



Sustainable Ship Manning Performance in Indonesia

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ABSTRACT

The purpose of the study is to describe and provide explanations for variables written using a literature review of various scientific articles related to this scientific article. The results of the research of the recruitment system with significant work performance, occupational safety to the performance of the crew are significant there is a mediation of motivational variables, the importance of maritime English for sailors, knowledge of sailing safety, as well as, the health of the crew has a positive impact on the performance of the crew during sailing. Recommendations for the future with the limitations of current researchers in seeking literature review, the results of this study can add to the characteristics and knowledge in the field of marine transportation in general.

INTRODUCTION

Indonesia as the largest country in the world, the many islands and seas in Indonesia that connect one island to another certainly make the sea a transportation route that has been used by Indonesians since ancient times as a means to move from one island to another. In carrying out its business, a sea transportation company is needed, according to (Perairan et al., 2010) a sea transportation company is a company that carries out sea transportation to ports outside the territorial boundaries of Indonesia and its territory is registered in Indonesia. The existence of Indonesian seafarers spread across the world is the backbone of the Indonesian economy in bringing in state foreign exchange, based on data from the Ministry of Transportation as of February 8, 2021, the number of Indonesian seafarers has reached nearly 1.2 million people. From that figure, Indonesian seafarers have the potential to contribute foreign exchange up to Rp 151.2 trillion per year. Seafarers are key workers and have an important role, especially in international trade, which can keep markets open for trade and investment, in order to strengthen the resilience and sustainability of regional supply chains.

Data from BIMCO 2021 (*Supply VS Demand of World Ship Crews*) shows, that the needs of world seafarers in 2021 have increased by 11.8% (officers) and Rating (32.2%), in recruiting ship crews, ship owners prefer in two ways, by a) using a ship manning company (*Ship Manning Agency*) or b) a method of recruiting ship management companies (*Ship Manager*) third parties. This is a challenge at this time in recruiting crewmembers who are part of the development of an effective human resources strategy as well as for the sustainability of preparing a supply of qualified crewmembers. Ship Manning Agency service providers are essential in assisting the government in sourcing and hiring qualified Indonesian sailors with the qualifications (skills, knowledge, and attitudes) necessary to work on domestic or international vessels. Increase. Seafarers are key employees and have a significant influence, especially on global trade. To improve the resilience and sustainability of local supply chains, this will help keep markets open for trade and investment. Maintain the flow of everything, including the products and services you need.

Ship manning companies must comply with all applicable provisions, namely STCW 1978 Manila Amendment 2010, SOLAS 1974, MARPOL 1978, MLC 2006, Law No. 17 of 2018 concerning Shipping, PP No. 7 of 2000 concerning Marine Affairs and PM No. 59 of 2021 concerning the Implementation of Service Business Related to Transportation in Waters. The number of ship manning companies in Indonesia that have SIUPPAK (Business License for Recruitment and Placement of Ship Crews) is 223 companies. The Ship Manning Management System (Crew Management System) is not standardized because each crewing company makes a Crew Management System according to internal / own needs.

(Anastasiou, 2017) Seafarer management is based on building a network of known and respected crews; protecting the crew (as well as the environment and property) from dangers at sea; the availability of adequate insurance protection and a safe environment both on the ship and on land; monitoring

their well-being; and training is just a few purposes, in line with opinions (Dekanawati & Sundarti, 2020) Ship Manning Agency is very important in assisting the government in finding and placing qualified Indonesian sailors (with the necessary knowledge, skills, and attitudes) to work on domestic and international ships. Increase. Seafarers are key employees and have a significant influence, especially on global trade. As a result, regional supply chains will be more resilient and sustainable and markets will remain open for trade and investment. Maintain the flow, even for the products and services you need. The acceptance of the crew by the Department of Seafarers must strictly comply with its mandate to support the safety of ships and cargo (AGHNIA, 2020).

