

The Effect of Safety Shipping at Sea on Ship Traffic Safety Mediated Organizational Commitment (Survey on Tanjung Priok Marine and Coastal Guard Units in 2020)

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Abstract

The ultimate ambition at this research was to conclude the direct and indirect influence of the influence of shipping safety at sea on the safety of ship traffic mediated by organizational commitment (survey on the Tanjung Priok Marine and Coastal Guard Unit in 2020). The design usage of the particular research was not only associated and as the complimentary work under the survey method but also related to the population which was the captain of the Tanjung Priok Marine and Coast Guard Unit. By using the sampling technique, this research has its purposive sampling with a total sample of 66 respondents and by implementing the data collection technique, quantitative questionnaire has been passed the trial and error for its validity and reliability. Under the Research Methodology theorem, this research is implementing the path analysis method with Smart Partial Least Square software ver. 3. The conclusion has indicate that shipping safety at sea has a direct effect on organizational commitment.

Keywords

shipping safety; ship traffic security; organizational commitment



I. Introduction

Indonesia, as might as we all aware of, is the largest Archipelagic State in the international community which founded has more than 17,000 islands with the populations of more than 200 million people. Therefore, the sea transportation has played the most significant and important role in Indonesia on serving the mobility of the populations, goods and services both domestically and internationally. Sea transportation also has a role as a supporting facility for the trade, industry and economy sectors as well as other sectors. In addition, sea transportation is also expected to be able to stimulate economic growth for certain regions, especially for areas that have not yet been developed. Another role which is not less important in sea transportation is that the sea transportation has the lifeblood of the eco-sosbudhankamnas, and the performance of the sea transportation would greatly affect the acceleration on national development. Economic growth is still an important goal in a country's economy, especially for developing countries (Magdalena and Suhatman, 2020).

Along with those number of islands and populations, the mobility of ship's movements and the demand for sea transportation's services are roughly high and tend to accumulate more interests annually parallel with the progress of regional development based on regional autonomy called the local government. The growth of sea transportation services, of course, must also be supported by the high level of safety in each and every sea transportation modes operation, therefore people who use sea transportation services would feel comfortable, safe and secure.

To improve maritime safety and security, protect the marine environment, and maintain the sovereignty of Indonesia's territorial waters, it also has a very important role in relation to international shipping and has become the focus of attention of the International Maritime Organization (IMO). Existing natural barriers with potential collisions or groundings can result in pollution of the marine environment. However, shipwrecks are not the only danger in the Sunda Strait. Over the years it became a center of piracy which experienced a marked increase in the 2000s. Haze from regional forest fires has also caused poor visibility for ships sailing in the Sunda Strait, the region's weather has also been a factor in several accidents.

That is why, Tanjung Priok Port is an international port that serves national and international shipping with a very high frequency of ship visits, hence making Tanjung Priok Port as one of the largest supporting sectors for the Indonesian economy with a reach of more than 60%.

Therefore, Tanjung Priok Port is expected to be an example of other ports in the Unitary State of the Republic of Indonesia as an economic barometer for the shipping sector. The following is the arrival productivity data at Tanjung Priok Port, which shows an increase from 2017 to 2018.

Table 1. Tanjung Priok Productivity

Tabel Produktivitas Tanjung Priok			Tabel of Tanjung Priok Productivity			
No	Uralan Description	Satuan Unit	2018	2017	Pertumbuhan Growth	
1	Kapal Ship	Unit	15.284	14.470	814	5,63%
		GT	160.558.455	141.808.185	18.750.270	13,22%
2	General Cargo	Ton	6.641.100	5.523.390	1.117.710	20,24%
	Bag Cargo	Ton	644.118	258.259	385.859	149,41%
	Curah Cair Liquid Bulk	Ton	2.575.394	1.871.980	703.414	37,58%
	Curah Kering Dry Bulk	Ton	8.038.889	7.079.437	959.453	13,55%
	Lain-Lain Others	Ton	4.245.360	4.254.029	(8.670)	(0,20%)
3	Peti kemas Containers	Box	4.851.146	4.423.117	428.029	9,68%
		TEUs	6.743.523	6.079.762	663.761	10,92%
4	Penumpang Conainers	Orang People	231.917	206.346	25.571	12,39%

