



**ANALISA TERJADINYA JUMP SHIP CREW DI
NORWEGIAN CRUISE LINE HOLDING LTD. PADA
PT. CIPTA WIRA TIRTA**

SKRIPSI

**Untuk memperoleh gelar Sarjana Terapan Pelayaran pada
Politeknik Ilmu Pelayaran Semarang**

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TAHUN 2021**

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LINE HOLDING LTD. PADA PT. CIPTA WIRA TIRTA**

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Semarang,

Yang menyatakan pernyataan,



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MOTTO DAN PERSEMBAHAN

Motto:

Bekerja keraslah, karena yang kamu hadapi bukan lagi pesaingmu,
tapi sisa umur orang tuamu.

Persembahan:

Berkat rahmat Allah SWT, skripsi ini dapat terselesaikan. Banyak pihak yang memberikan moril maupun material yang sangat membantu penulis dalam menyelesaikan skripsi ini, untuk itu skripsi ini dipersembahkan untuk:

1. Keluarga tercinta, Bapak Mujiono, Ibu Istianah dan Adik Muhammad Bagus Aru Ocean. Terimakasih atas segala kasih sayang, dukungan, do'a restu nasehat yang tak henti-hentinya diberikan kepada penulis.
2. Bapak Romanda Annas A., S.ST, M.M. dan Bapak Moh. Zaenal Arifin, S.ST, M.M. selaku dosen pembimbing skripsi yang dengan sabar membimbing penulis dalam proses menyelesaikan skripsi ini.
3. Seluruh Direksi dan karyawan PT. Cipta Wira Tirta, terima kasih atas semua bimbingan dan pelajaran yang telah diberikan ketika melaksanakan Praktek Darat, serta cadet seperjuangan yaitu Sabrina dan Dhanteng yang banyak berbagi pengalaman, dan canda tawa dengan penulis.
4. Teman-teman Angkatan LIV PIP Semarang, terutama Keluarga Cupang Talk 8 C yang selalu kompak dan ceria. Terima kasih untuk cerita indahny dari catar.
5. Seluruh sahabat penghuni Kos Umik yaitu Nur Saodah, Kak Menuk dan Kak Riska yang selalu mengingatkan untuk menyelesaikan skripsi ini.
6. Ramadhan, terima kasih telah memberikan perhatian, semangat, menemani dalam suka dan duka.
7. Sahabat-sahabat penulis yang tergabung dalam Bahurekso 54, Rombongan RJJ, Somplak Squad, Kos Tetangga, semoga persaudaraan ini selalu terjaga.
8. Semua pihak yang telah memberikan motivasi serta membantu penulis dalam penyusunan skripsi ini, yang tidak dapat penulis sebutkan satu persatu.

PRAKATA



Alhamdulillah, puji syukur saya panjatkan kepada Tuhan Yang Maha Esa atas rahmat dan hidayah-Nya sehingga skripsi ini dapat terselesaikan dengan baik.

Skripsi ini mengambil judul **“Analisa Terjadinya *Jump Ship Crew* di *Norwegian Cruise Line Holding Ltd.* pada PT. Cipta Wira Tirta”** yang terselesaikan berdasarkan data-data yang diperoleh dari hasil penelitian selama melaksanakan praktek darat di perusahaan PT. Cipta Wira Tirta Jakarta.

Dalam usaha menyelesaikan skripsi ini dengan penuh rasa hormat, penulis menyampaikan ucapan terima kasih kepada pihak-pihak yang terkait yang telah memberikan bimbingan dan arahnya, dorongan, bantuan serta petunjuk yang sangat bermanfaat. Pada kesempatan ini, penulis menyampaikan ucapan terima kasih kepada yang terhormat:

1. Bapak Dr. Capt. Mashudi Rofik, M.Sc selaku Direktur Politeknik Ilmu Pelayaran Semarang.
2. Ibu Nur Rohmah, SE., MM selaku Ketua Program Studi Tata Laksana Angkutan Laut dan Kepelabuhan Politeknik Ilmu Pelayaran Semarang.
3. Bapak Romanda Annas A., S.ST, M.M. selaku Dosen Pembimbing Materi skripsi telah memberikan waktu, dukungan, bimbingan dan pengarahan dalam penyusunan skripsi ini.
4. Bapak Moh. Zaenal Arifin, S.ST, M.M. selaku Dosen Pembimbing Metodologi dan Penulisan yang telah memberikan dukungan, bimbingan dan pengarahan dalam skripsi ini.

5. Seluruh Dosen Politeknik Ilmu Pelayaran Semarang yang telah memberikan bekal ilmu dan pengetahuan yang sangat bermanfaat dalam membantu proses penyusunan skripsi ini.
6. Perusahaan PT. Cipta Wira Tirta Jakarta yang telah memberikan kesempatan kepada penulis untuk melaksanakan penelitian dan praktek.
7. Ayah, Ibu, kakak dan adik tercinta yang selalu memberikan dukungan moril dan spiritual kepada penulis.
8. Sahabat dan orang-orang terdekat yang selalu memberikan semangat dan dukungan penuh.
9. Semua pihak yang telah memberikan motivasi serta membantu penulis dalam penyusunan skripsi ini, yang tidak dapat penulis sebutkan satu persatu.
10. *Last but not least, I wanna thank me, I wanna thank me for believing in me, I wanna thank me for doing all this hard work, I wanna thank me for having no days off, I wanna thank me for never quitting, for just being me at all times.*

Penulis berharap skripsi ini dapat bermanfaat bagi diri sendiri dan pembaca lain.

Semarang,

Penulis



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ABSTRAKSI

Siti Nichla Nur Haliza, 2021, NIT: 541711306507 K, “*Analisa Terjadinya Jump Ship Crew di Norwegian Cruise Line Holding Ltd. pada PT. Cipta Wira Tirta*”, Program Diploma IV, Program Studi Tata Laksana Angkutan Laut dan Kepelabuhan, Politeknik Ilmu Pelayaran Semarang, Pembimbing I: Romanda Annas Amrullah., S.ST, M.M., Pembimbing II: Moh. Zaenal Arifin, S.ST, M.M.