In a scientific article from (Sumantri et al., 2022) (Sumantri et al., 2022) the selection of ship crews must be more selective so that they experience a decrease in work performance. In addition to the recruitment of the crew themselves above, the crew must have skills according to standards in maritime English, along with the opinion stated Spoken English, also known as International Maritime Language or SMCP, is accepted by the international community for use at sea. Maritime English was developed by the International Maritime Organization (IMO) (Zakaria et al., 2020), (Zakaria et al., 2020) opinion (Tenieshvili, 2021) the role of general English and maritime English is very important to help people from different countries with different cultural backgrounds and cultural characteristics to learn. The quality of the crew is other than speaking maritime English that he must have quality by equipping him with the necessary certificates.

According to ((Studi et al., 2019) shipping industry, the deployment of domestic and foreign commercial fleets requires human resources (HR) at all levels of management, operations and support, training is known as skills certification, crews are given training and issued competency certificates and certificates of expertise of trainees who meet the requirements. To have quality certification makes the right solution for the crew, siring with a statement from (Rudianto et al., 2014) The advantage of the certification scheme is that it creates a desire for sailors to improve their professional qualities. (Rudianto et al., 2014) In addition, the crew must have a sense of creating safety for themselves and serving service users.

Safety behavior emphasizes personal behavior related to work accidents (Setiawan, 2011), (Setiawan, 2011) stipulated in the policy that every sailor, or crew member who is already fit to sail in accordance with (Ministry of Transportation, 2013) (Kementrian Perhubungan, 2013) states that seafarers must attend education and training in achieving the degree of expertise and skills in accordance with the level and type for commercial ship manning competence. The purpose of this scientific article is to describe and provide explanations for variables written using a literature review of various related scientific articles with this scientific article.

THEORETICAL REVIEW

Recruitment of Seafarers

The crew member is an elected working person who is employed by the ship owner in carrying out work on board the ship in accordance with his position listed in the *sijil* book (Kementrian Perhubungan, 2013) in follow-up research shows that recruitment plays an important role in getting qualified employees to develop the organization according (Susanto et al., 2022); (Susanto et al., 2023); (Susanto, 2021), with (Andreani, 2015) states that in recruitment described Selection of file collection is the first stage of the recruitment process, after which the first, second and third speakers, one of the first steps taken by the head of the personnel and marine services is to ensure the completeness of certificates, marine books, curriculum vitae and other documents. The Human Resources and Equipment Manager then conducts interviews to learn more about applicants, including their background, motivations, and goals during their work at the company. Physical examinations, hearing tests and vision tests will be conducted to determine whether job applicants meet the requirements for inclusion in the crew and whether they have a specific medical condition. During employee selection (ABK), psychological testing is not applied to all Because the company wants to assess the leadership potential of potential candidates (ship captains).

English Maritime

According to (Zakaria et al., 2020) states By definition, the Standard Marine Communication (Zakaria et al., 2020) it is also stated according to (Zakaria et al., 2020) (Zakaria et al., 2020) Maritime English is an English language that can provide a special code between sailors for smooth communication and exchange of information when using ships. This language has special meaning in the amendment (1978) of STCW (Standards for Training Certification and Watchkeeping) or SMCP (Standard Marine Communications and Phrases)

Safety Behavior

Safety behavior is a work behavior related to safety and can be understood like other work behaviors that shape work behavior ((Neal & Griffin, 2006) while according to (Lu & Yang, 2011)(Lu & Yang, 2011) that staff gratitude to management for the company's safety initiatives.

Quality of Seafarers

According to (Jezewska et al., 2013) Quality Work Life is in line with the quality of life, because the latter supports the improvement of work quality. QWL relies heavily on the quality of organization and management.

METHODOLOGY

Scientific articles use a qualitative method with a literature review of existing scientific articles related to the variables in scientific articles. The literature study in this article describes dozens of scientific articles related to the variables in this scientific article.

RESULTS

The following is a presentation of a literature review scientific article related to variables in the study, by seeing whether there are previous research results regarding these variables whether they are related or not. First the scientific article from ((Otheitis & Kunc, 2015) aims to evaluate the implementation of performance measurement in the shipping industry with the results of research Quality and safety management systems have made a positive contribution to the introduction of tanker performance measurement, influencing the decision making and efficiency of shipping companies that use PMS systems, secondly scientific articles from (AGHNIA, 2020) With the purpose of research to find out how the ship crew recruitment system implemented by the manning department in the company, second to find out the related causes gratification in the crew recruitment system at the manning department in the company, Third to find out how which is carried out in the manning department to prevent gratification in the ship's crew recruitment system in the company, the results of the study install monitoring videos in each room and eliminate the family culture when hiring crewmembers, the company must also train all its employees.

