The Influence of Ship's Seaworthiness and Compensation System towards Ship's Crew Job Satisfaction at PT. Humpuss Bulk Transportation Jakarta

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ABSTRACT

The purpose of this study was to determine the influence of ship's seaworthiness and compensation system towards ship's crew job satisfaction at PT. Humpuss Bulk Transportation Jakarta. The populations in this study were seafarers at PT Humpuss Bulk Transportation - Jakarta. The research method used in this study was descriptive and explanatory survey methods with a sample of 20 respondents. Data analysis was performed using SPSS version 25. Based on the results of the study, the size of the contribution of ship's seaworthiness to the crew's job satisfaction at PT. Humpuss Bulk Transportation is 63.1% while the remaining 36.9% is influenced by other factors. The first hypothesis in this study examines whether the ship's seaworthiness partially affects to the job satisfaction of the crew. The results of this study indicate that the ship's seaworthiness has a positive effect on crew job satisfaction. The second hypothesis in this study examines whether the compensation system partially affects the job satisfaction of the crew. The results of this study indicate that the compensation system has a positive effect on crew job satisfaction, so the second hypothesis is accepted. The ship's seaworthiness variable and compensation system together have a positive effect on the crew's job satisfaction. The ship's seaworthiness and compensation system has a positive effect to the ship crew job satisfaction, so the third hypothesis is accepted.

Keywords: Ship's Seaworthiness, Compensation System, Job Satisfaction
JEL Classifications: L62, R41, R42

1. INTRODUCTION

Indonesia is an archipelagic country which consists of land and sea, where the ocean is wider than the land, and this is an inseparable entity. Therefore to connect between one city and another city, or between one to another island requires sea transportation facilities. In order to facilitate sea transportation, a safe, smooth, inexpensive, and intensive means is needed. Sea transportation facilities which mostly use to transport people and or goods from one island to another or from one city to another on an island. Ships are the main element that can unite nations into a large and broad society whose lives are mutually interdependent. As stated by (Hyde, 1963) in his book "The Business of Shipping," Cornell Matinee Press, Inc., Cambridge 1976, Maryland.

For this reason, to empowering the national shipping industry accordingly, the Indonesian Government issued Presidential Instruction 5 of 2005 concerning cabotage principle in Indonesia. The application of the cabotage principle is the obligation to use national vessels to serve domestic transportation that could make grows the national shipping industry (Alcaidea et al., 2016).

National shipping companies have the opportunity to earn revenue from freight services billions of dollars per year. Besides that, it can also absorb a lot of sailors to work on ships. However, national shipping companies, have problems regarding to procurement of ships and seafarers. Since the procurement of ships requires a large investment of funds, therefore many Indonesian-flagged vessels are relatively old and do not meet standards of the ship's seaworthiness. This problems also affected Indonesian seafarers. They are reluctant to work on ships

with condition of ship building is old, improper ship safety equipment and ship engines that are often problematic (Sys et al., 2008).

In addition, there are still many seafarers working in domestic and foreign ships with poor welfare and compensation systems, which results in them not being comfortable working on ships that are not seaworthy, the level of welfare of unattended crew and poor compensation systems. Therefore, they tend to search again or move to other shipping companies whose ships are seaworthy and pay high salaries. This is condition make the authors interested to do study about. "the effect of ships seaworthiness and compensation systems towards ship's crew job satisfaction" at PT. Humpuss Bulk transportation Jakarta.

Based on the explanation mention above, problem identification found consist of,
1. Many ship's own by the company are un-seaworthiness.
2. The compensation systems for crew is not optimal yet.
3. Government regulation system regarding to sea transportation companies are weak.
4. The job satisfaction of crew members are lack, when in charge of ship's operation.
5. The level of loyalty and faith fullness of the crew to the ship company is low.

Since the problem are so wide, the scope of this study will limited to ship's seaworthiness, compensation system and job satisfaction of the crew working at PT. Humpuss Bulk Transportation Jakarta.

