Level of Competency Needs Assessment Based on Permenhub No. PM 7 of 2018 Concerning the Master Plan for Skkni Development Transportation Sector

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ABSTRACT

The determination of the key performance indicator (KPI) can be used to measure the level of competency needs of the transportation sector based on Permenhub No. PM 7 of 2018. In determining the KPI, weighting each statement in the questionnaire is first done, then recapitulating the total value of each respondent, ranking the competency according to the respondent's answer and presenting it in the form of a frequency distribution table. This study aims to determine the level of need from the implementation of the master plan for the development of Indonesia's national work competency standards (SKKNI) in the transportation sector. The results of the study showed that the port operators that were used as respondents really needed the competence of the non-regulator sea transportation sector ports, as evidenced by the results of the average level of competency requirements in the category of need and very need. Then the application of the transportation sector SKKNI based on Permenhub No. PM 7 of 2018 must be implemented so that operators at the port have competencies in the form of knowledge and skills as well as attitude/or behavior in implementing.

Keywords: Scout Officer, Training, Compete
JEL Classifications: L62, R41, R42

1. INTRODUCTION

Indonesia as an archipelago based on marine life has about 17,000 islands spread throughout the country (Amanah et al., 2018). In an effort to unite the economic, social and government life in this country, the unification of the state based on the provision of sea transportation services plays a very important role. But this is not something that is easy to implement because need so great resource as input in forming a reliable process of transportation services in the country (Siswantini et al., 2014).

Sea transportation development which is carried out by providing and constructing sea transportation facilities and infrastructure, requires not only capital investment but also the provision of human resources, which will manage it in accordance with the set of implementing regulations prepared as guidelines for the management of sea transportation (Perera and Soares, 2017). Of the hundreds of ports that have been built in Indonesia spread all over the country, quality resources are also needed to be able to not only reach the level of sea transport services that meet in quantity but also meet quality, so as to create safe and comfortable sea transportation effectively and efficiently according to what has become the main target in the operation of the national transportation system (Amanah et al., 2018; Perera and Soares, 2017).

Ministry of transportation in an effort to improve the quality of human resources communications sector has issued regulation of the minister of transportation number PM. 7 of 2018 concerning the master plan for the development of Indonesian national work competency standards in the transportation sector (Blinch et al., 2011). The purpose of this regulation is to identify and map
the competency units of the transportation sector through the productive function analysis approach to activities in the field of road transportation, railways, shipping, aviation and multimodal transportation management, both concerning service business competencies, as outlined in the RIP-SKKNI transportation sector (Chaudhary et al., 2012; Kuo and Chen, 2009).

While the target of the minister of transportation regulation no. PM. 7 of 2018 are:

1. The compilation of maps of transportation sector competencies that are owned by achieving the objectives of the implementation of traffic and road transportation, railways, shipping, aviation and management of multimodal transportation that is effective and efficient
2. Based on the competency mapping identified basic competency units that reflect the work competency needs in the transportation sector, based on the description of the required competency units, an SKKNI description is set which needs to be developed based on priorities for the next 5 years up to 2020
3. Regional and international mutual recognition (mutual revision agreement) between certification bodies/accreditation bodies to regulate the official entry and exit of transportation personnel from other countries to Indonesia and vice versa.

Considering that the SKKNI development of the transportation sector is targeted to reach 2020, it is necessary to evaluate the level of need for the application of this regulation in terms of linking the objectives of making this regulation with conditions in employment in the transportation sector, especially in the sea transportation sector by personnel in ports in Indonesia (Wardley, 2008).

Based on the description above, the formulation of the problem to be discussed is “What is the Indonesian minister of transportation’s regulation PM number 7 of 2018 concerning the master plan for the development of Indonesian national work competency standards in the transportation sector in accordance with the needs and what level of needs in the field ?”.

The objectives of this study are as follows:

1. Disclose findings about the level of need for implementing this policy
2. Provide academic recommendations for implementing this policy.

2. METHODOLOGY

This study is a quantitative descriptive research with research design using a survey method (non-experimental) (Celik et al., 2009). The process is carried out through the analysis of existing and actual data and information and the selection of respondents’ opinion through a questionnaire related to efforts to determine the level of competency requirements regarding the master plan for the development of Indonesian national work competency standards in the transportation sector.

The population of this research is all business operators in the port environment and other relevant stakeholders or agencies. Sampling was carried out by random sampling in the area of Jakarta’s tanjung priok port and the belawan port area of Medan. The number of samples taken was 180 respondents.

