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Analysis of The Role of Safety Training in Improving the Quality of Human Resources Onboard Mv. Golden Competence

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Abstract: Efforts to save lives at sea are crucial to minimizing the impact of maritime accidents, which are often caused by human error. Maritime safety is a top priority in the shipping industry, and safety training that complies with Basic Safety Training (BST) standards is essential for enhancing the quality of human resources on board. This study aims to explore the role of safety training in improving the quality of human resources on the MV. Golden Competence. The study employs a qualitative approach using a case study method to understand phenomena in their natural context and explore various interpretations from different perspectives. Data were collected through observation, in-depth interviews, documentation, and literature review over six months. The findings indicate that safety training significantly enhances the technical skills and knowledge of the ship's crew, improves mental preparedness for emergencies, and ensures compliance with international safety regulations. Additionally, the training reduces the risk of accidents and enhances workplace safety on the ship. The conclusion of this study emphasizes that safety training is a key element in creating a safe and productive work environment in the maritime industry. Investment in safety training not only improves the quality of human resources but also supports safe and efficient ship operations and strengthens the overall ship management system.

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Introduction

Efforts to save lives at sea aim to minimize the impact of maritime accidents on people, ships, cargo, and the environment. The International Maritime Organization (IMO) defines an accident as an undesirable event that involves death, injury, ship damage, property loss, or environmental damage, with human error being the leading cause of many maritime accidents (Murdjito et al., 2022). In the realm of transportation services, safety and security are paramount. To ensure maritime safety, the Ministry of Transportation has initiated the 'zero accident' campaign. The government has also established standards for ship technology, safety equipment, and crew certification, ensuring that a ship must be deemed seaworthy before it can set sail, meeting all safety regulations related to the ship's hull, equipment, and certification (Murdjito et al., 2022).

Education and training that align with Basic Safety Training (BST) standards are crucial for improving maritime safety and reducing fatal accidents among crew members. This training

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curriculum is based on the Standards of Training, Certification, and Watchkeeping (STCW) Convention of 1978. Professional sailors prioritize maritime safety, and shipping companies are responsible for ensuring that their crews adhere to personal safety procedures and operational rules on board. Companies must maintain safe operations while ensuring profitability, without compromising the safety of their crew.

The Safety of Life at Sea (SOLAS) convention regulates safety and security on board, detailing the necessary lifesaving equipment, its construction specifications, maintenance procedures, and routine drills (Astuti & Muliadi, 2019). Various maritime accidents, including sinking, collision, fire, grounding, and pollution, highlight the need to improve the quality of human resources on board. Human error often stems from inadequate skills and knowledge about safety training (Wijaya, 2012). The National Transportation Safety Committee (KNKT) investigates ship accidents, including sinking, fire, and collision, as outlined in Government Regulation Number 62 of 2013.

Despite established safety procedures, a lack of discipline among crew members in implementing these procedures can increase accident risks. Law Number 17 of 2008 on Shipping regulates safety and security in ship operations, covering ship safety, pollution prevention, crew health, ship legal status, and security management (Sutiyar, 1994). The STCW 1978 Convention, with the 2010 Manila Amendments, mandates standards for certification, education, training, and safety practices on board. Companies demonstrate concern for worker safety and environmental protection, focusing on crew reception, especially for docking or repair operations, to improve service quality and ensure security.

Ministerial regulations (Number 045/U2002 or Number 232/U/2000) specify that competent individuals must meet certain requirements, including personal development, knowledge mastery, skills, creativity, and responsible behavior in work processes. They should also exhibit leadership qualities, making quick and accurate decisions with confidence and consistency. Workers must possess the skills and abilities to support smooth ship operations. Advanced ship designs necessitate a sufficient number of qualified and competent workers to efficiently complete tasks on board. Adequate working equipment for operation and safety is essential to prevent work accidents in shipyards. Improving human resource quality is vital for achieving welfare, as human resources are a strategic asset in ship operations, supporting the company's vision and mission. Human resource management plays a crucial role in enhancing crew performance and company efficiency, which ultimately strengthens ship management systems and increases profitability. This study, titled "The Role of Safety Training in Improving the Quality of Human Resources on MV. Golden Competence," explores the significance of training in enhancing human resource quality.

