

THE INFLUENCE OF REST HOURS AND COMPENSATION ON SHIP CREW PERFORMANCE AT PT. AGUNG TRANSINA RAYA (MV. OSTINA)

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Abstract: In the modern workplace, human resources are used as supervisors and job executors. Due to the rapid advancement of technology in the present period, many people employ high-tech machines to facilitate all forms of work. As a result, people who once worked as workers now operate these machines to complete tasks.

However, in this instance, the labor required of the operators is physically and mentally taxing. Therefore, in order to function at your best, you need to get enough sleep. The human body requires rest in order to perform its duties. This is closely tied to how active you are, how physically fit you are, and how focused you are at work. All activities depend on the health of the body to achieve a job. You must be physically and psychologically prepared for this job as an employee if you want to perform the duties of a mover and a planner, respectively. Compensation is crucial since it is the primary driving force behind someone taking a job and because it has a significant impact on the productivity and morale of the workforce.

Keywords: *Rest Hours, Compensation, Work Performance*

Introduction

This study is based on two goals which are to ascertain the impact of crew compensation on performance and to determine the impact of crew working hours on performance. A portion of what the human body requires to function properly is time to rest. This is directly tied to the amount of activity, level of physical fitness, and level of focus while working. Every organization must be able to choose the most suitable compensation (Ricardianto et al., 2020) in order to support the accomplishment of business objectives more successfully and effectively.

Post-work activities may involve sitting in congested traffic or attending to personal or family needs, delaying the time at which one returns home and begins their normal routine. Working overtime lengthens an employee's day, which reduces the amount of time they have for their rest break. As they have less time for their families or to exercise, they eventually start to feel exhausted, stressed out, and unsatisfied. An uneven work-life balance or health issues could result from this, which could affect how productive an individual is at work. (Vallo & Mashau, 2020)

The following are things that affect the work performance of ship crews other than

rest time, namely the rights of employees as follows:

- 1) Salary,
- 2) Hours of work and hours of rest
- 3) Assurance of travel to the destination location and return to the starting location,
- 4) If an accident prevents the ship from operating, compensation,
- 5) Opportunity to develop a career,
- 6) Providing lodging, leisure activities, food, or beverages,
- 7) Health care and protection , as well as offering insurance for work accidents.

In essence, everyone works to support their needs with money they make. In order to receive the desired reward, a worker at a firm must put in extra effort and demonstrate greater commitment to the employer. For this reason, the employer rewards the employee's performance by paying a salary. Through compensation, management may increase productivity, inspire employees, and boost their performance.

According to (Santosa & Rosanto, 2019), compensation is the provision of service rewards to employees for the achievements that have been given to the company. Compensation is one of the reasons for someone to work and as a form of attention from the company to its employees. The company is expected to provide rights and obligations to its employees rationally and according to the level of ability and dedication. If the needs of employees in a company have been met, then employees will support and comply with company regulations in order to produce optimal achievements. With compensation, employees are expected to be more motivated in improving performance for the betterment of the company.

Experts claim that the notion of compensation includes all forms of payment made by the employer in exchange for a worker's performance. In exchange for the work they perform, employees receive recompense of benefits like money, allowance and access to the company's facilities. By employing employees, as compensation for the work of employees, the company provides compensation in the form of salaries, allowances, transportation fees, placement fees, and health. According to (Arifudin, 2019) stated that the compensation is given based on several criteria, so that between one employee and another there are differences. Among what distinguishes their compensation are:

- Expertise stated by level of education,
- Length of work in the company,

- Charged job allowances,
- Placement fee if positioned in a branch office.

According to (Suprihati, 2014) Performance is the achievement of organizational goals. objectives that can take the form of original and high-quality work, adaptability, dependability, or other things that the organization may desire. Short-term or long-term, as well as at the level of the individual, group, or organization, performance might be the focus. Performance on an individual level influences group performance, which in turn influences organizational performance.

