

# Cadets Training Program at Makassar Merchant Marine Polytechnic

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**Abstract**— The problem analyzed in the study was about cadets training. The objective of the study was to understand the cadets training program at Makassar Merchant Marine Polytechnic.

The study applied a descriptive with a qualitative approach which focused on process and described the facts in the field based on observations. To collect comprehensive data, a number of informants were involved in the study including the director polytechnic, the assistant director, Coach of Cadets, PAGA, employees of the Polytechnic and cadets

The results of the study showed that the cadet training program was generally good because every activity undertaken had objective and benefits for the cadets. Also all activities were supervised by the higher rank that the cadets respected all commands and guidelines given and violence did no longer exist in the training

**Keywords**—cadets training program, coaching concept, leadership concept, discipline concept

## I. INTRODUCTION

Demand, for goods and world trade is increasing in line with the increasing need for transportation. The growth of the fleet of ships will certainly be followed by requests for crew members. The 2005, officer-level seafarer shortages are estimated at around 10.000 people and continue to grow to 27.000 in 2015 (international labor Organization, 2016). The biggest shortage of officer-level seafarers comes from reduced supply of officers from European and North American countries, and has reached alarming levels for the shipping industry and the International Maritime Organization (IMO) in realizing its motto of safe, secure, efficient and environmentally-friendly

The shortage of seafarers is an important thing to be anticipated by education and training institutions, with systems that meet international standards as set by the IMO through the International Convention on Standard of Training, Certification and Watch Keeping for Seafarer (STCW) in 1978. Therefore the Makassar Merchant Marine Polytechnic (PIP Makassar) has the opportunity to fill the world's seafarer shortage through promotion to high school graduates for a career as a commercial ship

PIP Makassar organizes marine training which graduates get seafarers expertise certificates (COC) for various levels/classes, organizes initial training programs for Class III Officer level, ANT III/ATT III and, Class II Officer, ANT II/ATT II. The number of Class III and Class II PIP Makassar graduates reaches 200 cadets each year. However,

from the number of graduates, there are still graduates who do not meet international standards, namely the lack of English language skills from PIP Makassar graduates. In addition to the ability to speak English, the learning process starts from reception, until the testing process is needed for overall quality improvement.

The development of science and technology has a great impact on human resources in the current era of globalization. Therefore, PIP Makassar has made a lot of changes, including increasing education facilities and infrastructure, both for PIP Makassar teachers and cadets.

The selection process to become a cadet in the PIP Makassar includes administrative selection, academic selection, community development selection, interview selection, and health selection. It is expected that a rigorous selection process will produce quality cadets who can be fostered to become qualified graduates. In addition to a rigorous selection process, coaching during education in Makassar PIP is no less important. Considering the public's perception that the training did not make cadets behave well, there was even a lot of violence in the PIP Makassar environment, for example senior violence against juniors which resulted in the loss of Agung Prio Sembodo's life (Antara, South Sulawesi, 2009). To avoid a bigger problem, tighter supervision of each cadet movement starts from waking up to waking up again the next day. Based on several problems faced, the PIP Makassar cadets training program needs to be a concern so that it is worthy of research.

Based on the description above, the problem of coaching as an element of education in the PIP Makassar which aims to form cadet personality is the focus of the problem in this study. As for the purpose of this study is to find out the implementation of cadets training programs that have been carried out.

## II. LITERATURE REVIEW

### A. Human Resource Management

Human resource management cannot be separated from the existence of an organization. Management comes from the word to manage which means regulating, managing, and implementing [7]. Management as an art for planning, organizing, directing, supervising [20] so that it is consistent with the level of fluency, ease, determination, suitability with organizational needs [22]. Furthermore [8 and 5], Terry in [1] explained that management is a typical process consisting of planning, organizing, moving and controlling, so that the organization achieves its objectives, through the

use of human resources and other resources. Therefore human resource management is the science and art to regulate the relationship between the workforce and the leadership of the company to help realize the goals of employees, companies and society.

