

The Effect of Recruitment and Job Training (Case Study at PT. AmasIscindo Utama)

A G Malau¹, A K Gufron², S Lutfiyani³
{aprilgunawan228@gmail.com¹, akgufron2005@gmail.com²,slutfiyani@gmail.com³}

STIP (Sekolah Tinggi Ilmu Pelayaran) Jakarta, Indonesia^{1,2,3}

Abstract. Every shipping company requires competent and qualified crews to help the company's goals. Human resource planning, in this case, is the crew includes the recruitment process and the provision of work training carried out to improve the performance of the crew. Aims of this study to find out how much influence the recruitment and job training on the crew performance of PT. AmasIscindoUtama with data analysis techniques using Multiple Regression Method. Independent variables in this study are recruitment and job training variables, while the dependent variable is the crew performance. Data collection methods used were questionnaires, the sample in this study was 30 respondents, that was the crew who had worked at PT. AmasIscindoUtama, data obtained through questionnaires and processed with the SPSS program. Based on the results of the study obtained results for the recruitment variable (X_1) $t_{count} > t_{table}$ ($4.270 > 2.048$), job training variables (X_2) with $t_{count} > t_{table}$ ($11.336 > 2.048$). While the $F_{count} > F_{table}$ ($246.440 > 3.35$) then the hypothesis is accepted. And based on the coefficient of determination (R^2) the value is 0.504. It shows that the percentage of recruitment and job training variables contributed to the crew's performance variable was 94.8% while the remaining 5.2% was influenced by other variables outside this study such as compensation, motivation, competence, etc. It means that the recruitment and job training variables have a positive influence on the crew's performance of PT. AmasIscindoUtama.

Keywords: Recruitment, Job Training, and Ship Crew Performance

1 Introduction

The Indonesian maritime world including the sea highway program and the target of making Indonesia as the world's maritime axis will depend a lot on the performance, dedication, and service of seafarers, especially for officers on board. The number of Indonesian seafarers who are large and scattered inside and outside the country has made Indonesia known to the world. With a large number of seafarers, Indonesian seafarers are considered to have become the nation's assets to support the realization of Indonesia as the world's maritime axis. In addition, Indonesian seafarers have also contributed greatly to the smooth flow of goods distribution that supports the world economy, especially Indonesia. The contribution of world seafarers, including Indonesian seafarers, is very large in the world economy. At present, almost 90% of goods in the world are carried using sea transportation modes. Sea transportation will run smoothly if the sailors who run the ships work well and professionally. That's why seafarers

have a very important and strategic role as a driver of the smooth running of the national and world economy.

PT. AmasIscondoUtama is one of the shipping companies in Indonesia and is a shipowner company or called Shipowner. In handling the crew carried out by the Crewing Management section starting from the recruitment process to the position of the contract is completed (sign off). In addition to handling the crew, the ship itself also acts as a crewing agent for MV ships. Green Dale belongs to a foreign shipping company. The company must be able to provide the best quality crew so that it will increase the trust and satisfaction of the charterers in this case PT. Freeport Indonesia, and also for the owner will improve the good image of the company so that the company's goals can be achieved. Therefore, the process of recruiting crew members and training needs to be done properly in order to provide quality resources.

Quality human resources, in general, are born through quality training and development processes. Recognizing that the dominant factor in the continuity of the company's activities, in this case, the company needs to improve the quality of human resources and increase attention to what is needed by the crew so that the crew's performance will increase. Pre-joining training is training that is given to crew before joining on board to improve knowledge, skills, safety so that they can carry out their duties and improve performance.

The phenomenon that occurs is that the crew lack good performance, poor work discipline, and lack of knowledge. One of the factors behind the emergence of these problems was due to the lack of training provided to the crew, trainers who were giving material too quickly so that the crew would have difficulty understanding the contents of the material. In addition, due to the scheduled departure of the crew which happened suddenly and changed so that it became an obstacle in the implementation of the training. To be able to obtain quality human resources and with adequate amounts, a recruitment method can be used that can be used in the withdrawal process. In order for the effectiveness and efficiency of the organization to be realized, the right recruitment process is needed and based on careful planning. To be able to obtain quality human resources and with adequate amounts, a recruitment method can be used that can be used in the withdrawal process. In order for the effectiveness and efficiency of the organization to be realized, the right recruitment process is needed and based on careful planning.

However, in practice the recruitment process has not yet proceeded as it should, such as ignoring the procedures that have been made, for example, the ship crew applying must take the marlin test and seagull test with a minimum score requirement of 60, in fact there are still crew members who must be accepted with the test score has not yet reached the minimum value because at least the prospective crew members apply while the seafarers on the ship have almost expired and must immediately get a replacement crew.