This research addresses the gap in the literature regarding the effectiveness of safety training in improving the skills and knowledge of ship crews and the implementation of effective safety procedures on MV. Golden Competence. The study's novelty lies in its integrated evaluation of various safety training aspects, measurement of its impact on reducing accident incidents, and practical recommendations for shipping company management policies to enhance human resource quality and maritime safety.

Research Method

This study employs a qualitative approach to understand phenomena in their natural context without manipulation. This approach explores and comprehends various interpretations of truth from different perspectives, utilizing the case study method. The case study allows researchers to

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investigate programs, events, activities, processes, or groups of individuals in depth within specific time and activity boundaries, collecting comprehensive information through various data collection procedures. This research is conducted on the MV. Golden Competence ship over six months from the approval date. This location is chosen to analyze the role of safety training in improving the quality of human resources on the ship, observing the implementation of safety training, evaluating its impact on the crew's knowledge and skills, and analyzing how changes in safety behavior affect overall operational quality and efficiency. The data sources consist of primary data from all ABK/Crew members of the ship and secondary data from attendance reports, meeting notes, theoretical books, literature studies, scientific articles, journals, and the internet. The research population is the ABK/Crew members of the ship, with a sample of 20 individuals selected using purposive sampling. Data collection techniques include observation, in-depth interviews, documentation, and literature studies. Data analysis follows the interactive model of Miles and Huberman, which includes data collection, data reduction, data display, and conclusion/verification drawing.

Result and Discussion

This study has identified several scientific findings related to the role of safety training in enhancing the quality of human resources aboard the MV. Golden Competence. These findings are supported by sufficient data and are scientifically explained.

The Role of Safety Training in Enhancing Human Resource Quality on Board

Safety training significantly enhances the skills and knowledge of the ship's crew.

The training covers various aspects such as emergency procedures, use of safety equipment, and handling hazardous materials. Data indicates that crew members who have undergone training show significant improvements in technical competence. This finding is consistent with Ellis (2018), which states that safety training improves crew readiness to handle emergencies. This is because training provides practical knowledge that can be directly applied in the field, making the crew more prepared and able to respond quickly and appropriately in emergency situations. Additionally, the increase in technical skills is driven by interactive, simulation-based training methods that effectively develop practical skills.

Safety training enhances the crew's mental preparedness in dealing with emergencies.

Trained crew members demonstrate better mental readiness, allowing them to respond calmly and accurately in emergency situations. Emergency simulations included in the training help crew members develop critical responsive skills. This outcome aligns with Rødseth et al. (2023), which shows that emergency simulations enhance crew preparedness and responsiveness. This mental preparedness can be explained by the concept of "resilience training," which prepares individuals to handle stress and pressure in crisis situations, thus enabling them to control their emotions and make correct decisions under pressure.

Safety training also helps the crew understand and comply with international safety regulations.

Compliance with these regulations is crucial to prevent incidents and ensure safe and efficient ship operations. Training provides knowledge about safety standards and procedures that must be followed. This finding is consistent with Uflaz et al. (2022), which found that safety training increases crew compliance with regulations and reduces the risk of accidents. This compliance occurs

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because the training provides in-depth knowledge of the rules and procedures that must be followed, emphasizing the importance of safety as a top priority in ship operations.

Safety training reduces risks and improves workplace safety on the ship.

The training includes cargo handling, hazardous material recognition, and emergency evacuation procedures. Trained crew members are better able to identify and manage risks, reducing the likelihood of accidents and financial losses. Dewan & Godina (2023) support this finding, showing that comprehensive safety training reduces operational risks and enhances workplace safety. This risk reduction can be explained by the concept of "risk management," which systematically identifies, evaluates, and controls risks, preparing the crew to respond quickly and effectively to emergencies. These findings occur because safety training provides both practical and theoretical knowledge essential for the crew. Well-designed training ensures that the crew understands safety procedures, uses equipment correctly, and knows their responsibilities during emergencies. This training also enhances the crew's mental readiness and sense of responsibility, contributing to overall safety and operational efficiency on the ship.