Third, the scientific article belongs to (Anastasiou, 2017) (Anastasiou, 2017) a statement in its chapter book stating The criteria for the selection of sailors are based on the appropriate ship (especially the type of ship, but also the age, size, area of operation, and other factors) and external conditions to ensure the safety of personnel, the safe use of cargo and ships and the prevention of marine pollution, the four scientific articles belong to (Tsai & Liou, 2017) with (Tsai & Liou, 2017) aim of conducting research to focus on goals, find out the problems of seafarer recruitment management systems, and know the effective recruitment system of shipping companies to maintain qualified seafarers working for their companies, with the results of the study that the dimensions of salary, well-being and opportunity have a significant positive effect on seafarer loyalty; Only the dimensions of salary and well-being show a significant influence on working attitudes. However, it turns out that these four dimensions all have a positive effect on work performance.

The five scientific articles belong to (David & Whittam, 2008) aim of conceptually examining the impact of strategic human resource management on the performance of shipping companies in the global shipping industry, with the results of research indicates that all three areas of HR management are strategic. Selection and recruitment of personnel, retention and dismissal, have a positive influence on the operational performance of the shipping company. However, it is important to implement every aspect of strategic HRM. The employee must be placed at the center of the implementation process. Ignoring employee needs can negatively affect operational efficiency, the sixth article goes on from (Listriyawati, n.d.) (Listriyawati, n.d.) with the purpose of the study to find out how positively and significantly the influence of work culture and English communication skills on the performance of the crew of the ship, with the results of research on work culture and communication ability positively affects the performance of the crew.

Furthermore the seventh article of presents a case study of the performance evaluation of outsourced shipping services observed in the local shipping agency of Constanta, Romania for one year of operation, with the results of the annual performance research of the marine service based on the records of annual audits conducted in accordance with the internal audit procedures of the security management system implemented in marine companies, It begins with the record of the fleet commander (chief of operations) of the visit. Property companies every three months and distance appraisal information. The work includes several observations of the crew's evaluation, which can be used as a model for evaluating similar cruise services.

Scientific article ((Ricardianto et al., 2021) research objectives to determine and analyze the influence of occupational safety and health and work motivation on the performance of ship crews at Pertamina Ship Company, a national shipping company based in Jakarta, Indonesia in 2019, with the results of research Work motivation as a mediating variable has a significant influence related to work safety on the performance of the crew. Occupational safety and health programs must be implemented on an ongoing basis as part of operational resource management, which aims to increase the motivation of ship crews in working so that ship crews feel safe and comfortable at work, then the article belongs to (Deanawati & Sundarti, 2020)(Dekanawati & Sundarti, 2020) qualitative research methods and results Research The company applies the process of recruitment, selection and placement well. The recruitment process is also a combination of open and closed methods to quickly and accurately gather the crew. The selection process only uses a scientific method that begins with the acceptance of applications, interviews, surveys, psychological tests and direct approval from superiors before deciding whether a candidate is accepted or rejected. The company uses all available techniques for the placement method, starting with deciding where the crew should apply immediately, determining the salary and taxes discussed in the interview, developing/updating e.g. can be a general manager who meets the requirements, to be promoted to skipper and list the ships of the ship that have favorable conditions on the previous ship to place a crew member who meets the requirements of the company.

Furthermore, scientific articles from(Farag & Ölçer, 2020) research results are qualitative The proposed model has the ability to work in a real-time environment and adapt to changes that may occur in the ship's environment. In addition, the proposed model was developed by processing intensive data rather than the traditional midday reports relied on by many previous studies. The scientific article belongs to (Zakaria et al., 2020) the purpose of the study is to increase readers' knowledge and understanding of the value of speaking maritime English in communication to help ship safety and reduce industrial accidents due to miscommunication. The research was conducted in MT during screen training, with the results of research most sailors at sea still do not use this maritime English in their daily work. Sailors hold safety meetings or hand out leaflets on maritime English to discuss how to avoid the

same mistakes. Misconceptions have resulted in numerous errors and almost misses, showing how important maritime English is for safety at sea.