Jump ship crew pada kapal pesiar merupakan permasalahan yang sering terjadi di perusahaan pelayaran khususnya yang menangani *recruitment crew* kapal dimana *crew* meninggalkan kapal dan tanggung jawabnya untuk mencari pekerjaan di darat secara ilegal. Tujuan penelitian ini untuk mengetahui penyebab dan dampak yang timbul dari *jump ship crew* serta upaya yang dilakukan untuk meminimalisirnya.

Metode penelitian yang digunakan adalah metode deskriptif kualitatif dengan mendeskripsikan secara terperinci permasalahan yang dihadapi PT. Cipta Wira Tirta yaitu *jump ship crew* pada *Norwegian Cruise Line Holding Ltd.* Pengumpulan data dilakukan dengan observasi, wawancara dan dokumentasi.

Hasil penelitian menunjukkan bahwa penyebab terjadinya *jump ship crew* ada 2 (dua) faktor yaitu faktor internal berupa *crew* memiliki hubungan yang tidak baik dengan atasan dan faktor eksternal berupa upah yang lebih besar. Dampak buruk yang ditimbulkan dirasakan oleh perusahaan, *crew* yang sekapal dan *crew* Indonesia. Upaya yang dilakukan PT. Cipta Wira Tirta untuk meminimalisir *jump ship crew* yaitu membuat surat perjanjian dengan *crew* berisi pernyataan pembayaran denda apabila *jump ship*, mengadakan *training* untuk *crew* dan menjalin kerja sama dengan CIMA untuk melakukan *blacklist* terhadap *crew* yang melakukan *jump ship*. Sebaiknya PT. Cipta Wira Tirta mengubah sistem penandatanganan surat perjanjian menjadi didepan notaris, menahan ijazah *crew* dan mengadakan pelatihan untuk karyawan.

Kata Kunci: *Jump ship, crew*

ABSTRACT

Haliza, Siti Nichla Nur, NIT: 541711306507 K, 2021. *“The Analysis of the jump ship crew incident in Norwegian Cruise Line Holding Ltd. at PT. Cipta Wira Tirta”*, Thesis, Diploma IV Program, Port and Shipping Department, Politeknik Ilmu Pelayaran Semarang, Advisor I: Romanda Annas Amrullah., S.ST, M.M., Advisor II: Moh. Zaenal Arifin, S.ST, M.M.

Jump ship crew on cruise ships literally is a common problem that often happened in the shipping companies, especially those which handling the recruitment of the ship crew where the crew abandon the ship and their responsibilities for looking a work on land illegally. The purpose of this study is to determine the causes and the impacts that caused from the jump ship crew and the efforts that created to minimize them.

The researching method that used in this case is descriptive qualitative method by describing in detail about the problems that faced by PT. Cipta Wira Tirta is a jump ship crew on Norwegian Cruise Line Holding Ltd. The data was collected by observation, interviews and also documentation.

The results showed that the cause of the jump ship crew is divided into 2 (two) factors, the first is the internal factors which is the crew having a bad relationship with the head, the master or someone who have the higher position and external factors is about the overture of higher wages when working on land. The bad impact that caused was felt by the company, the crew on board and the Indonesian crew. The efforts thats made by PT. Cipta Wira Tirta is to minimize the jump ship, namely making a letter of agreement with the crew containing a statement of payment of fines if the jump ship, conducting training for the crew and collaborating with CIMA to blacklist the jump ship crew. Preferably PT. Cipta Wira Tirta changed the system of signing agreement letters in front of a notary, with holding crew diplomas and conducting training for employees.

Keywords: *Jump ship, crew*

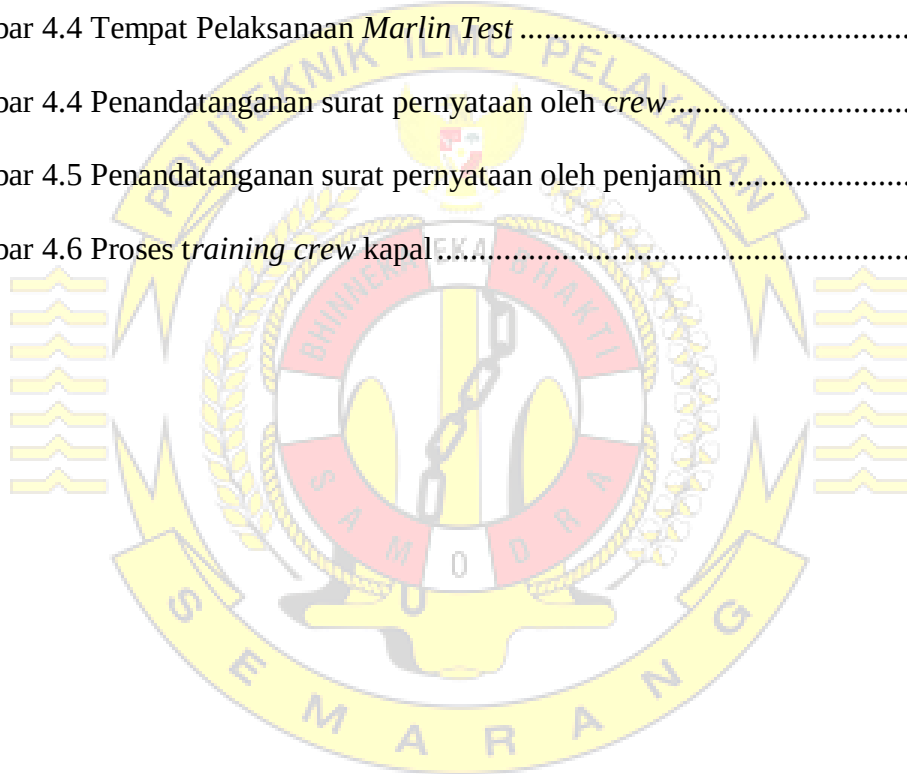
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BAB I

