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INFLUENCE COMPENSATION, WORKING ENVIRONMENT AND LEADERSHIP ON THE PERFORMANCE OF MARINE EMPLOYEES PT. JEMLA FERRY KETAPANG-GILIMANUK BRANCH

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ABSTRACT

In general, the purpose of this research is to test and analyze the effect significant from Compensation, Work Environment and Leadership on the Performance of sea employees, especially on ships owned by PT. JEMLA Ferry Ketapang-Gilimanuk branch, namely KMP. Gilimanuk and KMP. Gilimanuk II. This study uses data collection and data analysis that is statistical/quantitative in nature with the aim of testing the established hypothesis. The number of respondents was 49 people sea employees both officers and crew as a whole on both ships, with saturated sample techniques. The research results obtained show that the conditions on board the ship comprised Compensation, Work Environment and Leadership simultaneously have a significant influence on sea employee performance. Supported by empirical data showing that partially the work environment has a significant influence on the performance of marine employees. Meanwhile, compensation and leadership from the results of the study showed results that were not significant to the performance of marine employees.

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1. INTRODUCTION

Indonesia is an archipelagic country of the Archipelago which is a unified territory consisting of 2/3 water territory and 1/3 is land area. This makes the role of sea transportation services an important thing to connect every region that is on every island that is spread throughout the territory of Indonesia. The development of sea transportation facilities must be able to become a driving force for national development as well as regional development in order to generate enthusiasm for growth in trade and development region in general,

At present, with the increasingly high flow of goods and passengers using sea transportation and ferry transportation as a result of progress and equitable distribution of development throughout Indonesia, the need for sea transportation facilities, especially inter-island and inter-port crossing transportation is also increasing. Crossing transport (Ferry) As explained in PM 28 of 2016 article 1 paragraph 1 , it is a means of connecting land transportation networks, both road transport as well as trains within the national transportation framework that play a role as a means of unifying the archipelago which consists of thousands of islands. The role of ferry shipping companies is very important for the world of transportation in Indonesia. One such company is PT. Ferry Sea Bridge or commonly abbreviated as PT. JEMLA Ferry which is engaged in ferry shipping. PT. JEMLA Ferry is a shipping company that provides sea crossing transportation services, including passenger and vehicle transportation services between islands and straits in Indonesian waters.

PT . JEMLA Ferry opened a company branch office in Banyuwangi which is also the first private ferry company to operate its ships on the Bali Strait, which connects the islands of Java and Bali in 1978 with 1 fleet, namely KMP. Gilimanuk. And followed by the operation of the second ship, namely KMP. Gilimanuk II in 1992 and still exists operating on the Ketapang – Gilimanuk route until now, even now the company is able to open several branches in homeland and increase the number of its fleet of ships. This condition is because one of the factors is the profit that is obtained from the company's operations supported by the performance of employees, especially marine employees to manage and operate their fleet of ships which are company assets that are directly related to service users.

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Ships operated by PT. JEMLA Ferry branch Ketapang - Gilimanuk is a ship that is used for passenger transportation and vehicles or often called ferries, where the ferry is of the type

Ro-Ro (Roll on – Roll off) is a passenger ship and can load vehicles that go into the ship and leave the ship independently, for example motorbikes, small vehicles, pick-ups, trucks , buses, and so on.

Shipping and crossing companies in operating their fleets of ships must employ marine employees who meet the requirements both in terms of HR capabilities and competence in accordance with the requirements determined by the applicable regulations. These sea workers or employees are commonly referred to as sailors who act as ship operators. According to the law No. 17 of 2008 concerning shipping, especially in Chapter I article 1 paragraph 40 states what is meant by crew or sailors are people who work or are employed on a ship by the owner or operator of the ship to carry out tasks on board according to their position listed in the book certificate. Seafarers must be able to operate the ship entrusted to them both in terms of ship operations, ship safety and its contents, ship maintenance and service to service users.

The increasingly tight level of business competition in ferry companies has resulted in companies being faced with challenges to maintain the viability of the company. The success of a company is influenced by the performance of its employees in carrying out their duties in accordance with the responsibilities given to them. Employees are an important resource for the company, because they have the talent, energy, ability and creativity that is needed by the company to achieve its goals.

If an organization or company is able to improve employee performance, then the organization or company will get many benefits such as faster job completion, increased income / production, reduced damage, reduced absenteeism and so on.

2. METHOD

Study held in the fleet owned by PT. JEMLA Ferry. While the research was carried out from May to July 2022. The research location was on the KMP ship. Gilimanuk and KMP. Gilimanuk II which operates on the Ketapang-Gilimanuk crossing. Population Which will researched are all sea employees who work on the two ships owned by PT. JEMLA Ferry branch Ketapang-Gilimanuk a number 49 sea officer. The sampling technique used is saturated sampling. According to Sugiyono (2013 : 68), states that the saturation sampling technique is a technique determination of the sample when all members of the population are used as samples. This matter because research wants to make generalizations with errors that small.