From the article courtesy(Tenieshvili, 2021) aim of research to provide facts showing that cultural integration, raising cultural awareness to facilitate cross-cultural communication will improve communication between seafarers of multinational crews in the modern shipping industry, with the results of research on cultural awareness and cross-cultural communication in the use of English as a means of communication in the maritime industry, demonstrating the importance of English To achieve these goals, underscore the need to act on these issues, encourage and find ways to implement these plans/projects. Next article from(Haryani et al., n.d.) to identify how far the urgency of English and the perspective of sailors in communicating via radio, and using that language as their language of instruction, with the results of communication research that has been carried out by the crew of the ship on the platform is quite successful, but still weak in the use of language components such as grammar, and correct English pronunciation, it is hoped that accidents and miscommunications can be avoided as early as possible if all crew members understand and are aware of the urgency of this use of maritime English.

Furthermore article of (Tseng et al., 2020) the purpose of the (Tseng et al., 2020) to test, through qualitative interviews, both students' perceptions of the importance and satisfaction with EMI in Taiwan's maritime higher education courses and the perceptions of expert stakeholders, with the results student research B. attaches great importance to the learning objectives of the course and the student's level of English, but little satisfaction, and e.g. B. the electronic teaching platform and its importance provide little importance and high satisfaction with the subject in practice. Furthermore, scientific articles from(Ahmmed et al., 2020) aim of research identify the maritime English skills needed by seafarers in Bangladesh to work on ships and get job opportunities in the maritime industry both domestically and internationally, with the results of research skills is the most important compared to the other three as most Bangladeshi recruitment agencies test their spoken language skills during job interviews. Most crews expect cadets to have intermediate fluency levels and basic levels of listening, reading, and writing. However, senior cadets stressed the need for four language skills in the ship's duties.

Furthermore, it is related to the quality seafarers variable of a scientific article(Kim & Jang, 2018) where the purpose of the study is to find out the factors that affect the quality of life of seafarers studied using a culture-occupational health-model, with the results of research Self-efficacy is important for the quality of life of seafarers, with direct and indirect implications. In addition, organizational support can be the main intervention point to reduce perceived fatigue and improve self-efficacy, which improves the quality of work life, the next scientific article from (Jezewska et al., 2013)(Jezewska et al., 2013) assess the relationship between quality of life, personality and temperament, with the results Their quality of life research is quite high. Polish sailors showed below-average neuroticism and high extraversion. They are open, kind and conscientious. The process of stimulation

and inhibition is fine. Furthermore, the safety behavior variables of this article are obtained a literature review of the scientific article (Neal & Griffin, 2006) the purpose of the study is to measure the perception of the (Neal & Griffin, 2006) of safety, motivation and behavior at two points in time and correlate it with previous accidents and further over a five-year period. A series of analyzes examines the effects of simultaneous top-down and bottom-up processes over time. Regarding the top-down effect, the average level of safety climate in a group at a given point in time predicts subsequent changes in individual safety motivation, the results of his research help to understand the factors affecting occupational safety and the level and time scale at which this effect is felt.

The next article from (Lu & Yang, 2011) the aim of this study empirically examines the safety climate and safety behavior in the context of ferry passengers, with the results of the study the positive relationship between respondents' age, ferry capacity, and safety requirements. Discussed the impact of research results on improving crossing traffic safety and its contribution to management development, the next article from (Karomah et al., 2021) aim of research to determine the relationship between competence and work environment with the safety behavior of public transportation seafarers, the results of the research are there is a relationship between PT seafarer skills, work environment and safety behavior. ASDP Surabaya and its relationship direction are positive. The results showed that the level of safety behavior of pt. ASDP Surabaya is relatively moderate. Next article from (Hendrawan et al., 2022) his research objectives To demonstrate whether knowledge sharing impacts transport safety. The survey method was an analytical survey method, the results of the study stated that there was an influence of knowledge sharing on shipping safety with a value of $P = 0.00$.

