

ABSTRACT

Yenita Mei Anggita, 2017, NIT: 50135073 K, “Effect of STCW Amendment Manila 2010 on crew recruitment process at PT BSM Crew Service Center Indonesia Year 2016”, Mini Thesis Port and Shipping Department, Program D IV, Merchant marine Polytechnic, Advisor I: Andy Wahyu H, S.T., M.T Advisor II: Purwantono, S.Psi., M.Pd

STCW (Standart of Training Certification and Watch keeping for Seafarers) is a basic requirement of training, certification and watch keeping in International level that has been ratified officially, as the Manila Amendment. Based on the results of the research, from the problems mentioned are how the recruitment process, the obstacles faced from the influence of STCW Amendment Manila 2010 as well as efforts to overcome the obstacles encountered. Because it is necessary to handle so that the recruitment process in the company can run smoothly.

This research uses descriptive qualitative method that describing or describes the existing phenomena, in detail about the recruitment process at PT. BSM Crew Service Center Indonesia and explained the obstacles and efforts undertaken to overcome these obstacles. Data are collected by observation, including description, and document analysis results.

Recruitments process conducted by the company is in accordance with established procedures. However, there are still many problems during recruitment process in PT BSM Crew Service Center Indonesia that is applicant or seafarers certificate which is not in accordance with STCW Amendment Manila 2010, the quality of applicants who do not meet the criteria of the company and applicants who have met and passed the selection stage when there is a required position was already on board on vessel. From the existing problems, efforts are made, among which the company can conduct training for seafarers who have been declared accepted by the company and will on-board the vessel while also giving time to ex crew seafarers who sign off from the vessel and new applicants to update the certificate , And the company can expand the vacancy information to be expected that comes to apply more and more.

Keywords: recruitment, criteria, procedure.