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The Effect of Promotion of Vessel Crew Vacancies on the Process of Changing Ship Crews at PT Jasindo Duta Segara

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Abstract

Crew Manning Agency is a division that only takes care of crew for ship owners overseas. PT. Jasindo Duta Segara uses International Safety Management (ISM) which aims to be the "Best Crew Supplying Agent in the World" to meet the expectations of the company and crew perfectly. PT. Jasindo Duta Segara will not let owner or crew calls go unanswered. Don't let the owner be served without commitment and don't let the crew fail in their performance. Before joining PT. Jasindo Duta Segara, the crew made a selection at the company using various tests such as: academic, psychological tests, marlin tests, in order to determine the ability of ship crews who want to join PT. Jasindo Duta Segara. The process of changing the crew is very influential in terms of promotion and wages of ship crews. The crew on duty on one ship are Master, Chief Officer, Second Officer, Third Officer, Bosun, Able Seaman, Ordinary Seaman, Chief engineer, First Engineer, Second Engineer, Third Engineer, Oiler No. I, Oiler II, Waper, Chief Cook, and Mass Man. All of these crews are involved in the crew change process in which the promotion of crew vacancies affects the crew change process, in this case resulting in a lack of promotion of crew vacancies that are widely spread through the media and an inconsistency in the crew change process which can disrupt and hinder ship operational activities so as not to eat up the crew. longer time

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Keywords : Promotion , Crew Change Process

1. INTRODUCTION

Indonesia is the axis of the shipping world between Asia and Europe. Indonesia as one of the countries that has great potential in the marine sector has a very important role in the world of shipping in parts of the world, especially the nations living in Asia and Europe. The world of shipping is inseparable from the sea. The sea is a very important and very potential transportation route in Indonesian waters. The sea not only connects regions in Indonesia but also between countries in the world. Sea transportation cannot be separated from sea transportation media, namely ships.

Crew Manning Agency is a division that only takes care of crew for ship owners overseas. PT. Jasindo Duta Segara uses International Safety Management (ISM) which aims to be the "Best Crew Supplying Agent in the World" to meet the

expectations of the company and crew perfectly. PT. Jasindo Duta Segara no will leave owner or crew calls unanswered. Don't let the owner be served without commitment and don't let the crew fail in their performance. Before joining PT. Jasindo Duta Segara, the crew made a selection at the company using various tests such as: academic, psychological tests, marlin tests, in order to determine the ability of ship crews who want to join PT. Jasindo Duta Segara.

The process of changing the crew is very influential in terms of promotion and wages of ship crews. The crew on duty on one ship are Master, Chief Officer, Second Officer, Third Officer, Bosun, Able Seaman, Ordinary Seaman, Chief engineer, First Engineer, Second Engineer, Third Engineer, Oiler No. I, Oiler II, Waper, Chief

Cook, and Mass Man. All of these crews are involved in the crew change process in which the promotion of crew vacancies affects the crew change process, in this case resulting in a lack of promotion of crew vacancies that are widely spread through the media and an inconsistency in the crew change process which can disrupt and hinder ship operational activities so as not to eat up the crew. longer time. The crew of PT.Jasindo Duta Segara uses *International Safety Management* (ISM) which aims to be the "World's Best Crew Provisioning Agent" to meet the expectations of the company and crew perfectly. PT. Jasindo Duta Segara aims to create value for *owners* and crew with integrity, honesty and fair growth. PT. Jasindo Duta Segara will not leave *owner* or crew calls unanswered. Don't let the *owner be* served without commitment and don't let the crew fail in their performance. We serve with dedication and commitment at all times. Before joining PT. Jasindo Duta Segara, the *crew* made a selection at the company using various *tests such as: academic, psychological tests, marlin tests* , in order to determine the ability of ship crews who want to join PT. Jasindo Duta Segara.

PT. Jasindo Duta Segara to review and be firm in overcoming the obstacles faced in the crew change process is influenced by the promotion of crew vacancies who will work and sail on the ship must adjust to the applicable policies and procedures so that it can continue and run well, smooth, and safe and can be beneficial for all parties involved. Based on the promotion of crew vacancies to the crew change process due to the lack of promotion of crew vacancies and the incompatibility of the crew change process which resulted in obstacles that occurred at PT Jasindo Duta Segara. In order to create a promotion of crew vacancies that goes well and smoothly so that the crew change process also runs in harmony

Research Objectives and Benefits

1. Research purposes
 - a. To find out the relationship between the promotion of crew vacancies to the process of changing crews at PT. Jasindo Duta Segara
 - b. To determine the effect of promotion of crew vacancies on the process of

changing crews at PT. Jasindo Duta Segara.