PENDAHULUAN

1.1. Latar Belakang

Di era revolusi baru yang semakin berkembang ini, transportasi laut tidak dapat dipisahkan dari fakta bahwa fitrah Negara Indonesia adalah sebuah negara maritim. Transportasi laut adalah urat nadi dari perekonomian suatu negara, yang memegang peranan utama dalam kehidupan dan pengembangan wilayah suatu negara. Dalam sejarah peradaban Bangsa dan Negara Indonesia, orientasi dari kehidupan bangsa jauh lebih diarahkan ke laut yang berbasis maritim dibandingkan ke darat. Dukungan armada angkutan laut dapat meningkatkan persatuan dan kesatuan bangsa Indonesia yang merupakan negara kepulauan terbesar di dunia. Oleh karenanya, dibutuhkan perusahaan pelayaran sebagai pemberi jasa pengangkutan melalui moda transportasi laut dengan menggunakan kapal laut, maka selayaknya perusahaan pelayaran mempunyai armada yang baik dan memiliki *crew* kapal yang handal.

Berdasarkan Undang – Undang Republik Indonesia Nomor 17 Tahun 2008 tentang Pelayaran, “awak kapal adalah orang yang bekerja atau dipekerjakan di atas kapal oleh pemilik atau operator kapal untuk melakukan tugas di atas kapal sesuai dengan jabatannya yang tercantum dalam buku sijiil.” Awak kapal (*crew*) merupakan salah satu sumber daya terpenting di atas kapal. Semua kegiatan di atas kapal dilakukan oleh *crew* kapal, begitu juga dengan PT. Cipta Wira Tirta yang memerlukan *crew* kapal untuk melaksanakan kegiatan operasional di atas kapal milik *principal*.

PT. Cipta Wira Tirta merupakan salah satu dari sekian banyak perusahaan jasa pelayaran nasional yang berkembang dan telah mempunyai beberapa cabang di Indonesia. Memiliki kantor pusat yang berlokasi di Ruko Perkantoran Tanjung Mas Raya B1 Nomor 17, Jakarta Selatan. Perusahaan menyadari bahwa dibutuhkan pelayanan terbaik untuk memperpanjang usia kontrak kerja yang terjalin dengan *principal* yaitu *Norwegian Cruise Line Holding Ltd.* Perusahaan dituntut untuk mampu mengelola sumber daya manusia sebagai tenaga pelaksana operasional perusahaan untuk menghasilkan daya dan hasil guna dalam setiap kegiatan perusahaan pelayaran khususnya di atas kapal. Oleh karenanya, diperlukan seleksi yang benar pada saat *recruitment* dan mengadakan kontrol terkait kualitas yang dimiliki oleh *crew* kapal.

Recruitment dilakukan oleh *crewing department* dan *user* melalui beberapa tahapan. *User* merupakan perwakilan dari *principal*. *Crew* yang berhasil lulus seleksi akan disalurkan ke kapal pesiar milik *Norwegian Cruise Line Holding Ltd.* yang beroperasi di Benua Amerika. *Crew* akan diberangkatkan dari Indonesia menuju negara tempat kapal bersandar.

Permasalahan yang terjadi ketika penulis melaksanakan praktek darat di PT. Cipta Wira Tirta yaitu terjadinya *jump ship crew* yang dilakukan oleh 3 *crew* kapal di negara Amerika Serikat. *Crew* dikatakan *jump ship* ketika tidak bergabung ke kapal sesuai waktu yang telah ditentukan di kontrak dan tidak kembali setelah melakukan *shore leave* ketika kapal bersandar untuk mencari pekerjaan di darat secara ilegal. Berdasarkan observasi dan data yang penulis

dapatkan, setiap tahunnya selalu ditemukan *crew* kapal yang melakukan *jump ship*. Hal ini membuat penulis tertarik untuk melakukan penelitian dan penulisan skripsi yang berfokus pada *jump ship crew* kapal pesiar dengan harapan dapat memudahkan perusahaan untuk mengambil tindakan meminimalisir terjadinya *crew* kapal yang melakukan *jump ship* dengan judul skripsi “**ANALISA TERJADINYA JUMP SHIP CREW DI NORWEGIAN CRUISE LINE HOLDING LTD. PADA PT. CIPTA WIRA TIRTA**”

1.2. Cakupan Masalah Penelitian

Pada penulisan skripsi ini, analisa terjadinya *jump ship crew* hanya membatasi permasalahan pada *crew* yang diageni oleh PT. Cipta Wira Tirta untuk *Norwegian Cruise Line Holding Ltd.* Selama penulis melaksanakan praktek darat dari tanggal 19 Agustus 2019 sampai dengan tanggal 28 Februari 2020.

1.3. Rumusan Masalah

Berdasarkan permasalahan yang telah dijabarkan di atas, penulis mencoba untuk merumuskan pertanyaan sebagai batasan masalah bertujuan untuk menghindari kesalahan dalam menganalisa masalah, yaitu sebagai berikut:

- 1.3.1. Apakah faktor yang menyebabkan *crew* kapal melakukan *jump ship* di *Norwegian Cruise Line Holding Ltd.* ?
- 1.3.2. Bagaimanakah dampak banyaknya *crew* kapal yang melakukan *jump ship* di *Norwegian Cruise Line Holding Ltd.* ?
- 1.3.3. Bagaimanakah upaya meminimalisir terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* pada PT. Cipta Wira Tirta ?

