Effect of Competence and Ship Crew Discipline on Performance PT. Myclin Express Offshore

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ABSTRACT

Every shipping company needs competent and qualified ship crews in carrying out activities in order to help the company achieve company performance. In addition to supporting crew competence, another factor which is no less important is the discipline of the crew itself. But in reality many crew members do not meet the standards and qualifications given by the company, so they do not provide maximum performance, as a result the achievement of company performance is very low. Solving problems related to this matter is the holding of job training in the field of Human Resources Management with the aim of forming competent crew so that in the future it is expected to provide optimal company performance. Problems regarding discipline crew are the low awareness of the ship's crew of the importance of discipline while working on the ship. The right way to overcome this is to conduct training to increase crew awareness and to conduct periodic evaluations of the implementation of activities that assess the discipline of the crew. The purpose of this study was to determine how much influence the competence and discipline on the performance of PT. Myclin Express Offshore with technical data analysis using multiple regression methods. The independent variable in this study is the competence variable and the disciplinary variable, while the dependent variable is the performance variable PT. Myclin Express Offshore.

Keywords: Competence, Compensation, Company Performance
JEL Classifications: L62, R41, R42

1. INTRODUCTION

In today's highly developed era, it demands competent human resources (HR) who have high competence and discipline in carrying out their roles and functions both for individuals and for corporate purposes (Konovalov, 1964). The ability to carry out or carry out a job and task based on skills and knowledge and supported by the attitude demanded by the work must be possessed by each HR in order to achieve the target of the HR company referred to in PT Myclin Express Offshore is the crew, in this case the ship's crew must have competence in the application of the ISM CODE seafarers to meet sea worthiness in prioritizing safety as well as education, training and certification of seafarers are based on the STCW 2010. As company shipping engaged in offshore marine waters that have - rent ship - owned ship to the charterers and hiring workers on board (crew) therefore the

achievement of company goals PT Myclin Express Offshore is very dependent on the performance of the crew, due to lack of work capability (potential) owned by the crew at PT Myclin Express Offshore results in a decrease in the performance of the crew and their obligations that cannot be reached optimally resulting in irregularities that are not in accordance with work procedures established by the company on the ship which ultimately impact on the crew itself, such as the number of declines (sign off) forcibly on the ship against the crew because the crew does not have the full ability to carry out their duties and work on the ship in this case alone is not in accordance with the Sea Work Agreement that has been agreed between the Company and the crew. Already experienced also need to learn to adjust to the policies and procedures established by the company, s erta found indiscipline in the line of duty crews and have lower performance and require further training and development on the ground before boarding

so can do their work professionally, training is conducted so that the crew can carry out their duties in a professional manner so as not to experience obstacles in carrying out activities on board. However, in reality some of the crew members still have a low understanding of the training resulting in irregularities and work errors that are not in accordance with work procedures set by the company due to lack of discipline in the use of safety equipment on board the ship. Like the crew working without using security equipment and the occurrence of an express 68 collision at the jetty in Balikpapan, after the company conducted an investigation it was found that the skipper was negligent in carrying out the task. The things above cause the performance of the crew is not yet optimal (Gasalla et al., 2010).

2. LITERATURE REVIEW

2.1. Competence
Telnov and Savichev, 2016, states that competence is an ability to carry out or do a job or task based on skills and knowledge and is supported by the work attitude required by the job. Thus, competence shows the skills or knowledge that are characterized by professionalism in a particular field as something that is most important, as superior in that field. Competence also shows the characteristics of knowledge and skills possessed or needed by each individual that enables them to carry out their duties and responsibilities effectively and raise professional quality standards in their work.

According to Robbins and Judge quoted by Larsen Barasa in his dissertation entitled Determinants of Job Satisfaction and Its Implications on the Performance of Port Employee (Cantwell, 2014), work competency is an individual's capacity to carry out various tasks in a job. So competencies have different levels and standards for each individual, which makes a difference in the work process.

According to Spencer and Spencer quoted by (Chu et al., 2016) states that competence is the basic foundation of people's characteristics and indicates how to behave or think, equate the situation, and support for a long period of time.

2.2. Discipline
(Yang et al., 2016) defining discipline or order is a consistent attitude in doing something, according to this view discipline as a consistent attitude in doing something. According to this view, discipline is an obedient attitude towards rules which are agreed upon or have become provisions.