The recruitment process also takes a long time considering the various considerations requested by the Ship Management, in this case, are Wallem Ship Management, headquartered in Singapore. As a result, the company will find it difficult to find a replacement crew, this will affect the performance of the crew which has expired on the ship as it will reduce the motivation of the crew.

Recruitment and job training for employees is very helpful for companies to be able to achieve performance both for the company itself and for employees in the company. Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him In addition[1], performance can also be interpreted as a result and effort of someone who is achieved by the existence of abilities and actions in certain situations.

If the job recruitment and training process are carried out carefully so that a qualified crew is obtained, then this will affect the crew's performance. The crew who are competent and have

a good experience will work professionally so that the performance on the boat will be good too because it is handled by workers who are considered appropriate and have met the standards.

Based on the phenomena that occur above, the author is interested in knowing more about how much the link between "THE EFFECT OF RECRUITMENT AND JOB TRAINING ON SHIP BRAKE PERFORMANCE.

Recruitment is a series of activities to find and attract job applicants with the motivation, ability, expertise, and knowledge needed to cover the shortcomings identified in personnel planning.

Recruitment activities begin when the candidate begins to be sought and ends when their application is submitted. Through recruitment, individuals who have the necessary expertise are encouraged to make applications for vacancies available in the company. The result of recruitment is a group of job applicants who will be selected to become new employees.

There are two main sources of recruitment that can be used: internal sources and external sources. Internal sources regarding employees currently in the organization; external sources are individuals who are not currently employed by the organization. Companies can get people recruited from these two sources (Rivai and Sagalla [2])

Training according to Rivai and Sagalla[3]is the process of systematically changing employee behavior to achieve organizational goals. Training relates to the expertise and ability of employees to carry out current work. Training has a current orientation and helps employees achieve certain skills and abilities to succeed in carrying out their work. Training is a vehicle to build HR towards a challenging era of globalization. Because the training activities cannot be ignored, especially in the aspects of developing work skills and occupational health and safety for employees.

According to Ella JauvaniSagala [3]performance is a function of motivation and ability. To complete a task or work someone should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what is done and how to do it. Performance is the real behavior that is displayed by everyone as the work performance produced by employees in accordance with their role in the company. Employee performance is a very important thing in the company's efforts to achieve its goals.

While the crew based on Law No. 17 of 2008 concerning Shipping Article 1 paragraph 40-42 explains that: Ship Crew is a person who works or is employed on a ship by the owner or operator of a ship to carry out duties on board according to the position stated in the certificate book[4].

The performance of the crew is the work of the quality and quantity of an officer and the crew of the ship that is achieved in carrying out the duties on the ship charged to him based on skills[5], experience and sincerity as well as time. Ship crew performance is indicated by indicators of quality of work, the quantity of work, attitude of the crew and reliability.[6]

2 Method

2.1 Research Sites

This research was conducted at PT. AmasIscindoUtrama which is located in Sudirman, SouthJakarta for 12 months starting August 2016 until August 2017 [7].

2.2 Population and Samples

In this [8]study, the population was the crew of 3 ships, PT AmasIscindoUtama, namely MV. [9]Sawu Sea, MV. The Flores Sea, and MV. Tembaga Sea with a crew of more than 92 people. The sampling of this research is 30 respondents.

2.3 Data Analysis Technique

- a. Regression Analysis
- b. Hypotheses Test

From the regression equation it can be seen that the effect of recruitment on crew performance is in the same direction (positive), it is shown in the regression coefficient or value of b_1 in the regression equation which shows a positive number of 0.244 which implies that each increase in 1 unit recruitment will be followed by increase in crew performance by 0.244 units. Likewise, vice versa, if education and training experience a decrease in 1 unit, the performance of the crew will tend to decrease by 0.244units.

From the regression equation, it can be seen that the effect of job training on ship crew performance is in the same direction (positive), it is shown in the regression coefficient or b_2 value in the regression equation which shows a positive number of 0.692 which implies that each increase in skill 1 unit will followed by an increase in crew performance of 0.692 units. Likewise, vice versa, if the skill has decreased by 1 unit then the crew's performance will tend to decrease by 0.692units.

And the coefficient of an (intercept) is 2,370 which means if there is no recruitment and job training (X_1 and $X_2 = 0$), it is estimated that the crew's performance is 2,370units.

2.4 Test of Hypotheses

Used to test the effect partially (per variable) on the dependent variable. Does the variable have a significant influence on the dependent variable or not.