2. Benefits of research

a. Theoretically

- 1) For develop knowledge and insight about the management of the crew manning agency and the problems it faces.
- 2) To motivate the company's staff to understand more about overcoming the implementation of the crew change process at PT. Jasindo Duta Segara.

b. Practically

1. To provide input for the company in policies regarding the implementation of the crew change process. Because this is very influential on the progress of the company.
2. To fulfill one of the graduation requirements for the D-IV program majoring in Marine and Port Transportation Management.

2. METHOD

2.1. Data Description

- a. Crew Vacancies Promotion X
According to Manullang (2004: 153), namely: "Position promotion means an increase in position, namely accepting greater power and responsibility than previous powers and responsibilities." . According to Hasibuan (2002: 108) that: "Position promotion means a transfer that enlarges authority and responsibility to a higher position in an organization which is followed by greater obligations, rights, status, and income. " Vacancies are derived from the root word vacancies . According to the Indonesian Dictionary, vacancies are empty, the opening of a position so that it can be occupied by someone. So, job vacancies are the availability of vacant positions so that they can be occupied by someone to work. According to the Republic of

Indonesia Law No. 17 of 2008 concerning Shipping Chapter I General Provisions Article 1 Paragraph 40, "Ship Crew is a person who works or is employed on a ship by the owner or operator of the ship to perform tasks on board the ship in accordance with the positions listed in the certificate book".

b. Crew Change Process Y

According to S. Handayani, the process is a series of stages of activities starting from setting goals to achieving goals. Meanwhile, according to JS Badudu and Sutan M Zain, the process is the course of an event from beginning to end or is still running about an action, work and action.

Judging from the Big Indonesian Dictionary, the word change comes from the word "change" and change has the meaning as a matter of changing (taking turns, switching, changing, exchanging). Therefore, the change of a ship's crew can be interpreted as a condition or event of a change, exchange, or transfer of people who work and are employed on board the ship by the owner or operator of the ship to perform tasks on board the ship in accordance with the position listed in the certificate book. This ship crew change activity is a series of processes in the weekly to monthly plans and agendas that have been determined by the crew manning agency company which is adjusted to the seafarers' work contract on the ship whose contract period has finished so that the ship crew change process is needed.

2.2 Research time

This research was conducted at the time the author did the Land Practice at PT. Jasindo Duta Segara starting from August 10, 2020 until August 20, 2021.

2.3 Research Place

This research was conducted by the author at PT. Jasindo Duta Segara, Plaza Kelapa Gading Rukan Block C, Kelapa Gading, North Jakarta.

2.4 Approach Method

The research method is basically a scientific way to obtain data with a specific purpose and use. In this

thesis research using quantitative data approach method. Quantitative data is data in the form of numbers or numbers. Quantitative data was obtained through various data collection techniques such as interviews and document analysis.

2.5 Data collection technique

In researching a problem, data related to the problem to be discussed are needed, then compiled and analyzed so that a clearer picture is obtained to make it easier for the author to solve the problem in the study. Data collection technique is the most strategic step in research, because the main purpose of the preparation of this thesis is to obtain data.

In the preparation of this study, the authors conducted research using primary data collection techniques obtained through: a. Observation

Observation (observation) is a data collection technique that is carried out using direct field observations of the company that is the object of the author's research.

b. List of Questions (Questionnaire) That is the technique of data collection is done by spreading questions, where the author makes and prepares a list of questions to be answered, the author prioritizes this questionnaire method which will be used in the discussion. The main research data will be collected through questionnaires addressed to respondents, in distributing this questionnaire the author uses a google form which can facilitate the distribution of a list of questions, qualitative respondents' answers will then be processed into quantitative through a weighting process according to the Linkert scale with the following details:

of research. The classification of employees is based on position, age, status, education level and years of service. From this classification, a conclusion will be obtained regarding the condition of the respondent. These classifications will be presented in the following respective tables:

a. Based on Employee Position and age

Table 4.1

Respondent Data Based on Employee Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Crew	4	13.3	13.3	13.3
	Manager				
	Staff Crew	8	26.7	26.7	40.0
	operational manager	1	3.3	3.3	43.3
	Staff Operasional	7	23.3	23.3	66.7
	Manager Marine	1	3.3	3.3	70.0
	Staff Marine	3	10.0	10.0	80.0
	Manager Accounting	1	3.3	3.3	83.3
	Staff Accounting	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

