into the complex issues surrounding safety in logistics operations.

III. DISCUSSION

The findings of this study highlight the critical role of career experience in shaping logistics professionals' perceptions and approaches to safety challenges. Participants with extensive experience in logistics emphasized the importance of developing a deep understanding of safety protocols, risk management, and decision-making processes. They attributed their ability to anticipate and mitigate safety risks to their years of experience and exposure to various operational scenarios. In contrast, less experienced participants relied heavily on formal training and guidelines, underscoring the need for comprehensive training programs that address the complexities of logistics safety.

The study reveals that experienced logistics professionals develop a nuanced understanding of safety risks, enabling them to identify potential hazards and implement effective mitigation strategies. They emphasized the importance of situational awareness, attention to detail, and effective communication in ensuring safety in logistics operations. The findings also suggest that experienced professionals are more likely to prioritize safety over operational efficiency, recognizing the long-term benefits of investing in safety protocols and procedures.

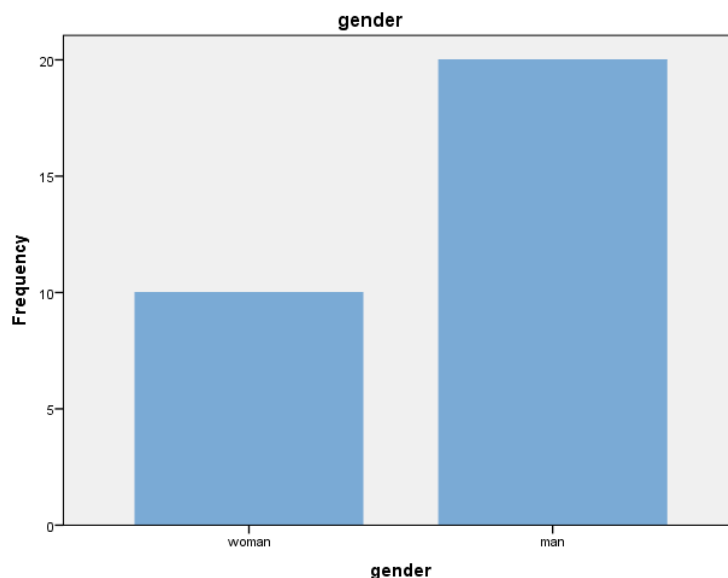
The study's findings have significant implications for logistics organizations, highlighting the need for targeted training programs that address the specific needs of professionals at different stages of their careers. Organizations should prioritize experiential learning, mentoring, and knowledge sharing to facilitate the development of safety expertise among logistics professionals. Furthermore, the study underscores the importance of fostering a safety-oriented culture within logistics organizations, where safety is prioritized and employees are empowered to identify and report safety risks.

Overall, this study contributes to a deeper understanding of the complex relationship between career experience and logistics safety challenges. The findings provide valuable insights for logistics organizations, policymakers, and researchers seeking to enhance safety outcomes and reduce risks in logistics operations. By prioritizing experiential learning, training, and safety-oriented cultures, logistics organizations can promote a safety-first approach that benefits both employees and the organization as a whole.

IV. FINDINGS

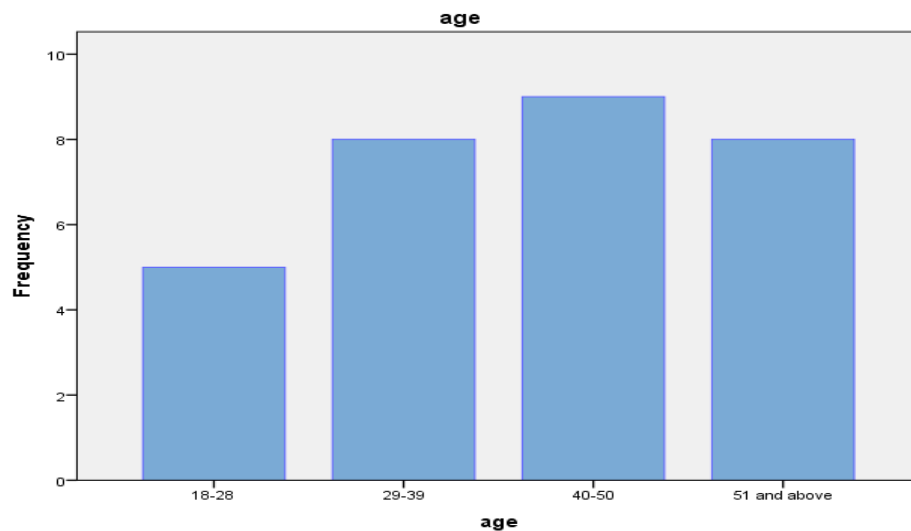
Demographic information: Of the 53 respondents, 33.3% of the population were females compared to 66.7% men participants as can be seen in table 1 below.