Source: LAKIP Kemenhub 2019

To find solutions to problems in the Sunda Strait, Indonesia's interests in the Sunda Strait also need to be studied, particularly in the terms of balancing the risk of increasing maritime traffic with the contribution of user countries to the protection of maritime traffic and the environment. As maritime traffic is expected to be greater amongst the sustainable development goals, the risk of disruption to maritime traffic safety will also increase in the

future. From an ecological point of view, collisions and contact with land have a high probability of polluting the marine environment through oil spills from tankers. The continuing impact of this is the disruption of the sustainability of the marine environment, local fisheries, coastal community lifestyles, and border conflicts cannot be ruled out, all of which require significant resources to resolve.

Based on data from Tanjung Priok Class I Marine and Coastal Guard Base Realization in Quarter I there were 3 (three) reports that occurred in February, the KMP ship fire. BSP I in the waters of Merak Besar Island and fishing boat fire in Muara Baru Harbor, in March there was a fire on the fishing boat Riki Baru in the waters of the Kepulauan Seribu, for the second quarter there was no sea transportation accident, in the third quarter 1 (one) incident occurred in August, the ship's name was TB. Buana Nusantara 7 in Wilper Merak, Banten and in the fourth quarter there were no sea transportation accidents. Thus, the total number of marine transportation accidents has reached 4 (four) reports and the performance achievement against the target is 80%. In The 2019 Performance Agreement, the target specified is 2 (two) reports, but in realization there are no reports of security disturbances on the ship.

Tabel 2. Marine Transportation Accident Report 2019



Source: LAKIP Kemenhub 2019

Tabel 3. Security Disturbances in Sea Transportation Modes 2019



Source: LAKIP Kemenhub 2019

The person in charge of port security according to Shipping Act No. 17 of 2008 is the Port Security Committee under the coordinating of the Harbour Master. The Port Security Committee consists of KPLP, National Police, Navy, PT. Pelindo, terminal security guards and so on. Terminal Nusantara Pura Tanjung Priok on a hazard map/record of the estimated threat of illegal labour workers, theft, cubis and extortion. In addition, the Nusantara Pura Terminal on the Vital Objects as the national security under the susceptibility map is in the first place with vulnerable points for entrance and exit of the passenger terminal, cadets and piers, parking lots. Estimates of existing threats are commotion among passengers due to scramble to board the Pelnis ship, smuggling of alcohol and drugs, congestion during embarkation and debarkation, fire and terror/sabotage.

In order for the terminal to comfortably support economic, commercial and tourist activities, the terminal must be free from any security incidents and, to ensure such conditions, security measures must be implemented at the terminal facilities, in particular by minimizing disruption or transportation. Conduct intensive supervision of visitors, prospective passengers and crew as well as merchandise entering the terminal area. The level of security is very important so that it becomes one of the things that shows the success of a public service where in the end customer loyalty is expected.

Based on the golden rule of the Ministry of Transportation Number KM 65 of 2002 concerning of Work Structure and Organization of the Class I Tanjung Priok Marine and Coastal Guard Units, it is described as follows: The duties of the Tanjung Priok Class I Marine and Coastal Base Office are technical implementing units within the Ministry of Transportation under and is responsible to the Minister of Transportation through the Directorate General of Sea Transportation who has the task of carrying out guarding, saving, securing and controlling activities as well as enforcing regulations in the field of shipping in Sea and Coastal waters.

The Readiness and the Organizational Commitment of Seafarers at Tanjung Priok Class I Marine and Coastal Guard Units in dealing with disasters to support shipping safety at Tanjung Priok Port is increasing along with economic developments and the trend towards globalization, national and international flows, ships, international sea transportation through Indonesian territory which requires guaranteed availability of Search And Rescue operation in case of an accident and incident occurred at Tanjung Priok Port. Without this, however, the Tanjung Priok Port is classified as a "black zone" for shipping. The status of a "black zone" could have a negative impact on Indonesia's international economic and political relations.