2. LITERATURE REVIEW

2.1. Ship's Seaworthiness
a. Definition of Ship's Seaworthiness
  Ship's Seaworthiness is the condition of compliance of the ship and navigational requirements. According to the Law of the Republic of Indonesia Number 17 of 2008 concerning shipping, states that the Ship's Seaworthiness is the condition of a ship that fulfills the requirements for ship safety, prevention of pollution from ships, crewing, load line, cargo loading, ship crew passenger welfare, legal status of the ship, safety management and prevention of pollution from ships, and security management of ships to sail in certain waters. Fulfillment of every ship's seaworthiness requirement is prove by a ship certificates (Trucco et al., 2008).
Chapter IX Article 124 of the Law of the Republic of Indonesia Number 17 of 2008 concerning shipping, explain that ship safety requirements include (Bagijo, 2010):
a. Material.
b. Construction.
c. Buildings.
d. Machinery and electricity.
e. Stability.
f. Arrangements and equipment including auxiliary equipment and radios (7) ship electronics.

Ships declared to meet the ship's safety requirements are given a certificate safety by the minister. The safety certificate consists of (Lemmetyinen et al., 2016):

1. Passenger safety certificate for passenger ships.
2. Certificate of safety of goods ships for cargo ships.
3. Certificate of Excellence and escorting fishing vessels for fishing vessels.

b. Ship safety
  Ship safety is determined through inspection and testing, testing and inspection must be carried out by authorized and competent government officials, namely a national classification body or foreign classification body that is recognized and appointed to carry out inspection and testing of ships to meet ship safety requirements. The designated classification body must report its activities to the minister. The crew of the ship must inform to ship safety inspector prior to the condition of the ship or part of the ship is when do not meet the requirements of ship safety. Ship maintenance is carried out periodically and at any time. Owners, ship operators, and master must assist in the implementation of inspection and testing (Trucco et al., 2008).
1. Factors that affect the ship's seaworthiness
  a. Ship safety
    Ship safety is the condition of the ship that meets material requirements, construction, machinery and electrical construction, stability, arrangement and equipment including radio and ship electronics as evidenced by a certificate after inspection and testing.
  b. Ship's crew
    Ship's crew is one of the elements of ship's seaworthiness. Therefore, it requires continuous supervision and guidance both in terms of protection, welfare, knowledge, aspects of discipline and the placement/formation of officers on board.
  c. Management of ship operations and pollution prevention from ships
    Ships should implement the ship management operation according to the International Safety Management (ISM) code and vessels must be equipped with pollution prevention equipment.
  d. Cargo loading
    Cargo loading activity is concerning ship stability which are consist of cargo handling and stowage.
  e. Ship legal status
    The legal status of the vessel consist of: Measurement certificate, registration certificate, nationality certificate as evidence that the ship may fly the indonesian flag.

From the description mention above, ship's seaworthiness mean the condition of the ship that fulfills all safety regulations that equipped with the required documents to operate of the ship's properly.

The dimensions are The safety with indicators: Material requirements, construction, ship stability, Navigation, certification. Ship's crew with indicators: protection, welfare, knowledge, discipline and legal status of the ship with indicators: measurement certificate, flag of the ship, registration certicate.

2.2. Compensation System

a. Understanding compensation

According to (Crane et al., 2016) compensation is everything received by workers as a reward for their work. (Riansari et al., 2012) explains that compensation is something that employees receive as a substitute for their service contribution to the company. Further, (Watts and Zimmerman, 1978) explain that compensation is a service fee or remuneration provided by the company to the workforce because the workforce has contributed energy and thoughts to the progress of the company in order to achieve the stated goals.

Moreover, (Hirshleifer and Teoh, 2003) state that compensation is anything that is received by employees as a reward for their work. And According to (Riansari et al., 2012) compensation is the administrative process of wages or salaries involving consideration or balance calculation.

b. Types of compensation

Compensation consists of direct and indirect compensation, direct compensation consisting of:

1. Salary

According to (Hanushek and Rivkin, 2010) salaries are remuneration in the form of money received by employees as a consequence of their status as employees who contribute to achieving company goals. Overtime is a term used to work beyond the working time determined by the Law or Government regulations in the country concerned. Overtime needs to be well planned so that it does not harm the company.