Source: Data from SPSS that has been processed Based on table 4.1 the composition of respondents based on employee positions as many as 4 people or (13.3%) crewing manager positions, 8 people or (26.7%) crewing staff positions, 1 person or (3.3%) operational manager positions, 7 people or (23.3%) operational staff position, 1 person or (3.3%) marine manager position, 3 people or (10%) marine staff position, 1 person or (3.3%) accounting manager position, and 5 people or (16.7%) accounting staff positions.

Table 4.2

Data Respondent Based on Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21 - 25 Years	11	36.7	36.7	36.7
	26 - 30 Years	7	23.3	23.3	60.0
	31 - 35 Years	8	26.7	26.7	86.7
	36 - 40 Years	1	3.3	3.3	90.0
	> 40 Years	3	10.0	10.0	100.0

Likert model data scale

Choice Answer	Value Weight
SS = Very agree	5
S = Agree	4
RR = Doubtful	3
TS = No Agree	2
STS = Very Not Agree	1

2.6 Research subject

a. Population

The population in this study were employees of PT. Jasindo Duta Segara in the field of crewing, operations, accounting, and marine as many as 45 people.

b. Sample

The population in this study was a sample of 30 employees of PT. Jasindo Duta Segara in the fields of crewing, operations, accounting, and marine.

3. RESULTS AND DISCUSSION

3.1 Respondent Data

a. Respondent Characteristics This general description of respondents aims to determine the characteristics of the employees who were selected as respondents in relation to the object

	Total	30	100.0	100.0	
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Source Source: Data from SPSS that has been processed Based on Table 4.2, the composition of respondents based on age is 11 people or (36.7%) aged 21-25 years, 7 people or (23.3%) aged 26-30 years, 8 people or (26.7%) aged 31 -35 years old, 1 person or (3.3%) aged 36-40 years and 3 people or (10%) aged > 40 years.

Valid	High school or equivalent	7	23.3	23.3	23.3
	Diploma I (D1) or its equivalent	1	3.3	3.3	26.7
	Diploma III (D3) or its equivalent	6	20.0	20.0	46.7
	Bachelor (S1) or equivalent	13	43.3	43.3	90.0
	Postgraduate (S2)	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

Source: Data from SPSS that has been processed Based on table 4.4 the composition of respondents based on the latest education level, namely 7 people or (23.3%) high school or equivalent, 1 person or (3.3%) diploma 1 (D1) or equivalent, 6 people or (20%) diploma 3 (D3) or equivalent, 13 people or (43.3%) undergraduate (S1) or equivalent, 3 people or (10%) postgraduate (S2).

b. Based on status, education and years of service

Table 4.3 Data Respondent By Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not married yet	18	60.0	60.0	60.0
	Marry	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

Source: Data from SPSS that has been processed

Based on table 4.3 the composition of respondents based on unmarried status is 18 people or (60%), married status is 12 people or (40%).

Table 4.4

Respondent Data Based on Last Education

		Frequency	Percent	Valid Percent	Cumulative Percent
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Table 4.5

Respondent Data Based on Length of Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 Years	14	46.7	46.7	46.7
	6 - 10 years	12	40.0	40.0	86.7
	11 - 20 years	2	6.7	6.7	93.3
	> 20 Years	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

Source: Data from SPSS that has been processed

Based on table 4.5, the composition of respondents based on length of work is 14 people or (46.7%) working under / < 5 years, 12 people or (40%) working between 6-10 years, 2 people or (6.7%) working between 11-20 years, 2 people or (6.7%) worked more than 20 years.

3.2 Instrument Test

a. Validity Test (Test of Validity)

Validity test is conducted to find out whether the measuring instrument that has been compiled is really able to measure what should be measured. Testing the validity of each item used item analysis, which correlated each score for each item with a total score which was the sum of each item score and the value can be seen in the processing results using the SPSS 25.0 program in the item total statistics table in the *corrected item-total correlation column*.