### B. Training Concept

Training is the most important management function as the key to the realization of organizational goals, because training can increase knowledge, attitudes of skills and practices in the fields of education, economics and society and others [3, 4 and 9]. To be able to carry out coaching well, the leadership factor plays an important role in increasing cadet productivity, both beginner cadets to adult cadets. As [8 and 21] said that the leadership function is to guide, building and driving the organization, establishing a good communication network, providing supervision, efficient supervision and bringing followers to the target they want [24]. In accordance with the provisions of time and planning, knight and the main leader as in said by [3] that personality coaching is the optimal development of cadet leadership potential, with the emergence of leadership traits, knowledge management and leadership principles and skills in art or technical lead. In addition to leadership, the concept of discipline is also a matter that can improve efficiency, effectiveness and productivity as stated by [16]. Discipline is defined as an attitude, behavior and deed in accordance with the regulations of the company/agency both written and unwritten, [13, 23, and 14]; Furthermore [18] suggests that discipline is the attitude of a person's soul to foster a harmonious and balanced life in a group or with other groups. While [6] suggested that discipline has various types, namely, preventive discipline, corrective discipline, and progressive discipline. In accordance with the regulation of the Ministry of Transportation Number: KM 68 of 2009 concerning the Organization and Working Procedures of the Sailing College (article 3), this guideline is used to guide the cadets of PIP Makassar, whether sanctioning or giving warnings to cadets in PIP Makassar as in the following figure:

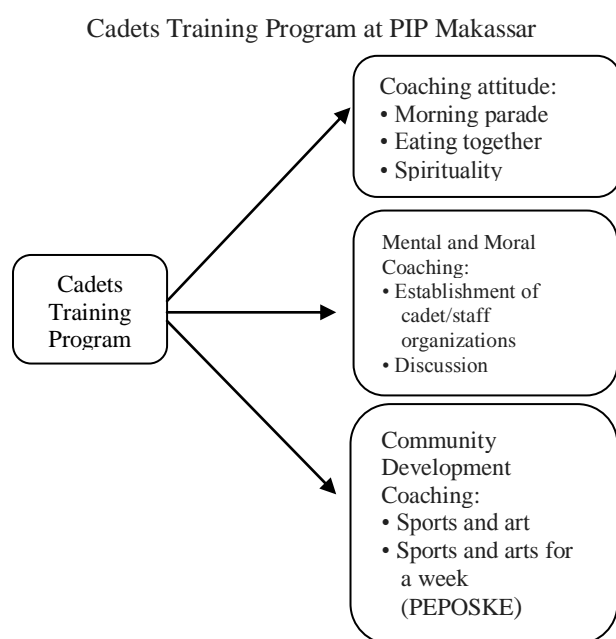


Figure 1: Cadets Training Program Scheme at PIP Makassar

Attitude coaching program aims to improve the ability to act and be disciplined to build a better character, can put yourself as an officer on board, can be a role model in behavior as a leader in the future.

Mental and moral coaching is carried out by giving a new nuance, carried out casually so that the coach is easier to direct each cadet well, so that later cadets can become reliable sailors and can lead in every activity

Each cadet is required to have excellent physical condition. To realize this condition requires good physical development efforts. One of them is through community development, through sports and art activities. This coaching is also intended so that cadets do not feel bored and can express themselves more in various situations

## III. RESEARCH DESIGN

### A. Research Method

This study uses a qualitative descriptive method that aims to systematically describe the existing conditions in the field with facts that are interconnected.

### B. Data Collection Technique

#### • Interview

In-depth interviews will be conducted with key informants, namely officials within the Makassar PIP environment, employees, staff, mentors of competent lecturers or cadets. The informants in this study are:

1. Makassar PIP director 1 person
2. Assistant director 1 person
3. Employees 1 person
4. Coach of cadets 2 persons
5. TNI coaches 1 person
6. Cadets 10 persons
7. Parents of Cadet 1 person

#### • Documentations Techniques

Documentation technique is the activity of collecting data through documents relating to the object of research and literature related to cadets training program in PIP Makassar. Data collected in this study according to the source:

- 1) Primary data is data obtained directly from the source
- 2) Secondary data, is data obtained from other sources

#### • Observation

Observation is a data collection technique that is carried out through direct observation of symptom symptoms that appear on the field, including recording the behavior and actions of resource persons in this study.

### C. Data Processing Procedures

Data processing procedures are stages that provide a series of objective and rational information about data/facts encountered in field research using qualitative descriptive techniques.

The data taken is then described by way of making a comparison with the theories and findings that were previously available, so that the results of the problem under study were found.

