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THE INFLUENCE OF PROFESSIONAL COMMITMENT AND WORK COMPETENCY ON CAPTAIN'S PERFORMANCE IN THE OPERATION OF AUTOMATIC IDENTIFICATION SYSTEM (AIS)

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Abstract:
This study aims to determine the effect of professional commitment and work competence on the performance of captains in the operation of the Automatic Identification System (AIS) on the BPSDM Transportation Training Ship. This research uses the mixed methods method which is a research step by combining two forms of research that have existed before, namely qualitative research and quantitative research. The data analysis used is structural equation modeling-partial least squares (SEM-PLS) using SmartPLS software. The results showed that the factors influencing professional commitment and work competence on the captain's performance in the operation of the Automatic Identification System (AIS) on the BPSDM Transportation Training Ship included; Personal Factors, Situational Factors, Positional Factors and Team Factors and situations.
Keywords: *Professional Commitment, Work Competency, Captain's Performance, AIS Data*

INTRODUCTION

So far, the Transportation Human Resources Development Agency (BPSDMP) has been faced with the problem of a cadet practice tool in the form of a training ship (Iskandar et al., 2021). The purpose of the training ship is a ship that is used by the academic community in training cadets to work as sailors. Basically there are 2 (two) types of training ships, namely those used as practice tools at sea and scrap metal in the form of ships used as classrooms (Wibisono, 2020). Apart from that for sailing training, class-shaped ships must also be versatile with learning about oceanography, biology, marine science, and physics; until character building (2009).

The Coordinating Minister for Maritime Affairs said that with this training ship it would certainly be easier for BPSDM to improve the quality of education for sea cadets who are currently studying at state service schools, especially in the field of shipping, as well as being able to help private shipping schools or academies that do not have ships. Training which hopes to be able to produce qualified and proud graduates when recruited at national and international shipping companies (Cristian, 2008). With some of the reasons above, it strengthens the Ministry of Transportation's intention to prepare training ships for shipping cadets at shipping schools or academies in Indonesia.

The training ship is built from steel, equipped with 2 (two) propellers and has 2 (2) main engines as its driving force. These ships have a LOA of 63 meters, LBP of 59 meters, height of 4 meters and a water depth requirement of 2.8 meters. Each of these vessels has 115 tons of fuel tanks and 175 tons of fresh water tanks. The economic speed run by the two main engines on each ship is 12 (twelve) knots with a maximum power of 2x1000hp (Nofi Erni et al., 2013). The training ship with a weight of 1,200 GT is of the multipurpose type, which can be used to transport seniors who practice layers, transport

passengers and carry cargo. The ship's capacity can accommodate around 21 crew members, 2 VVIP passengers, 10 instructors, 100 cadets, and 100 passengers (Hamalik, & Oemar, 1993).

Ships are water vehicles of a certain shape and type, which are propelled by wind power, mechanical power, other energy, towed or towed, including vehicles with dynamic support, underwater vehicles, as well as floating devices and floating structures that do not move around. (Maulandari & Baroroh, 2019). The BPSDM Transportation training ship is the main official asset which is a state-owned ship used by certain Government agencies that are given functions and authorities in accordance with statutory provisions to enforce the law and other Government tasks (Sitepu, 2017). All training ships that are currently in operation must comply with aspects of shipping safety and security as well as ship seaworthiness. It is absolutely necessary to implement shipping safety and security including the safety and security of transportation in waters, ports, and protection of the maritime environment (Sudrajad et al., 2015).

Therefore, training ships that have obtained certificates must carry out maintenance and maintenance so that they still meet ship safety requirements, carried out periodically or at any time when emergency damage occurs (Gumelar et al., 2021). So that every ship must be manned by Crew who meet the qualification and competency requirements in accordance with national and international regulations. The BPSDM Transportation training ship has the role of being in charge of operations on the ship, namely the Master or Captain, is a licensed sailor who holds the highest command and responsibility for a ship (Priadi et al., 2019). So the captain must meet the requirements for education, training, abilities, and skills as well as health (Muna et al., 2021). The commitment of a captain is a sense of responsibility for the safety of the crew, ship and cargo (Wartoso, W., 2021). May be tasked with ensuring that all international and local laws are properly complied with, and that all management policies are fully complied with. The skipper also ensures compliance with the ship's security plan, as required by the IMO & ISPS Code (Andhi, 2017). The plan, tailored to meet the needs of each vessel, details tasks including carrying out search and inspection, defending confined spaces, and responding to threats (Deddy, 2020).