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B		Std. Error	Beta	
1	(Constant)	2,370	1,494		,124
	Recruitment	,244	,057	,4270	,000
	Work training	,692	,061	,11362	,000

a. Dependent Variable: Crew performance

Table 1. Test Results t Calculate

While the results of ttable:

$$t_{table} = (\alpha = 0,05 ; df = n - 2)$$

$$t_{table} = (\alpha = 0,05 ; df = 30 - 2)$$

$$t_{table} = (\alpha = 0,05 ; df = 28)$$

$$t_{table} = 2,048$$

2.5 The results of processing data in Table 4.56 found the following results:

Recruitment variable (X1) where the tcount is 4, and the significance value is 0,000. In this result, the significance value is less than 5% ($\alpha = 0.05$) and the tcount $4.270 > t$ table is 2.048. This means that the hypothesis is accepted because there is a positive effect of recruitment on the performance of the crew.

Job training variable (X2) where the value of count is 11,362 and the significance value is 0,000. In this result, the significance value is less than 5% ($\alpha = 0.05$) and the count is $11.336 > t$ table of 2.048. This means that the hypothesis is accepted because there is a positive influence on job training on crew performance.

2.6 Test F Calculate

The F test is used to determine all the independent variables whether jointly influencing the dependent variable, in this study the independent variable consists of recruitment and job training. If the independent variable has a simultaneous influence on the dependent variable, the regression equation model falls into the criteria of fit or fit. Conversely, if there is no effect simultaneously then entering into the category does not match or not fit.

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	682,101	2	341,051	246,440	,000 ^b
	Residual	37,366	27	1,384		
	Total	719,467	29			

Table 2 Test Result F Calculate

The results of processing data in Table 4.57 are known that the value of F count is 246.440 greater than F table of 3.35 with a significance value of 0.000, the hypothesis is accepted. This means that employment recruitment and training variables have a positive influence on the performance of the crew.

2.7 Analysis of the Determining Coefficient (Coefficient Of Determination)

Is the amount of the contribution of independent variables to the dependent variable. The higher the coefficient of determination, the higher the ability of independent variables to explain variations in changes in the dependent variable.

a. Determination Coefficient X1 to Y

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,837 ^a	0,700	0,689	2,77763

Table 3.Determination Coefficient X1 to Y

By looking at the results of the calculation above where R square is 0.700 or 70%. This shows the magnitude of the positive effect of recruitment on ship crew performance by 70% while the remaining 30% is the influence of other factors

b. Determination Coefficient X2 to Y

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,956 ^a	0,913	0,91	1,49528

Table 4.Determination Coefficient X2 to Y

By looking at the results of the calculation above where R square is 0.913 or 91.3%. This shows the magnitude of the positive influence of job training on ship crew performance by 91.3% while the remaining 8.7% is the influence of other factors.

c. Determination Coefficients X1 and X2 against Y(double) Table 4.8

Determination Coefficients X1 and X2 towards Y

Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	,974 ^a	0,948	0,944	1,17640

Table 5. Determination Coefficient X2 to Y

By looking at the results of the calculation above where R square is 0.948 or 94.8%. This shows the magnitude of the positive influence of recruitment and job training on ship crew performance of 94.8% while the remaining 5.2% is the influence of other factors.

3 Result and Discussion

This study seeks to obtain an overview of the effect of recruitment and job training on the performance of PT. AmasIscindoUtama. From the test results, the discussion is as follows:

3.1 Effect of Recruitment on Ship CrewPerformance

Regression X1 against Y (simple) is obtained value $\hat{Y} = 8.848 + 0.727X1$. From the simple linear regression equation, it can be seen that if the recruitment increases by one unit, the performance of the crew in PT AmasIscindoUtama will increase by 0.727 units.

Determination Coefficient X1 to Y. The amount of contribution (contribution) from the recruitment variable to the performance of the crew at PT. AmasIscindoUtama is 70% while the remaining 30% is influenced by other factors such as work motivation, competence, compensation, leadership, etc.

Besides the respondent's answer to each indicator question, recruitment has an effect on the performance of the PT crew. AmasIscindoUtama because it has the highest average score which is equal to 3.8. The answer to this highest indicator is found in the answer to the recruitment method indicator, while the answer to the lowest indicator is in the recruitment process indicator. The low indicator of the recruitment process can be overcome by trying to shorten the recruitment process to be more effective and efficient in finding the right and quality employees.

The first hypothesis in this study examined whether partial recruitment had an effect on ship crew performance. The results of this study indicate that the recruitment variable has a significance value of $0,000 > 0,05$. This is also evidenced by the magnitude of $t_{count} 4,270 > t_{table} 2,048$, which means that recruitment has a positive effect on crew performance, so the first hypothesis is accepted. This means that the performance of the crew will be good if it has passed a good recruitment process. The results of this study are in line with the theory put forward by Ivanchevic and Glueck (in Sukamti, 1989: 133) recruiting is a series of activities used by organizations to attract prospective employees who have the abilities and attitudes needed to help achieve their goals. This means that a good recruitment process will help the organization achieve its objectives, in this case the performance of the crew is on target.