1.4. Tujuan Penelitian

Adapun tujuan yang ingin dicapai dalam penulisan skripsi ini:

- 1.4.1. Mengetahui penyebab *crew* kapal melakukan *jump ship* di *Norwegian Cruise Line Holding Ltd.*
- 1.4.2. Mengetahui dampak banyaknya *crew* kapal yang melakukan *jump ship* di *Norwegian Cruise Line Holding Ltd.*
- 1.4.3. Mengetahui upaya yang dilakukan oleh PT. Cipta Wira Tirta untuk meminimalisir terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.*

1.5. Kegunaan Penelitian

1.5.1. Aspek Teoritis

- 1.5.1.1. Membantu perusahaan untuk mendapatkan umpan balik berupa pengetahuan teoritis dalam upaya pemenuhan kepuasan *Norwegian Cruise Line Holding Ltd.* sebagai *principal*.

- 1.5.1.2. Sebagai sumbangan ilmu pengetahuan secara teoritis bagi semua pihak yang membutuhkan sehingga dapat dipergunakan sebagai bahan informasi, dan dapat dijadikan perbendaharaan ilmu perusahaan, serta tambahan koleksi bagi perpustakaan Politeknik Ilmu Pelayaran Semarang.

1.5.2. Aspek Praktis

- 1.5.2.1. Sebagai sumbang ilmu pengetahuan untuk perusahaan dalam mengambil sikap dan tindakan terhadap *jump ship crew* guna

meningkatkan kualitas kerja sebagaimana yang diharapkan oleh perusahaan pengguna jasa pengawakan kapal.

1.5.2.2. Sebagai informasi dan pengetahuan bagi masyarakat umum terhadap permasalahan *jump ship crew* dalam dunia pelayaran.

1.6. Orisinalitas Penelitian

Orisinalitas penelitian menyajikan perbedaan dan persamaan bidang kajian yang diteliti antara penulis dan penulis-penulis sebelumnya. Hal ini bertujuan agar terhindar dari pengulangan kajian terhadap hal-hal yang sama. Agar lebih mudah dipahami, penulis menyajikannya dalam bentuk tabel dibandingkan dengan menyajikan dalam bentuk paparan yang bersifat uraian.

No	Nama Peneliti, Tahun dan Judul Penelitian	Persamaan	Perbedaan	Orisinalitas Penelitian
1.	Kurnia Faiztri Susanto, 2020, Analisis <i>Jump Ship Crew On Board</i> pada PT Karya Sumber Energy	Menggunakan objek penelitian sejenis yaitu mengenai <i>crew jump ship</i>	<i>Crew</i> bekerja di kapal pesiar dan melakukan <i>jump ship</i> di Negara Amerika Serikat	Objek penelitian di kapal pesiar milik <i>Norwegian Cruise Line Holding Ltd.</i>
2.	Argyo Demartoto, 2013, Fenomena Anak Muda yang Bekerja di Kapal Pesiar dalam Era Globalisasi sebagai Bagian dari Masyarakat Resiko	Menggunakan penelitian sejenis yaitu mengenai bekerja di kapal pesiar	<i>Crew</i> bekerja di kapal pesiar dan melakukan <i>jump ship</i> di Negara Amerika Serikat	Objek penelitian di kapal pesiar milik <i>Norwegian Cruise Line Holding Ltd.</i>

Tabel 1.1 Orisinalitas Penelitian

1.7. Sistematika Penulisan

Isi dari sistematika penulisan skripsi ini adalah untuk mempermudah penyusunan secara menyeluruh serta agar lebih mudah memahami isi skripsi. Penyusunan skripsi ini terbagi menjadi 5 bab yang merupakan satu kesatuan yang saling berhubungan antara bab yang satu dengan bab berikutnya. Berikut ini merupakan sistematika penulisan yang penulis gunakan :

BAB I PENDAHULUAN

Bab pertama merupakan bab pendahuluan, penulis menguraikan mengenai latar belakang masalah yang merupakan alasan pemilihan judul, perumusan masalah, tujuan penelitian, manfaat penelitian, dan diakhiri dengan sistematika penulisan.

BAB II LANDASAN TEORI

Dalam bab ini dikemukakan tentang tinjauan pustaka mengenai masalah yang akan diteliti dan kerangka pemikiran penulis. Uraian mengenai ilmu pengetahuan yang terdapat dalam kepustakaan yang termasuk didalamnya mengenai pengertian dan hal-hal yang berkaitan dengan permasalahan.

BAB III METODE PENELITIAN

Pada bab ini menjelaskan tentang metode penelitian yang dibahas yaitu mengenai waktu dan tempat penelitian, metode pengumpulan data, dan teknik pengolahan data.

BAB IV HASIL PENELITIAN DAN PEMBAHASAN

Pada bab ini menjelaskan tentang obyek yang diteliti, uraian hasil penelitian dan pembahasan masalah.

BAB V SIMPULAN DAN SARAN

Pada bab ini merupakan bab penutup dimana akan disampaikan kesimpulan yang merupakan pernyataan singkat dan tepat berdasarkan hasil analisis data sehubungan dengan masalah penelitian. Saran yang merupakan pernyataan singkat dan tepat berdasarkan hasil pembahasan sehubungan dengan masalah penelitian yang merupakan masukan untuk perbaikan yang akan dicapai.

DAFTAR PUSTAKA

LAMPIRAN

DAFTAR RIWAYAT HIDUP



BAB II

KAJIAN PUSTAKA

2.1. Tinjauan Pustaka

Tinjauan pustaka merupakan kegiatan mencari, membaca dan mengkaji laporan-laporan penelitian dan bahan pustaka yang memuat teori-teori yang berkaitan dengan penelitian yang akan dilakukan, dimana hasil dari kegiatan ini adalah materi yang akan disajikan untuk menyusun kerangka teori penelitian.