The captain is a marine officer who holds the highest command on a commercial ship or captain (Fatuhillah, 2020). Meanwhile, sailors are any person who has qualified expertise or skills as a crew member, namely a person who works or is employed on a ship by the owner or operator of the ship to carry out tasks on board in accordance with his position listed in the sijil book (Luturmas et al., 2022).

In the manning system, especially the captain of the training ship, the BPSDM for Transportation does not yet have a legal basis for the professional qualifications and competence of the crew for training, so the BPSDM for Transportation uses rules for manning commercial ships in accordance with the Regulation of the Minister of Transportation of the Republic of Indonesia Number PM 26 of 2022 concerning Manning Commercial Ships (Ayunintyas, 2021). A certificate stating the authority of the position for the owner of the seafarer's expertise certificate to carry out tasks and functions according to their level of responsibility (Samosir, R., 2020). In other areas of maritime expertise, a certificate of skill (Certificate of Proficiency / CoP) is given on board, which is a skill certificate issued to seafarers who have met training requirements in operating equipment or certain roles (Rusmayana et al., 2022).

Based on the problems that occur as a result of the lack of professional commitment and weaknesses in the quality of complex human resource competencies in data processing, especially Automatic Identification System (AIS) data management, the authors will conduct research with the title The Influence of Professional Commitment and Work Competency on Captain Performance On the Operation of the Automatic Identification System (AIS) on the Transportation BPSDM Training Ship.

RESEARCH METHODS

The method used in this study is a mixed methods method. This research is a research step by combining two forms of research that have existed before, namely

qualitative research and quantitative research. According to Creswell, mixed research is a research approach that combines qualitative research with quantitative research (John, 2010; Indrawan & Jalilah, 2021). The main data sources in this study are divided into two, namely primary data sources and secondary data sources (Anseim, 2018). The instrument in this study was to use quantitative research methods to obtain data on the effect of professional commitment and work competence on the performance of skippers in the operation of the Automatic Identification System (AIS) on BPSDM Transportation Training Ships and qualitative methods, because the data obtained is descriptive data which is difficult to measure with numbers, namely what has been stated orally or in writing as well as real behavior that is researched and studied. In this research, the data analysis method used is structural equation modeling-partial least squares (SEM-PLS) using SmartPLS software.

RESULTS AND DISCUSSION

Professional Commitment

Professional commitment is based on the identification of a desire to help achieve professional goals (Haryanto, 2018). Meanwhile, according to Aranya and Ferris professional commitment can be defined as the relative strength of individual identification and involvement in a profession. According to them, a person's commitment to his profession is manifested in the following three characteristics: (1) an acceptance of the goals and values of the profession, (2) a willingness to do a task with all his might for the sake of the profession, and (3) a desire to nurture and maintain membership in the profession (Aranya et al., 2018).

According to Lee et al. that individuals with high professional commitment have stronger identification, and experience more positive things about their profession compared to individuals with low professional commitment (Lee et al., 2017). Professional commitment can be developed through positive professional experiences or the development of professional skills. Professional commitment is built during the socialization process when the profession places an emphasis on understanding the values and norms required by a profession. Therefore, a person's commitment to his profession will increase according to the process of socialization and experience of a profession (Jeffrey & Weatherholt, 2017).

Professional Commitment Indicator

Ricard (In Lubis) describes several attitude indicators owned by committed individuals, namely trust and support for high organizational values, a desire to work hard on behalf of the organization, a desire to maintain organizational membership, a strong desire to remain a member, a willingness to try their best for the benefit of the organization, as well as a strong belief in the values and goals of the organization (End & Lubis, 2021).

Someone who has high work commitment will tend to have job satisfaction, because feelings of liking for work make someone last longer in doing their job and get the expected results. In other words, teachers who have high work commitment will tend to have job satisfaction and achievement. higher (Madiistriyatno, 2020).

