



Improve Performance Of Watchkeeping Duties By Fix Overtimes Analysis In MT. Ontari PT. Buana Listya Tama

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Abstract. *Fix overtime on MT. Ontari at PT. Buana Listya Tama, can help Crews finish work on time with limited time, but the implementation of fix overtime at PT. Buana Listya Tama has not been going well to improve the performance. The purpose of this study is to determine the cause of fix overtime in order to improve the performance of Watchkeeping are given to Ship Crews to improve. This research uses descriptive qualitative method which will reveal facts, phenomena, variables and conditions that occur when the research is going on regarding fix overtime experienced by Crews. The results of the study indicate the causes of fix overtime including, the role of the rear face when leaning or off the dock, existence of anchor, loading and unloading, drill, bunkering, and ship engine maintenance. Policy of the fix overtime are not comfortable so many crew want to sign off before the contract expires, and the policy of fix overtime there are problems or obstacles that need time and process for the creation of efforts or steps taken can realized business that can be done including, increasing salaries, providing incentives and compensation and vessel allowance to the crew at PT. Buana Listya Tama.*

Keywords: *Fix Overtimes; Watchkeeping.*

1. Introduction

Watchkeeping is duty activity for every 4 (four) hours in 24 (twenty four) hours on a ship, which is carried out with the aim of supporting shipping operations so that it is carried out safely.

Berthing and Unberthing activity also requires a lot of crews working together to carry out for safety of these activities. The overlapping leadership on board and the work assignments of each crew must find a solution from the company's policy such as providing benefits or incentives to the crew. In addition to declining performance, a system of income or salary / wages that is not in accordance with the risk and working time is found on the ship.

Additional work that cant be used as additional income and time or portions of work outside the working hours limit makes the crew of the ship certainly do not want to last long to work and choose to terminate the employment contract before the contract period expires. Based on this background, the author intends to do the technical with the tittle "Improve Performance Of Watchkeeping Duties By Fix Overtimes Analysis In MT. Ontari PT. Buana Listya Tama".

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2. Method

The method used in this research include methods of data collection and data analysis methods. Methods of data collection using primary data and secondary data. Primary data were obtained that the perception of the Crews MT. Ontari. Secondary data is the data this research productivity last years journal activities book and the books about fix overtime and watchkeeping crews onboard vessel . Methods of data analysis in this research that the author uses in this study is qualitative analysis, which is a procedure that produces descriptive data in the form of written words and observed behavior. Where the data obtained are arranged systematically and regularly.

3. Results and Discussion

In the observation of researchers to support shipping operations to be carried out safely, watchkeeping at MT. Ontari is carried out 4 (four) hours during alternating between the crew so that the ship can operate properly. But the author observations on the MT ship. Ontari there is a problem related to the service that causes overtime. Where overtime work time exceeds 7 hours a day for 6 working days and 40 hours a week. Overtime in the author's observation occurred due to several problems, namely:

- 1) The dominant factor causing the emergence of Fix Overtime on ships at MT. Ontari, In the observation of researchers every shipping company would want the company to develop as desired. Shipping companies in particular, in the field of cargo transportation which certainly uses ships want the ship to work optimally because the ship is the main tool for the shipping company business. If the ship is not working optimally, there will definitely be a delay that requires the crew to work longer. Many causes or factors of emergence of fix overtime on our ship include:
 - a. Role of the rear face when leaning or off leaning
 - b. The presence of lego anchors
 - c. Load and unloading
 - d. The existence of Drill
 - e. Bunkering (refueling)
 - f. Maintenance of ship engines
- 2) The policy of the Fix Overtime at MT. Ontari In addition to increasing money, ship crews can also get positive values from superiors. This is important for employees / crew and career paths of course. But it can't be denied that overtime is something that is difficult to do. Many obstacles must be overcome. This is overtime, between likes and dislikes, but from the writer's observation many are not comfortable because of this fix overtime. As a result, many ship crews want to get off before their contracts expire.



- 3) MT. Ontari in managing Fix Overtime. In relation to fix overtime, based on the writer's observation in the field there are problems or constraints as the authors describe. Following are the efforts that can be done, including:
 - a. Income or salary
 - b. Providing incentives and compensation
 - c. Vessel allowance

In this study, the problem to be investigated is the decline in the performance of the crew during overtime. The following are the results in this study:

- 1) The dominant factor causing of Fix Overtime on ships at MT. Ontari
 - a. The role of the rear face when the ship will berthing or take unberthing.