## IV. RESULTS

The coaching phase in PIP Makassar is divided into three stages, namely orientation, namely the initial step of parenting, which aims to introduce the purpose, objectives, and development activities of cadets; the formation stage is a stage that starts from the completion of the orientation phase by focusing on the development of cadets' character through supervision, and strict care so that cadets understand well, have the awareness to behave in accordance with the rules within the campus to create a conducive atmosphere; and the maturation stage, which is the final stage of coaching, where at this stage coaching is more of a partnership with developing high maturity that gives rise to leadership qualities. The coaching program that has been carried out in PIP can be seen in the following table:

### A. Coaching Program in PIP Makassar

The cadets training program in PIP Makassar is held by SK. B / 26 / DL.002 / II / PIP Mks-2007. The principles underlying the formation of cadets are the principles relating to service goals, namely to serve all individuals regardless of age, gender, ethnicity, religion and social status, paying attention to the developmental stage of cadets and the differences between them. Problems experienced by Cadet in coaching are related to the mental and physical condition of cadets to adjustments to environmental influences, both at home, campus and society.

The method used to foster cadets is the instructive method of giving instructions to cadets to find out, permeate and do something in order to improve balanced discipline, skills, abilities and intelligence to achieve education and training goals. There are three stages in fostering cadets in Makassar PIP, namely orientation stage, formation stage and maturation stage.

A coach is in charge of planning coaching activities in accordance with the objectives of coaching, conducting strict supervision and guiding cadets to adjust to changes in lifestyle implementing obligations as members of the boarding community, building awareness of cadets to respect human rights, not differentiating according to ethnicity and race and adhering to all provisions that apply on campus, communicate regularly with parents of cadets.

#### 1) Attitude Training Program

Attitude coaching programs are defined as guidance to cadets to behave in accordance with the behavior patterns established by education and training institutions within the Transportation Resources Development Agency.

Cadets who behave well, will become responsible citizens, always contributing to society. This attitude development program includes attitudes at the time of apples, attitudes at meals and religious activities that must

be followed and obeyed by all cadets ranging from beginner cadets, midshipmen and adult cadets.

TABLE I. ACTIVITIES IN THE TRAINING PROGRAM CADETS ATTITUDE IN PIP MAKASSAR IN 2016

NO	Type	Time of Implementation	Place	Description
1.	Morning Parade	Performed Every day	Parade Field	Must be followed by all cadets
2.	Meals/ Eating together	3 times a day	Dining Room	Must be followed by all cadets
3.	Spirituality	Every religious	Praying Room Class Hall	Must be Followed by all cadets are according their religion

Fig. 1. Source :PIP Makassar, 2016

The implementation of apple activities for cadets is one of the guiding provisions for cadets to be carried out by all Makassar PIP cadets with the aim of increasing cadet discipline and responsibility, as stated by the director of PIP Makassar at the interview on 14 May 2016 as follows:

"The importance of attitude development includes the activities of morning parade that must be followed by cadets without exception so that these cadets can be prepared to work on the ship so that they can independently attitude, behavior, be disciplined and responsible for their lives, either as a community or as cadets or officers on board and the connection between the tasks on board later".

The implementation of eating together activities for cadets aims to enable cadets to get good nutrition so that cadets can participate in all activities in the PIP Makassar properly and can improve their discipline and responsibility in carrying out each activity in the Makassar PIP, as an interview with cadet named Rusli on May 16, 2016 as follows:

"Every cadet behavior and activity in the PIP environment is controlled by the coach. For example, when in the dining room there are rules of etiquette when eating, cleanliness of the food we eat, as well as meal times that must be done on time, because I have been sentenced to 10 push up, because I was late eating, after that I tried not to be late again"

Spiritual activities are routine activities carried out in PIP Makassar. This can be seen from the availability of places of worship at the PIP Makassar campus, according to the interview with Bustamin, a cadet coach on 15 May 2016 as follows:

"Cadet's spirituality activities such as prophet's birthday, Christmas, etc. are very important, besides cultivating a sense of faith in God, this activity also teaches people to respect each other's religions"

## 2) Mental and Moral Coaching Program

Mental and Moral coaching programs for cadets in PIP Makassar are directed at improving leadership quality through activities that are considered capable of training cadets emotionally, discipline, understanding how they will be tasked at the same time carrying out leadership attitudes to foster exemplary attitudes.