To ensure the safety of the ship and its cargo when the voyage begins, the Master of the Ship needs a ship's pilot who knows the traffic so well before begin the voyage. Shipping activities are one of the efforts to ensure the safety of ships including passengers and cargo while boarding the ship. For Indonesia to carry out command control in the waters of the Sunda Strait, Indonesia needs to increase the institutional capacity of the command by developing command aid facilities and infrastructure that meet the requirements to support ship navigation services in the waters of the Sunda Strait. In addition, it is necessary to increase the latest navigation resources in terms of knowledge and skills in the field of navigation so that official pilots can carry out their duties in order to maintain navigation safety during the transit.

The safety of fishing vessel is also the most important part which is always expected to be greater amongst the sustainable development goals in food and agriculture security. For the crew and captain, this point does not have to be done in any different approach. On the other hand, the roles that can be fostered to ensure the safety of marine fisheries is the

captain of ports and fishing ports throughout the archipelago state. Both sides are at the cutting edge of ship safety. In order for this role to function optimally, all parties involved must be able to comply with Job Creation Act Number 11 of 2020 and Government Regulation Number 27 of 2021 concerning Implementation in the Marine and Fisheries Sector which is according to what had been said by the Director General of Capture Fisheries at the Ministry of Maritime Affairs and Fisheries (DJPT KKP) Muhammad Zaini,

According to the gap research carried-out by previous research Ayudhia P. Gusti, Muhammad B. Zaman, Semin (2017) said that the human factor is the cause of ship accidents, Rudianto (2013) said that competence and discipline affect crew performance fleet of ships on a voyage, HM. Thamrin (2015) revealed that training can improve the skills and quality of ship crews if carried out properly.

Based on the description that has been described above, the researchers feel interested in taking the title "The Effect of Shipping Safety at Sea on Ship Traffic Security Mediated by Organizational Commitment (Survey on Tanjung Priok Marine and Coastal Guard Units in 2020)".

II. Review of Literature

2.1 Shipping Safety

Maritime Transport Law which is famously named with Shipping Act No. 17 of 2008 stipulates that sea transportation security includes transportation security in port waters, as well as the protection of the marine environment. The safety of transportation by water is a prerequisite for the navigation and navigation of ships. To ensure the safety of water transportation, the government is responsible for planning, procurement, operation, maintenance and monitoring. The maritime navigation and telecommunications assistance system complies with international regulations, as well as the determination of maritime routes and upstream.

According to Umar (2016: 42), ship safety covers a very wide spectrum of aspects, including the following topics:

- a. Ship safety concerning the construction, equipment and maintenance of ships, including aspects of container safety;
- b. Ship tonnage measurement;
- c. Ship's manning;
- d. Prevention of marine pollution from ships.

The usage of shipping safety indicators are

1. Ship safety and security in the waters
2. Maritime environmental protection
3. Shipworthiness and navigation

Based on the narrative above, it might be synthesized that shipping safety is the fulfillment of maritime safety and security requirements in the context of transportation in waters, ports and the marine environment, namely the condition of the fulfillment of ship factors that meet requirements and outside factors of the ship that affect shipping safety.

2.2 Marine Transportation Security

In the recognition of international relations, the study of security is strongly influenced by the vision of realism. Where security studies examine things such as threats and the use of military force to counter these threats. The main actor in security studies is

the State, which is assumed to be a rational actor in its behavior that interacts in its efforts to assert its national interests (Viotti and Kauppi, 2013: 57). The pattern of actions and interactions of actors in international relations is also growing. International relations actors, which now involve not only states but also non-state actors, make maritime security even more complex.

The discussion on security in international relations is divided into traditional security and non-traditional security. In this work the researcher will focus on traditional security. The traditional notion of security in international security studies is a concept that uses "use of force" and is defined as "use of military force by States" that dominates threats to a country militarily (Buzan and Hansen, 2012: 16.).

When identifying the concept of maritime security according to Bueger, three things must be kept in mind, namely (1) "semiotics", which is intended to represent different meanings when examining the relationship between maritime security and other concepts, (2) "Securitization", a framework that provides a means to understand how various threats to maritime security are included, and (3) a theory of security practice that aims to understand what actions are taken in the name of maritime security (Bueger, 2015: 3)

According to the National Police for the Tentrem Kerta Raharja (TTKR) quoted by Brotodiredjo (2012: 70), "safe" is defined as containing four main indicators, namely: feeling free from physical and psychological disturbances (security); feeling free from worry (surety); feeling free from risk (safety); and a feeling of inner and outer peace. These four elements create enthusiasm for work and ultimately material and spiritual welfare of the community is achieved.