Factors Affecting Commitment

Employee commitment is determined by several factors. According to Dyne and Graha, there are three factors that influence organizational commitment to employees, namely: a) Personal, with certain personality traits, age and years of service, level of education, gender, marital status, work involvement; b) Situational, with workplace values, organizational fairness, job characteristics, and organizational support; c) Positional, with years of service and level of employment.

Job competence

Competence is skills and knowledge originating from the social and work environment that is absorbed, mastered and used as an instrument to create value by

carrying out tasks and work as well as possible (Hartanto, 2009; Jamal et al., 2022).

Gerry Dasler defines competence as a characteristic of a person's ability that can be proven so that it creates a work performance/performance (Desler, 2009). The definition of competence according to Spencer is a characteristic that underlies a person related to the effectiveness of individual performance in his work or the basic characteristics of individuals who have a causal relationship or as a cause and effect with the criteria used as a reference, effective or excellent or superior performance at work or in certain situations (Moeheriono, 2012).

According to Tyson, the term competency has been used to describe the attributes needed to produce effective performance (Hasruddin et al., 2021; Priansa, 2014). Meanwhile, according to Armstrong competence is what people bring to work in the form of different types and levels of behavior. Competence determines aspects of the work performance process (Wedanta, 2022; Sudarmanto, 2009). Strengthened by Frinch and Crunkilton define competence as mastery of a task, attitude and appreciation skills needed to support success (Edy Sutrisno, 2018; Pandipa, 2020).

Competency Indicator

Spencer and Spencer stated that there are five competency indicators, namely as follows: a) What motives are consistently thought or desires that lead to action; b) Consistent traits and reactions to situations or information; c) Self-concept attitudes, values, or self-image of people; d) Knowledge of an information that is owned by someone, especially in a specific field. Knowledge is a complex competency; e) Skills ability to be able to carry out certain physical and mental tasks (Yuniarsih, 2018).

Skipper

The skipper is the leader of the ship, who every time there is a certain event must take a stand and act in accordance with skill, accuracy and wisdom, as needed to carry out his duties Article 342 paragraph (1) of the Criminal Code (Hasrianto, 2021). In fact, the captain is the leader on the ship who is fully responsible for the safety of the ship, passengers and cargo during the shipping process from the destination port (Juhari, 2023). As the leader of the ship, the captain must be responsible for all his actions towards the ship and its cargo in all events that occur at sea (Nober, 2017).

Captain's Responsibility Indicator

The responsibility for controlling passengers begins before they climb the ladder/bridge of the ship. The number of passengers must be submitted to the Master when the ship leaves the port because the Master must know the exact number of passengers and crew when the ship starts sailing. The master is responsible for announcing safety information before the ship sails in open water. Safety information announced to passengers according to Mahendradipa (2013) is as follows: a) Informs about the location of the life jacket; b) Inform about the meaning of safety information signs and posters; c) Tells to stay calm in an emergency.

Performance

Performance is a function of the work environment, skills, and role perceptions. Every agency, both service and industry, wants their institution to continue to compete and survive. This is of course driven by increased performance of all employees. Where there is an increase in quantity and quality from the maximum results that have been carried out by employees on their work in accordance with the job description that has been determined by the instance (Selamet, 2018).

Performance is often interpreted as the achievement of tasks, where employees at work must be in accordance with the organization's work program to show the level of organizational performance in achieving the vision, mission and goals of the organization. Performance is the degree to which employees achieve job requirements

(Sunyoto, 2018). Performance is a work result in quality and quantity that is achieved by an employee in carrying out his duties in accordance with the responsibilities

given to him (Mangkunegara, 2016; Daulay et al., 2019).

Based on some of the opinions above, it can be concluded that performance is the result achieved by employees in carrying out a job given to them both in quantity and quality through procedures that focus on the goals to be achieved and by fulfilling implementation standards (Prakkorso & Efendi, 2022).

Factors Affecting Performance

The achievement of a person's or worker's performance is due to the efforts and actions that are produced (Sitanggang, 2022). These efforts are in the form of work results (performance) achieved by workers. Performance can result from education, work experience and professionalism. Education is the basic and main capital of a worker in finding work and work. Mayunita (2019) has an opinion about the factors that affect performance, including effectiveness and efficiency, authority (authority), discipline, and initiative (Harahap, 2019). Strengthened by Mangkunegara (2018) factors that influence performance include: personal factors, work facility factors, team factors, work system factors and situational factors.