Untuk memudahkan pemahaman pembaca yang berhubungan dengan penulisan skripsi ini, maka penulis mengambil beberapa referensi para ahli tentang teori-teori yang berhubungan dengan skripsi ini, yaitu:

2.1.1. Analisa

Analisa merupakan bentuk tidak baku dari analisis. Analisis atau analisa berasal dari bahasa Yunani kuno *analusis* yang memiliki arti melepaskan. *Analusis* terbentuk oleh dua suku kata yaitu *ana* bermakna kembali, dan *luein* bermakna melepas. Jadi apabila digabungkan berarti melepas kembali atau menguraikan.

Kamus Besar Bahasa Indonesia (KBBI) *Online* menjelaskan bahwa analisis adalah penyelidikan terhadap suatu peristiwa melalui pemecahan masalah yang dimulai dengan dugaan akan kebenarannya untuk mengetahui keadaan yang sebenarnya lalu dijabarkan setelah dikaji sebaik-baiknya.

Analisis dapat diartikan sebagai kegiatan mencari sebuah pola dan menentukan cara berpikir terkait dengan pengujian untuk

menentukan bagian, hubungan antar bagian serta hubungannya dengan keseluruhan secara sistematis (Sugiyono, 2015: 335).

(Satori dan Komariah, 2014: 200) berpendapat bahwa analisis merupakan suatu bentuk usaha menguraikan suatu masalah atau fokus kajian menjadi beberapa bagian agar mudah ditangkap maknanya dan dimengerti duduk perkaranya.

Dari beberapa pengertian analisa dapat ditarik kesimpulan bahwa analisa merupakan suatu usaha yang dilakukan untuk memecahkan masalah melalui penyelidikan dengan cara menguraikan suatu masalah menjadi bagian-bagian yang berhubungan untuk menemukan suatu sumber masalah sehingga masalah dapat terpecahkan, dalam hal ini analisa terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* pada PT. Cipta Wira Tirta.

Analisis memiliki fungsi dan tujuan untuk mengumpulkan data yang terdapat pada suatu lingkungan tertentu, selanjutnya data-data ini dapat digunakan untuk berbagai keperluan penganalisis. Dalam bidang pendidikan, analisis dimanfaatkan untuk melakukan penelitian dalam berbagai subjek keilmuan.

2.1.2. *Jump Ship*

Jump ship terdiri dari dua kata dasar, yang apabila diartikan dalam Bahasa Indonesia bermakna lompat kapal. Namun pada kenyataannya, *jump ship* merupakan ungkapan berupa gabungan kata yang membentuk makna baru serta tidak ada hubungannya dengan

kata pembentuk dasarnya atau biasa disebut dengan idiom. *Jump ship* untuk istilah orang kapal adalah memanfaatkan kesempatan ketika singgah di suatu negara untuk kabur dan mencari pekerjaan di darat secara ilegal.

Berkaitan dengan pengertian *jump ship* dijelaskan dalam sebuah website dengan Uniform Resource Locator (URL) <https://www.collinsdictionary.com/dictionary/english/jump-ship> yang didefinisikan sebagai berikut:

“Jump ship is to desert, especially to leave a ship in which one is legally bound to serve”.

“Jump ship adalah tindakan meninggalkan kapal dimana seseorang tersebut sudah terikat secara hukum untuk mengabdikan”.

Pengertian lain dari *jump ship*, mengutip dari sebuah website dengan URL <https://grammarist.com/idiom/jump-ship/> yang didefinisikan sebagai berikut:

“Jump ship means to leave employment as a member of a ship’s crew. Crew members are bound to serve out a contract of employment”.

“Jump ship adalah meninggalkan pekerjaan sebagai anggota crew kapal yang telah terikat kontrak kerja”.

Dari beberapa pengertian *jump ship* dapat disimpulkan bahwa *jump ship* merupakan tindakan meninggalkan kapal dan melepas tanggung jawabnya sebagai anggota *crew* kapal yang telah terikat kontrak kerja tanpa ada perintah dari pemilik kapal atau operator kapal untuk mencari pekerjaan di darat secara ilegal.

2.1.3. *Crew*

Dalam Bahasa Indonesia arti kata *crew* adalah awak kapal. Menurut Undang Undang Republik Indonesia No. 17 Tahun 2008 tentang Pelayaran Bab 1 Ketentuan Umum Pasal 1 Ayat 40, “Awak kapal adalah orang yang bekerja atau dipekerjakan diatas kapal oleh pemilik atau operator kapal untuk melakukan tugas diatas kapal sesuai dengan jabatannya yang tercantum dalam buku siji”.

Menurut PP RI No.51 Tahun 2002 tentang Perkapalan “Anak buah kapal adalah awak kapal selain nakhoda ataupun pemimpin kapal”. Semua posisi yang di kapal baik perwira maupun rating merupakan *crew* kapal.

2.1.4. Definisi Faktor

Definisi faktor menurut KBBI *Online* adalah suatu hal, kondisi, peristiwa yang ikut mempengaruhi terjadinya sesuatu. Faktor menjadi suatu ragam pendukung yang membentuk satu kesatuan yang menghasilkan sesuatu. Sehingga penulis dapat menarik kesimpulan bahwa definisi faktor yaitu hal yang mendukung, mempengaruhi atau yang melatarbelakangi suatu aktivitas. Ghufon dan Suminta (2010) membagi faktor-faktor yang mempengaruhi kontrol diri menjadi dua, yaitu:

2.1.4.1. Faktor Internal

Menurut Kamus Besar Bahasa Indonesia versi *Online*, internal adalah hal yang menyangkut bagian dalam. (Anna

Afi Hayy dan Agus Suharsono, 2010: 3) berpendapat bahwa faktor internal adalah faktor-faktor yang timbul karena pengaruh rangsangan dari dalam diri individu itu sendiri.