The role of the rear face when berthing or unberthing is the process of the ship going to lean and the standby crew is on the bridge and stern to prepare tros ropes until the ship arrives at port. During the process, the back faces in the bow are botswain, able seaman, and first officer. while those on the bridge are the Captain, the third officer, the able seaman and pilotboat, as well as those in the stern of the second officer and the able seaman. If the process rests at 10:00 LT then those who are outside the guard hours 08.00 - 12.00 can be said to fix overtime because they work outside the watch. From observations made by researchers the activities of the back face process when going back and off the back of this researcher used 17 respondents including 3 respondents of ships who complained because of this activity that requires the crew to work overtime. Then 3 of the 17 respondents in the calculation of the percentage are $3/17 \times 100\% = 17.65\%$.
 - b. Anchorage

Anchorage are part of the mooring system that serves to limit movement of the ship at the time of berth outside the port, so that the ship remains in position despite being pressured by ocean currents, winds, waves and so on, besides that it is also useful to help berthing ships when needed before the ship enters the designated port. If the anchorage process is carried out at 10.00 LT then those who are outside the duty time are 08:00 to 12:00 then it is said to be fixed overtime because they work outside the duty. From observations made by the anchorage author, the autor used 17 respondents including 2 ships respondents who complained because of this activity that required the crew to work overtime. Then 2 of the 17 respondents in the calculation of the percentage were $2/17 \times 100\% = 11.77\%$.
 - c. There is loading and unloading at port

Loading and unloading of cargo is an activity carried out in the process of shipping cargo. If the loading and unloading process is at 10.00 LT then those outside of the watch hours 08.00 - 12.00 can be said to be fixed overtime because they work outside the watch. The task that must be done is to



calculate the hourly rate, around the bridge during loading and unloading, standby radio if at any time there is an order from the ground. From author made by the research of this loading and unloading activity used 17 respondents including 3 ship respondents who complained because of this activity that required the crew to work overtime. Then 3 of the 17 respondents in the calculation of the percentage are $3/17 \times 100\% = 17.65\%$.

d. Drill

In maintaining security and safety on board ship, we create skills programs or simulations in using safety equipment, fire, or prevention of environmental pollution to deal with emergencies procedures. Some Drill programs and exercises that must be carried out include:

[1] Fire

At least once a month or if there is a replacement of more than 25% (twenty-five percent) of the crew, the fire drill must be carried out. If the fire drill is carried out at 10.00 LT then those outside of the watch hours of 08.00 - 12.00 will be said to be fixed overtime because they work outside the watch.

[2] Abandon Ship

The crew once every 1 month must participate in training to leave the ship, including running a lifeboat and doing movements on the surface of the water. This exercise aims to increase the courage of the crew in the event of a large fire and must leave the ship. If the abandon ship drill is carried out at 10.00 LT then those outside of the watch hours 08.00 - 12.00 can be said to be fix overtime because they work outside the watch.

[3] Using a lifeboat

Simulating exercises using a lifeboat can be carried out in conjunction with training using equipment or lowering a lifeboat to the water, on our ship conducted according to the captain's direction. If the drill activity using this lifeboat is carried out at 10.00 LT then those outside of the duty hours of 08.00 - 12.00 can be said to be fix overtime because they work outside the duty. From observations made by author the activities of the back face process when going back and off the back of this author used 17 respondents including 2 ship respondents who complained about the existence of this activity which requires the crew to work overtime. Then 2 of the 17 respondents in the calculation of the percentage were $2/17 \times 100\% = 11, 77\%$.

e. Bunkering (fuel filling)

The refueling process on our ships through a process that is usually done by ship to ship. The head of the engine room must directly supervise all ship refueling operations and ensure that the filling check list is filled in correctly,



and record it in the Oil Record Book after carrying out the fuel filling. . If the refueling activity is carried out at 10.00 LT then those who are outside the duty hours 08.00 - 12.00 can be said to be fix overtime because they work outside the duty. From author made by author the activities of the back face process when going back and off the back used 17 respondents including 2 respondents who complained about the existence of this activity which requires the crew to work overtime. Then 2 of the 17 respondents in the calculation of the percentage are $2/17 \times 100\% = 11.77\%$

f. Maintenance of ship engines

Maintenance of the engine is a matter that is often disputed by our company if there is damage to our ship on a tool or machine which could harm our company and damage our ship's departure schedule. Therefore, it is very much needed maintenance and maintenance of machinery used in daily activities. The objectives of maintenance include:

[1] To extend assets.