The instrument was in the form of a closed questionnaire with statements in accordance with the minister of transportation’s regulation PM Number 7 of 2018. Quantitative descriptive data analysis is done by recapitulating the total value of each respondent, then ranking the competencies according to the respondents’ answers, presenting in the form of a frequency distribution table and then determining the level of competency needs using the key performance indicator (KPI) (Chaudhary et al., 2012).

3. RESULTS AND DISCUSSION

The characteristics of the respondents are presented in the following Table 1:

From Table 1, it can be seen that respondents are predominantly male. Then the age of respondents tendency is adult so it makes it easier to fill out the questionnaire (Crainic, 2005). Furthermore, most respondents are the owners of goods with a background of at most undergraduate levels or more so that the results of the questionnaire filled out are more qualified.

Then to recapitulate the respondents’ answers presented in the following Table 2.

From Table 2 can be grouped using the frequency distribution Table 3 as below.

From Table 3 above quantitatively that the respondents or operators at the port that are the object of research in relation to the competencies needed in improving work state that they are needed and needed.

| Table 1: Characteristics of respondents | Total | Percentage |
|-----------------------------------------|-------|------------|
| Gender: Man                            | 128   | 71         |
| Girl                                   | 52    | 29         |
| Age: <20 years old                     | 0     | 0          |
| 21-30 years                            | 32    | 18         |
| 31-40 years old                       | 51    | 28         |
| 41-50 years                            | 67    | 37         |
| >50 years old                          | 30    | 17         |
| Work: Shipping company                 | 19    | 11         |
| Agency company                         | 0     | 0          |
| Unloading company                      | 0     | 0          |
| Freight forwarder                      | 22    | 12         |
| Transportation management services     | 17    | 9          |
| Owner                                  | 65    | 36         |
| Etc                                    | 57    | 32         |
| Education: Elementary school           | 0     | 0          |
| JSS                                    | 28    | 16         |
| SLTA                                   | 53    | 29         |
| Bachelor/More                          | 99    | 55         |
The level of competency requirements of the transportation sector for management information systems (MISs) is presented in the following table.

Based on Table 4 for groups of competencies MIS port with competency requirements to implement information technology systems harbor, preparing promotional materials, investment and port concessions obtained KPI by an average of 4.4 which is in the interval level competency needs need and really need.

The level of competency requirements of the transportation sector for the operation of the container terminal is presented in the following Table 5.

Table 2: Recapitulation of respondents’ answers

| Basic competency function                                           | Total value of each respondent | Ranking |
|---------------------------------------------------------------------|--------------------------------|---------|
| Implementing port technology information system                      | 797                            | 6       |
| Develop promotion, investment, and port concession materials        | 787                            | 14      |
| Develop a port key performance indicator                           | 794                            | 10      |
| Operate a container terminal                                       | 765                            | 31      |
| Operate the passenger terminal                                     | 789                            | 13      |
| Operating conventional terminals                                   | 758                            | 38      |
| Operating the RORO terminal                                        | 751                            | 42      |
| Operating the oil tanker terminal                                  | 732                            | 48      |
| Operate the gas tanker terminal                                    | 781                            | 23      |
| Operate the chemical tanker terminal                                | 769                            | 30      |
| Operate the chemical tanker terminal Performing Port facility security Officer (PSO) | 755                            | 40      |
| Carrying out the port area general security task                   | 783                            | 19      |
| Carry out the function of implementing ship removal (Mooring unmooring gang) | 744                            | 45      |
| Operating kepil ship                                               | 744                            | 46      |
| Operate field and warehouse                                        | 785                            | 16      |
| Operate cargoes at each station                                   | 793                            | 11      |
| Serving docks                                                      | 787                            | 15      |
| Carry out port facility safety checks                               | 784                            | 17      |
| Conduct port checking equipment safety checks                      | 817                            | 1       |
| Carry out container loading                                        | 758                            | 39      |
| Serving passenger embarkation/debarkation                          | 795                            | 8       |
| Carrying out loading and unloading of goods at a conventional dock  | 770                            | 29      |
| Carry out loading and unloading goods on RoRo ships                | 804                            | 4       |
| Carry out the loading and unloading of oil tankers                 | 777                            | 25      |
| Carry out the loading of the gas tanker                            | 779                            | 24      |
| Carry out loading and unloading chemical tankers                   | 747                            | 44      |
| Handling port safety facilities                                    | 783                            | 20      |
| Operate container loading and unloading equipment                   | 772                            | 27      |
| Operating passenger loading and unloading equipment                 | 784                            | 18      |
| Operating conventional unloading equipment                          | 761                            | 35      |
| Operating RoRo loading and unloading equipment                      | 782                            | 21      |
| Operate oil tanker unloading equipment                             | 702                            | 49      |
| Operate gas tanker unloading equipment                             | 763                            | 33      |
| Operating chemical tanker unloading equipment                       | 759                            | 37      |
| Operate special vehicles at the port                               | 797                            | 7       |
| Carrying out unloading dangerous goods                              | 793                            | 12      |
| Carry out loading and unloading cold cargo                         | 765                            | 32      |
| Carry out the task of packaging and labeling services goods         | 774                            | 26      |
| Carry out operation of waste storage facility                      | 808                            | 3       |
| Carry out freshwater filling to ships                              | 795                            | 9       |
| Carry out fuel filling                                              | 798                            | 5       |
| Carry out porter service tasks                                     | 782                            | 22      |
| Carry out loading and unloading of goods at the container terminal  | 743                            | 47      |
| (stevedoring, cargodoring and receiving)                           |                                 |         |
| Carry out loading and unloading from and to the port (rede transport)| 761                            | 36      |
| Carry out the operation of container depots outside the port       | 752                            | 41      |
| Carry out operation of a warehouse outside the port                | 750                            | 43      |
| Carry out packing supervision and make labels of dangerous goods   | 811                            | 2       |
| Carry out port financial activities                                | 771                            | 28      |
| Carrying out cargo transfer                                        | 762                            | 34      |