2.1.4.2. Faktor Eksternal

Menurut Kamus Besar Bahasa Indonesia versi *Online*, eksternal adalah hal yang menyangkut bagian luar. (Anna Afi Hayy dan Agus Suharsono, 2010: 3) berpendapat bahwa faktor eksternal adalah faktor-faktor yang mempengaruhi individu yang timbul karena pengaruh rangsangan dari luar.

2.1.5. Definisi Dampak

Kamus Besar Bahasa Indonesia versi *Online* menjelaskan bahwa definisi dampak merupakan benturan; benturan yang cukup keras sehingga menimbulkan perubahan; pengaruh yang dapat yang mendatangkan akibat positif atau negatif.

Dampak apabila diartikan secara sederhana merupakan pengaruh atau akibat. Makna pengaruh sendiri merupakan suatu kondisi dimana terdapat hubungan sebab akibat antara apa yang mempengaruhi dan dipengaruhi (Suharno dan Retnoningsih, 2014: 243).

Penulis menyimpulkan definisi dampak adalah segala hal yang muncul karena adanya suatu kejadian sehingga menimbulkan perubahan yang berpengaruh positif maupun negatif terhadap keberlangsungan hidup. Pengaruh positif dapat diartikan sebagai

perubahan kearah yang lebih baik, sedangkan pengaruh negatif berarti antonim dari pengaruh positif yaitu perubahan kearah yang lebih buruk dari sebelumnya.

2.1.6. Definisi Upaya

Upaya, menurut KBBI *Online* adalah suatu kegiatan usaha atau ikhtiar dalam memecahkan persoalan serta mencari jalan keluar untuk memenuhi suatu tujuan tertentu. Sehingga upaya merupakan sebuah kegiatan pemenuhan tujuan dengan usaha, akal, ikhtiar untuk maksud tertentu termasuk dalam memecahkan suatu permasalahan.

Untuk mencapai suatu pemenuhan tujuan tertentu yang optimal maka dibutuhkan sebuah metode yang sesuai dalam sebuah upaya berupa tindakan nyata dan bukan pemikiran semata, dalam hal ini upaya meminimalisir terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* pada PT. Cipta Wira Tirta.

2.1.7. Kapal

2.1.7.1. Definisi Kapal

Definisi kapal yang tercantum dalam Undang-Undang Republik Indonesia Nomor 17 Tahun 2008 Bab I Pasal 1 tentang Pelayaran, yaitu:

Kapal adalah kendaraan air dengan bentuk dan jenis tertentu, yang digerakkan dengan tenaga angin, tenaga mekanik, energi lainnya, ditarik atau ditunda, termasuk kendaraan yang berdaya dukung dinamis, kendaraan di bawah permukaan air, serta alat apung dan bangunan terapung yang tidak berpindah-pindah.

Dengan demikian, kapal bukan sekadar alat yang mengapung saja, namun segala jenis alat yang berfungsi sebagai kendaraan, sekalipun ia berada di bawah laut seperti kapal selam.

2.1.7.2. Kapal Pesiar

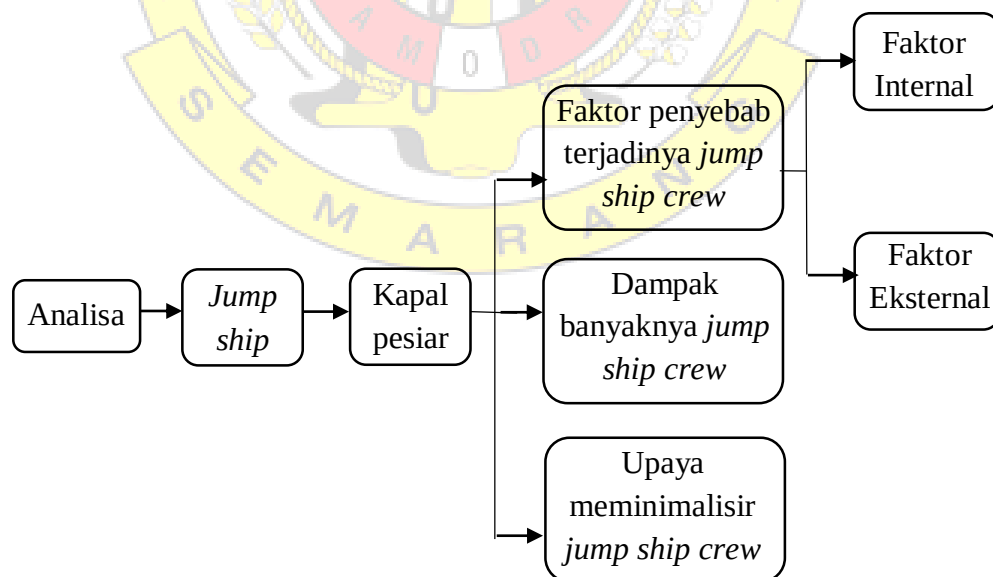
Cruise Ship, atau kapal pesiar, menurut Romanda Annas Amrullah dalam bukunya berjudul *Pelabuhan dan Serba-Serbinya* (2020: 76) merupakan kapal yang mengangkut penumpang yang bertujuan untuk berpesiar atau berwisata dan bukan untuk sungguhan pergi. Saat ini, hampir semua kapal penumpang berukuran besar pasti adalah *cruise ship* dan bukan *ocean liner*, kecuali untuk negara kepulauan seperti Indonesia yang masih membutuhkan kapal besar (bukan *ferry*) untuk mengangkut penumpang dari satu pulau ke pulau yang lain yang tidak berjarak dekat. Selain itu, tren kapal pesiar masa kini adalah saling berlomba antar perusahaan wisata untuk membuat kapal yang berukuran semakin besar dan saling memecahkan rekor.

