

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

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ABSTRACT: A crew agency business is a legal entity engaged in the recruitment and placement of crew members on ships. One of the crew agency companies is PT. MCS International recruits a crew to be placed on foreign ships. In a state of urgency PT. MCS often has problems in providing crew members who are ready to be on board or transferred to other ships due to the competence factor and willingness of the crew to be transferred. The purpose of this study was to determine the effect of competence and availability of crew on crew mutations. This research is a form of correlative research using quantitative descriptive analysis. The results showed that the management of mutations at PT. International MCS is still less than optimal so that it affects the competence and availability of crew members on the smooth transfer of crew members at PT. MCS International.

KEYWORDS: mutation, competence, availability, crew, ship

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I. INTRODUCTION

Human resources are one of the invaluable assets of a company or organization, meaning that employees or workers have a very important role in the processes or activities of an organization or company according to (Mulyadi, 2016). Companies engaged in business services for ship crews (Ship Manning Agency) crews or sailors are the largest assets owned. According to Law 17 of 2008 concerning Shipping, ship crews are people who work or are employed on ships by ship owners or operators to perform tasks onboard 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 led to the emergence of a Ship Manning Agency as a representative of foreign shipping companies, such as Japan. They need sailors who have good quality to be employed on their ships. According to PM No. 84 of 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 services for ship crews (Ship Manning Agency). According to PM No. 84 of 2013, a crew agency business is a crew agency service business in the form of a legal entity engaged in the recruitment and placement of ships according to qualifications. PT MCS Internationals cooperates with several ship owners from Japan, one of which is Mitsui O.S.K Lines (MOL). Until now, there are 5 ships being served, namely Senshu Maru, LNG Maleo, Energy Frontier, Energy Advance, and LNG Pioneer.

According to the researcher's observations, several obstacles were found that usually occur in urgent or sudden conditions, including the number of crew members in several positions that do not meet the quota. In addition, certificates or personal documents (passport, seaman's book, yellow fever) that have expired or have not been completed are validated or renewed. There are also more certificates required than domestic vessels. For seafarers, officers must have 22 certificates, both issued by Indonesia and from Japan. For certificates issued by Indonesia such as Certificate of Competency (COC) and Certificate of Proficiency (COP), BST, AFF, SCRB are valid for 5 years and usually approximately one year before the expiration date, the manning agency notifies the crew of the ship to immediately validate it or updated. Because they sail through ports in several countries, 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 out work, such as the ability to communicate in foreign languages because some of the co-workers are from Japan. So that all crew members are required to be fluent in international languages. The decrease in ships because the project has been completed or the ship is sold, makes the number of crew members more than the

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

PT. MCS International must anticipate this so that the competence and availability of the crew are maintained, in order to facilitate the transfer of crew members which will make cooperation with the ship owner better.

II. METHODOLOGY

This study was conducted to determine the effect of the hypothesized variables, namely competence (X1), availability of crew (X2), and crew mutation (Y). The author uses questionnaire data collection techniques and field observations. Questionnaires were given to the entire population consisting of 60 crew members working at PT. MCS International on the liquefied natural gas (LNG) ship Mitsui O.S.K Lines (MOL). The weight of the assessment in this questionnaire uses a Likert Scale to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. The answers to each instrument item using a Likert Scale have a gradation from very positive to negative as shown in Table 1.

Table 1. Rating weight

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

The descriptive statistical data analysis technique which is used to analyze data by describing or describing the data is assisted by the Statistical Package for Social Science (SPSS) version 21.0 program.

II. RESULTS AND DISCUSSION

PT. MCS International is engaged in crew procurement services and training. Of course, the crew of sailors is the biggest asset they have. According to company data in December 2019, PT. MCS International placed 958 crew members from Indonesia on ships owned by ship owners overseas. This figure has not been added to the crews who are on stand-by or are carrying out a period of rest after disembarking (sign off). The interval between the rest period until the crew is on board is usually 3 months after signing off. But it could be sooner than 3 months, often there is a sudden request from the ship for a crew replacement, usually due to illness or family matters that require the crew to get off the ship. In this condition, the ship manning agency must move quickly to arrange who the crew is ready to board the ship (onboard) and replace the crew onboard the ship.

The number of samples taken from the crew working at PT. MCS as many as 60 people, respondents with a D3 academic education as many as 6 people or 10%, for respondents with a D4 education level as many as 32 people or 53.3% and for respondents with a high school/vocational education level as many as 22 people or 36.7%. With a period of service as crew for 1-10 years as many as 46 people or 76.7%, 12 people working for 11-20 years or 20%, and 2 people working over 20 years or 3.3%.

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

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	4,5
2	I object to being placed on a ship with many obstacles	10	39	11	0	0	239	4,0
3	I am willing to be transferred to a new position or position	31	29	0	0	0	271	4,5

4	I don't feel bored if my sailing period passes the time stated in the Field Work Practice	29	31	0	0	0	269	4,5
Total		101	128	11	0	0	1050	17,5
Percentage %		42%	53%	5%	0%	0%		
Average								4,8

Source: Analysis results, 2020

Based on the data in the table above, there are 95% of respondents who choose strongly agree and agree. This means that the respondents strongly agree with the mutation mechanism carried out by the company. The average recapitulation of the crew availability variable is 4.8. Where the highest is (4,5) and the lowest is (4.0). The lowest result is in item number 2, which means that the crew of the ship objected to being transferred to a ship that had many obstacles.

Table 3. Respondents' answers according to competency variables

No.	Statement	Strongly agree	Agree	Doubtful	Disagree	Strongly Disagree	Total Score
1	The crew of the ship has good 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	The crew always get the job done well	19	41	0	0	0	60
4	Crews play an important role in the smooth operation of the ship	20	40	0	0	0	60
5	The crew always complete the work effectively and efficiently	19	40	1	0	0	60
6	The crew of the ship didn't hit 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 agree. This means that respondents strongly agree with the knowledge or competence of the crew. The average recapitulation of competency variables is 3.7. Where the highest is (4,3) and the lowest is (2,9). 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 certificate, then they are not allowed to sail	16	38	4	2	0	60
3	If the required certificate is in the revalidation period, then you can sail	26	32	1	1	0	60

4	Age can affect performance and mindset	30	27	2	1	0	60
5	My health is the most 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

In table 4 there are 97% of respondents who choose strongly agree and agree. This means that respondents strongly agree with the company's mechanism in an effort to provide crew members before sailing. The average recapitulation of the crew availability variable is 4.4. Where the highest is (4,7) and the lowest is (4,1). The lowest result is in item number 2 which means that crew members who do not have certificates are not allowed to sail.

IV. CONCLUSION AND RECOMMENDATION

The competence and availability of crew members are important in order to meet the demands of the principal/ship-owner as needed. Completeness of crew documents also plays an important role in the transfer of 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 of crew members so that they can meet requests from ship owners as needed, for example providing backup crew members as well as ensuring that the crew is ready to work on the ship.

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