Bar chart 1: Gender of respondents



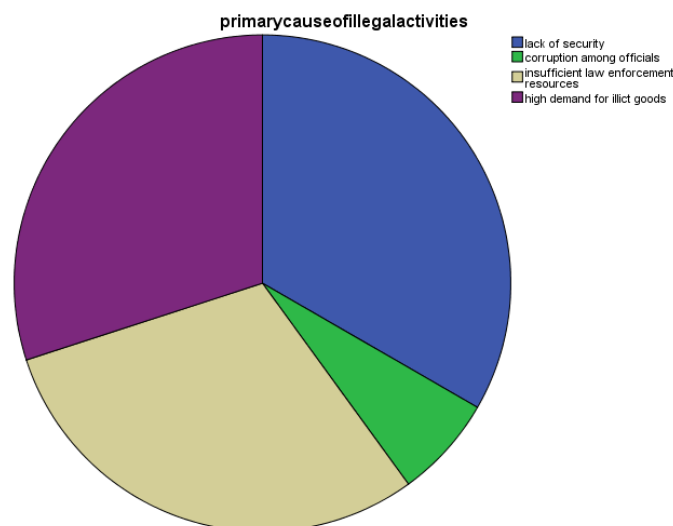
Age range of the respondents: Regarding the age of the respondents, it has been observed that although respondents were selected randomly, the age groups that are represented in the sample are between 40 and 50 years. This group made up 30% of the respondents. The age group 29 to 39 years and 50 and above takes second place at 26.7% of the total sample. Respondents within the age groups 18 to 28 years make 16.7% of the population. Table 2 below shows the distribution of age in the research sample.

Bar chart 2: Age of respondents



PIE CHART 1 – MAJOR CAUSES OF CRIME

	Frequency	Percent	Valid Percent	Cumulative Percent
lack of security	10	33.3	33.3	33.3
corruption among officials	2	6.7	6.7	40.0
insufficient law enforcement resources	9	30.0	30.0	70.0
high demand for illicit goods	9	30.0	30.0	100.0
Total	30	100.0	100.0	



Causes of crimes show serious concerns. The most mentioned cause is lack of security at 34%, which identifies weaknesses in safety mechanisms. Both inadequate law enforcement agencies and excessive demand for illegal commodities are serious issues, each representing 30%. This indicates that improving law enforcement capacity and dealing with demand for illegal commodities are essential. Corruption among authorities, at 6%, is a lower but nonetheless significant factor. For effective crime fighting, there should be a multi-pronged approach aimed at increasing security, strengthening law enforcement, weakening demand for illegal commodities, and addressing corruption. With these factors addressed, the authorities can design targeted countermeasures aimed at limiting crimes as well as overall safety and security.