Table 3: Distribution of frequency ranking of competencies according to respondents’ answers

| Interval      | Quality score | Frequency |
|---------------|---------------|-----------|
| 782-910       | Urgently needed (SB) | 26        |
| 546-781       | Required (B)   | 23        |
| 364-545       | Less needed (KB) | 0         |
| 182-363       | Not needed (TB) | 0         |
| 1-181         | Very not needed (STB) | 0       |

Based on Table 5 for groups of competence operation of container terminals with competency requirements operating container terminals, carry out the loading of the container, operate the loading and unloading of containers, carry out loading and
unloading the terminal container (stevedoring, cargodoring and receiving), carry out the operation of the depot containers outside the port based on an average of 4.2 are at the intervals of the level of competency needs need and very need.

The level of competency requirements of the transportation sector for passenger terminal operation is presented in the following Table 6.

Based on Table 6, the competency groups operating passenger terminals with the need to operate passenger terminals, serve passenger embarkation/debarkation, operate passenger loading and unloading equipment, carry out porter service tasks based on an average of 4.3 being at the interval of competency level needs of needs and needs.

The level of competency requirements of the transportation sector for conventional dock operations is presented in the following table.

Based on Table 7, the competency groups of conventional dock operations with the need to operate conventional terminals carry

![Table 4: Level of management information system competency needs](image)

| Competence                                      | Level of competency needs |
|-------------------------------------------------|---------------------------|
| Implementing port technology information system |                           |
| Develop promotion, investment, and port concession materials |                           |
| Develop port key performance indicator          |                           |
| Number of respondents                            |                           |
| Total weight of the rating score                 |                           |
| Total scoring rating weight                      |                           |
| Average score results weight scores              | 4.4                       |

![Table 5: Competency level requirements for operation of container terminals](image)

| Competence                                      | Level of competency needs |
|-------------------------------------------------|---------------------------|
| Operate a container terminal                    |                           |
| Carry out container loading                      |                           |
| Operate container loading and unloading equipment|                           |
| Carrying out containerized goods loading and unloading (stevedoring, cargodoring and receiving) |                           |
| Implement operation container depots d i outer harbor |                           |
| Number of respondents                            |                           |
| Total weight of the rating score                 |                           |
| Total scoring rating weight                      |                           |
| Average score results weight scores              | 4.2                       |

![Table 6: Level of competency requirement for passenger terminal operation](image)

| Competence                                      | Level of competency needs |
|-------------------------------------------------|---------------------------|
| Operate the passenger terminal                  |                           |
| Serving passenger embarkation/debarkation       |                           |
| Operating passenger loading and unloading equipment|                           |
| Carry out porter service tasks                  |                           |
| Number of respondents                            |                           |
| Total weight of the rating score                 |                           |
| Total scoring rating weight                      |                           |
| Average score results weight scores              | 4.3                       |