3.2 Partial Effect of Job Training on Ship CrewPerformance

Regression X2 towards Y (simple) is obtained value $\hat{Y} = 4.445 + 0.886X2$. From the simple linear regression equation, it can be seen that if job training increases by one unit, the performance of the crew in PT AmasIscindoUtama will increase by 0.886 units.

Determination Coefficient X2 against Y. The amount of contribution (contribution) from the work training variable on the performance of the crew at PT. AmasIscindoUtama amounted to 91.3% while the remaining 8.7% was influenced by other factors such as work motivation, competence, compensation, leadership, etc.

Besides the respondent's answer to each indicator question, job training has an effect on the performance of the PT crew AmasIscindoUtama because it has the highest average score of 3.67, the answer to this highest indicator is found in the answers to the instructor's skill indicators and the answers to the lowest indicators are in the training program indicators. The low indicator of this training program can be overcome by developing a training program properly, taking into

account the type of training, the number of crew members who will take part in training programs, training schedules, etc. The second hypothesis in this study examines whether work training partially affects the performance of the crew. The results of this study indicate that the job training variable has a significance value of 0,000 less than 0.05. This is also evidenced by the magnitude of $t_{count} 11.336 > t_{table} 2.048$, which means that job training has a positive effect on crew performance, so the second hypothesis is accepted. This means that if the skills of the crew increase through training programs, the performance of the crew will also increase. The results of this study are in line with the theory put forward by Ivanchevich (in Ruky, 2003) that training is an effort to improve employee performance in his current job or in other jobs that he will soon occupy.

3.3 Effect of Joint Recruitment and Job Training on Ship Crew Performance

Regression of X1 and X2 towards Y (double) is obtained value $\hat{Y} = 2,370 + 0,244X1 + 0,692X2$. From the regression equation, it can be seen that if the recruitment increases by one unit, the performance of the crew at PT AmasIscindoUtama will increase by 0.244 units or work training increases by one unit, the performance of the crew at PT. AmasIscindoUtama will increase by 0.244 units.

Determination coefficients X1 and X2 against Y (double). The amount of contribution (contribution) from the variable recruitment and job training on the performance of the crew at PT. AmasIscindoUtama amounted to 94.8% while the remaining 5.2% was caused by other factors not analyzed in this study such as work motivation, competence, compensation, leadership, etc.

Based on the F test, the significance value is $0,000 < 0.05$, meaning that the work recruitment and training variables together have a positive effect on crew performance. This is also evidenced by the magnitude of $F_{count} 264.440 > F_{table} 3.35$, which means that recruitment and job training has a positive effect on crew performance, so the third hypothesis is accepted. If the recruitment process is carried out properly and the crew's skill level is high through job training it can improve the performance of the crew.

From the information above, we can interpret the conditions in the period under study that job recruitment and training have a significant positive relationship both individually and jointly on the performance of the crew at PT. AmasIscindoUtama.

4 Conclusion

From the results of the testing of the three research hypotheses proposed it was proven that the recruitment variable (X1) and the work training variable (X2) both individually and jointly had a relationship with the performance of the crew at PT AmasIscindoUtama. In full, these conclusions can be described as follows:

Recruitment has a positive and significant relationship to the performance of the crew at PT Amas Iscindo Utama, where $t_{count} > t_{table} (4.270 > 2.048)$. Based on the results of calculations obtained that the closeness of the relationship is shown by the correlation coefficient (R) of 0.837 while the coefficient of determination (R²) recruitment of the performance of the crew at PT. AmasIscindoUtama is 0.700. This value means that the contribution of recruitment to the ups and downs of crew performance at PT. AmasIscindoUtama is 70% while the remaining 30% is another factor such as motivation, compensation, work competency, etc.

Job training has a positive and significant relationship to the performance of the crew at PT Amas Iscindo Utama, where $t_{count} > t_{table} (11,362 > 2,048)$. Based on the results of calculations

that the closeness of the relationship is intended with a correlation coefficient (R) of 0.956 while the coefficient of determination (R²) work training on the performance of the crew at PT. Amas Iscido Utama is 0.913. This value means that the contribution of recruitment to the ups and downs of crew performance at PT. Amas Iscido Utama is 91.3%, while the remaining 8.7% are other factors such as motivation, compensation, work competency.

Variable recruitment and job training together have a positive and significant relationship to the performance of the crew at PT Amas Iscido Utama, where $F_{count} > F_{table}$ or $246.440 >$. The most influential variable is the work training variable with a correlation coefficient (R) of 0.956. So that H3 which states that job recruitment and training have an effect together - simultaneously or simultaneously on the performance of PT. Amas Iscido Utama.

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