



Analysis of Factors Affecting the Installation of the Ship Care System in PT. Pelabuhan Indonesia (PERSERO)

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Abstract. This research aims to analyze the factors that affect the impediment of the ship maintenance system in PT. Pelabuhan Indonesia (Persero), which consists of variables of competence and work motivation for employee performance of the Ship Division at PT. Pelabuhan Indonesia Regional 1 (Persero). The research method used a saturated sample or census, where all population members were sampled, amounting to 121 respondents. The collection was performed by distributing questionnaires which were then analyzed using linear regression analysis with the SPSS program. The results of the study show that 1) competence has a positive and significant consequence on employee performance, 2) work motivation has a positive and significant consequence on employee performance, and 3) simultaneously, competence and work motivation have an consequence on employee performance.

Keywords: Competence · Work Motivation · Employee Performance

1 Introduction

PT. Pelabuhan Indonesia (Persero) is a State -Owned PT. Pelabuhan Indonesia (Persero) is a State-Owned Business Entity that operates in port services, better known as PT. Pelindo. The number of human resources on the Ship Division of PT. Pelabuhan Indonesia (Persero) Regional 1 is 121, consisting of 52 office staff and 69 ship crews. Office staff functions as a compiler and operator of ship maintenance work programs and management of ship maritime certificates. In comparison, ship crews are in charge of operating and performing routine maintenance. Until now, PT. Pelindo does not have the competence related to shipping repair yet, so a third party is used for ship repair. The high performance of an organization's human resources can result in a competitive advantage. That performance can be influenced by the competence and motivation of the employees themselves. Mangkunegara [1] revealed that execution is the result of work in quality and amount accomplished by an representative to perform errands taking after the obligations given to him by his boss. In expansion, execution can too be characterized as a result and exertion of a individual accomplished by the capacity and activities in certain circumstances [1].

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From the phenomena that occur and the study results, the researchers are interested in analyzing the factors that affect the obstruction of the ship maintenance system in the Ship Division of PT. Pelabuhan Indonesia Regional 1, from the point of view of human resources, namely the competence and motivation of employee performance in the maintenance and operation of the Ship Division of PT. Pelabuhan Indonesia Regional 1 (Persero).

One of the competency factors that affect performance is motivation to work. Work motivation is an impetus of needs in employees that need to be met so that the employee can adapt to the environment and achieve the goals that have been set [1]. Motivation is one of the most critical factors that affect human behavior and performance [2].

Based on the background of the problem above, then the problems are formulated as follows: Is there an consequence of competence on the performance of employees in the Ship Division of PT. Pelabuhan Indonesia Regional 1 (Persero)? Is there a motivational consequence on the performance of employees in the Ship Division of PT. Pelabuhan Indonesia Regional 1 (Persero)? Is there an influence of competence and motivation on the performance of employees in the Ship Division of PT. Pelabuhan Indonesia Regional 1 (Persero)?

Human Resources (HR) implies coordinates mastery that comes from the considering and physical control had by each individual [3]. Human resources include each individual's mental and physical power [4]. More clearly, human resources are an ability in every human being determined by his mental and physical powers. Human resources or human beings become an essential element in various activities performed [5].

According to Handoyono & Juhan [6], ship maintenance management is the management that constantly strives to maintain that the ship's facilities/equipment can always be ready to be used for the smooth operation and business of navigation. According to the Regulation of the Board of Directors of PT. Pelabuhan Indonesia Region I (Persero) no: US.14/1/15/PI-14.TU on guidelines for the maintenance of port facilities in the environment of PT. Pelabuhan Indonesia Region I (Persero), ship maintenance is a routine and regular activity performed to maintain the ship's condition to be used following its function and capacity. A ship maintenance strategy is the most critical factor in adapting to modern society and playing a dominant role in the world of shipping [6]. The failure of a ship to serve its customers, because the ship is not maintained correctly will result in enormous losses and may degrade the performance of the ship's unit.

