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The Effect of Competence and Availability of Crew on Mutations (A Case Study at PT. MCS International)

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The Effect of Competence and Availability of Crew on O wcvkqpu' *C'Ecuq'Uwf { 'c'vRV00 EU'Kpvtgpcvkcpcn-

Sitti Syamsiah

Lecturer, at Maritime and Port Management Study Program,

Maritime Science Polytechnic of Makassar

Jl. Vgpcctc'Rgrlct'Pq0395'O cncuact. 'Mqf g'Rqu0', 2394

Email: sittisyamsiah@gmail.com

CDUVTCEV < 'A crew agency business is a legal entity engaged in the recruitment and placement of crew o go dgtu'qp'uj kr u0Qpg'qh'j g'etgy 'ci gpe { 'eqo r cplgu'ku'RV00 EU'Kpvtgpcvkcpcn'tgetwku'c'etgy 'q'dg'r'ceg'qp' hqtgki p'uj kr u0'Kp'c'ucv'g'qh'w'i gpe { 'RV0 'O EU'q'h'ep'j cu'r tqblems in providing crew members who are ready to dg'qp' "dqctf "qt' "tcpuhtgtgf "v'q' "q'j gt' "uj kr u'f'wg' "v'q' "j g' "eqo r gvpeg' "trevqt' "cpf' "y knkpi pgui' "qh' "j g' "etgy "v'q' "dg' "tcpuhtgtgf 0 "Vj g'r wtr qug'qh'j ku'uwf { 'y cu'q'f'gvto kpg'j g'gh'gev'qh'eqo r gvpeg' "cpf' "cxckrdk'k' { "qh'ew 54% } etgy "o wcvkqpu' "Vj ku' "tuguctej "ku' "c' "h'qto "qh' "eqttg'rc'v'xg' "tuguctej "wulpi "s wcp'v'k'v'xg' "f' guet'k' v'xg' "cpcn' { uku' "Vj g' "tguwmu' "uj qy gf "v'j cv'v'j g'o cpci go gpv'qh'o wcvkqpu'cv'RV00'Kpvtgpcvkcpcn' O EU'ku'uw'k'ngui'v'j cp'qr v'o crlu'q'v'j cv'k'v' affects the competence and avckrdk'k' { "qh'etgy "o go dgtu'qp' "j g'uo q'q'j "tcpuhtgt' "qh'etgy "o go dgtu'cv'RV00 EU' International.

MGJ Y QTFU < mutation, competence, availability, crew, ship

////////////////////////////////////
F cvg'qh'Uwdo kuukpp<24-01-4244 "F cvg'qh'Ceeqr v'peg<35-01-2022
////////////////////////////////////

I. INTRODUCTION

J wo cp' "tguwtegu"ctg' "qpg' "qh' "j g' "kpcn'wcdrg' "cuugw' "qh' "c' "eqo r cp { "qt' "qti cpl' cvkq' "o gcpl'pi "j cv' employees or workers have a very important role in the processes or activities of an organization or company according to *O w'cf'k'4238+0'Ego r cplgu'gpi ci gf 'lp'dwukness services for ship crews (Ship Manning Agency) etgy u'qt' "uckqtu'ctg' "j g' "tcti gu'cuugw'qy pgf 0Ceeqtf lpi "q' "Ncy "39'qh'422: "eqpegtpl'pi "Uj kr l'pi . "uj kr "etgy u'ctg' "r ggr'ng' "y j q' "y qtm'qt' "ctg' "go r m'j gf "qp' "uj kr u' "Uj kr "qy pgtu' "qt' "qr gtcv'qtu' "q' "r gthqto "cumi' "qpdqctf "ships in accordance with their positions listed in the certificate book.

A large number of requests for human resources in the form of seafarers to developing countries has ngf "q' "j g' "go gti gpeg' "qh' "Uj kr "O cpl'pi "Ci gpe { "cu'c' "tgrtgu'p'v'xg' "qh' "hqtgki p' "uj kr l'pi "eqo r cpl'gt' 71% } "cu' Lcr cp'0Vj g' { "pggf "uckqtu' "y j q' "j cxg' "i q'qf "s wcrk' { "v'q' "dg' "go r m'j gf "qp' "j g' "uj kr u' "Ceeqtf lpi "q' "RO "P q0: 6' "qh' 2013, a seafarer is anyone who has qualifications of expertise and/or skills as a crew member.