![Table 7: Level of competency needs for conventional dock operations](image)

| Competence                                      | Level of competency needs |
|-------------------------------------------------|---------------------------|
| Operating conventional terminals                 |                           |
| Carrying out loading and unloading of goods at a conventional dock |                           |
| Operating conventional unloading equipment       |                           |
| Carry out loading and unloading from and to the port (rede transport) |                           |
| Number of respondents                            |                           |
| Total weight of the rating score                 |                           |
| Total scoring rating weight                      |                           |
| Average score results weight scores              | 4.2                       |
Out loading and unloading of goods at conventional docks, operate conventional loading and unloading equipment, carry out loading and unloading transport to and from the port (rede transport) based on an average of 4.2 at intervals the level of competency needs need and very need. The level of competency requirements of the transportation sector for RoRo terminal operations is presented in the following Table 8.

Based on Table 8 the competency groups operating RoRo terminals with the need to operate RoRo terminals, carry out loading

### Table 8: Level of competency needs for RoRo terminal operations

| Competence                                      | Level of competency needs |
|-------------------------------------------------|----------------------------|
| Operating RoRo terminals                        | STB | TB | KB | B | SB  |
| Carry out unloading goods on RoRo ships          | 7    | 30 | 68 | 75 |
| Operate loading and unloading equipment on RoRo ships | 3    | 8  | 71 | 98 |
| Number of respondents                            | 3    | 16 | 77 | 84 |
| Total weight of the rating score                 | 13   | 54 | 216| 257|
| Total scoring rating weight                      | 26   | 162| 864|1285|
| Average score results weight scores              | 4.2  |

### Table 9: Level of competency requirements for operating oil tanker terminals

| Competence                                      | Level of competency needs |
|-------------------------------------------------|----------------------------|
| Operating the oil tanker terminal                | STB | TB | KB | B | SB  |
| Carry out the loading and unloading of oil tankers| 11   | 17 | 101| 51 |
| Operate oil tanker unloading equipment           | 3    | 13 | 38 | 71 | 55 |
| Number of respondents                            | 3    | 27 | 65 | 266|179 |
| Total weight of the rating score                 | 3    | 54 | 195|1064|895 |
| Total scoring rating weight                      | 2211 |
| Average score results weight scores              | 4.1  |

### Table 10: Level of competency needs for tanker gas terminal operations

| Competence                                      | Level of competency needs |
|-------------------------------------------------|----------------------------|
| Operate the gas tanker terminal                  | STB | TB | KB | B | SB  |
| Carry out the loading of the gas tanker          | 3    | 13 | 84 | 80 |
| Operate gas tanker unloading equipment           | 9    | 11 | 88 | 72 |
| Number of respondents                            | 15   | 38 | 256|231 |
| Total weight of the rating score                 | 30   | 114| 1024|1155|
| Total scoring rating weight                      | 2323 |
| Average score results weight scores              | 4.3  |

### Table 11: Level of competency requirements for operating chemical tanker terminals

| Competence                                      | Level of competency needs |
|-------------------------------------------------|----------------------------|
| Operate the chemical tanker terminal             | STB | TB | KB | B | SB  |
| Carry out loading and unloading chemical tankers | 10   | 8  | 85 | 77 |
| Operating chemical tanker unloading equipment    | 13   | 20 | 74 | 73 |
| Number of respondents                            | 4    | 19 | 91 | 66 |
| Total weight of the rating score                 | 27   | 47 | 250|216 |
| Total scoring rating weight                      | 54   | 141| 1000|1080|
| Average score results weight scores              | 2275 |
|                                              | 4.2  |

### Table 12: Level of competency needs enforcement/application of ISM/ISPS code

| Competence                                      | Level of competency needs |
|-------------------------------------------------|----------------------------|
| Performing port facilitysecurity officer (PSO) duties | STB | TB | KB | B | SB  |
| Carrying out the port area general security task | 17   | 13 | 68 | 82 |
| Handling port safety facilities                 | 1    | 14 | 12 | 47 | 106 |
| Number of respondents                            | 7    | 17 | 62 | 94 |
| Total weight of the rating score                 | 1    | 42 | 177|282 |
| Total scoring rating weight                      | 1    | 76 | 126|708 |
| Average score results weight scores              | 2321 |
|                                              | 4.3  |
and unloading of goods on RoRo vessels, operate loading and unloading equipment on RoRo ships based on an average of 4.3 being at the interval of competency level needs need and very need.