According to Wibowo [7], competence (competency) alludes to a principal characteristic had by a individual that specifically impacts or can depict great execution. In other words, competence is what exceptional entertainers do more regularly in more circumstances with way better comes about. According to Wibowo [7], competence is shaped from five characteristics, to be specific: Something reliably thought of or wanted by the individual causes the activity. Thought processes drive, coordinate, and select behavior toward a specific activity or objective. It is physical characteristics and a reliable reaction to a circumstance or data. Response speed and eye sharpness are the physical characteristics of a combat pilot's competence. States of mind, values, or self-image of a individual. Self-confidence is people's conviction that they can be consequenceive in nearly any circumstance is portion of people's self-concept. Data that individuals have in a particular field. Information may be a complex competence. Scores on information

tests regularly come up short to anticipate work execution since they fail to degree information and aptitudes within the way they are really utilized on the work. The capacity to perform particular physical or mental assignments. Mental competence or cognitive aptitudes incorporate expository and conceptual considering.

Work motivation is an impetus of needs in employees that need to be met so that the employee can adapt to the environment and be able to achieve the goals that have been set [1]. Work motivation can provide energy that mobilizes all existing potentials, creates strong and noble desires, and enhances togetherness. According to Sedarmayanti [8], indicators of work motivation are as follows: Salary, Supervision, Policy and Administration, Working Relationships, Working Conditions, The work itself, Opportunity to progress, Acknowledgment or Award (advance), Success (achievement), Responsibility.

Mangkunegara [1] stated that performance could be defined as a result and effort of a person achieved by the ability and actions in certain situations. Performance is an outcome achieved by a person in performing tasks based on experience and diligence, and time according to pre-established standards and criteria. Dimensions and indicators of employee performance, according to Mangkunegara [1], are as follows: Quality of work, the indicators are neatness, ability, and success. Quantity of work. The indicators are speed and satisfaction. Responsibility, the indicators are work results, decision-making, facilities, and infrastructure. Cooperation, the indicators are solidarity and good relations with co-workers and superiors. Initiative, the indicator is independence.

Systematically, the framework of thinking of this study can be described as follows:

Potential investors often invest because there are certain goals, such as to gain profits, security, and growth of invested funds [9]. However, to get a profit is not as easy as one might think. Not a few investors experience significant losses at the beginning of their investment because they choose the wrong investment time. One way that can be used to analyze potential profit and loss is to look at stock price volatility statistics (Fig. 1).

Methodically, the considering system in this ponder can be depicted as takes after: H1: Competence contains a positive and noteworthy result on the Execution of Workers of the Transport Division of PT. Pelabuhan Indonesia I. H2: Inspiration includes a positive and noteworthy result on the Execution of Representatives within the Dispatch Division of PT. Pelabuhan Indonesia I. H3: Competence and Inspiration influence the Execution of Representatives within the Dispatch Division of PT. Pelabuhan Indonesia I (Persero).

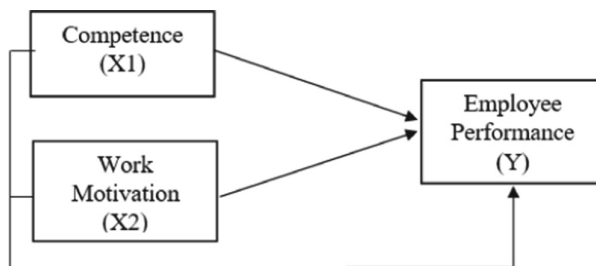


Fig. 1. Conceptual Framework.

2 Research Methods

This sort of inquire about is quantitative and clear utilizing measurements. According to Sugiyono [10, 11], descriptive statistics are used to analyze data by describing the data that has been collected as is without intending to draw general conclusions or generalizations. Sugiyono [10, 11] stated that population is the whole element that will be used as a generalization area. The population in this study was 121 workers of the ship division in PT. Pelabuhan Indonesia I. A saturated sample is also called a census, where all population members are sampled. So the sample in this study is all of the population of the Ship Division of PT. Pelabuhan Indonesia Regional 1.

Data collection can be done in various settings, various sources and various ways, data collection in this study used primary and secondary sources. Data collection techniques are done in several ways, namely observation, interview, questionnaire, and a combination of all three.

According to Sugiyono [10, 11], multiple linear analysis is used by researchers to know and analyze how the state (fluctuation) of dependent variables (criteria) when two or more independent variables as predictor factors are manipulated (reduced value). This analysis uses the SPSS program.

The multiple linear regression equations are as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Description.

- Y = Work Employee.
- X1 = Competence.
- X2 = Work Motivation.
- a = Constant value.
- b1, b2 = Regression coefficient.
- e = Error term.