Table 4. 29
Item Validity

No	Variable	Number of Items	Valid Items	Information
1	Crew Job Promotion (X)	10	10	Valid
2	Crew Change Process (Y)	10	10	Valid

Source: Primary data processed

b. Reliability Test

The reliability test aims to determine whether the data collection tool basically shows the accuracy, stability, or consistency of the tool in revealing certain symptoms from a group of individuals, even though it is carried out at different times.

Based on the level of reliability, the results of the reliability coefficient test (alpha) on the two instrument variables tested can be summarized in the table below:

Table 4. 30
Reliability Test Results

No	Variable	N	N of Items	Cronbach's Alpha	Information
1	Crew Job Promotion (X)	10	10	0,861	Reliable/High
2	Crew Change Process (Y)	10	10	0.805	Reliable/High

Source: Primary data processed Based on the summary table of the reliability test results above, the Cronbach's alpha value for Crew Vacancies Promotion (X) is 0.861, Crew Change Process (Y) is 0.805. This means that the questions for all question items are reliable/high for the Crew Vacancies Promotion variable (X) and for the Crew Change Process variable (Y) as stated by Sugiyono (2012: 177), Reliability Test is a tool to measure the questionnaire which is part of the indicator of the variable or construct. Question items are said to be reliable or reliable if someone's answer to the question is consistent. (Danang Sunyoto, 2011:110).

c. Normality test

The results of the normality test using SPSS 25.0 software are as follows: **Table 4.34**

Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	mean	.0000000
	Std. Deviation	2.12695014
Most Extreme Differences	Absolute	.101
	Positive	.101
	negative	-.091
Test Statistics		.101
asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction. lower bound of the true significance.

d. This is a

Source: Data from SPSS that has been processed

By using a significance level of 5%, the *pvalue* (Sig. 2-tailed) = 0.200 is greater than the significance level, which means that H_0 is accepted. So, the residuals are normally distributed.

d. Linearity Test

A test or analysis carried out in research must be guided by a clear decision-making basis.

Table 4.35

Source: Data from SPSS that has been processed

From the ANOVA table, it can be seen and

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
PROSES PERGANTIAN KRU * PROMOSI LOWONGAN KRU	Between Groups	(Combined) Linearity	281.150 206.006	13	21.627 206.006	6.174 58.806	.000 .000
		Deviation from Linearity	75.144	12	6.262	1.788	.138
	Within Groups		56.050	16	3.503		
Total			337.200	29			

obtained the value of Deviation from Linearity Sig. is 0.138 greater than 0.05 . So it can be concluded that in the Crew Vacancies Promotion variable (X) with the Crew Change Process variable (Y) there is a linear relationship between the two variables.

3.3 Data Analysis

a. Simple Linear Regression Test

Table 4.3 6

Model Summary

Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.782 ^a	.611	.597	2.16460

a. Predictors: (Constant), Crew VACANCY PROMOTION

Based on the SPSS *output* above, it can be seen that the correlation coefficient value is obtained and the coefficient of determination. The value of the correlation coefficient (R) is 0.782, this value is have meaning that connection between Crew Job Promotions to the Crew Change Process are in the strong category. The more promotions for crew vacancies, the smoother the crew change process will be. Meanwhile, the value of the coefficient of determination (R²) is 0.611 or 61.1%, this value means that the influence of the influential crew vacancy promotion to the crew change process by 61.1%. While the rest, 38.9% is influenced by other variables or variable which no researched in equality regression this.

b. Coefficient Table

Table 4.3 7
Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	-.047	.054		-.873	.390
	Crew VACANCY PROMOTION	.002	.001	.291	1,607	.119

a. Dependent Variable: ABS_RES

Based on the SPSS *output* above, it can be seen that Constant and X values are obtained for Unstandardized Coefficients. The Constant value of Unstandardized Coefficients (α) is 13,577, this number is a constant number which means that if there is a promotion for crew vacancies, the value of the crew change process is 13,577. Meanwhile, the X value of Unstandardized Coefficients (β) is 0.683, this figure means that for every additional 1 unit of crew vacancy promotion, there will be an increase in the crew change process.

$$Y = 13,577 + 0.683 X$$

$$Y = 13,577 + 0. 683.1$$

Y = 14, 260 So that the simple regression equation obtained is 14.260.