2.3. The Performance
Performance according to (Afrizal et al., 2014) performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

3. METHODOLOGY

3.1. Research Time
The experiment was conducted at the time of executing the author of Land Practices (Prada) began on November 27, 2017 up to July 11, 2018 PT Myclin Express Offshore.

3.2. Place of Research
The place for conducting the research is the shipping company PT Myclin Express Offshore.

The following is general information about company data:

Company name: PT Myclin Express Offshore Address: Usmar Ismail Film Center Building Jl. Rasuba Said Kav. 22 Jakarta 12940.

Email and Website: www.myclinexpressoffshore.com.

3.3. Research Methods
In this research, the approach used is a quantitative approach with descriptive statistical analysis which is a method relating to the presentation of data so as to provide useful information. This method is done to get answers from the influence of competence and discipline on performance at PT Myclin Express Offshore.

3.4. Data Collection Technique
To obtain data in compiling this study, the authors used data collection techniques using the following methods:
a. Questionnaire (Questionnaire)
   In this study a questionnaire was given to 36 crew members of PT Amas Iscindo Utama who were on land and on board. The total questions given amounted to 30 questions. Each question will be given each choice of answers given a weighting value based on a Likert Scale.
b. b.Observation
   Observation as a data collection technique has specific characteristics when compared with other techniques, namely interviews and questionnaires.
c. Literature review
   Literature study is the collection of data by reading, seeing, researching, quoting from the books or references presented, input or consideration and comparison of what can be seen from existing theories.

3.5. Research Subject
Population and Sample
1. Population According to (Sugiono, 2014) Population is a generalization area that consists from: Objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study is the crew of PT Myclin Express Offshore as many as 52 people.
2. According to (Sugiono, 2014) sample is part of the amount and characteristics possessed by this population. If the population is large, it is not possible for researchers to study everything in the population, for example due to limitations and, energy, time, then researchers can use samples taken from that population. What is learned from the sample, all of which will apply to the population. For this reason, samples taken from the population must be truly representative.

The following information about the total population of research that the author got while carrying out work practices. The number of crew owned by the company is 52 (fifty two), so the writer will take

from the total number of crew to support the number of respondents that will be used in this writing. Sampling technique is determined using proportionate stratified random sampling technique (the technique used if the population has members/elements that are not homogeneous and proportionally distributed) then the authors in conducting this study took 20 respondents from the population.

3.6. Technical Analysis of Data
a. Descriptive data analysis
   Descriptive statistical analysis is a statistic used to analyze data by describing or attaching data that has been collected as it is without intending to make conclusions that apply to the public or generalization. In the study, the authors used a descriptive analysis of the independent and dependent variables which were subsequently classified into the total score of the questionnaire obtained from respondents.

For the purposes of quantitative analysis, answers are given a value of 1-5, namely:
1. Strongly agree (SS): Score 5
2. Agree (S): Score 4
3. Disagree (KS): Score 3
4. Disagree (TS): Score 2
5. Strongly disagree (STS): Score 1.

b. Verificative 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 program.

c. Test instrument
1. Validity test
   Validity test is intended to measure the extent to which the gauge measures certain characteristics that you want to calculate. Measurement is intended to show the validity of the measuring instrument in the ability to be measured.

   Significance test is done by comparing the value of $r_{arithmetic}$ with r_{table} for degree of freedom (df)=n−2, in this case n is the number of samples.
2. Reliability test
   The reliability test was carried out to determine the consistency of the respondents' answers from time to time obtained by calculating alpha coefficients using Cronbach's alpha method. With these test criteria, if the results σ_t^2> with (Alfa Crounbach α=0.60) then the measuring instrument is declared reliable, and vice versa if the results σ_t^2<α (Alfa Crounbach α=0.60) then the measuring instrument is not reliable (reliable). The reliability test in this study was carried out using the SPSS Ver program. 25.00 for windows.
   d. Data analysis
1. Analysis of linear regression data
   Simple regression analysis is used to determine whether there is a linearity of the effect of independent variables on the dependent variable. This test uses a linear regression formula:
$$\hat{Y}=a+bX$$