3 Results and Discussion

The validity test used product-moment correlation by correlating the data on each statement to the total score. The validity test results of the competency variable (x1) show 6 valid statements with a positive correlation value and a correlation value greater than r table by 0.514. The validity test of the work motivation variable (x2) shows 8 valid statements with positive correlation value and correlation value greater than r-table by 0.514. The validity test of the employee performance variable (x3) shows 8 valid statements with a positive correlation value and correlation value greater than r-table of 0.514. The results of all variables in this study are declared valid and suitable for use because they have a correlation value greater than the r-table of 0.514, so the instrument used is suitable for further analysis.

Based on the data reliability results of the Competency variable (X1), the value of Cronbach's alpha 0.727 is greater than 0.6, meaning that the data is reliable. Based on the data reliability results of variable X2, Cronbach's alpha value of 0.834 is greater

than 0.6, meaning that the data is reliable, and the data results of variable Y, Cronbach’s alpha value of 0.747 is greater than 0.5, meaning that the data is reliable. The results of the reliability test can be seen in the following Table 1.

The typicality test in this ponder utilized the Kolmogorov Smirnov test with the stipulation that on the off chance that the noteworthiness esteem on this test is more noteworthy than 5%, at that point H0 is acknowledged and a regularly conveyed remaining. In Table 2, it can be seen that the esteem of Asymp. Sig. (2-tailed) is 0.200 and over the centrality esteem (0.05), meaning the leftover variable of ordinarily conveyed information.

Based on Fig. 2, it can be seen that the data are normally distributed because the shape of the curve has a slope that tends to be balanced, and the curve resembles a bell. So it can be concluded that the data are normal.

To find out symptoms of heteroskedasticity is to see whether there is a specific pattern on the Scatterplot graph; if there is a specific pattern, then there has been heteroskedasticity in the regression model.

In Fig. 3, the scatterplot graph shows that the points are distributed randomly and do not form a clear pattern and are distributed either above or below the number 0 on the Y-axis. This means that there is no heteroskedasticity in the regression model, so the regression model is suitable for further analysis.

From the results of the multiple linear regression test with the formula $Y = \alpha + \beta_1X_1 + \beta_2X_2 + \epsilon$ in Table 3, a significant multiple linear regression equation can be obtained as follows:

$$Y = 6.943 + 0.240 + 0.261 + \epsilon$$

From the results of the acquisition value of the multiple linear regression model equation it is known that: Constant (a) value of 6.943 shows that without the influence of independent variables X1 and X2 (Competence and Work Motivation) is assumed

Table 1. Reliability Test.

	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach’s Alpha if Item Deleted
Competence	.673	.485	.793
Work Motivation	.711	.531	.778
Employee Performance	.772	.605	.649

Table 2. Normality Test Results.

	Unstandardized
n	121
Sig 2 - tailed	0,200

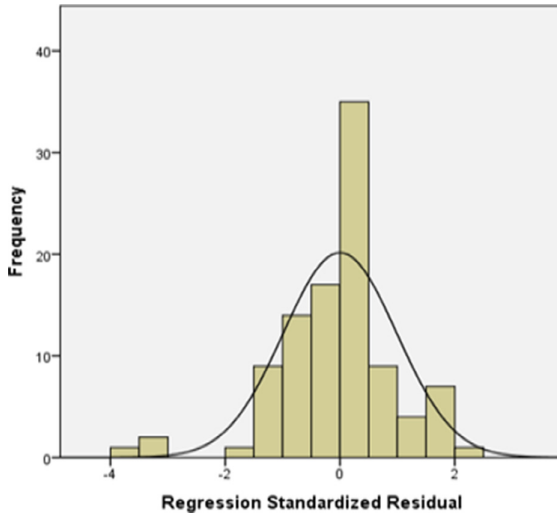


Fig. 2. Histogram.

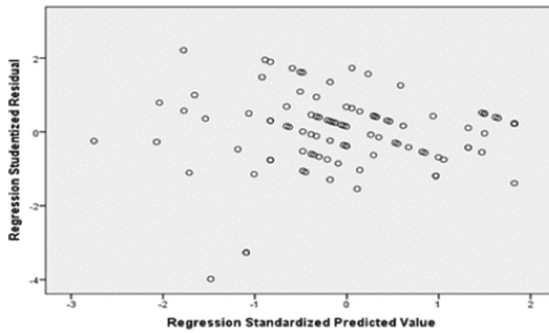


Fig. 3. Scatterplot Graph.

Table 3. Multiple Linear Regression Results.