Maritime Crewing Service International (PT MCS International) is a company engaged in business ugtxlegu' "hqt' "uj kr "etgy u' "Uj kr "O cpl'pi "Ci gpe { "Ceeqtf lpi "q' "RO "P q0: 6' "qh'4235. "c' "etgy "ci gpe { "dwulpgui' "ku'c' "etgy "ci gpe { "ugt'x'leg' "dwulpgui' "lp' "j g' "h'qto "qh'c' "h'gi cr'lgp'v'k' { "gpi ci gf "lp' "j g' "tgetw'ko gpv' "cpf' placement of ships ceeqtf lpi "q' "s wcrk' "hec' "k'qpu' "RV" "O EU" "Kpvtgpcvkcpcn' "eqqr gtcv'gu' "y kj "ugxgtcn' "uj kr "qy pgtu' "h'qto "Lcr cp. "qpg' "qh' y j k'ej "ku' "O kuw'k'QUUM' "Nlpgu' "O QN+0Wp'v'k' "pqy . "j g' "gtg' "ctg' "7' "uj kr u' "dg' "lp' "ugt'x'gf . "pco g' "Ug'puj w' "O ctw' "NP I " Maleo, Energy Frontier, Energy Advance, and LNG Pioneer.

According to the researcher's observations, several obstacles were found that usually occur in urgent or uwf f gp' "eqpf k'k'qpu. "l'p'w'f l'pi "j g' "pwo dgt' "qh'etgy "o go dgtu' "lp' "ugxgtcn' "r qu'k'qpu' "j cv'f q' "pqv'o gg'v'j g' "s w'v'c'0' "lp' addition, certificates or personal documents (58% } port, seaman's book, yellow fever) that have expired or have pqv'dggp' "eqo r ng'v'f "ctg' "xcrk'f cv'gf "qt' "t'gpgy gf 0Vj g' "gtg' "ctg' "cu'q' "o q'tg' "egt' "hec' "gu' "tgs w'k'gf "j g' "c' "p' "g' "u'k' "x'gu' "u'0' For seafarers, officers must have 22 certificates. "dqj "kuw'gf "d' { "lp' "qpg' "u'k' "cpf' "h'qto "Lcr cp'0' "h'q' "egt' "hec' "gu' "kuw'gf "d' { "lp' "qpg' "u'k' "u'w'ej "cu' "Egt' "hec' "v'g' "qh' "Eqo r gvpeg' { "EQE- "cpf' "Egt' "hec' "v'g' "qh' "Rt' "q' "h'el'g' "p' { "EQR- "DUV. "CHH. "UETD" are valid for 5 years and usually approximately one year before the expiration date. "j g' "o cpl'pi "ci gpe { "pq' "h'gu' "j g' "etgy "qh' "j g' "uj kr "q' "ko o gf "k'v'ng' { "xcrk'f cv'g' "k'v' "w'f cv'gf 0Dgecwug' "j g' { "uck' "v'j tq'w'j "r qt'w' "lp' "ugxgtcn' "eqw'p' "t'gu. " there are often countries that do not accept if the certificate has expired or is less than one year like Russia.

In addition to these obstacles, the problem of the ability and skills of the crew makes it difficult to carry qw'v' 50% } "u'w'ej "cu' "j g' "cdk'k' { "q' "eqo o w'p'lec'v'g' "lp' "h'q' "t'gki p' "h'pi w'ci gu' "d'gecwug' "u'qo g' "qh' "j g' "eq' "workers are from Lcr cp'0' "q' "j cv' "cm' "etgy "o go dgtu' "ctg' "tgs w'k'gf "v'q' "dg' "h'w'gp'v' "lp' "Kpvtgpcvkcpcn' "h'pi w'ci gu' "Vj g' "f' get'g'cug' "lp' "uj kr u' "d'gecwug' "j g' "r tq'lg'ev'j cu' "d'ggp' "eqo r ng'v'f "qt' "j g' "uj kr "ku' "u'q'f . "o cngu' "j g' "pwo dgt' "qh'etgy "o go dgtu' "o q'tg' "j g' "cp' "j g' "

availability of ships which makes the rotation of transfers to board ships longer than usual.