Kapal pesiar juga sering disamakan dengan hotel atau *resort* terapung yang dapat bergerak di lautan, sehingga tidak membuat konsumen bosan (Sudiarta, 2015). Kapal pesiar menjadi salah satu kawasan tempat kerja yang bergerak dalam bidang pelayanan jasa. Bekerja di kapal pesiar dapat

diibaratkan pekerjaan darat yang ada di atas kapal laut yang besar. Sebagian besar penduduk Indonesia memiliki minat yang tinggi untuk bekerja di kapal pesiar, terlebih lagi tawaran gaji dengan nominal yang cukup besar dan dapat berkeliling dunia secara gratis. Menurut (Terry, 2016) menyatakan bahwa sebesar 70% dari orang-orang yang bekerja di kapal pesiar berasal dari negara-negara dengan upah yang rendah.

2.2. Kerangka Teoritis

Kerangka teoritis adalah garis besar atau rancangan seperangkat konsep sistematis yang terkait dan terhubung sehingga membentuk pandangan tentang suatu masalah yang menjadi pegangan pokok penulis. Berikut adalah kerangka teoritis dalam penelitian ini:

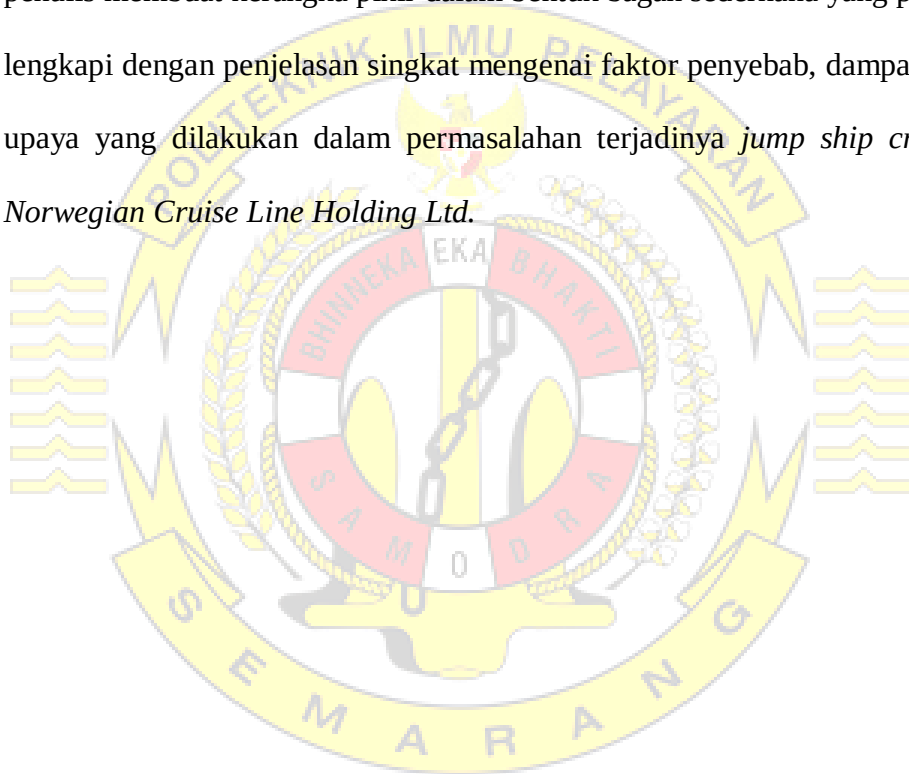


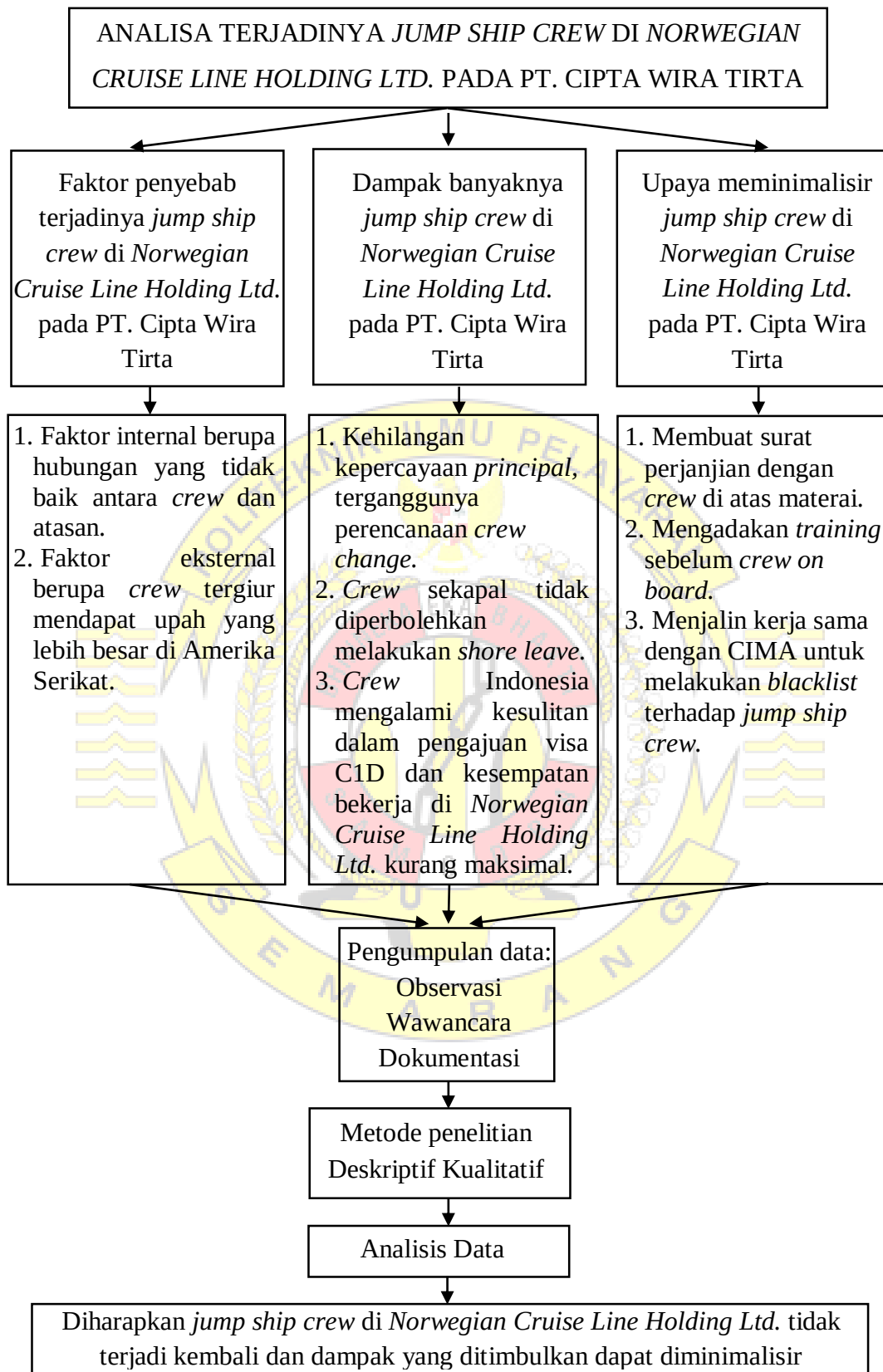
Gambar 2.1 Kerangka teoritis

2.3. Kerangka Berpikir

Menurut Uma Sekaran (dalam Sugiyono, 2013: 60) mengemukakan bahwa kerangka berpikir merupakan model konseptual tentang bagaimana teori berhubungan dengan berbagai faktor yang telah diidentifikasi sebagai hal yang penting.

Guna memudahkan pemahaman terhadap pemaparan skripsi ini, maka penulis membuat kerangka pikir dalam bentuk bagan sederhana yang penulis lengkapi dengan penjelasan singkat mengenai faktor penyebab, dampak, dan upaya yang dilakukan dalam permasalahan terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.*