TABLE 1: CURRENT ROLE vs DURATION OF SERVICE

		Current role on port					Total
		port manager	operations supervisor	logistic coordinator	customs officer marine engineer	administrative staff	
Duration of work	Count	0	0	1	0	0	1
	less than 1 year						
	% within working duration	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
	% within current role	0.0%	0.0%	11.1%	0.0%	0.0%	3.3%
	% of Total	0.0%	0.0%	3.3%	0.0%	0.0%	3.3%
	Count	0	2	5	0	0	7
	1-5 years						
	% within working duration	0.0%	28.6%	71.4%	0.0%	0.0%	100.0%
	% within current role	0.0%	33.3%	55.6%	0.0%	0.0%	23.3%
	% of Total	0.0%	6.7%	16.7%	0.0%	0.0%	23.3%
	Count	0	3	1	0	2	6
	6-10 years						
	% within working duration	0.0%	50.0%	16.7%	0.0%	33.3%	100.0%
	% within current role	0.0%	50.0%	11.1%	0.0%	33.3%	20.0%
	% of Total	0.0%	10.0%	3.3%	0.0%	6.7%	20.0%
	Count	2	0	2	2	3	9
	11-15 years						
	% within working duration	22.2%	0.0%	22.2%	22.2%	33.3%	100.0%
	% within current role	66.7%	0.0%	22.2%	33.3%	50.0%	30.0%
	% of Total	6.7%	0.0%	6.7%	6.7%	10.0%	30.0%
	Count	1	1	0	4	1	7
	more than 15 years						
	% within working duration	14.3%	14.3%	0.0%	57.1%	14.3%	100.0%
	% within current role	33.3%	16.7%	0.0%	66.7%	16.7%	23.3%
	% of Total	3.3%	3.3%	0.0%	13.3%	3.3%	23.3%
	Count	3	6	9	6	6	30
	Total						
	% within working duration	10.0%	20.0%	30.0%	20.0%	20.0%	100.0%
	% within current role	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	10.0%	20.0%	30.0%	20.0%	20.0%	100.0%

The study's findings show a diverse mix of participants across roles and work durations. Logistic coordinators and administrative workers typically work for shorter periods of time, with 100% of them having less than one year or one to five years of experience. In contrast, total port managers and customs officers tend to have longer working hours, with 66.7% of customs officers having more than 15 years of experience.

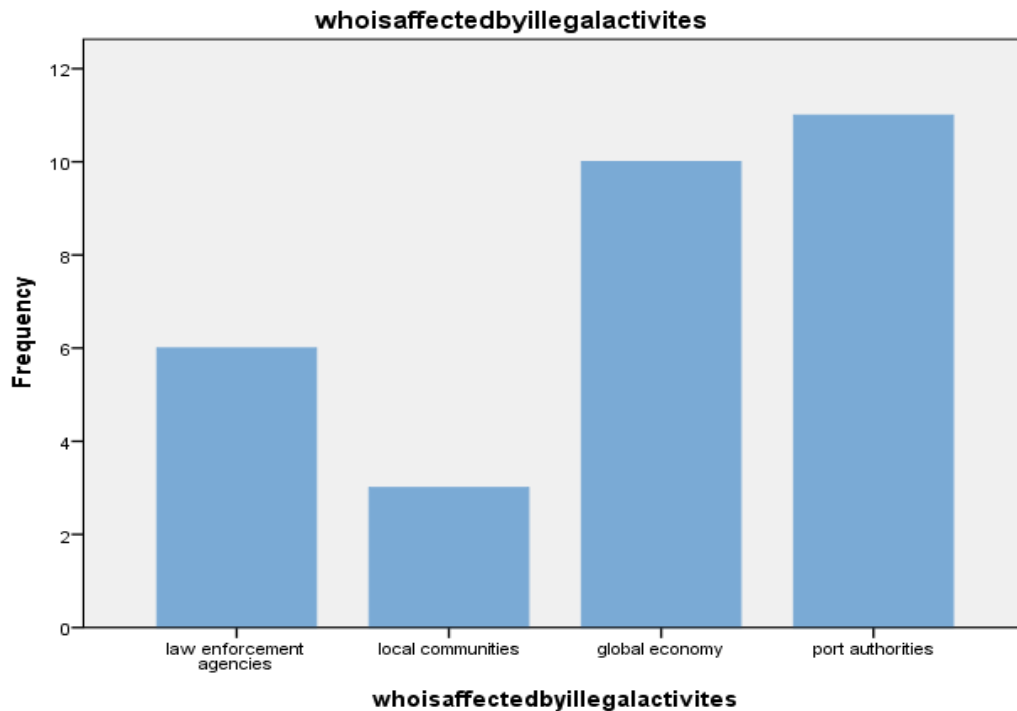
Operations supervisors are also represented among different working durations, with 33.3% representing 6-10 years and 50% representing 11-15 years. This implies that operations supervisors can have a more diversified career path, with some experts switching into this job after working in other areas. Marine engineers also have a diversified set of working durations, with 50% having 11-15 years. The results indicate a relationship between role complexity and experience, where specialized training and development solutions are necessary to manage the disparate requirements of each role and experience level.