The level of competency requirements of the transportation sector for the operation of the oil tanker terminal is presented in the following Table 9.

Based on Table 9 groups the competency of operating oil tanker terminals with the need to operate oil tanker terminals, carrying out oil tanker loading and unloading, operating oil tanker loading and unloading equipment based on an average of 4.1 is at the intervals level of competency requirements. Need and very need.

The level of competency requirements of the transportation sector for the operation of the chemical tanker terminal is presented in the following Table 10.

Based on Table 10, the competency groups operating gas tanker terminals with the need to operate gas tanker terminals, carrying out gas tanker loading and unloading, tanker gas loading equipment based on an average of 4.3 are at the intervals of the competency level needs of the need and very need.

The level of competency requirements of the transportation sector for the operation of the chemical tanker terminal is presented in the following Table 11.

Based on Table 11, the operation of chemical tanker terminals with the need to operate chemical tanker terminals, carry out chemical tanker loading and unloading, operate chemical tanker loading and unloading equipment based on an average of 4.2, are at the intervals of the competency level needs of the need and very need.

### Table 13: Level of competency needs for competence in competition

| Competence                                      | Level of competency needs |
|-------------------------------------------------|---------------------------|
| Operate field and warehouse                      | STB TB KB B SB            |
| Operating kepil ship                             | 1 18 50 36 75             |
| Number of respondents                            | 4 43 58 75                |
| Total weight of the rating score                 | 22 93 94 150              |
| Total scoring rating weight                      | 8 129 232 375             |
| Average score results weight scores              | 744                       |

The level of competence of the transport sector needs to perform Slakuan/application of ISM/ISPS code are presented in the following Table 12.

Based on Table 12, enforcement/application of ISM/ISPS code with the need to carry out the duties of port facility safety security (PSO), carry out general security tasks in the port area, handle port safety facilities based on an average of 4.3 are at intervals at the level of competency needs need and very need (Trucco et al., 2008).

The level of competency needs of the transportation sector for the selection competence is presented in the following Table 13.

Based on Table 13, the competence grouping with the need to operate field and warehouse operations, operating a ship based on an average of 2.1 is in the interval of the level of competency requirements do not need.

The level of competency of the transport sector needs to competency enforcement/application of ISM/ISPS are presented in the following Table 14.

Based on Table 14, enforcement/implementation of the ISM/ISPS code are presented in the following Table 12.

Based on Table 14, the competence grouping with the need to operate field and warehouse operations, operating a ship based on an average of 2.1 is in the interval of the level of competency requirements do not need.

The level of competency needs of the transportation sector for the ship bunker competency is presented in the following Table 15.

Based on Table 15, groups of ship bunker competencies with the need to carry out fresh water replenishment to ships, carry out fuel filling based on an average of 4.4 are at the intervals of the level of competency needs need and very need.

The level of competency needs of the transportation sector for the competency of operating special vehicles at the port is presented in the following Table 16.
Based on Table 16, the competency groups operating special vehicles at the port with the need to operate special vehicles at the port based on an average of 4.4 are at the interval of the level of competency needs of the need and very need (“Industry News,” 2018).

The level of competency requirements of the transportation sector for the loading and unloading of dangerous goods competency at the port is presented in the following Table 17.

Based on Table 17, competency groups unloading of dangerous goods with the need to implement the loading and unloading of dangerous goods by an average of 4.4 is in the interval level of competence needs and highly need (Hoffert et al., 1998).

The level of competency requirements of the transportation sector for loading and unloading competencies at the port is presented in the following Table 18.

Based on Table 18, groups of loading and unloading competencies with the need to carry out cold loading and unloading based on an average of 4.3 are at the intervals level of the needs of the need and very need competencies (Crainic, 2005).

The level of competency requirements from the transportation sector for packaging and labeling competencies at the port is presented in the following Table 19.

Based on Table 19, groups competency packaging and labeling needs services accomplish their tasks packaging and labeling of goods, supervise the packing and labeling of dangerous goods by an average of 4.4 is in the interval level of competence needs and highly need (Orinda, 2013).

The level of competency needs of the transportation sector for waste management competencies at the port is presented in the following Table 20.