Based on the narrative above, it is synthesized that sea transportation security or ship traffic security is a condition that is free from threats, disturbances, fears and risks/dangers that can cause public unrest both naturally and mentally.

2.3 Organisational Commitment

Griffin (2014:72) reveals that terminology of an Organisational Commitment is a behavior and the reflection of which an individual or employee knows and it is bound by his or her organisation. Mehmud et al (2015:4) have said that with the respect of specific Commitment can only be developed if employees can find their expectations and fulfill their needs from the Organisation.

Robbins & Judge (2016:104) states that Commitment is a condition in which an employee sided with an exclusive Organisation and its goals and intends to maintain membership in their Organisation.

Sopiah (2016: 91) states that Organisational Commitment is a condition where employees believe and want to achieve Organisational goals that will permanently stay or will not leave the Organisation.

Greenberg & Baron (2016: 160) also mention that Organisational Commitment is the degree to which employees who are not only exist inside the Organisation but also want to be permanent as members, which in it contains the behavior of loyalty and willingness of employees to work apherically for the Organisation where the employee worked.

Zurnali C (2016:127) also support the previous statement and has said that Organisational Commitment is a psychological state that has character reference of employee interactions with the Organisation that suggest whether employees are permanently stay with the Organisation or not.

Kaswan (2015: 125), however, make a different consideration about the Organisational Commitment that should have been trusted to be the level of employee dedication to the Organization where he or she works and have the willingness to work on

behalf of or for the benefit of the Organisation. Kaswan had said that Organisational Commitment constitutes of three indicators:

- a. *Affective Commitment*. Shows a strong exquisite desire from all staff to conform the existence of their additional values, therefore their goals and desires remaining in the Organisation can be realized. Affective Commitment can only be appear and positively related in an Employee through: their age, their individual characteristics, their Organisational structure, their task importance, their diverse skills, others feedback from executives including the implementation of in management knowledge and best practices. Employees with affective commitment are tend to stay in an Organisation because they have full self-confidence in the Organization's Vision and Mission.
- b. *Continuous Commitment*. By all means that one Commitment is based on concern for the loss of something achieved by the organization in its process, for example: the salaries, facilities and so on. The Commitment that might be the cause of obligation's sustainability is including the age, the job's position and the institutional differences as well as different achievements. This Commitment is reduced because the various facilities and benefits received by Employees are reduced.
- c. *Regulatory Commitment*. Demonstrate the employee's moral and value responsibility which must remain in the Organisation. The deal part of the particular Commitment is social-economic demands resulting from personal experience in dealing with other people. In the beginning of permanent adherence, such role models or the owner of the Organisational just based on the remuneration, social, cultural or religious rewards.

The baseline of narrative mentioned, it should have been synthesized that Organisational Commitment is the alignment of Staff along with their Organisation related to loyalty of a strong exquisite desire in the context of the survival of their Organisation.