2. Incentives

According to (DeFond and Zhang, 2014) it is stated that incentives are a form of payment that is associated with performance as a benefit sharing for employees due to increased productivity or cost savings.

c. Direct and indirect compensation

According to (Crane et al., 2016), compensation is divided into:

1. Direct compensation

Direct compensation is compensation received by employees who have a direct relationship with work, which is usually accepted by employees in the form of salaries, wages, incentives, bonuses.

a) Salary

That is the amount of money received directly every month/week for permanent employees as a reward for their work.

b) Wages

That is a sum of money received directly every week/day for non-permanent employees or commonly referred to as part-time in return relating to wholesale jobs or facing certain events.

c) Incentives

That is a sum of money that is received directly every month/week for permanent or part-time employees in return for cases of cases that are done based on their performance skills.

d) Bonus

That is the amount of money received directly in return for high work performance for a certain period of time,

and if the performance is declining, the bonus will not be given.

2. Indirect compensation

Indirect compensation is compensation received by employees who do not have a direct relationship with the work, but rather emphasize the formation of good working conditions to complete the work.

There are 4 indirect compensation indicators, namely:

a. Payments for time not workers, in the form of: On-the-job breaks, sick days, holidays and leave, other reasons for pregnancy, accidents, conscription, etc.

b. Payment for hazards (Hazard Protection), this first form of protection against harm can be in the form of: Life Insurance; Health Insurance; Accident insurance.

c. Employee service programs in the form of: Recreation programs, Cafeterias, Educational Scholarships, Purchasing facilities, various other services (providing uniforms, transportation).

d. Payments that are required by law (Legally required payment) by the community, through their government, have determined that a certain amount of company expenditure will be aimed at protecting employees against the main life hazards.

Based on the explanation above, compensation system mean the system that use for everything received by the employee given by the company as a remuneration for energy and mind contributions for the progress of the company. The dimensions are compensation directly with indicators: Honor, Salary, Wages, Bonuses, Incentives, Benefits, while the other dimensions are Indirect compensation with indicators: Payment for time not workers, Employee service, Hazard Protection, Legally required payment.

2.3. Job Satisfaction

a. Definition of job satisfaction

According to (Kafetsios et al., 2014). Job satisfaction is an important problem in every basis of business cooperation between people in achieving certain goals of the group. In general, job satisfaction is used to describe the overall atmosphere that is felt vaguely or blurred between members of a community group or association. Meanwhile, according to Further, (Jin et al., 2016) explains that job satisfaction is a feeling related to work involving aspects such as wages or salaries received, career development opportunities, relationships with other employees, work placements, types of work, company organizational structure, and quality of supervision, while feelings related to him, including age, health conditions, abilities, and education. (Oswald, 1997) job satisfaction is a general attitude towards one's work that shows the difference between the number of awards received by work and the amount they believe they should receive. According to (Rizan et al., 2012) states that job satisfaction is the attitude that workers have about their work. This is a result of their perception of work. For detailed definitions of job satisfaction, see the study of Samo et al. (2019).

b. Factors that influence job satisfaction

There are four factors that can affect job satisfaction according to (Bentley et al., 2013), namely as follows:

1. Satisfaction is determined by the level of job characteristics providing opportunities for individuals to meet their needs.
2. Satisfaction is a result of meeting expectations. Fulfillment reflects the difference between what is expected and what is obtained by the individual from his work. If expectations are greater than anything
3. Promotion is a factor associated with the presence or absence of an opportunity to obtain a career increase during work.
4. Salary or wages (pay) is a factor in fulfilling the life needs of employees who are deemed feasible or not.

Based on the description mention above, job satisfaction is an evaluation or reflection of the workers' feelings towards their work. The dimensions are consist of employment status and salary or wages. The employment status with indicators: Job opportunities, job skills, job responsibilities. Furthermore other dimensions is of salary or wages with indicators: Amount of salary, Time of giving salary, Justice salary incentive. Next is the dimension of the work environment with indicators: Work facilities, Leisure, Colleagues and Working hours.