With use level significance as big as 5% obtained score t-count of 6.631 where this value is greater than the value of t-table with a *degree of freedom* of 28 (N-2) 1.701. So, there is an effect of promotion of ship crew vacancies on the process of changing crew members and by using a significance level of 5%, the p-value (Sig.) = 0.00 is smaller than the significance level, which means H0 is rejected. So, there is an effect of promotion of ship crew vacancies on the process of changing the crew.

DISCUSSION The Effect of Promotion of Vessel Crew

Vacancies on the Process of Changing Ship Crews at PT Jasindo Duta Segara
Based on the results of the SPSS *output* above, it can be obtained the value of the correlation coefficient and the coefficient of determination. The result of the

correlation coefficient (R) is 0.782, from the acquisition of this value it means that there is a relationship between the effect of crew vacancy promotion on the crew change process at PT. Jasindo Duta Segara is in the strong category. The more promotions of crew vacancies, the easier the process of changing the crew can be. Based on the tcount value with the t-table using a significance level of 5%, the t-count value is 6,631 where this value is greater than the ttable value with a *degree of freedom* of 28 (N-2) 1,701. Then get said there is the effect of promotion of crew vacancies on the process of crew change. Temporary that, score coefficient determination (R^2) worth as big as 0.611 or 61.1%, this value means that the influence of the promotion of crew vacancies contributes to smooth crew change process by 61.1%. While the rest, 38.9% is influenced by other variables or variable which is not examined in this regression equation. In the description at on so could in interpret that the promotion of crew vacancies to the crew change process in PT. Jasindo Ambassador Fresh really have contribution. The more promotions of crew vacancies, the easier the process of changing crews at PT. Jasindo Duta Segara, with the intensive promotion of crew vacancies at PT. Jasindo Duta Segara can facilitate crew change activities and can have a positive impact on the company.

4. CONCLUSION

Based on the results of the analysis of this research test, it can be described in a discussion regarding the promotion of crew vacancies (X) to the process of changing crews (Y) at PT. Jasindo Duat Segara, so at the end of this research try to give the following conclusions:

1. In this study, the authors use data on two variables, namely the first is the promotion of crew vacancies (X) and the process of changing crews (Y) which are obtained using questionnaires via google form to 30 respondents from PT. Jasindo Duta Segara with 20 statement items which are divided into 10 question items for crew vacancy promotion variables and 10 questions for crew change process variables.
2. Based on the results of the validity and reliability tests, it shows that each

statement contained in the questionnaire is declared valid if it exceeds the value of r_{table} where the value of r_{table} is 0.361 and the value of the reliability of crew vacancies promotion (X) is 0.861 and the reliability value of the crew change process (Y) is 0.805 which exceeds *Cronbach's Alpha* > 0.60 which means that the variables X and Y are reliable.

3. By using a significance level of 5%, the t-count value is 6,631 where this value is greater than the t-table value with 26 *degrees of freedom* of 28 (N-2) 1,701. So, there is an effect of vacancy promotion on the crew change process.
4. By using a significance level of 5%, the *p-value* (Sig.) = 0.00 is smaller than the significance level, which means that H_0 is rejected. So, there is an effect of promotion of crew vacancies on the crew change process.
5. Based on the results of simple linear regression obtained $Y = 13,577 + 0.683 X$, the simple linear regression analysis hypothesis tests whether the promotion of crew vacancies has an effect on the crew change process. The results of this study indicate that the crew vacancy promotion variable has a significant value.
6. Based on the results of SPSS *output*, it can be seen that the correlation coefficient and determination coefficient are obtained. For the results of the value of the correlation coefficient (R) is 0.782, which means that the relationship between the promotion of crew vacancies to the process of changing crews at PT. Jasindo Duta Segara is in the strong category. If the promotion of crew vacancies is carried out consistently, the crew change process will run systematically or smoothly. Meanwhile, the value of the coefficient of determination (R^2) is 0.611 or 61.1%, this value means that the effect of promotion of crew vacancies on the crew change process is 61.1%. The most

dominant indicator influencing it is the promotion of crew vacancies is the importance of information about the qualifications of candidates to be recruited by 0.764 and the most dominant indicator affecting the crew change process is that there is often an inaccuracy of time in finding crews of 0.805, while the remaining 38.9% influenced by other variables.

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