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	6.943	2.193
	Competence	.240	.090
	Work Motivation	.261	.067

a. Dependent Variable: Employee Performance

not to change, then the Employee Performance variable is 6,942 units. If other variables are constant, then the value of Employee Performance (Y) will change by 0.240 per unit of Competence (X1). If other variables are constant, then the value of Employee Performance (Y) will change by 0.261 per unit of Work Motivation (X2) 4.

The results of testing the coefficient of determination using the SPSS program can be seen in Table 4.

The balanced esteem (R2) shows that the balanced esteem (R2) is 0.385 or 38.5%. This implies that the impact of the Competency and Work Inspiration factors as it were gives an balanced esteem (R2) of 0.385 whereas the rest of 61.5% is clarified by other reasons that were not examined in this think about, for case, work push authority, work environment, and others.

This test was conducted to decide whether competence and work inspiration at the same time have a positive and critical result on worker execution at the level of certainty (Certainty Interim) or the level of the speculation testing of 5%.

Based on Anova, Table 5 appears Fcount 23.013 > Ftable 2.68 (n-k-1 at k = 122-4-1 = 117, so that Ha is acknowledged and Ho is rejected, meaning that work competence and inspiration have a positive and critical result on worker execution, So that this theory (Ha) is acknowledged or H3: Competence and Inspiration have a positive and critical result on the Execution of Workers within the Dispatch Division of PT Pelabuhan Indonesia Territorial 1 (Persero).

The comes about of the theory are reliable with the investigate conducted by Sujjati [12] that revealed that work motivation and competence simultaneously affect employee performance. T-test (partial test) was conducted to see the influence of independent variables (X1, X2) in the form of competence individually and work motivation partially

Table 4. Coefficient of Determination Test Results.

Model Summary ^b				
Cont. Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649 ^a	.407	.385	1.89567

a. Predictors: (Constant), Competence, Work Motivation

b. Dependent Variable: Employee Performance

Table 5. F-Test Results.

ANOVA ^b			
Model		F	Sig.
1	Regression	24.203	.000 ^a
	Residual		
	Total		

a. Predictors: (Constant), Competence, Work Motivation

b. Dependent Variable: Employee Performance

Table 6. T-Test Results

1 <i>Cont.</i>	(Constant)	3.032	.001
	Competence	2.256	.002
	Work Motivation	4.690	.000

a. Dependent Variable: Employee Performance

have a positive and significant consequence on the performance of employees of the Ship Division PT Pelabuhan Indonesia Regional 1 (Persero).

The comes about of the t-test appear that Table 6 H1 is $2.256 > t\text{-table } 1.658$, meaning that the competence variable (X1) includes a noteworthy positive result on representative execution. Thus, hypothesis (Ha) is acknowledged or H1: competence contains a positive and noteworthy result on the Execution of Representatives within the Dispatch Division of PT. Pelabuhan Indonesia Territorial 1 (Persero). The comes about of this speculation are in line with the investigate of Nugroho et al. (2021), which hypothesized a positive and critical result on worker execution. Furthermore, the comes about of the t-test appear that H2 is $4.690 > t\text{-table } 1.658$, meaning that the work motivation variable (X2) features a noteworthy positive result on representative execution. Hence, theory (Ha) is acknowledged or H2: Work Inspiration incorporates a positive and critical result on Worker Execution within the Transport Division of PT. Pelabuhan Indonesia Territorial 1 (Persero). The results of this hypothesis are in line with the research of Ramadani & Gani [13], which uncovered that inspiration incorporates a positive and noteworthy result on the execution of workers of PT. Pelabuhan Indonesia IV. These comes about adjust with the third speculation in this consider.

4 Conclusion

This study’s comes about appear that H1: Competence features a positive and significant result on the Execution of Representatives within the Ship Division of PT. Pelabuhan Indonesia Territorial 1 (Persero). H2: Work Inspiration contains a positive and noteworthy result on Worker Execution within the Ship Division of PT. Pelabuhan Indonesia Territorial 1 (Persero). H3: Competence and Inspiration have a positive and noteworthy result on the Execution of Representatives within the Transport Division of PT Pelabuhan Indonesia Territorial 1 (Persero) Besides, it is anticipated that the comes about of the competencies gotten in arrange to be able to coordinate workers can take after preparing and advancement, particularly for those who need to proceed their instruction. So that it can encourage progress the work ethic of representatives and each worker can feel the accomplishment of their work and move forward execution indeed way better.

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