Performance Indicator

Performance measures can be seen in terms of quantity and quality in accordance with the standards set by the organization or company, the form can be tangible (measuring instruments or standards can be determined) or intangible (measuring instruments or standards cannot be determined), depending on the form and process of implementation. that job. The performance produced by employees in a company is determined by several factors and conditions, both of which come from within the employee or from outside the individual employee (Muslim et al., 2021).

Performance indicators are something that will be calculated and measured (Ropi et al., 2021). As well as setting performance indicators, a form of measurement must be identified that will assess the results obtained from the activities carried out. This performance indicator is used to present that day by day performance is making progress towards the goals and objectives in the strategic plan (Ramadhani, 2021).

Data Autimatic Identification System (AIS)

Since ancient times, navigators have determined direction and location by observing other earthly and celestial bodies. This approach is vulnerable to climate/ambient influences which are detrimental to current situation conditions, as well as limitations to the ability of the navigator as an observer to track and interpret object characteristics. Over time, the nature of maritime transport and operations has changed, as the size and speed of ships have increased, along with the sensitivity and value of their cargo (Hermono, 2022). Our perception of the potential risks of shipping transportation and tolerance for the impact of these risks has also changed. The occurrence of casualties and property at sea has become a problem for the shipping industry, but can be prevented by adopting the latest technology (Anggraeni, 2019).

At present the shipping world is following the benefits of optimizing technology which functions as a mitigation of potential risks of maritime disasters and reducing the consequences of these events. In accordance with the 2010 Manila Amendment Standards of Training, Certification and Watchkeeping (STCW) 95 and Safety Of Life At Sea (SOLAS) and the accompanying rules, it is required for all crew members to have a standardized level and be trained in the operation of the latest technology optimization, as more complex fundamental requirements (Amalsyah, 2020).

This positive change not only fulfills the requirements as innovation, but also fulfills the use of technology. One of these opportunities is through the International Maritime Organization (IMO) so that ships are equipped with an Automatic Identification System (AIS) and interpret the trajectory of data from the voyage and navigation of a ship (Widyaningsih, 2022). The Automatic Identification System (AIS) device was originally developed as a ship navigation aid when on a voyage. The level of

use and application of information on these devices has created opportunities for a wider range of things, including ship safety and accident prevention, security, defense security infrastructure and operations, transportation planning, cargo management, and the economy (All, 2021).

The International Maritime Organization (IMO) as a policy maker in making international shipping decisions regarding the use of Automatic Identification System (AIS) devices in mitigating ship collisions, monitoring ships, and maritime traffic management (Subekhan et al., 2023). Maritime authorities and law enforcement agencies around the world actively access national and international Automatic Identification System (AIS) information data to carry out various risk mitigations, including security, safety, and policy making (Wibowo et al., 2020). However, access to the data needed by the shipping industry is still limited. Data Automatic Identification System (AIS) is not very well known, and is always neglected, and research on its use is still not optimal. However, if you see the importance and usefulness of using Automatic Identification System (AIS) information data, you can make rapid progress (Bahtiar, 2020). Automatic Identification System (AIS) devices can be divided into two, namely class A and class B. The difference between the two lies only in the information that can be sent or received.

CONCLUSION

Personal, situational, positional factors, as well as team and situational factors are the influence of professional commitment and work competence on the captain's performance in the operation of the Automatic Identification System (AIS) on the BPSDM Training Ship. The results of this study make a theoretical contribution to the effect of the captain's performance carried out by researchers, with this it will be easier for BPSDM to improve the quality of education for sea cadets who are currently studying at state official schools, especially in the field of shipping, including also being able to help private shipping schools or academies that do not have training ships that have great hopes of being able to produce qualified and proud graduates when recruited at national and international shipping companies.

This research certainly has limitations, especially the scope of the site and this research study. Therefore, the limitations of this study provide a wider space for future researchers with different backgrounds, contexts and cultures. It is hoped that further research can complement this research so that new treasures emerge to develop shipping science.

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