3. RESULTS AND DISCUSSION

The classic assumption test is used to find out whether the model used meets the classic assumption, namely the model is right to produce an accurate value. In the normality test according to Muhammad Firdaus (2019) in the graphical method the basis for making decisions to determine whether data is normally distributed or not is as follows; (a) when the data is spread out around the line and follow the direction of the diagonal line or the histogram graph, the distribution pattern is normal. (b) if the data spreads far from the diagonal line and does not follow the direction of the diagonal line or the histogram graph, it does not show a normal distribution pattern, meaning that the regression model does not meet the assumption of normality. The following is a normality test with P plot diagrams and histogram graphs :

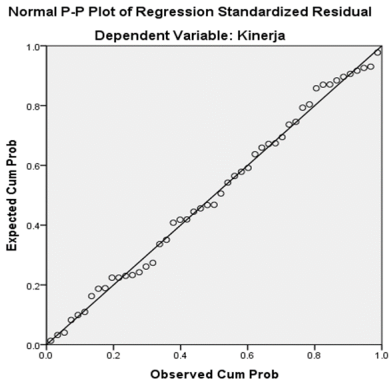

Figure 1. normality test

From the results of the SPSS program above, it can be seen that all existing data is normally distributed, this is because all data spreads to form a straight diagonal line. Then the data is said to meet normal assumptions or follow the line of normality. This proves that the regression used is feasible to predict the effect of employee performance.

The results of data processing using the SPSS program obtained values VIF as can be seen on table the following :

Table 1. Results Test Multicollinearity

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	3,773	1989		1896	.064		
	Compensation	.173	.140	.168	1,231	.225	.834	1,198
	Work environment	.394	.128	.411	3,081	.004	.866	1.154
	Leadership	.132	.138	.133	.954	.345	.797	1,255

a. Dependent Variable: Performance

The VIF calculation results also show that there are no independent variables that have a VIF value of more than 10, in accordance with the opinion of Ghozali (2016) where from the test results it can be concluded that there is no multicollinearity between independent variables in the regression model.
The Heteroscedasticity test plot is shown in the diagram below:

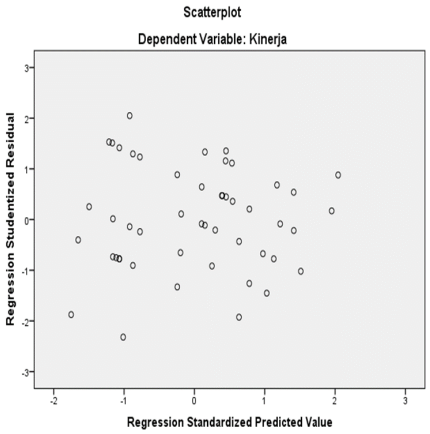

Figure 2. Scatter plot graph

Based on the graph in the figure above, it can be seen that the distribution of the data is irregular and does not form a particular pattern, and is spread above and below the number 0 on the Y axis, so it can be concluded that there is no heteroscedasticity problem in the regression model.
Multiple linear regression analysis is intended to measure the influence of the independent variables (compensation, work environment and leadership) on the dependent variable (sea employee performance).

Table 2. Multiple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	3,773	1989		1896	.064
	Compensation	.173	.140	.168	1,231	.225
	Work environment	.394	.128	.411	3,081	.004
	Leadership	.132	.138	.133	.954	.345

a. Dependent Variable: Performance

Based on the results of the regression measurements shown in the table above, the regression equation is formed as follows:

$$\hat{Y} = 3.773 + 0.173X1 + 0.394X2 + 0.132X3$$

A constant/intercept of 3.773 mathematically shows that if the value of the independent variables (Compensation, Work Environment and Leadership) is equal to zero then the Marine employee's performance is 3.773. In other words, the performance of sea employees is positive even though the compensation, work environment and leadership variables are not high. The results of data processing are known to be the value of $R^2 = 0.305$ as in the table following This :

Table 3. Test Results for the Coefficient of Determination (R^2)

Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.552 [a]	.305	.259	1.40050	1,250

a. Predictors: (Constant), Leadership, Work_Environment, Compensation
b. Dependent Variable: Performance

From the SPSS 22.0 output display in the table above, the Adjusted R^2 is 0.259. This shows that the conditions on the ship can be explained by three independent variables, namely compensation, work environment and leadership 25.9 %. While the remaining 74.1% (100% - 25.9% = 74.1%) is explained by other causes outside the model being studied.