According to (Kurniawan, Alam, & Albar, 2020), Aspects that are utilized to measure performance are called performance indicators. As for the metrics by which performance is evaluated according to Macheasy, R. (2019), they are as follows:

1. Amount is the quantity generated as measured by metrics like the quantity of units produced, the quantity of activity cycles finished by workers, and the quantity of created activities.
2. Employee impressions of the quality of the work produced and the impact of tasks on employees' skills and abilities are used to gauge the quality of work.
3. Employee impressions of a task from the time it is started until it is output is used to measure punctuality.
4. The presence of personnel in the business, whether they arrive for work, depart for work, have permits, or are uninformed, all of which have an impact on their performance.
5. Cooperativeness is the workforce's capacity to collaborate with others in order to complete a task or piece of work that has been put up to attain optimal usability and results.

Method

The writers used descriptive, quantitative, and causal research types to create this study. In general, descriptive research is used to characterize circumstances and conditions, or phenomena, of the variables under study, according to Nurdin & Hartati (2019). As a result, writers must be able to uncover information in their research regarding what, who, when, where, and how they are related. The variables under examination can only be grasped and represented precisely with that in the study of theory. The writers also employed a quantitative approach, where study material was presented as numerical data and the production of these numbers was examined using statistical methods. The author

was prompted to make inferences from the findings of data analysis in the form of these numerical values, which will subsequently be used to gauge how well each variable under study in a research item is performing. A further tangible or empirical, quantifiable, rational, and methodical scientific method is the quantitative approach, in which the researcher selects a subset of the variables to be researched and uses instruments to measure them (Nurdin & Hartati, 2019).

Discussion and Result

The following provides a result and discussion of some of the findings from statistical analysis conducted using the SPSS application based on the data and calculations:

1. According to the validity test results, all claims about rest periods, pay, and crew work performance have been found to be true, with each r count value exceeding the r table value of 0.444.
2. From the results of the reliability test for each variable, the value of Cronbach's Alpha (α) of all variables is 0.913. Because the three values are greater than 0.6, then all statements for each of these variables can be trusted and consistently used for similar studies.
3. For normality test results, the Asymp value. Sig. (2-tailed) from the Kolmogorov-Smirnov One Sample test, which is 0.151 which has passed the 0.05 criteria. So, the residual data is normally distributed.
4. In addition, the heteroscedasticity test, namely the Glejser test, a significant value was obtained for the Product Quality and Service Quality variables, which were respectively 0.343 and 0.723. Both values are already greater than 0.05 which indicates that the research data model does not show any heteroscedasticity.

Table 4.1 Glejser Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.650	2.959		1.233	.233
	JAM	.945	.281	.946	3.362	.343
	ISTIRAHAT					
	KOMPENSASI	.804	.235	.801	2.359	.723

a. Dependent Variable: KINERJA CREW

Source: Prepare by Writer (SPSS V.25, 2022)

5. After that, from the Multicollinearity test, the Variance Inflation Factor (VIF) value of Rest Hour Tolerance is 0.187, Compensation is 0.187, all of which are greater than 0.10. Then the VIF value of Rest Hours is 5.343, Compensation 5.343, all of which are less than the VIF value of 10. It can be concluded that the regression equation model can be employed in this investigation because it has no multi collinearity issues.

Table 4.2 Multi collinearity**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3.650	2.959		1.233	.233		
JAM ISTIRAHAT	.945	.281	.946	3.362	.003	.187	5.343
KOMPENSASI	.804	.235	.801	2.359	.723	.187	5.343

a. Dependent Variable: KINERJA CREW

Source: Prepare by Writer (SPSS V.25, 2022)

6. Based on multiple linear regression analysis, the regression equation for this study is formulated as $Y = 3,650 + 0,945X_1 + 0,804X_2$

7. When viewed from the correlation coefficient analysis, the R value is 0.856 which is within the range of Strong correlation. That way, Rest Hours and Compensation have a strong influence on Work Performance. In addition, a positive R indicates that Rest Hours and Compensation have a direct relationship to Employee Performance. From the analysis of the Determinant Coefficient, Adjusted R² from the SPSS results show a value of 0.703 which means Rest and Compensation Hours affect 70.3% of Employee Performance. Other characteristics not investigated in this study, such as motivation, leadership style, work environment, work climate, and others, which are theoretically based on the findings of other studies, determine the remaining 29.7% of Employee Performance impacts the crew's performance.