2. Analysis of multiple regression data
   Multiple regression analysis is used by researchers, because there are independent variables with one dependent variable which in this case is to measure the magnitude of the relationship or the effect of competence and compensation on job satisfaction of PT. Amas Iscindo Utama.
Regression equation for two predictors are:
$$Y=a+b_1 X_1+b_2 X_2$$

e. Coefficient of Determination
   The coefficient of determination (r^2) or the coefficient of determination (KP) is used to find out how much influence or the impact of changes in the independent variable (X) on the dependent (Y) used the calculation of the coefficient of determination, namely:
$$R^2=(r)^2\times100\%$$

f. Hypothesis testing
   This analysis uses two tests namely the simultaneous significance test (F statistical test), and the individual parameter significant test (t statistical test) will be explained as follows:
1. Individual parameter significance test (Significance test-t)
   T statistical test basically shows how far the influence of one explanatory/independent variable individually in explaining the variation of the dependent variable (Wang and Yang, 2008). This test is done by comparing the level of significance of t from the test results with the alpha value (α) used in this study that is equal to 5% (0.05). The testing criteria are as follows:
a. Comparing between $t_{arithmetic}$ with t_{table}
   If $t_{arithmetic}$ >$T_{table,}$ then the independent variable (X) individually influences the dependent variable (Y).
   If $t_{arithmetic}$ <t_{table}, the independent variable (X) individually has no effect on the dependent variable (Y).
b. Based on Probabilities
   If the probability of sig <0.05 (α), then the independent variable (X) individually influences the dependent variable (Y).
   If the probability of sig >0.05 (α), then the independent variable (X) individually has no effect on the dependent variable (Y).
2. Simultaneous significance test (F-significance test)
   The F statistical test basically shows whether all independent or independent variables included in the model have a joint influence on the dependent variable (Saba et al., 2012). This test is carried out by comparing the significance level F of the test results with the alpha value (α) used in this study that is equal to 5% (0.05). The testing criteria are as follows:
a. Compares between $F_{arithmetic}$ with F_{tables}
   If $F_{arithmetic}$ >F_{table}, the independent variables simultaneously affect the dependent variable.
   If $F_{arithmetic}$ <F_{table}, the independent variables simultaneously have no effect on the dependent variable.
b. Based on Probabilities
   If the probability of sig <0.05 (α), then the independent variable influences the dependent variable.

If the probability of sig> 0.05 (α), then the independent variable has no effect on the dependent variable.

4. RESULT AND DISCUSSION

4.1. Result
4.1.1. Competency data
a. Following data on the latest educational competencies of the crew officers:

Based on Table 1 above, there are 18 crew members who have certificate of competency. But there are still crew members who have certificates that do not match their position. That is because there is a promotion from the company and some are because there is no position in accordance with the certificate, so the crew must wait until there is a position in accordance with the certificate. Even inadequate experience becomes an obstacle for a crew member to get an education certificate of seafaring expertise with a higher level.

Based on the data above, we can find out the amount of salary/wages received by the crew based on their positions/positions. The nominal salary/wage is a fair and exact nominal determined by the company's ship management, namely Wallem Ship Management.

The following is a comparison of crew salary and ITF standards:

4.1.2. Data analysis
a. Validity test
Significant test is done by comparing the value of r count with the value of r_{table} for n, in this case the number of saturated samples, with a significance level of 5%. A statement is declared valid if the calculated value which is the value of the corrected item-total correlation (in SPSS 25) is greater than r_{table}, in Tables 2-4.
b. Reliability test
To determine the reliability of the question points, the variables were tested using the SPSS 25.00 computer program with the Cronbach's Alpha formula in Tables 5-7.

Based on the table above it can be concluded that the Cronbach Alpha value of 0.852>0.60, the questionnaire is declared reliable.

Based on the table above it can be concluded that the Cronbach Alpha value of 0.84 5>0.60, the questionnaire is declared reliable.