3. METHODOLOGY

The object of the research which is the independent variable in this study is the ship's seaworthiness and compensation system, while the dependent variable is the work satisfaction of the crew. The nature of this research is descriptive and verification. Descriptive research is research that aims to obtain a description of variable characteristics. The nature of research verification basically wants to test the truth of a hypothesis carried out through data collection in the field. Besides, this study will be tested whether the feasibility of ship sea and crew compensation have affect the job satisfaction of the crew. Since the nature of this research is descriptive and verification carried out through data collection in the field, the research method used is descriptive survey method and explanatory survey method. The unit of analysis in this study is the PT Humpuss Bulk Transportation Jakarta seafarers. Time horizon in this study is crossectional, where research is carried out at one time simultaneously. The study was conducted in the period between August 8, 2017 and August 10, 2018.

To get the perception data of respondents' responses related to the research variables, then each variable is arranged dimensions, which are then operationalized against the indicators. The operational research variables are as follows:
1. Satisfaction is an assessment or reflection of workers' feelings for their work. This can be seen in the positive attitude of workers towards their work and everything that is faced by their work environment. Job satisfaction in this study was measured using 3 (three) dimensions with 10 (ten) indicators.
2. Compensation is everything that is received by employees given by the company as a remuneration for the contribution of energy and thought for the progress of the company. Compensation in this study was measured using 2 (two) dimensions with 9 (nine) indicators.
3. Ship's seaworthiness is the condition of the ship that complies to all safety regulations equipped with required documents to operate properly. The feasibility of ship sea in this study was measured using 3 (three) dimensions with 10 (ten) variables.

The population in this study was the tugboat crew owned by PT Humpuss Bulk Transportation - Jakarta, as many as 50 seafarers. From that population, this study using 20 people as sample.

3.1. Data analysis Technique
According to (Suryana and Sugiyono, 2013) in quantitative research, data analysis is an activity after data from all respondents collected.

Data were analyzed using quantitative methods, with statistical analysis techniques, namely as follows:
1. Descriptive statistics analysis
   Descriptive statistical analysis is a statistic used to analyze data by describing or attaching collected data as they are without intending to make conclusions that apply to the general or generalizations (Suryana and Sugiyono, 2013). Descriptive analysis is used to describe the characteristics of respondents and research variables. This study uses descriptive analysis of the independent and dependent variables which are then classified into the number of scores from the questionnaire obtained from respondents. In measuring the responses to all items of variable statements that have been weighted, using the average class interval assessment formula as follows:

$$P = \frac{\text{Range}}{\text{intervalClasses}}$$

Information:
Range: Highest value−Lowest value
Interval Classes: 5

a. Verification analysis
   Verification analysis is used to answer research questions that reveal the relationship and influence between the variables studied using statistical calculations. The verification tool used is the SPSS Version 25 program.
b. Test instrument
   1) Validity test
   2) Reliability test
c. Classic assumption test
   1) Normality test
   2) Multi collinearity test
   3) Hetero causticity test
d. Analysis of data
   1) Regression analysis
      a. Linear regression
      b. Multiple regression
   2) Coefficient of determination
      a. Individual parameter significance test (Significance test-t)
      b. Simultaneous significance test (F-Significance test).

4. RESULTS AND DISCUSSION

4.1. Results
The aim is to find out the linearities between the independent variable and the dependent variable.

a. Regression X_1 to Y (simple)

Based on Table 1, the results of calculations carried out obtained a by 9.629 and b for 0.711 simple linear regression equation forms as follows:

$$\hat{Y} = 9{,}629 + 0{,}711\ X1$$

From the regression equation, it can be seen that the influence of the ship's seaworthiness to crew job satisfaction is in the same direction (positive), it is shown in the regression coefficient or the value of b in the regression equation which shows a positive number of 0.711 which means that each increase ship's seaworthiness in 1 unit will be followed by an increase Crew job satisfaction is 0.711 units. Likewise, vice versa, if the seaworthiness decreases by 1 unit then crew job satisfaction will tend to decrease by 0.711 units. And the value of a (intercept) coefficient is 9,629 which means if there is no standard of marine safety and ship safety (X = 0), it is estimated that job satisfaction is 8.848 units.