The research findings hold implications for talent development and management within the port management sector. Organizations can leverage these insights to create specific training programs, mentorship plans, and career progression paths that address the needs of each position and level of experience. Through such an approach, organizations are able to retain, attract, and develop high performers, thereby optimizing operational efficacy and performance.

BAR CHART 3 – PORT CRIME VICTIMS

	Frequency	Percent	Valid Percent	Cumulative Percent
law enforcement agencies	6	20.0	20.0	20.0
local communities	3	10.0	10.0	30.0
global economy	10	33.3	33.3	63.3
port authorities	11	36.7	36.7	100.0

Total	30	100.0	100.0
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The effects of crimes are far-reaching, touching different stakeholders. Port authorities are most impacted at 36.7%, presumably because they have a critical function in enabling international trade and commerce. The international economy is also highly affected at 33.3%, as crimes and security infringements can damage supply chains and impact economic stability. Law enforcement agencies (20%) and local communities (10%) are also impacted, implying the need for multi-stakeholder collaboration to effectively respond to these issues. The nature of impact indicates that resolving security issues needs a multi-stakeholder response, including port authorities, law enforcement agencies, and local communities, to counteract the impacts on the international economy and allow uninterrupted trade and commerce to take place. Successful solutions will hinge on an appreciation of the interdependence of these stakeholders and on creating solutions that respond to their specific concerns and needs.

TABLE 2 – DURATION OF TRAINING OR GUIDANCE PROGRAMMES

	Frequency	Percent	Valid Percent	Cumulative Percent
regularly	1	3.3	3.3	3.3
occasionally	8	26.7	26.7	30.0
rarely	13	43.3	43.3	73.3
never	8	26.7	26.7	100.0
Total	30	100.0	100.0	

Table 2 denotes the period of training and guidance regarding crime prevention or reporting have been ordered by the staffs based on their job and work type. Training programs are ordered by the authority based on requirements.

The rate of training or guidance sessions indicates a worrying trend. A high percentage (43.3%) of respondents are trained rarely (every 1-2 years), and 26.7% are not trained at all. A mere 3.3% are trained regularly (every 6 months or less frequently), and 26.7% are trained occasionally (every 6-12 months). This indicates that a high number of people might not receive timely updates, skill improvements, or knowledge refreshers, which may affect their performance and efficiency. This rarity of training can result in knowledge gaps, reduced confidence, and diminished capacity for responding to emerging challenges. Organizations might invest in more frequent and extensive training programs in order to facilitate continuous development and improvement.