Based on the table above it can be concluded that the Cronbach Alpha value of 0.871> 0.60, the questionnaire is declared reliable.
c. Statistical data analysis
In this study the authors used three variables, namely the competency variable (X_1), the disciplinary variable (X_2) and the company performance variable (Y). In analyzing research data, the authors use the method of collecting data through questionnaires given to respondents.
d. Linear regression analysis
1. Regression X_1 against Y (simple)
Based on Table 8, the results of the calculations carried out, a value of 22.548 and b of 0.264 forms a simple linear regression equation as follows:

Table 1: Final education of ship crew competence

Last education	Number of people	Percentage (%)
High school	2	10
D4/S1	18	90
Total	20	100

Table 2: Competence (X_1) variable validity test results

Validity of items of competency questionnaire statement			
No. item	Corrected item total correlation (r_{count})	r_{table}	Validity
1	0.765	0.444	Valid
2	0.575	0.444	Valid
3	0.785	0.444	Valid
4	0.476	0.444	Valid
5	0.797	0.444	Valid
6	0.529	0.444	Valid
7	0.776	0.444	Valid
8	0.539	0.444	Valid
9	0.575	0.444	Valid
10	0.687	0.444	Valid

Table 3: Results of variant K variable validity test results (X_2)

Validity of item compensation questionnaire statements			
No. item	Corrected item total correlation (r_{count})	r_{table}	Validity
1	0.763	0.444	Valid
2	0.544	0.444	Valid
3	0.457	0.444	Valid
4	0.645	0.444	Valid
5	0.559	0.444	Valid
6	0.543	0.444	Valid
7	0.621	0.444	Valid
8	0.494	0.444	Valid
9	0.429	0.444	Valid
10	0.766	0.444	Valid

Table 4: Job satisfaction variable test results (Y)

Validity of items for job satisfaction questionnaire			
No. item	Corrected item total correlation (r_{count})	r_{table}	Validity
1	0.785	0.444	Valid
2	0.749	0.444	Valid
3	0.709	0.444	Valid
4	0.673	0.444	Valid
5	0.850	0.444	Valid
6	0.800	0.444	Valid
7	0.882	0.444	Valid
8	0.951	0.444	Valid
9	0.785	0.444	Valid
10	0.749	0.444	Valid

$$Y = 22.548 + 0.264\ X_1$$

From the regression equation, it can be seen that the influence of Ship Crew competence on the performance of PT Myclin Express Offshore is unidirectional (positive) of 0.264 which means that each increase in crew competence of 1 unit will be followed by an increase in Performance of PT Myclin Express Offshore by 0.264 units. Vice versa, if the competency of the crew decreases

by 1 unit, the company's performance will tend to decrease by 0.264 units. And the value of the coefficient a (intercept) is 22.548 which means that if there is no competence of the crew (X=0), it is estimated that the Performance of PT Myclin Express Offshore is 22.548 units.

2. X_2 regression of Y (Simplified)
    Based on Table 9, the results of the calculations carried out obtained a for 3.270 and b for 0.516 the form of a simple linear regression equation as follows:

$$Y = 11.455 + 0.516 X_2$$

From the regression equation, it can be seen that the influence of Ship Crew Discipline on Company Performance is in the same direction (positive) of 11.455, which means that each 1-day Ship Crew Discipline will be followed by an increase in Company Performance of 1 unit. Vice versa, if Discipline of Ship Crew has decreased by 1 unit, the Company's Performance will tend to decrease by 11.455 units. And the value of the coefficient a (intercept) is 11.455 which means that if there is no Ship Crew Discipline (X=0), the Company's Performance is estimated at 11.455 units.

3. Regression X_1 and X_2 to Y (doubles)
    Dependent Variable: Competence and discipline.

From Table 10, the regression equation, it can be seen that the effect of Competence on Company Performance is unidirectional (positive), this is indicated by the regression coefficient or b1 value in the regression equation which shows a positive number of 0.108 which implies that each 1 unit competency increase will be followed by an increase in performance company of 0.108 units. Vice versa, if the competence has decreased by 1 unit, the company's performance will tend to decrease by 0.108 units.

From the regression equation, it can be seen that the influence of Ship Crew Discipline on Company Performance is unidirectional (positive), it is shown in the regression coefficient or b2 value in the regression equation which shows a positive number of 0.506 which means that each disciplinary crew of 1 unit will be followed with an increase in company performance by 0.506 units. Vice versa, if the discipline of ship crews decreases by 1 unit, the company's performance will tend to decrease by 0.506 units.