The trend of increased skills, mental preparedness, and compliance with safety regulations is due to training equipping the crew with the necessary tools and knowledge to perform their duties safely and efficiently. Continuous and ongoing training helps the crew stay up-to-date with the latest safety technologies and procedures, which is crucial in a dynamic and high-risk work environment. Moreover, ongoing training fosters a safety culture on board. Regularly trained crew members become more aware of the importance of safety and are more committed to following safety procedures. This not only enhances individual safety but also improves the safety of the entire ship operation. The findings of this study underscore the importance of safety training in the maritime industry. Comprehensive and periodic training helps the crew develop technical skills, mental preparedness, and regulatory understanding needed to operate the ship safely and efficiently. This research aligns with previous studies such as Ellis (2018), Rødseth et al. (2023), and Uflaz et al. (2022), all of which show significant benefits of safety training in enhancing the quality of human resources on board.

Safety training also offers economic benefits for shipping companies. By improving the skills and preparedness of the crew, companies can reduce the risk of accidents, avoid financial losses, and enhance operational efficiency. Furthermore, effective safety training builds a positive reputation for shipping companies, increasing customer trust and competitive advantage in the global market (Dewan & Godina, 2023; Khan et al., 2023). Safety training on the MV. Golden Competence includes various types of training such as cargo handling and fire prevention. Cargo handling training ensures that the crew understands the correct procedures for loading, storing, and unloading cargo safely. This is crucial to maintaining the ship's stability and preventing accidents. Fire prevention training involves recognizing hazardous materials and using firefighting equipment, which is vital for responding quickly and effectively to fires. Additionally, safety training on the MV. Golden Competence emphasizes the importance of teamwork and effective communication. Solid teamwork is crucial for the successful operation of the ship. A crew that can work well together can handle emergency situations more efficiently, enhancing safety and reducing risks.

Safety training on the MV. Golden Competence plays a vital role in enhancing the quality of human resources on board, ensuring safe and efficient operations, and meeting international safety standards. These findings indicate that investment in safety training is a strategic step critical to the success and sustainability of the maritime industry. Safety training provides the knowledge and skills

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needed to operate the ship safely, increases crew readiness to handle emergencies, and ensures compliance with safety regulations. Therefore, safety training is a key element in creating a safe and productive work environment in the maritime industry.

Conclusion

The research findings demonstrate the significant impact of safety training on enhancing the quality of human resources aboard the MV. Golden Competence. The study reveals that comprehensive safety training substantially improves the technical skills, knowledge, and mental preparedness of the crew. This enhancement is crucial for effectively managing emergencies, reducing operational risks, and ensuring compliance with international safety regulations. Safety training equips the crew with practical and theoretical knowledge necessary for handling various emergency situations, such as fires, accidents, and hazardous material incidents. This preparation leads to better risk identification and management, ultimately decreasing the likelihood of accidents and financial losses. Moreover, the training fosters a culture of safety on board, with crew members becoming more aware of and committed to adhering to safety protocols, thereby enhancing overall operational safety and efficiency.

The research confirms that continuous and ongoing training is essential for keeping the crew updated with the latest safety technologies and procedures. This ongoing education not only improves individual readiness and confidence but also builds a cohesive and responsive team capable of handling complex and high-pressure situations effectively. Additionally, the study highlights the economic benefits of safety training for shipping companies. By minimizing the risk of accidents and enhancing operational efficiency, well-trained crews contribute to the financial stability and competitive advantage of their companies in the global market.

The findings underscore the critical role of safety training in the maritime industry. It ensures the crew is well-prepared, compliant with safety regulations, and capable of maintaining high operational standards. Investment in comprehensive safety training is a strategic imperative for achieving sustainable success and safety in maritime operations.

Recommendation

To overcome potential barriers such as budget constraints and resistance to change, companies should consider the long-term economic benefits of investing in safety training. These benefits include reduced operational risks, decreased accident-related costs, and improved overall efficiency. It is also essential to foster a safety culture that encourages ongoing education and commitment to safety protocols among crew members. This can be achieved through regular assessments, feedback mechanisms, and incentivizing continuous learning. Furthermore, collaboration with international maritime organizations and regulatory bodies is crucial to ensure that safety training programs align with global standards and best practices. This alignment will facilitate compliance with international safety regulations and enhance the credibility and competitiveness of maritime companies in the global market.

Future research should also explore the psychological aspects of safety training, investigating how it impacts crew members' mental preparedness and stress management. Understanding these factors will help in designing training programs that not only improve technical skills but also support the overall well-being of the crew. Continuous investment in comprehensive safety training is imperative for the sustainable success and safety of maritime operations. Addressing potential

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barriers and leveraging the economic and operational benefits of well-trained crews will ensure that maritime companies remain competitive and compliant with international safety standards.

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