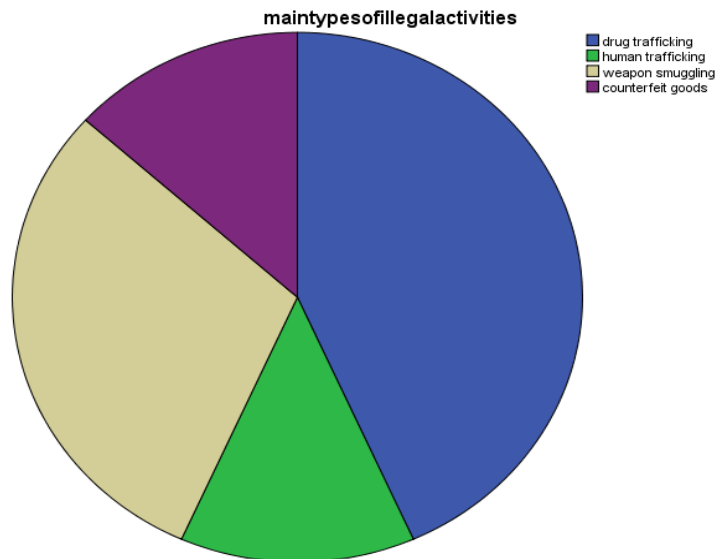
		Measures to be implemented to reduce crime rate					Total
		increased surveillance monitoring	stronger law enforcement presence	strict regulations and penalties	Enhanced staff training	increased international cooperation	
Effective tech in preventing crime	Count	0	3	1	4	2	10
	cctv surveillance						
	% within effective technology to prevent crimes	0.0%	30.0%	10.0%	40.0%	20.0%	100.0%
	% within measures to be implemented	0.0%	30.0%	16.7%	66.7%	100.0%	33.3%
	% of Total	0.0%	10.0%	3.3%	13.3%	6.7%	33.3%
	Count	0	3	1	2	0	6
	x ray scanners						
	% within effective technology to prevent crimes	0.0%	50.0%	16.7%	33.3%	0.0%	100.0%
	% within measures to be implemented	0.0%	30.0%	16.7%	33.3%	0.0%	20.0%
	% of Total	0.0%	10.0%	3.3%	6.7%	0.0%	20.0%
	Count	5	1	2	0	0	8
	drone surveillance						
Total	% within effective technology to prevent crimes	62.5%	12.5%	25.0%	0.0%	0.0%	100.0%
	% within measures to be implemented	83.3%	10.0%	33.3%	0.0%	0.0%	26.7%
	% of Total	16.7%	3.3%	6.7%	0.0%	0.0%	26.7%
	Count	1	1	0	0	0	2
	automated license plate recognition						
	% within effective technology to prevent crimes	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
	% within measures to be implemented	16.7%	10.0%	0.0%	0.0%	0.0%	6.7%
	% of Total	3.3%	3.3%	0.0%	0.0%	0.0%	6.7%
	Count	0	2	2	0	0	4
	artificial intelligence for risk assessment						
	% within effective technology to prevent crimes	0.0%	50.0%	50.0%	0.0%	0.0%	100.0%
	% within measures to be implemented	0.0%	20.0%	33.3%	0.0%	0.0%	13.3%
	% of Total	0.0%	6.7%	6.7%	0.0%	0.0%	13.3%
	Count	6	10	6	6	2	30
	% within effective technology to prevent crimes	20.0%	33.3%	20.0%	20.0%	6.7%	100.0%
	% within measures to be implemented	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	20.0%	33.3%	20.0%	20.0%	6.7%	100.0%

TABLE 2 – EFFECTIVE TECHNOLOGY HELPFUL TO PREVENT vs MEASURE TO BE IMPLEMENTED

The research conclusions provide a detailed insight into the initiatives that can be taken to lower crime rates within ports, with the key role played by efficient technology in curbing illegal acts. The findings show that CCTV surveillance is a general measure that has been adopted by 33.3% of participants, which is probably because it is able to offer real-time monitoring and evidence. X-ray scanners, used by 20% of the respondents, are also known as an efficient instrument in contraband detection and smuggling prevention. Surveillance by drones, utilized by 26.7% of the respondents, has a promising answer for observing port terminals and their vicinities. Also, artificial intelligence-based risk assessment and automated number plate recognition are seen as useful technologies for improving port security. The research also emphasizes the need for a multi-pronged strategy that balances technological interventions with intensified law enforcement visibility, improved staff training, and cooperation with other countries. By synergizing these steps, port authorities and law enforcement agencies can create an effective security framework that reduces the likelihood of crime, provides a secure environment for stakeholders, and facilitates the economic and social advantages of secure and effective port operation. This holistic strategy can eventually lead to the general security and well-being of ports.