And the value of the coefficient a (intercept) is 7.598 which means that if there is no Competence and Discipline of Ship Crew (X_1 and X_2=0), the estimated performance of PT Myclin Express Offshore is 7.598 units.

e. Determination coefficient test
    1. Coefficient of determination X_1 against Y
        Table 11, by involving the calculation results above where R square is 0.618 or 61.8%. This shows the magnitude of the positive influence of competence on the performance of PT Myclin Express Offshore by 61.8% while the remaining 38.2% is the influence of other factors.

Table 5: Competency variable reliability test results (X_1)

Reliability statistics	
Cronbach's alpha	No. of items
0.852	10

Table 6: Compensation variable reliability test results (X_2)

Reliability statistics	
Cronbach's alpha	N of items
0.845	10

Table 7: Job reability test results variable job satisfaction (Y)

Reliability statistics	
Cronbach's alpha	N of items
0.918	8

Table 8: X_1 regression of Y (Linear)

Coefficients[a]					
Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
1					
(Constant)	22.548	8.91		2.565	0.000
Competence	0.264	0.214	0.280	1.756	0.000

Dependent variable: Job satisfaction

Table 9: Regression X_2 to Y (Linear)

Coefficients[a]					
Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. Error	Beta		
1					
(Constant)	11.455	6.760		1.694	0.107
X_2	0.516	0.158	0.610	3.270	0.06

Dependent variable: Discipline

Table 10: X_1 and X_2 regression of Y (double)

Coefficients					
Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
1					
(Constant)	3.736	1.715		2.179	0.037
Competence	0.091	0.050	0.114	2.845	0.000
Discipline	0.804	0.056	0.886	14.363	0.000

2. Coefficient of determination X_2 against Y
    Table 12, by involving the calculation results above where R square is 0.803 or 80%. This shows the magnitude of the positive influence of discipline on the performance of the company by 80% while the remaining 20% is the influence of other factors.

3. Koef. determination of X_1 and X_2 on Y

Table 13, by involving the calculation results above where R square is 0.549 or 54.9%. This shows the magnitude of the positive influence of competence and discipline of ship crews on company performance of 54.9% while the remaining 45.1 % is the influence of other factors.

f. Hypothesis testing
    4. Test t calculate

In Table 14, while the results of t_{table} are:
$t_{table}=t (a/2: nk-1)= t (0.025:17)$
$t_{table}=1.740$

a) If the value of sig <0.05, or t arithmetic >t_{table} then there is the influence of Variable X on Variable Y.
b) If the value of sig >0.05, or t arithmetic <t_{table} then there is no effect of Variable X on Variable Y.

The results of data management in the above table are:
1) The sig value for the influence of Competence (X_1) on Company Performance (Y) is known to be 0.000 <0.05 and the value of t is 1.954 >1.740.

So it can be concluded that the hypothesis is accepted because there is a positive influence of competence on company performance.

2) The sig value for the influence of ship crew discipline (X_2) on company performance (Y) is 0.000 <0.05 and the t value is 3.163 >1.740.

So it can be concluded that the hypothesis is accepted because there is a positive influence on the discipline of the crew of the company performance of PT Myclin Express Offshore.

1. Test f Calculate
The F test is used to determine all independent variables whether jointly influencing the dependent variable, in this study the independent variables consist of competence and compensation. If the independent variable has a simultaneous influence on the dependent variable, the regression equation model fits into the fit or fit criteria.

Table 15, while the results of the f_{table} are:
$f_{table}=f (k: nk-1)$
$= f (2: 36-2-1)$
$= f (2: 17)$
$f_{table}=3.59$

1) If the value of If the value of sig <0.05, or F_{count}> F_{table}, then there is the effect of Variable X simultaneously on Variable Y.
2) If the sig value >0.05, or F_{count} <F_{table}, there is no simultaneous influence of the X variable on the Y variable.

The results of data management in the above table are known that the sig value is 0.000 <0.05 and F_{count} is 6.147 >3.59 with this hypothesis accepted. This means the variable Competence and crew discipline has a positive influence on company performance.