The results of data processing are as shown in the table below

Table 4. Simultaneous Test Results (Test F)

ANOVA [a]

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	38,716	3	12,905	6,580	.001 [b]
	residual	88,263	45	1961		
	Total	126,980	48			

a. Dependent Variable: Performance
b. Predictors: (Constant), Leadership, Work_Environment, Compensation

From the results of the ANOVA test or F test in the table above, it can be seen that the calculated F value of 6.580 is greater than the F table of 3.19 and a significance level of 0.001 is obtained, which is less than the value of 0.05. Because the significance probability is less than 0.05 and F count is greater than F table, the regression model can be used to predict sea employee performance (Y) or it is said that the variables Compensation (X1), Work Environment (X2) and Leadership (X3) together - both have a significant effect on the performance of marine employees.

Table 5. Partial Test Results (t test)

Model		Unstandardized Coefficients B	std. Error	Standardized Coefficients Betas	t	Sig.
1	(Constant)	3,773	1989		1896	.064
	Compensation	.173	.140	.168	1,231	.225
	Work environment	.394	.128	.411	3,081	.004
	Leadership	.132	.138	.133	.954	.345

a. Dependent Variable: Performance

The results of the analysis are based on the table above can be seen are as follows:

Variable X1 (Compensation) produces a calculated t value of 1.231 which is smaller than the t table of 2.009 and at a significance probability of 0.225 greater than 0.05, thus it can be concluded that partially variable X1 (compensation) has no effect on variable Y (marine employee performance). it can be said that partially the variable X2 (work environment) has a significant effect to variable Y (Sea employee performance).) has no effect on variable Y (sea employee performance) .

3.1 Interpretation

In general, this study showed that the condition of the respondents' evaluation of the research variables was generally quite good. This is shown by the number of respondents' answers that agreed with several statements on each variable indicator. The results of this study were carried out in data analysis and the results were independent variables which included compensation, work environment and leadership affecting the performance of sea employees (Y). The interpretation of the results of testing the hypothesis in this study is presented as follows:

Based on the results of the analysis above with the results of the ANOVA test or F test in table 4.20, the F count is 6.580 with a significant level of 0.001 so that it can be stated that there is a significant simultaneous effect of compensation, work environment and leadership on sea employee performance (Y). From the analysis of the data above, it was found that the test results showed that there were several variables of compensation, work environment and leadership which had no significant effect on sea employee performance so that they accepted the null hypothesis, namely compensation and leadership did not have a significant effect on sea employee performance but the work environment partially had a significant effect on employee performance. sea. The results of the research carried out in data analysis and interpretation of the results in this study are presented as following :

Based on the results of data analysis, the t value of the variable X1 (compensation) is obtained which is hypothetically the condition on board the dominant ship produces a calculated t value of 1.231 with a significant probability of 0.225. The significant value is greater than 0.05, thus it can be concluded that partially variable X1 (Compensation) has no significant effect on variable Y (Sea employee performance). From these results it is clear that increasing compensation does not increase sea employee performance. From the results of the analysis of the data variable X2 (work environment), the t value is 3.081 with a significant probability of 0.004. The significant value is less than 0.05, thus it can be concluded that partially the variable X2 (work environment) has a significant effect and the variable that has the greatest significant effect on variable Y (marine employee performance). Based on the results of the data analysis, the t value of the variable X3 (Leadership) is 0.954, which produces a t-value of 1.231 with a significant probability of 0.345. The significant value is greater than 0.05, thus it can be concluded that partially variable X3 (Leadership) has no significant effect on variable Y (Sea employee performance).

4. CONCLUSION

Compensation, work environment and leadership variables simultaneously affect the performance of sea employees at PT. JEMLA Ferry Ketapang-Gilimanuk branch. This shows that the Compensation, Work Environment and Leadership Together at PT. JEMLA Ferry has a significant effect on the performance of marine employees.

The work environment partially has a significant effect on the performance of marine employees. Meanwhile, compensation and leadership partially have no effect on the performance of marine employees. The sailors at PT. The Ketapang-Gilimanuk branch of JEMLA Ferry did not really demand a raise in salary, job benefits and high production service bonuses. Seafarers also don't specifically always wait for directions, team building and exemplary from officers as individuals, this is because on board the work system uses a rigid command system in accordance with the organizational structure on board, where subordinates carry out everything according to their respective duties and positions. -respectively. The work environment has the most influence on the performance of marine employees. This is because the sea employees work and live on board the ship relatively long time. So marine employees need comfort while staying on board both at work, socializing with colleagues as well as passengers as service users and when resting after duty. Complete work equipment and a good working atmosphere will ensure the health and safety of work. While the facilities in the work environment such as entertainment facilities and the comfort of the break room can maintain the condition of the sailors both physically and mentally while working on the ship owned by PT. JEMLA Ferry Ketapang-Gilimanuk branch.

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