PIE CHART 2 – TYPES OF CRIMES OCCURS IN PORTS

	Frequency	Percent	Valid Percent	Cumulative Percent
drug trafficking	13	43.3	43.3	43.3
human trafficking	4	13.3	13.3	56.7
weapon smuggling	9	30.0	30.0	86.7
counterfeit goods	4	13.3	13.3	100.0
Total	30	100.0	100.0	



The occurrence of significant categories of crime shows an alarming level of illegal activities. Of all the crimes, 40% was drug trafficking, reflecting a serious problem in drug control. Another issue is weapon smuggling with 30% of the crimes, stressing the need for strict control of weapons. Human trafficking and counterfeiting each contribute 15% of the offenses, highlighting the necessity of dealing with modern slavery and safeguarding consumers against counterfeit products.

These statistics indicate that law enforcement and policymakers need to prioritize drug trafficking and weapons smuggling while having to deal with human trafficking and counterfeiting. This calls for an all-encompassing approach, involving strong laws, good enforcement, and global coordination, to combat these crimes and ensure safety and security for the people. The significant proportion of drug trade and gun-running calls for focused attention and special interventions.

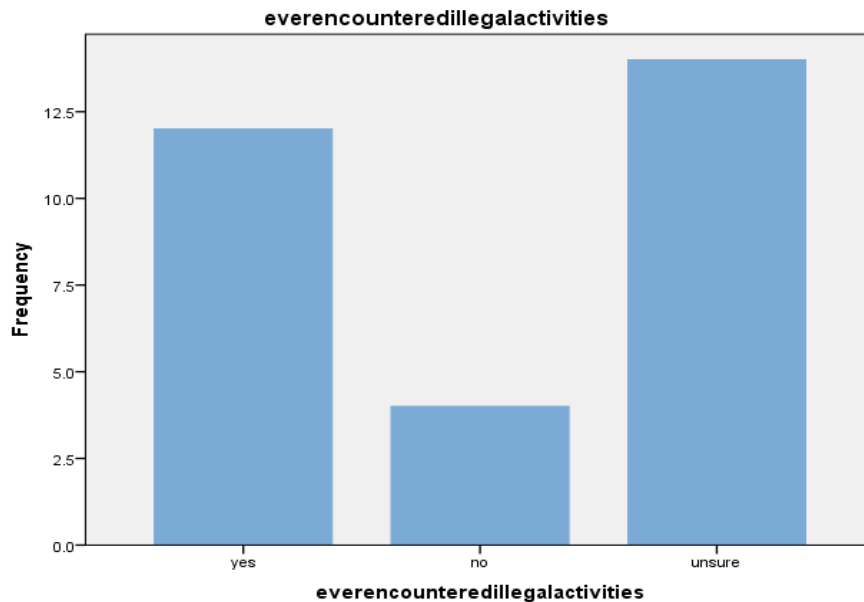
Table 3: Should be there stricter regulations on logistics

	Frequency	Percent	Valid Percent	Cumulative Percent
yes	17	56.7	56.7	56.7
no	1	3.3	3.3	60.0
maybe	12	40.0	40.0	100.0
Total	30	100.0	100.0	

The results of the survey indicate that 56.7% (17 out of 30) of the respondents think that existing measures are sufficient to deter port crimes, and 3.3% (1 respondent) disagree. 40% (12 respondents) are unsure, which is quite a high level of ambiguity. The results indicate that although most of the respondents are confident in existing measures, there is nevertheless still a very substantial proportion that needs further clarification or improvement. These findings can guide port authorities and stakeholders in determining areas of improvement and resolving issues in order to guarantee the efficacy of port security practices and instill stakeholder trust.

BAR CHART 4 – EVER BEEN DEALT WITH CRIME ELEMENTS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	12	40.0	40.0	40.0
no	4	13.3	13.3	53.3
unsure	14	46.7	46.7	100.0
Total	30	100.0	100.0	



The findings from the survey indicate that 40% of the respondents (12 out of 30) have experienced crime elements, while 13.3% (4 respondents) have not. Interestingly, 46.7% (14 respondents) are unsure, which indicates a high rate of ambiguity or uncertainty. The results point to a very high percentage of respondents who have experience with crime elements, but the high rate of unsure respondents needs to be explored. These findings can be used to inform crime prevention and response efforts, and give insight into the type of crime-related experience and where opportunities exist for improvement in training and support. More analysis is required.