Table 11: Coefficient of determination X_1 T erhadap Y

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.786[a]	0.618	573	3.714

Table 12: Coefficient of determination X_2 T erhadap Y

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.896[a]	0.0803	0.338	4.627

Table 13: Coefficient of determination X_1 and X_2 with respect to Y (double)

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.741[a]	0.549	0.351	4.579

Table 14: T test results calculate

Model	Coefficients[a]				
	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
1					
(Constant)	7.598	8.594		0.884	0.389
Competence	108	0.181	0.114	1.954	0.000
Discipline	0.506	0.160	607	3.163	0.000

Dependent variable: Job satisfaction

Table 15: F calculate test results

Model	ANOVA[a]				
	Sum of squares	Df	Mean square	F	Sig.
1					
Regression	257.766	2	128.883	6.147	0.010[b]
Residual	356.434	17	20.967		
Total	614.200	19			

[a]Dependent Variable: Company performance, [b]Pred ictors: (Constant), Competence and discipline

5. DISCUSSION

a. Regression X_1 to Y (simple) obtained the value Y=22 548+0.264X_1. From the simple linear regression equation, it can be seen that if competence increases by one unit, company performance will increase by 0.264 units.

Coefficient of Determination X_1 to Y. The amount of the contribution (contribution) of variable services to the commitment of ship visits by 61.8%. while the remaining 38.2% is the influence of other factors such as work motivation, competence, compensation, leadership, etc (Lecturer, 2018).

In addition, the respondent's answer to each indicator question, the competence of the crew affects the performance of the company because it has a dominant indicator, namely the maintenance of goods and vessels and the crew abides by the applicable contract and certificate of training owned by the crew according to the work

performed. The lowest indicator is indicators of the implementation of crew activities in accordance with applicable regulations and work systems. The low indicator of the implementation of crew activities in accordance with applicable regulations and work systems can be overcome and improved to be of higher quality (Kaganzi et al., 2009).

The first hypothesis in this study examines whether the component partially influences company performance. The results of this study indicate that the service variable has a significance value of 0.000 <0.05. This is also evidenced by the magnitude of t_{count} 1.756> t_{table} of 1.740 which means competence has a positive effect on company performance, so the first hypothesis is accepted.

This means that the company's performance will be good if the competence of the crew is also good. The results of this study are in line with the theory put forward by Gronroos in (Belyaev et al., 2005) competence as an attribute of HR quality has a significant effect on individual performance (Kamisah, 2012).

b. Regression X_2 to Y (simple) obtained the value Y=11.455+0.516 X_2 From simple linear regression equation can be seen that if the discipline of the crew increased one unit then the performance of PT Myclin Express Offshore will increase by 0.516 units.

Coefficient of Determination X_2 to Y. The amount of contribution (contribution) of the variable Discipline of the crew to the performance of PT Myclin Express Offshore by 80% while the remaining 20% is the influence of other factors such as factors of work motivation, competence, compensation, leadership, etc.

In addition the respondents' answers to each question indicators, employee performance affects the commitment of ship visits because it has an indicator highs as many as 91 are using shipboard equipment/property (the company) well and participate in maintaining/care, and education background is in accordance with my current job Low as much as 82 ie able to do the task in accordance with the specified time and do not like to delay the work to be completed. The low indicators can be overcome by arranging improving the behavior of ship crew discipline in achieving company performance and awareness of company rules (Baird and Parasnis, 2011).

The second hypothesis in this study tests whether the discipline of ship crews partially influences the performance of PT Myclin Express Offshore. The results of this study indicate that the competency variable has a significance value of 0.000 <0.05. This is also evidenced by the magnitude of t_{count} 3.163 >t_{table} of 1.740 which means that the discipline of the crew has a positive effect on the performance of PT Mycline Express Offshre, so that the second hypothesis is accepted. This means that if the performance of PT Myclin Express Offshore increases through shipboard discipline, it will also improve. The results of this study are in line with the theory put forward by Hasibuan (2013: 193) discipline is the most important operative function of HR management, because the better the work discipline the employee eats the higher the work performance he can achieve (Gruman and Saks, 2011).

c. The effect of Competence on Company Performance is unidirectional (positive), it is shown in the regression coefficient or b1 value in the regression equation which shows a positive number of 0.108 which means that each increase in 1 unit of competence will be followed by an increase in company performance of 0.108 units. Vice versa, if the competence has decreased by 1 unit, the company's performance will tend to decrease by 0.108 units.

From the regression equation, it can be seen that the influence of Ship Crew Discipline on Company Performance is unidirectional (positive), it is shown in the regression coefficient or b2 value in the regression equation which shows a positive number of 0.506 which means that each disciplinary crew of 1 unit will be followed with an increase in company performance by 0.506 units. Vice versa, if the discipline of ship crews decreases by 1 unit, the company's performance will tend to decrease by 0.506 units.