b. Regression X2 to Y (simple)

Based on Table 2, the results of calculations carried out obtained a at 3.655 and b for 0.900 a simple linear regression equation form as follows:

$$\hat{Y} = 3.655 + 0.900\ X_2$$

From the regression equation, it can be seen that the effect of the compensation system to job satisfaction is in the same direction of (positive), it is show in the regression coefficient or the value of b in the regression equation which shows a positive number of 0.900 which implies that each increase in 1 unit System compensation will be followed by an increase Job satisfaction of 0.900 units. And vice versa, if the System compensation has decreased by 1 unit, then job satisfaction will tend to decrease by 0.900 units. And the value of a (intercept) coefficient is 3.655 which means that if there is no compensation (X=0), it is estimated that job satisfaction is 3.655 units.

c. Regression of X1 and X2 to Y (double)

Based on Table 3, the results of calculations carried out obtained a by 0.986; b1 is 0.242 and b2 is 0.728 in the form of multiple linear regression equations as follows:

$$\hat{Y} = 0.986 + 0.242\ X_1 + 0.728 X_2$$

1. From the regression equation, it can be seen that the effect of ship's seaworthiness to job satisfaction is in the same direction (positive), it is shown in the regression coefficient or value of b1 in the regression equation which shows a positive number of 0.242 which means that every increase in ship's 1 unit followed by an increase in ship crew job satisfaction of 0.242 units. Likewise, vice versa, if education and training experience a decrease in 1 unit, the crew's job satisfaction will tend to decrease by 0.242 units.

2. From the regression equation it can be seen that the effect of the compensation system on job satisfaction is in the direction of (positive), it is show in the regression coefficient or b2 value in the regression equation which shows a positive number of 0.728 which implies that each increase in the 1 unit compensation system will followed by an increase in job satisfaction of 0.728 units. And vice versa, if the compensation system has decreased by 1 unit, the crew's job satisfaction will tend to decrease by 0.728 units.

3. And the value of a (intercept) coefficient is 0.986 which means that if there is no feasibility of the ship's seaworthiness and compensation system (X1 and X2 = 0), it is estimated that the crew's job satisfaction is 0.986 units.

4.2. Determination Coefficient Test

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 X_1 to Y

The following are the results of the coefficient of determination from R square.

Table 1: Coefficients$_a$

	Unstandardized coefficients B	Std. error	Standardized coefficients beta	t	Sig.
(Constant)	9.629	4.645		2.073	0.053
Seaworthiness	0.711	0.128	0.794	5.550	0.000

[a]Dependent variable: Job satisfaction

Table 2: Coefficients[a]

Unstandardized coefficients			Standardized coefficients beta	t	Sig.
Model	B	Std. error			
1 (Constant)	3.655	2.237		1.634	0.120
Compensation system	0.900	0.063	0.958	14.221	0.000

[a]Dependent variable: Job satisfaction

Table 3: Coefficients[a]

Model	Unstandardized coefficients B	Std. Error	Standardized coefficients beta	t	Sig.
1 (Constant)	0.986	1.781		0.553	0.587
Seaworthiness	0.242	0.060	0.270	4.002	0.001
Compensation system	0.728	0.063	0.776	11.488	0.000

[a]Dependent variable: Job satisfaction

Table 4, can be seen the results of the calculation above where R square is 0.631 or 63.1%. This shows the magnitude of the positive influence of the feasibility of ship sea to ship crew job satisfaction by 63.1% while the remaining 36.9% is the influence of other factors.

b. The Determination Coefficient X2 to Y
   The following are the results of the coefficient of determination from R square Table 5.

It can be seen the results of the calculation above where R square is 0.918 or 91.8%. This shows the magnitude of the positive influence of the compensation system on ship crew job satisfaction by 91.8% while the remaining 8.2% is the influence of other factors.

c. Determination Coefficients X1 and X2 towards Y
   The following are the results of the coefficient of determination from R square:

Table 6, can be seen the results of the calculation above where R square is 0.958 or 95.8%. This shows the magnitude of the positive influence of the reliability of the ship's sea as well as the compensation system for ship crew job satisfaction of 95.8% while the remaining 4.2% is the influence of other factors.