TABLE II. ACTIVITIES IN THE MENTAL AND MORAL COACHING PROGRAMS IN PIP MAKASSAR IN 2016

NO	Program/Activity	Implementation	Description
1.	Establishment of Cadets/staff organizations	Once a year the formation of new staff	Must be followed by all cadets
2.	Discussion	Every Friday/Empty Hour Lesson	As Scheduled, all Cadets were followed

Fig. 2. Source :PIP Makassar, 2016

PIP Makassar cadets are prospective seafarers who are prepared to become leaders on the ships where they work. Therefore it is necessary to provide guidance in terms of leadership to each cadet while at the same time fostering exemplary attitudes. In this context the leadership style is influenced by cultural factors, so the problem is the extent to which cultural factors can influence the leadership style of a prospective leader. The formation of the staff is the application of mental and moral development programs as quoted from the interview with cadets named Asrul Ardana as commander of the cadet regiment on May 16, 2016, as follows:

"Every position held by the staff of the cadet Regiment is a heavy burden that must be borne because it is a great responsibility for fellow cadets. When there is a problem, the regimental staff must intervene directly before delivering to the supervisor. That is why the appointment of cadet regiment staff is appointed through strict selection, the implementation of this program is very good in my opinion, because training cadets from an early age becomes a leader."

TABLE III. ACTIVITIES IN THE MENTAL AND MORAL PROGRAMS DEVELOPMENT IN PIP MAKASSAR IN 2016

NO	Program/Activity	Formed Institution	Number of Cadets
1.	Establishment of Cadets/staff organizations	1. Regiment Commander 2. Regiment staff Commander 3. Danyon 4. Danki 5. Danton 6. Astib 7. Poltar 8. Aspen 9. Public relations 10. Health care 11. Sports Section 12. Water Section 13. Logistic 14. Marching band 15. Band 16. Religion	1 person 1 person 3 persons 3 persons 3 persons 1 person 1 person 5 persons 5 persons 1 person 1 person 1 person 1 person 1 person 1 person 1 person

NO	Program/Activity	Formed Institution	Number of Cadets

Fig. 3. Source: PIP Makassar, 2016

## 3) Community Development Program

Community development coaching program in PIP Makassar can be seen in arts and sports activities such as drum bands and band music and other sports so that physical fitness is always maintained.

Activities in the acceptance program can be seen in table 4 as follows

TABLE IV. ACTIVITIES IN THE COMMUNITY DEVELOPMENT PROGRAMS IN PIP MAKASSAR IN 2016

NO	Program/Activity	Time of Implementation	Description
1.	Sports, Marching band and playing band bye Cadets	Every morning and evening	Must be followed by all cadets
2.	Sports and arts for a week (PEPOSKE)	Once a year	Must be followed by all cadets

Fig. 4. Source :PIP Makassar, 2016

The community development coaching program aims to enable each cadet to take advantage of the talent possessed to hone cadets' skills.

Art and sports facilities encourage the creation of various activities that are very interesting for cadets, as well as interviews conducted with cadets named Wahyudin on May 16, 2016 who said that:

"I am very happy with the community development activities. My pleasure in playing football can be applied. Moreover there is no compulsion from the coach or senior to choose sports or arts that want to be followed. Sports are very important for the health of the body as well as the formation of a very close brotherhood among us"

Regarding the distribution of talents for each cadet, PIP Makassar holds an annual race in the field of sports and arts with the aim that cadets remain enthusiastic and always have a sporty attitude and also help cadets develop themselves,

Regarding the distribution of talents for each cadet, PIP Makassar holds an annual race in the field of sports and arts with the aim that cadets remain enthusiastic and always have a sporty attitude and also help cadets develop themselves, as interviewed by Agus Sulistiyo, one of the staff in the Makassar PIP as follows:

"In PIP Makassar, there are two important points in this training, namely training their muscles so that they are skilled in doing things. Sports that are popular include soccer, basketball, badminton and others"



Basically every type of activity in the coaching program in PIP Makassar is related to each other and complements each other's shortcomings. For example, attitude building and mental and moral coaching can have a positive impact on leadership.

However, between one activity and other activities in each program, it still needs strict control from the coaches, changes in the pattern of coaching and compliance of each cadet is a better form of cadets training program in the future.

## V. CONCLUSIONS

Based on the results of the study, some conclusions can be drawn as follows:

1. Exemplary building of cadets in Makassar PIP based on attitudes and behavior, mental and moral and happiness has reduced the number of acts of violence committed by seniors to their juniors or from coaches to their cadets. This can be seen from the formation of cadets who always maintain the good name of their organization and are responsible for the duties and work they carry out. In addition, the coach also tries to maintain good relations and collaborate with cadets.
2. The application of sanctions for cadets in the Makassar PIP is seen in the provision of sanctions that are adjusted to the mistakes made by the cadets, so that each cadet can receive the sanctions given.

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