And the value of the coefficient a (intercept) is 7.598 which means that if there is no Competence and Discipline of Ship Crew (X_1 and X_2=0), the estimated performance of PT Myclin Express Offshore is 7,598 units.

Regression X_1 and X_2 to Y (double) values obtained Y=7.598+0.108 X_1+0.506 X_2 From the regression equation can be seen that if it increases one unit then competence will increase by 0.108 units or discipline of the crew, the performance of the PT Myclin Express Offshor will increased by 0.506 units. The coefficient of determination X_1 and X_2 with respect to Y (double). The amount of the contribution (contribution) of variable competence of the Performance PT Myclin Express Offshore amounted to 68.2 % while the remaining 31.8% were caused by other factors that are not analyzed in the study in i eg factors as motivation, competencies, compensation, leadership, etc (Kao and Tsai, 2016).

Based on the F test the significance value is 0.000 <from 0.05 meaning that competency variables together have a positive effect on performance PT Myclin Express Offshore. This is also evidenced by the calculated F value 6.147 >F_{table} of 3.55 which means that the competence and discipline of ship crew has a positive effect on the performance of PT Miclyn Exprees Offshore so that the third hypothesis is accepted. If the competency of the crew is carried out well and the level of discipline is high through work activities, it can improve the performance of PT Myclin Express Offshore.

From the information above it can be interpreted the conditions in the period under study that competence and discipline have a significant positive relationship both individually and together to the performance of PT Myclin Express Offshore.

6. CONCLUSIONS

a) Effect of competence on company performance
Regression X_1 to Y (simple) obtained value Y=22.548+0.264 X_1 From the regression equation it can be seen that the influence of Ship Crew Competence on the Performance of PT Myclin Express Offshore is unidirectional (positive) of

0.264 which means that each increase in crew competence of 1 unit will followed by an increase in the performance of PT Myclin Express Offshore by 0.264 units. Vice versa, if the competency of the crew decreases by 1 unit, the company's performance will tend to decrease by 0.264 units.

By involving the calculation results above where R square is 0.618 or 61.8%. This shows the magnitude of the positive influence of competence on the performance of PT Myclin Express Offshore by 61.8% while the remaining 38.2% is the influence of other factors. The sig value for the effect of Competence (X_1) on Company Performance (Y) is known to be 0.000 <0.05 and the value of t is 1.954 >1.740.

So it can be concluded that the hypothesis is accepted because there is a positive influence of competence on company performance.

b) Influence of ship crew discipline on company performance
Based on the calculation results obtained a a for 11.455 and b for 0.516 the form of a simple linear regression equation as follows:

$$Y=11.455+0.516 X_2$$

From the regression equation, it can be seen that the influence of ship crew discipline on company performance is in the same direction (positive) of 11.455, which means that each 1-day ship crew discipline will be followed by an increase in company performance of 1 unit. Vice versa, if discipline of ship crew has decreased by 1 unit, the company's performance will tend to decrease by 11.455 units. And the value of the coefficient a (intercept) is 11.455 which means that if there is no ship crew discipline (X=0), it is estimated that the company's performance is 11.455 units.

By involving the calculation results above where R square is 0.803 or 80%. This shows the magnitude of the positive influence of discipline on the performance of the company by 80% while the remaining 20% is the influence of other factors. The sig value for the influence of ship crew discipline (X_2) on company performance (Y) is 0.000 <0.05 and the t value is 3.163 >1.740. So it can be concluded that the hypothesis is accepted because there is a positive influence on the discipline of the crew of the company performance of PT Myclin Express Offshore.

c) The effect of joint disciplinary fund competency on company performance.
And the value of the coefficient a (intercept) is 7.598 which means that if there is no Competence and Discipline of Ship Crew (X_1 and X_2=0), the estimated performance of PT Myclin Express Offshore is 7.598 units.

By involving the above calculation results where R square is 0.549 or 54.9%. This shows the magnitude of the positive influence of competence and discipline of ship crews on company performance of 54.9% while the remaining 45.1% is the influence of other factors. If the value of 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 sig value >0.05, or $F_{count} < F_{table}$, there is no simultaneous influence of the X variable on the Y variable.

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