2.4 Framework

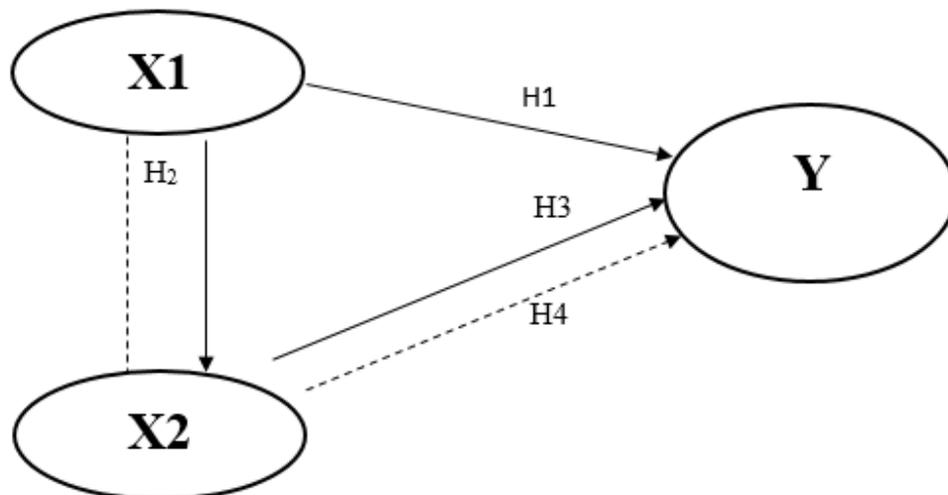


Figure 1. Conceptual Framework

Research Hypothesis

- H1 There is a direct influence maritime safety to Organisational Commitment
 H2 There is a direct influence on the safety of shipping at sea on the safety of ship traffic
 H3 There is a direct influence Organisational Commitment on the safety of ship traffic
 H4 There is an indirect effect of shipping safety at sea on the safety of ship traffic which is mediated by Organisational Commitment

III. Research Method

The methodology used in this study is a quantitative method. The population is taken from all stakeholders, especially the skipper Tanjung Priok Marine and Beach Guard Unit which amounted to 191 people in 2019 for the western part of Indonesia from 400 captains throughout Indonesia sampling in this study using random samples (random sampling) sampling using the formula from Taro Yamane or Slovin 66 sample skipper Tanjung Priok Marine and Beach Guard Unit. After the questionnaire data collection was completed, the Likert scale weight score was used to convert the data into quantitative data. In this study, the data is processed and presented in graphical form, and SmartPLS (Sekaran & Bougie, 2013).

IV. Results and Discussion

4.1 Results

a. Direct Effect Hypothesis Testing Results

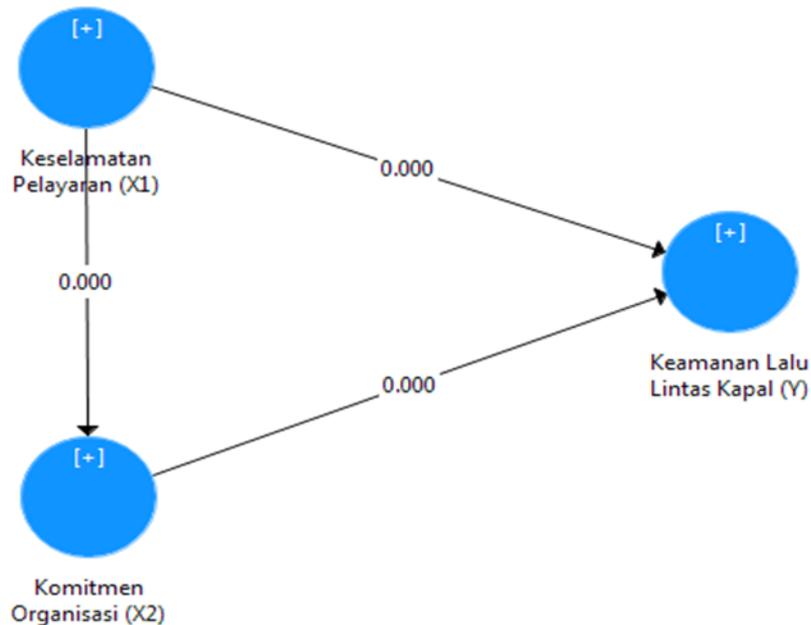


Figure 2 Bootstrapping Results

Table 4. Direct Effects and Indirect Effects Specific Indirect Effects

Direct Influence (Direct Effects)	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Sig.
Shipping Safety (X1) -> Organizational Commitment (X2)	0.894	0.892	0.028	31,646	0.000	Significant and take effect direct
Shipping Safety (X1) -> Ship Traffic Safety (Y)	0.488	0.482	0.079	6,209	0.000	Significant and take effect direct
Organizational Commitment (X2) -> Ship Traffic Safety (Y)	0.501	0.507	0.080	6,226	0.000	Significant and take effect direct

Source: SmartPLS data processing, (2020)

Table 5. Specific Indirect Effects

Specific Indirect Influence (Indirect Effects)	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values	Sig.
Shipping Safety (X1) -> Organizational Commitment (X2) -> Ship Traffic Safety (Y)	0.447	0.451	0.069	6,520	0.000	Significant and take effect indirect

Source: SmartPLS data processing, (2020)

Based on the path diagram in the table, the direct influence, indirect effect and total effect can be explained as follows:

1. direct effect
 - a) The influence of shipping safety on Organisational Commitment is $\rho_{yx} = 0.894$
 - b) The influence of shipping safety on ship traffic security is $\rho_{zx} = 0.488$
 - c) The effect of Organisational Commitment on ship traffic safety is $\rho_{zy} = 0.501$
2. Indirect effect
The influence of shipping safety on the safety of ship traffic through Organisational Commitment is $\rho_{pyx} (0.894) \times \rho_{zy} (0.501) = 0.447$
3. Total effect (total effect)
The total influence of shipping safety on Organisational Commitment is $\rho_{px} 0.894$. The indirect effect of shipping safety on ship traffic security through Organisational Commitment is 0.447, so the total effect is 1.341

To test the structural relationship between latent variables, hypothesis testing must be carried out on the coefficients between variables by comparing the p-value with alpha (0.05) or the t-statistic value with a value of (> 1.96). The magnitude of the p-value and t-statistics is obtained from the results on smartPLS using bootstrapping. This test is intended to test the hypothesis which consists of 4 hypotheses, as follows:

- H1: There is an effect of shipping safety at sea on organizational commitment.
- H2: There is an influence on the safety of shipping at sea on the safety of ship traffic.
- H3: There is an influence of organizational commitment on the safety of ship traffic.
- H4: There is an influence on the safety of shipping at sea to the safety of ship traffic mediated organizational commitment.

Testing all hypotheses after analyzing obtained from the data processing below:

Hypothesis Test 1

- H01: There is no influence on the safety of shipping at sea to Organisational Commitment
- Ha1: There is an effect of shipping safety at sea on Organisational Commitment

Based on Figure 4.8 and Table 4.12 with a t-statistic value of $31,646 > 1.96$ with a significance of $0.000 < 0.05$ then H01 is rejected and Ha1 is accepted which means that the safety of shipping at sea has a direct effect on Organisational Commitment.

Hypothesis Test 2

- H02: There is no influence on the safety of shipping at sea on the safety of ship traffic
- Ha2: There is an influence on the safety of shipping at sea on the safety of ship traffic

Based on Figure 4.8 and Table 4.12 with a t-statistic value of $6,209 > 1.96$ with a significance of $0.000 < 0.05$ then H02 is rejected and Ha2 is accepted which means that the safety of shipping at sea has a direct effect on the safety of ship traffic.

Hypothesis Test 3

H03: There is no influence of organizational commitment on the safety of ship traffic

Ha3: There is an effect of organizational commitment on ship traffic safety

Based on Figure 4.8 and Table 4.12 with a t-statistic value of $6,226 > 1.96$ with a significance of $0.000 < 0.05$ then H03 is rejected and Ha3 is accepted, which means that Organisational Commitment has a direct effect on ship traffic safety.

Table 6. Direct Effect Hypothesis Results

Hypothesis		Conclusion
Hypothesis 1	There is an effect of shipping safety at sea on Organisational Commitment	Received
Hypothesis 2	There is an influence on the safety of shipping at sea on the safety of ship traffic	Received
Hypothesis 3	There is an influence of Organisational Commitment to ship traffic safety	Received

b. Indirect Effect Hypothesis Testing Results

Hypothesis Test 4

H04: Organisational Commitment does not mediate the influence of shipping safety at sea on the safety of ship traffic

Ha4: Organisational Commitment mediate the influence of shipping safety at sea on the safety of ship traffic

Table 7. Effect Size

	Direct	Indirect
Ship traffic safety	Shipping safety at sea	Shipping safety at sea
	6,209	6,520

The test results show that the t-statistics of the direct effect of shipping safety at sea on the safety of ship traffic in the table above is 6,209 can be stated to have an influence on the safety of ship traffic, while the indirect coefficient of shipping safety at sea on ship traffic security mediated by Organisational Commitment as mediation results in 6,520 so the results are significant. If we compare the direct effect with the indirect effect, the figure is much larger than the indirect effect based on the results of the above calculation. So it can be concluded that H04 is rejected and Ha4 is accepted, which means that Organisational Commitment mediates the safety of shipping at sea on the safety of ship traffic.