With regard to the next variable, namely mental health, the scientific articles used as literature reviews include those from the article (Sampson et al., n.d.) (Sampson et al., n.d.) The objectives of the study take a different approach to the topic, trying to figure out whether seafarers' mental health issues are seen as serious issues by key stakeholders that seafarers and some employers support proactive actions to improve the ship's communication infrastructure and available recreational facilities, working conditions and physical health of seafarers to improve mental health and well-being on board. Furthermore there are the objectives and results of the study stated in its course to identify the main causes of mood disorders in seafarers and health-related causes of this disorder, with the results of the study Strategies to improve coexistence on board and a broader awareness of this problem are key to improving the mental health of people who work at sea.

Furthermore, the scientific article ((Organiation et al., 2014) The variables of the crew's health qualifications must be introduced at the time of recruitment to improve the performance of the crew because the survey results show that the health qualifications of the crew have a positive impact on the performance of the crew during sailing. The next article from (Iversen, 2012) research objectives to review published and unpublished data on seafarers' mental

health to 1) provide insight into the current state of seafarer mental health; 2) determine whether a sailor's mental health is still very poor in most cases; 3) describe two ongoing projects to improve the mental health of seafarers; and 4) propose industry-wide action to improve the mental health of seafarers. Research results n Suicide data shows that the mental health of sailors in many cases is still very poor and often fatal. Deaths on merchant ships due to suicide depression are common, so the damage done to sailors, their families, and shipowners cannot be ignored. It urges everyone involved in the international shipping industry to do something about it. This will improve the mental health of seafarers and the financial health of the shipping industry.

DISCUSSION

From the results of the literature review of scientific articles above, from each variable try, the variables in this scientific article will be conveyed. From scientific articles (Otheitis & Kunc, 2015) (Otheitis & Kunc, 2015)Seafarer selection criteria are based on the appropriate vessel (especially the type of ship, but also the age, size, area of operation and other factors) and external conditions to ensure the safety of personnel (Anastasiou, 2017), (Tsai & Liou, 2017)(Anastasiou, 2017)selection and recruitment of personnel, retention and dismissal, have a positive influence on the operational performance of shipping companies (David & Whittam, 2008), (David & Whittam, 2008)Ricardianto et al., 2021) work (Ricardianto et al., 2021)(Deanawati & Sundarti, 2020) (Dekanawati & Sundarti, 2020) The recruitment process from the beginning to the last acceptance of the crew. The proposed model has the ability to work in a real-time environment and adapt to changes that may occur in the ship's environment(Farag & Ölçer, 2020).

(Tenieshvili, 2021) the importance of maritime English to sailors, (Haryani et al., n.d.) urgency from maritime English, (Tseng et al., 2020) (Tseng et al., 2020) by interviews for seafaring students regarding the use of maritime English, the improvement of crossing traffic safety and its contribution to management development (Lu & Yang, 2011), (Karomah et al., 2021 (Lu & Yang, 2011))(Karomah et al., 2021) the relationship between PT seafarer skills, work environment and safety behavior, (Hendrawan et al., 2022) (Hendrawan et al., 2022) stated that there is an influence of knowledge sharing on shipping safety with a value of $P = 0.00$, the health of the crew has a positive impact on the performance of the crew during sailing (Organiation et al., 2014)(Organiation et al., 2014)

CONCLUSIONS AND RECOMMENDATIONS

From the results of the discussion above, there are indeed no significant direct independent variables or direct research results that exist, but there are some that can be used in the future by the researcher himself or other researchers in continuing this research with quantitative methods with the same variables, recruitment system with significant work achievements, occupational safety to the performance of the crew is significant there is a mediation of motivational variables, the importance of maritime English for

sailors, knowledge of shipping safety, as well as , the health of the crew has a positive impact on the performance of the crew during sailing.

Recommendations for the future with the limitations of current researchers in seeking literature review, the results of this study can add characteristics and knowledge in the field of marine transportation to the field of sea transportation generally.

FURTHER STUDY

Researchers themselves and other researchers can develop with the same variables at a later time.

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Researchers have limitations in terms of search, the depth of knowledge is common, and these results provide a characteristic and picture even if it is not large or there is a need.

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