RV0"O EU"Kpvtgpcvqpcr"o wuv"cpvlekr cvg"vj ku"uq"vj cvvj g"eqo r gvgpeg"cpf"cxckrckrkf"qh"vj g"etgy "ctg"
o clpvcvpgf."kp"qtf gt"vq"lcekrkcvg"vj g"tvcpuhgt"qh"etgy "o go dgtu"y j kej "y knf o cng"eqqr gtcvqvp"y kj "vj g"uj k "qy pgt"
better.

METHODS

This study was conducted to determine the effect of the hypothesized variables, namely competence, knowledge, and attitude, on the intention to use LNG as a fuel for ships. The study was conducted on the entire population consisting of 60 crew members of a liquefied natural gas (LNG) ship. The weight of the assessment in this questionnaire uses a Likert Scale to measure the attitudes, opinions, and intentions of the respondents. A Likert Scale have a gradation from very positive to negative as shown in Table 1.

52% **Table 1. Rating weight**

Response	Weight
Strongly agree	5
Agree	4
Doubtful	3
Disagree	2
Strongly Disagree	1

Vj g'f guetkr vxg'uncwuecnf cvc'cpcn'uku'gej pls wg'y j lej 'ku'wugf 'vq'cpcn' | g'f cvc'd'f 'f guetkldpi 'qt'f guetkldpi 'vj g' data is assisted by the Statistical Package for Social Science (SPSS) version 21.0 program.

II. RESULTS AND DISCUSSION

RV00 EUKpwtgpcvkqpcnk'gpi ci gf 'kp'etgy 'r tqewtgo gpv'ugt'xlegu'cpf 'xtcklpi 00h'eqwtug.'y' g'etgy 'qh' ucknqtu'ku'y' g'dki i guv'cuugv'y' g{'j' cxg0Ceeqt'f'kpi 'vq'eqo r cp{'f'cvc'lp'F' gego dgt'423; .RV00 EUKpwtgpcvkqpcn' placed 958 crew members from Indonesia on ships ownng' 'd{' 'uj' kr "qy pgtu'qxgtugcu0V'y' ku'h'i wtg'j' cu'pqv'dggp" added to the crews who are on stand-d{' "qt'ctg'ectt{' kpi "qvw'c'r gtlqf'qh't'guv'chgt'k'ugo dctn'kpi "ts'ki p'qlh'0V'y' g" interval between the rest period until the crew is on board is usually 3 months after signini "qh'0Dw'k'eqwf' 'dg" uqppgt' 'y' cp'5"o qp'y' u. "qh'xgp' 'y' gtg' "ku'c" 'uwf' f gp' 'tgs wguv' 't'qoo "y' g' 'uj' kr "hqt' 'c' 'etgy "tgr' n'ego gpv' 'wuw'cni' "f' wg' "q" k'p'guu'qt' 'h'co k'f' 'o cvgtu'y' cv'tgs w'k' g'y' g'etgy 'vq' 'i gv'qh'h'y' g'uj' kr 0K'p' 'y' ku'eqpf' kskqp. 'y' g'uj' kr 'o cp'lpki 'ci gpe{' " must move quickly to arrange who the crew is ready to board the ship (onboard) and replace the crew onboard the ship. 51%

y kj 'c'F5'cecf go le'gf wecwqpp'cu'o cp{'cu'8'r gqr ng.'t'gur qpf gpw' qt'580' 0Y kj 'c'r gtlqf 'qh'ugtleg'cu'etgy 'hqt'3-10 years as many as 46 people or 76.7%, 12 people working for 11-42'f gctu'qt'42' .cpf '4'r gqr ng'y qtnkpi 'qxgt'42'f gctu'qt'56' 0

Of all the respondents, they were given a questionnaire related to their willingness to be transferred, and the data that has been obtained and processed from the distribution of questionnaires, as shown in Table 2.

51% **Table 2.** Mutation variable questionnaire

No..	Statement	Strongly agree	Agree	Doubtful	Disagree	Strongly Disagree	Total weight	Average
1	I am willing to be transferred to a different ship	31	29	0	0	0	271	6.7
2	I object to being placed on a ship with many obstacles	10	39	11	0	0	239	6.2
3	I am willing to be transferred to a new position or position	31	29	0	0	0	271	6.7

51%

The Effect of Competence and Availability of Crew on Mutations ..