8. In the table the calculated t value for the Rest Hours variable is 3.362, which is greater than the t table, which is 2.10. So that the hypothesis which reads that there is a significant influence between Rest Hours on Crew Performance is accepted (H_a is accepted and H₀ is rejected), meaning that partially there is a significant influence between the Break

Hours and Crew Performance variables. So, the results of the analysis above show that the variable of Rest hours influences Crew Performance, and the Compensation variable is 2,359 which is greater than the t table, which is 2.21. So that the hypothesis which reads that there is a significant influence between

Compensation on Crew Performance is accepted (H_a is accepted and H_o is rejected), meaning that partially there is a significant influence between Compensation on Crew Performance. Therefore, the results of the analysis above show that the compensation variable influences Crew Performance.

Table 4.3 T. Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.650	2.959		1.233	.233
	JAM ISTIRAHAT	.945	.281	.946	3.362	.003
	KOMPENSASI	-.084	.235	-.101	-.359	.002

a. Dependent Variable: KINERJA CREW

Source: Prepare by Writer (SPSS V.25, 2022)

The formula to determine the t table is obtained as follows:

$$\begin{aligned}
 t_{\text{tabel}} &= t(\alpha / 2; n - k - 1) \\
 &= (0,05 / 2; 20 - 2 - 1) \\
 &= 0,025; 17
 \end{aligned}$$

The T table which is the basis for making decisions is as follows: Obtained a significance of 5% with the results of t count 17 is 2.1

9. Furthermore, the F test states a significant value of 0.000, The Crew Performance variable can be used with this regression model because the significance level is less than 0.05. In other words, it can be said that the variables of Rest and Compensation together (simultaneously) have a significant effect on the Crew Performance variable.

Table 4.4 F. Test Results**ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.748	2	31.874	24.725	.000 ^b
	Residual	23.205	18	1.289		
	Total	86.952	20			

a. Dependent Variable: KINERJA CREW

b. Predictors: (Constant), KOMPENSASI, JAM ISTIRAHAT

Source: Prepare by Writer (SPSS V.25, 2022)

Conclusion

From the discussion of the previous chapters, the author can conclude that Rest Hours and Compensation affect the performance of ship crews at PT. Agung Transina Raya (MV.Ostina). Therefore, the alternative hypothesis of this study, namely "The Influence of Rest Hours and Compensation on Ship Crew Performance at PT Agung Transina Raya (MV. Ostina)" is accepted while the null hypothesis is "Influence of Rest Hours and Compensation on Ship Crew Performance at PT Agung Transina Raya (MV. Ostina)" was rejected.

The application of rest hours and compensation which includes working hours and rest hours, guarantees, providing accommodation, salaries, bonuses and allowances affect work performance at PT Agung Transina Raya (MV.Ostina). Therefore, applying this indicator will help the company to increase the job satisfaction of the ship crew.

PT Agung Transina Raya (MV.Ostina) must have to apply rest hours and provide compensation for ships of crew, because to get maximum result. Rest Hours and Compensation affect 70.3% of Ship Crew Employee Performance. Other characteristics not investigated in this study, such as motivation, leadership style, work environment, work climate, and others, which are theoretically based on the findings of other studies, determine the remaining 29.7% of Employee Performance impacts the crew's performance. For this reason, PT Agung Transina Raya (MV.Ostina) also pays attention to other factors to improve the performance of the ship's crew. For ship crews at PT Agung Transina Raya (MV.Ostina) it is recommended in the future to provide input to the direct superior so that it becomes a reference for correcting mistakes to build better employee work performance. For other researchers, it is recommended to share the knowledge and findings from this study with other researchers who are also conducting the same research

with the same variables so that they can compare whether the findings are similar or different. In addition, it can also be used to increase the reliability of the author's research if the results are like this study.

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