[2] To guarantee the optimal equipment installed in the ship.

[3] To ensure operational readiness of all equipment needed in an emergency at all times.

[4] To ensure the safety of people who use these facilities

If the repair process is carried out at 10.00 LT then those outside of the watch hours of 08.00 - 12.00 will be said to be fixed overtime because they work outside the watch. From observations made by researchers the activities of the back face process when going back and off the back of this researcher used 17 respondents including 5 respondents who complained because of this activity that requires the crew to work overtime. Then 5 out of 17 respondents in the calculation of the percentage are $5/17 \times 100\% = 29.41\%$.

2) The policy of the Fix Overtime at PT. Buana Listya Tama on the ship

Due to the urgent situation on board, it requires cooperation from all crew members contained in the discussion of the first problem overtime demand and completing workloads outside duty hours often makes seaman feel depressed as a result there are some crew who cannot stand their duty, where by overtime automatically the portion of time for duty on the ship more than the portion of time to fulfill other needs. Then some of our crew decided to stop working before their work contract that had been established by the company was completed.

3) Policy of PT. Buana Listya Tama manages Fix Overtime at MT. Ontari

a. Income or salary

Salaries in the view of author are rewards or rewards for work performance, which must be able to meet the needs of life with his family properly, so that they can focus their attention and activities to carry out the tasks entrusted to him. The double scale system is a payroll system that determines the amount



of salary not only based on rank but also based on the nature of the work performed, work performance achieved, and the weight of the responsibilities assumed in carrying out the work. Here our company applies a dual payroll system. So that the Seaman Crews will feel valued about the role they perform and will carry out each activity with full responsibility until the contract work that has been agreed upon by both parties is completed.

b. Providing incentives and compensation

Incentives are rewards in the form of money given to those who can work beyond a predetermined standard. The purpose of providing incentives is to provide responsibilities and encouragement to employees. In our company, we apply 1 (one) incentive, namely financial non-incentives. Non-financial incentives in our company include workplaces, working hours, assignments and co workers or leaders' attitudes towards the desires of each employee such as health insurance, promotion, complaints, entertainment and relationships with company.

c. Vessel Allowance

Vessel allowance is a company policy that is applied on board to improve the performance of Seaman. The granting of allowance is based on the position and size of the ship, activities carried out by the crew, such as cleaning oil tanks, these activities are carried out based on orders from the chief officer. Chief Officer because the duties and responsibilities of the first officer are the maintenance of decks including cargo tanks, cargo halls, pump rooms, pipes, valves, valve PV valve, manifold, therefore, the first officer who has the responsible to order his crew to carry out deck maintenance to keep the tanks clean.

4. Closing

4.1 Conclusion

Based on research and descriptions that have been submitted by the author in the previous chapters, the following conclusions are drawn:

- 1) Dominant factors causing Fix Overtime on ships at MT. Ontari PT. Buana Listya Tama, is sorted according to the percentage of respondents, namely engine maintenance of the ship, then the role of the rear face when berthing or unberthing, loading and unloading, anchorage, drill, and bunkering.
- 2) The Impact of the Fix Overtime at MT. Ontari PT. Buana Listya Tama onboard the ship, that is the crew does not feel comfortable, of course the crew members who want to get off or finish work before the contract ends.
- 3) PT. Buana Listya Tama with MT. Ontari manages Fix Overtime namely income or salary, incentives and compensation, Vessel allowance.

4.2 Suggestion



After observing the conclusions above, the authors provide suggestions that if it can be useful and can improve the performance of the watchkeeping duties at the time of overtime.

- 1) PT. Buana Listya Tama should implement an overtime policy that includes the role of the rear face when bearing or unberthing, the presence of anchorage, the loading and unloading of cargo, the presence of Drill, the existence of Bunkering (refueling), maintenance of ship engines.
- 2) PT. Buana Listya Tama should take action or implement a policy so that the crew working on the ship work comfortably and can complete their work contracts according to the schedule that has been mutually agreed with company.
- 3) PT. Buana Listya Tama should implement a policy regarding overtime for crew members and provide income or salary, provision of incentives and compensation, standard vessel allowance like other companies so that the performance of the crew is maintained.

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