Based on Table 20, competency groups handling waste at the port with the need to carry out the operation of waste collection facilities based on an average of 4.5 are at the intervals level of competency needs need and very need (Naylor et al., 2000).

### Table 15: Level of ship bunker competency needs

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carry out freshwater filling to ships | 3   | 8   | 80 | 89 |    |
| Carry out fuel filling              | 1   | 7   | 85 | 87 |    |
| Number of respondents               | 4   | 15  | 165| 176|    |
| Total weight of the rating score    | 8   | 45  | 660| 880|    |
| Total scoring rating weight         | 1593|     |    |    |    |
| Average score results weight scores | 4.4 |     |    |    |    |

### Table 16: Level of competency needs for special vehicle operations at the port

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Operate special vehicles at the port | 3   | 8   | 78 | 91 |    |
| Number of respondents               | 3   | 8   | 78 | 91 |    |
| Total weight of the rating score    | 6   | 24  | 312| 455|    |
| Total scoring rating weight         | 797 |     |    |    |    |
| Average score results weight scores | 4.4 |     |    |    |    |

### Table 17: Level of competency needs for unloading dangerous goods

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carrying out unloading dangerous    | 3   | 8   | 82 | 87 |    |
| Number of respondents               | 3   | 8   | 82 | 87 |    |
| Total weight of the rating score    | 6   | 24  | 328| 435|    |
| Total scoring rating weight         | 793 |     |    |    |    |
| Average score results weight scores | 4.4 |     |    |    |    |

### Table 18: Level of unloading competency needs

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carry out loading and unloading cold cargo | 3   | 23  | 80 | 74 |    |
| Number of respondents               | 3   | 23  | 80 | 74 |    |
| Total weight of the rating score    | 6   | 69  | 320| 370|    |
| Total scoring rating weight         | 765 |     |    |    |    |
| Average score results weight scores | 4.3 |     |    |    |    |

### Table 19: Levels of packaging and labeling competency needs

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carry out the task of packaging and labeling services goods | 2   | 17  | 86 | 75 |    |
| Carry out packing supervision and make labels of dangerous goods | 1   | 9   | 68 | 102|    |
| Number of respondents               | 3   | 26  | 154| 177|    |
| Total weight of the rating score    | 6   | 78  | 616| 885|    |
| Total scoring rating weight         | 1585|     |    |    |    |
| Average score results weight scores | 4.4 |     |    |    |    |

### Table 20: Level of competency needs for waste management at the port

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carry out operation of waste storage facility | 1   | 5   | 79 | 95 |    |
| Number of respondents               | 1   | 5   | 79 | 95 |    |
| Total weight of the rating score    | 2   | 15  | 316| 475|    |
| Total scoring rating weight         | 808 |     |    |    |    |
| Average score results weight scores | 4.5 |     |    |    |    |

### Table 21: Level of competency needs for port financial handling

| Competence                          | Level of competency needs |
|-------------------------------------|---------------------------|
|                                     | STB | TB  | KB | B  | SB |
| Carry out port financial activities | 1   | 31  | 64 | 84 |    |
| Number of respondents               | 1   | 31  | 64 | 84 |    |
| Total weight of the rating score    | 2   | 93  | 256| 420|    |
| Total scoring rating weight         | 771 |     |    |    |    |
| Average score results weight scores | 4.3 |     |    |    |    |
The level of competency requirements of the transportation sector for port financial handling competencies is presented in the following Table 21.

Based on Table 21, the competency group in handling port finance with the need to carry out port financial activities based on an average of 4.3 is at the interval of the level of competency requirements, need and need (Celik et al., 2009).

### 4. CONCLUSION

Based on the results of the analysis and discussion, the research team concluded as follows:

1. That the port operator used as the respondent or the object of research really needs the non-regulator port competency of the sea transportation sector, as evidenced by the results of the average level of competency requirements in the category of need and very need
2. That the application of the Indonesian national work competency standard in the transportation sector is based on Permenhub no. PM 7 of 2018 must be implemented so that operators at the port have competencies in the form of knowledge and skills and attitudes/or behavior in carrying out their work.

From the results of this study, it can be recommended as follows:

1. Implementation of Indonesia’s national work competency standards in the transportation sector according to Permenhub no. PM 7 of 2018 for operators at the port must be implemented
2. The technical implementation unit (UPT) of education and training is required to open education and training in accordance with the Indonesian national work competency standards in the transportation sector based on Permenhub no. PM 7 of 2018.

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