4.3. Test the Hypothesis
a. Test t calculate
   Used to test the effect partially (pervertible) on the dependent variable. Does the variable have a significant influence on the dependent variable or not at Table 7.

Table 4: Model summary

Model	R	R square	Adjusted R square	Std. error of the estimate
	0.794[a]	0.631	0.611	3.200

Predictors: (Constant), Ship's Worthiness. The source is invited by the author with SPSS Version 25

Table 5: Model summary

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.958[a]	0.918	0.914	1.506

[a]Predictors: (Constant), compensation system. The source is invited by the author with SPSS Version 25

Table 6: Model summary

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.979[a]	0.958	0.953	1.112

The source is invited by the author with SPSS Version 25
1) If the value of sig <0.05, or t count >t table then there is the effect of Variable X on Variable Y.
2) If the value of sig> 0.05, or t count <t table then there is no effect of Variable X on Variable Y. Results of t-table:

t table = t (a/2: n-k-1) = t (0.025: 17) = 2.110
t = 2.110

Testing the first hypothesis (H1)
It is known that the sig value for the effect of X_1 on Y is 0.001 <0.05 and the value of t count is 4.002 >t table 2.110 so that it can be concluded that H1 is accepted which means there is an effect of X_1 on Y.

Testing of the second hypothesis (H2)
It is known that the sig value for the effect of X2 on Y is equal to 0.000 <0.05 and the value of t count 11.448 >t table 2.110 so that it can be concluded that H2 is accepted which means there is an effect of X2 on Y.

b. 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 suitable or good. Conversely, if there is no simultaneous influence then entering into the category does not match or not good.

If the value of sig <0.05, or F count >F table, there is the effect of Variable X simultaneously on Variable Y.

If the value of sig >0.05, or F count <F table then there is no effect of X variable simultaneously on variable Y Results of t-table: F table = F (k: n-k-1) = F (2: 17) = 3.59.

Based on Table 8 above, it is known that the significance value for the effect of X1 and X2 simultaneously on Y is 0,000 <0.05 and the calculated F value is 193,460> F table 3,59 so it can be concluded that the ship's feasibility variable and compensation system have a positive influence on ship crew job satisfaction simultaneously.

5. DISCUSSION

1. The Effect of Ship's seaworthiness (X_1) to Crew Job Satisfaction (Y)
   Regression X1 towards Y (simple) is obtained value $\hat{Y} = 9,629 + 0,711$ X1. From the simple linear regression equation, it

Table 7: Coefficients[a]

Model		B	Unstandardized coefficients	Standardized coefficients	t	Sig.
			Std. error	Beta		
1	(Constant)	0.986	1.781		0.553	0.587
	Kelaiklautan Kapal	0.242	0.060	0.270	4.002	0.001
	Sistem Kompensasi	0.728	0.063	0.776	11.488	0.000

[a]Dependent variable: Job satisfaction

Table 8: ANOVA[a]

Model		Sum of \ squares	df	Mean square	F	Sig.
1	Regression	478.765	2	239.382	193.460	0.000[b]
	Residual	21.035	17	1.237		
	Total	499.800	19			

[a]Dependent variable: Job satisfaction, [b]Predictors: (Constant), compensation system, ship's seaworthiness

can be seen that if the ship's seaworthiness increases by one unit, the ship crew's job satisfaction in PT Humpuss Bulk Transportation will increase by 0.711 units. The amount of contribution (contribution) from the feasibility variable of ship's seaworthiness to crew's job satisfaction at PT. Humpuss Bulk Transportation is 63.1% while the remaining 36.9% is influenced by other factors. The first hypothesis in this study examines whether the feasibility of marine vessels partially affects the work satisfaction of the ship's crew. The results of this study indicate that the marine worthiness variable has a significance value of 0.001 <0.05. This is also evidenced by the magnitude of t-count of 4,002 >t-table of 2,110, which means that the feasibility of ship's seaworthiness has a positive effect on crew job satisfaction, so the first hypothesis is accepted.