Impact and challenges in cargo movement

The consequences of offences and difficulties encountered in logistics ports can be extensive, touching different parties involved in shipping lines, cargo owners, and port authorities. Offences such as smuggling, theft, and pilferage can mean large amounts of financial losses, reputation damage, and compromised security. Additionally, difficulties such as poor infrastructure, poor handling procedures, and limited technology can increase the levels of delays, costs, and productivity decline. These problems also have a cascading effect on the entire supply chain, resulting in delays and higher costs for exporters and importers.

Security risks such as terrorism, piracy, and cyberattacks can be catastrophic, causing loss of life, damage to property, and interference with international trade. In addition, failure to meet regulatory requirements can lead to fines, sanctions, and reputational loss. To preclude these risks, ports have to adopt stringent security protocols, invest in advanced technology, and cultivate cooperation with stakeholders.

Successful management of offences and challenges is vital to assuring the smooth transit of goods, maintaining the integrity of the supply chain, and encouraging economic development. Resolving these challenges enables ports to be more competitive, enhance customer satisfaction, and support international trade development as a whole. Strategic planning and proactive measures are necessary in order to overcome the intricacies of port logistics and provide a secure and efficient environment.

In order to do this, ports can initiate a number of strategies, including launching sophisticated security systems, stepping up staff training, and enhancing infrastructure. Moreover, ports can utilize technology, including digitalization and automation, to simplify processes, minimize errors, and maximize efficiency. By keeping security, efficiency, and customer satisfaction at the forefront, ports can buffer the effects of offences and challenges, providing a secure and efficient environment for all stakeholders. This, on its part, can be responsible for developing and increasing international trade.

V. CONCLUSION

Finally, the research on port crimes and security controls reflects the complexity and severity of the problem. The research indicates that crimes in the ports, such as smuggling, theft, and cargo loss, can have major financial and reputational impacts on ports, shipping companies, and cargo owners. The etiology of port crimes is complex with various factors, such as poor security controls, bad infrastructure, and inadequate communication among stakeholders.

The research identifies some forms of port crimes such as drug trafficking, human trafficking, and cargo hijacking that can be committed by individuals or organized crime syndicates. The operation of port crimes entails taking advantage of security loopholes in ports, employing modern techniques to avoid detection, and bribing officials to enable illegal operations.

The reach of port crimes can be extensive and have an impact not only on the port and its stakeholders but also on the economy and society as a whole. The research highlights the need for efficient security protocols such as high technology, strong protocols, and coordination among stakeholders to prevent and identify port crimes.

The conclusions also call for an integrated approach to security at ports, involving physical and procedural measures. It entails ensuring secure access controls, surveillance systems, and cargo screening in place, as well as effective incident response plans and regular security audits.

In addition, according to the study, the prevention of port crimes is essential by dealing with the underlying causes of port crimes, including poverty, corruption, and unemployment. This needs a concerted effort from governments, ports, and other stakeholders to deal with the social and economic factors leading to port crimes.

In conclusion, the research presents useful information on the multi-faceted subject of port crimes and security policies. The research underscores the importance of multi-faceted and holistic measures in preventing and detecting port crimes, including state-of-the-art technology, strong protocols, and multi-stakeholder cooperation. If multi-stakeholder cooperation is enhanced, ports and their stakeholders can minimize the threat of port crimes, safeguard the integrity of the supply chain, and facilitate economic development and growth.

In conclusion, the study emphasizes the need to give priority to port security and invest in efficient measures for preventing and detecting port crimes. That way, ports can facilitate a secure and safe environment for the stakeholders, minimize the likelihood of financial and reputational loss, and support international trade growth and development.

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