4	Kf qp'v'ggndqtf'k'my sailing period passes the time stated in the Field Work Practice	29	31	0	0	0	269	6.7
Total		101	128	11	0	0	1050	17,5
Percentage %		42%	53%	5%	0%	0%		
Average								6.:

Source: Analysis results, 2020

Based on the data in the table above, there are 95% of respondents who choose strongly agree and 51% of respondents who choose agree. The lowest result is in item number 4 which means the crew has a good attitude at work.

Table 3. Respondents' answers according to competency variables

No.	Statement	Strongly agree	Agree	Doubtful	Disagree	Strongly Disagree	Total Score
1	Vj g'etgy "qh'yj g'uj kr"j cu'i qqf" knowledge	24	35	0	1	0	60
2	The crew does not have a good attitude at work	6	6	27	21	0	60
3	Vj g'etgy "cny c{ u'i gv'yj g'lqd" done well	19	41	0	0	0	60
4	Crews play an k r qtcvptqg'lp" the smooth operation of the ship	20	40	0	0	0	60
5	Vj g'etgy "cny c{ u'eqo r ngv'yj g" work effectively and efficiently	19	40	1	0	0	60
6	Vj g'etgy "qh'yj g'uj kr "f k p)j k" their intended target	4	12	30	14	0	60
Percentage %		26 %	48 %	16%	10%	0%	100%

Source: Analysis results, 2020

Based on the data in the table above, there are 74% of respondents who choose strongly agree and 52% of respondents who choose agree. The lowest result is in item number 2 which means the crew has a good attitude at work.

Table 4. Respondents' answers according to the availability of crew members

No.	Statement	Strongly agree	Agree	Doubtful	Disagree	Strongly Disagree	Total Score
1	Crews have the required certificates	44	16	0	0	0	60
2	If the crew does not have the required egt wlecvg. "yj gp"yj g{ " are not allowed to sail	16	38	4	2	0	60
3	If the required certificate is k p"yj g'tgxcrkf c vqp'r gtlqf. " then you can sail	26	32	1	1	0	60

The Effect of Competence and Availability of Crew on Mutations ..

4	Age can affect performance and mindset	30	27	2	1	0	60
5	O { 'j gcmj 'ku'y g'o quv' important thing while I work	21	39	0	0	0	60
6	Before sailing my sailor book must be certified	24	35	1	0	0	60
Presentase %		45%	52%	2%	1%	0%	100%

Source: Analysis results, 2020

kp"cdng"6"vj gtg"ctg"; 9' "qh"tgr qpf gpw"y j q"ej qqg"utqpi n' "ci tgg"cpf "ci tgg0"Vj ku"o gcpu"vj cv
 51% pf gpw"utqpi n' "ci tgg"y kj "vj g'eqo r cp{ u'o gej cpluo "kp"cp"ghqt v'q'r tqxf g'etgy 'o go dgtu'dghqt g'ucklpi 0'
 Vj g'cxgtci g'tgecr kwrcwp"qh'vj g'etgy "cxckcdkks" 'xctkcdng'ku'6060Y j gtg"vj g'j ki j guv'ku"6.9+cpf "vj g'hqy guv'ku"
 *6.3+0 "Vj g'hqy guv'tguwn'ku'lp'kem number 2 which means that crew members who do not have certificates are not allowed to sail.

CONCLUSION AND RECOMMENDATION

The competence and availability of crew members are important in order to meet the demands of the principal/ship-owner cu'pggf gf 0Ego r rvgpgu'qh'etgy "f qewo gpw'cnuq'r n' { u'cp'ko r qtwpvtqng'lp'vj g'utcpugt'qh' crew members so that all crew documents need to be prepared before the crew's departure schedule.

The author suggests to agency companies be more optimal in regulating and managing the availability qh'etgy 'o go dgtu'uj'vj cv'j g' { 'ecp'o ggvtgs wguw'itqo 'uj kr "qy pgtu'cu'pggf gf. 'hqt'gzco r ng'r tqxf lpi 'dcenw' " crew members as well as ensuring that the crew is ready to work on the ship.

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