4.2 Discussion

Based on the data obtained through the distribution of questionnaires and the results of calculations with smartPLS 3.0, as well as checking the results of the hypotheses made, as follows:

a. The Effect of Shipping Safety at Sea on Organisational Commitment

The effect of shipping safety on Organisational Commitment is 0.894 with the results of testing the first hypothesis showing that ship safety at sea has a direct effect on Organisational Commitment at the Tanjung Priok Marine and Coastal Guard Unit in 2020. This explains that the research results obtained are in line with previous research that the safety of marine transportation at sea has an impact on organizational commitment. The security factor is important because it is closely related to performance and subsequently to agency performance. The more safety devices there are, the less likely an accident is to occur, where safety refers to protecting one's physical well-being from injury related to organizational obligations. This marine transportation safety guideline is the obligation of agencies related to the quality of occupational health and safety of employees and their operations in carrying out business processes and activities. The agency is committed to a healthy and safe workplace, prevention of occupational accidents and diseases, and prevention of environmental pollution.

b. The Influence of Shipping Safety at Sea on the Safety of Ship Traffic

The effect of shipping safety on ship traffic security is 0.488, which is supported by the results of the second hypothesis testing which finds that shipping safety at sea has a direct effect on ship traffic security at the Tanjung Priok Marine and Coastal Guard Unit in 2020. This explains that the research results obtained are in accordance with previous studies that the safety of shipping at sea has an influence on the safety of ship traffic. Reliable and well-maintained equipment will make it easier for the captain to carry out each of his work. If the organization has the right equipment with adequate quantity and quality, then the safety of the shipping will increase and vice versa if the organization is not supported with adequate equipment, the captain will have difficulty in carrying out his work and in the end the performance or productivity of the Organisation will be low.

c. The Influence of Organisational Commitment on Ship Traffic Safety

The influence of Organisational commitment on ship traffic safety is 0.501 which is supported by the results of the third hypothesis testing which finds that Organisational Commitment has a direct influence on ship traffic security at the Tanjung Priok Marine and Coastal Guard Unit in 2020. This explains that the research results obtained are in accordance with the research conducted that organizational commitment can affect the safety of ship traffic. The captains who have the expertise, skills and abilities are expected to be able to operate the ship safely, comfortably and safely as regulated in the STCW convention and the International Safety Management Code (ISM Code). These skippers, at least have been proven by certificates of expertise and skills issued by the government of the flag country. If the expertise and skills of the captains are judged to have not met the requirements, the management must try hard to find a replacement that is in accordance with the expertise and skills needed to crew the ship that will sail.

d. The Effect of Shipping Safety at Sea on the Safety of Medicated Ship Traffic Organisational Commitment

The effect of shipping safety on ship traffic security mediated by Organisational Commitment is 0.447 which is supported by the results of the fourth hypothesis testing finding that Organisational Commitment mediates the effect of shipping safety at sea on ship traffic security at the Tanjung Priok Marine and Coastal Guard Unit in 2020. This shows that the research results obtained are in accordance with explaining that Organisational Commitment mediates the effect of shipping safety at sea on the safety of ship traffic. Organisational Commitment is said to have an influence on shipping safety, because discipline shows an attitude of obedience of a personnel to the rules or regulations that apply in the agency, namely joining the agency on the basis of conviction, not an element of coercion. If a personnel has a high attitude of obedience to all applicable rules or regulations, then this condition will affect the safety of the voyage in carrying out their duties. Ship safety is the next variable that is considered to have a significant influence on shipping safety. This is because with the existence of high ship security in each personnel, these personnel will carry out their main duties and functions properly in accordance with their respective fields of duty. This makes the safety of the ship a significant influence on the safety of shipping.

V. Conclusion

1. Shipping safety at sea has a direct effect on Organizational Commitment at the Tanjung Priok Marine and Coastal Guard Unit in 2020
2. Shipping safety at sea has a direct effect on the safety of ship traffic at the Tanjung Priok Marine and Coastal Guard Unit in 2020
3. Organisational Commitment has a direct influence on the safety of ship traffic at the Tanjung Priok Marine and Coastal Guard Unit in 2020
4. Shipping safety at sea has an indirect influence on the safety of ship traffic which is mediated by Organisational Commitment at the Tanjung Priok Marine and Coastal Guard Unit in 2020

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ISM Code, International Safety Management Code
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