2. The Effect of Compensation system (X2) towards Crew Job Satisfaction (Y)

   Regression X_2 towards Y (simple) obtained a value of $\hat{Y} = 3.655 + 0.900 X2$. From the simple linear regression equation it can be seen that if the compensation system increases by one unit, the crew's job satisfaction at PT. Humpuss Bulk Transportation will increase by 0,900 units.

3. Determination Coefficient X2 against Y

   The amount of contribution (contribution) from the Compensation system (X_2) towards Crew Job Satisfaction (Y) is 91.8% while the remaining 8.2% is the influence of other factors. The second hypothesis in this study tests whether the compensation system partially influences the crew job satisfaction. The results of this study indicate that the job training variable has a significance value of 0.000 <0.05. This is also evidenced by the magnitude of t-count 11,448> t-table of 2,110, which means that the compensation system has a positive effect on crew crew job satisfaction, so the second hypothesis is accepted.

4. The Effect of Ship's seaworthiness (X1) Together with Crew Job Satisfaction (X2)

   Thr regression X_1 and X_2 towards Y (double) is obtained value $\hat{Y} = 0.986 + 0.242 X1 + 0.728 X2$. From the regression equation, it can be seen that if the Ship's seaworthiness increases by one unit, the crews job satisfaction at PT Humpuss Bulk Transportation will increase by 0.242 units or the compensation system increases by one then the crew crew's job satisfaction at PT. Humpuss Bulk Transportation will increase by 0.242 units.

Determination coefficients X_1 and X_2 towards Y (double). The size of the contribution (contribution) from the Ship's seaworthiness variable and compensation system to the crew job satisfaction at PT. Humpuss Bulk Transportation is 95.8% while the remaining 4.2% is caused by other factors not analyzed in this study.

Based on the F test the significance value is 0.000 < 0.05, means that the ship's seaworthiness variable and compensation system together have a positive effect on the crew's job satisfaction. This is also evidenced by the magnitude of F count 193.460 >F table of 3.59, which means that the Ship's seaworthiness and compensation system has a positive effect on ship crew job satisfaction, so the third hypothesis is accepted.

From the information above, conditions can be interpreted in the period under study that the Ship's seaworthiness and the compensation system have a significant positive relationship both individually and jointly to the crew job satisfaction at PT. Humpuss Bulk Transportation.

6. CONCLUSION

Based on the results of the above research, the theoretical implication of this research is that the ship's seaworthiness variable, which is reflected by the safety dimension of the certification indicator, can support the job satisfaction of the crew at PT. Humpuss Bulk Transportation. Furthermore, from the results of this study, the theoretical implication is that the variable of the compensation system reflected by the dimensions of the compensation system directly on salary indicators, could supports the job satisfaction of the crew at PT. Humpuss Bulk Transportation.

So based on the results of testing the hypotheses above, the findings of this study are the job satisfaction of the crew at PT. Humpuss Bulk Transportation, especially those with dimensions of employment status on job opportunity indicators, will be able to be improved, if PT. Humpuss Bulk Transportation is able to improve the Ship's seaworthiness, especially those reflected by the high dimensions of safety in the certification indicator and able to improve the compensation system, especially reflected by the high direct compensation for salary indicators.

The results showed that if the Ship's seaworthiness with the safety dimension on the certification indicator and the dimensions of the direct compensation system on the salary indicators given to seafarers were able to be united and synergized, it would be able to provide a positive and significant influence on the crew's job satisfaction of PT. Humpuss Bulk Transportation.

Based on these findings, the managerial implications that can be applied to optimally improve ship crew job satisfaction are in addition to improving the ship's seaworthiness by taking into account the most dominant dimensions, namely the safety dimension. as evidenced by the fulfillment of ship certificates in accordance with the provisions stipulated by government regulations, it also improves the compensation system, especially in the direct compensation system for salary indicators.

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