Gambar 2.2 Kerangka Pikir Penulis

BAB V

SIMPULAN DAN SARAN

5.1. Simpulan

Berdasarkan hasil penelitian dan hasil uraian dalam pembahasan masalah mengenai analisa terjadinya *jump ship crew*, maka dapat diambil simpulan sebagai berikut:

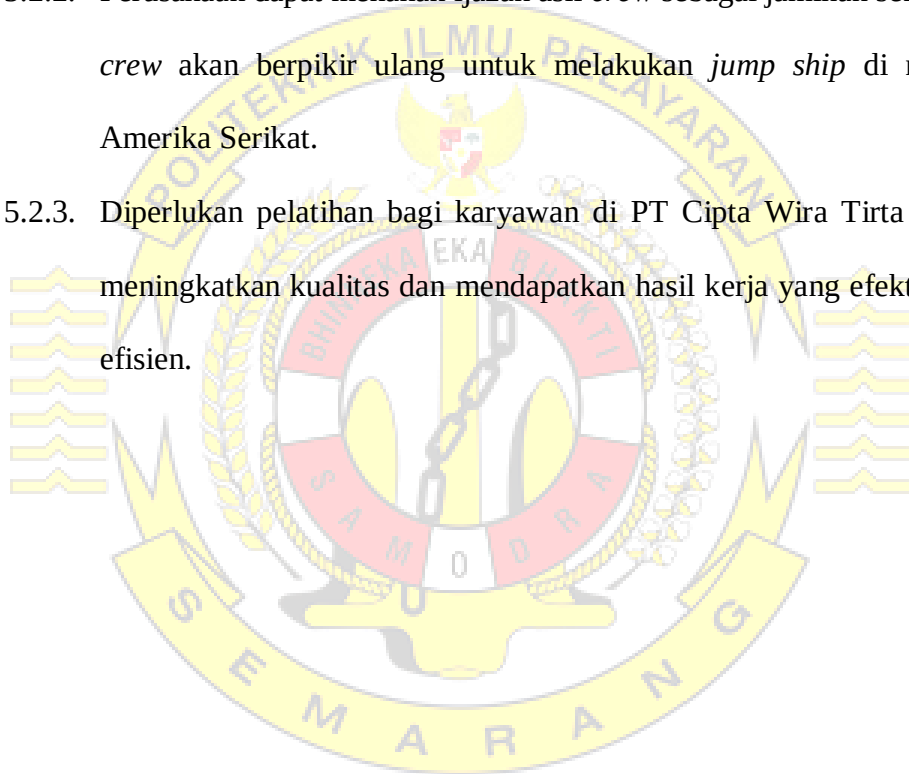
- 5.1.1. Faktor penyebab terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* adalah faktor internal berupa *crew* memiliki hubungan yang tidak baik dengan supervisor di kapal dan faktor eksternal berupa *crew* tergiur untuk mendapatkan upah bekerja yang lebih besar di Amerika Serikat.
- 5.1.2. Dampak banyaknya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* adalah PT Cipta Wira Tirta kehilangan kepercayaan dari *principal* dan terganggunya perencanaan *crew change*. Kemudian *crew* yang sekapal tidak diperbolehkan melakukan *shore leave*. Adapun *crew* Indonesia mengalami kesulitan dalam pengajuan visa C1D dan kesempatan bekerja di *Norwegian Cruise Line Holding Ltd.* kurang maksimal.
- 5.1.3. Upaya meminimalisir terjadinya *jump ship crew* di *Norwegian Cruise Line Holding Ltd.* oleh PT Cipta Wira Tirta adalah membuat surat perjanjian dengan *crew* di atas materai yang berisi *crew* bersedia membayar denda Rp500.000.000,00 jika melakukan *jump ship*. Mengadakan *training* sebelum *crew on board*. Selain itu menjalin

kerja sama dengan CIMA untuk melakukan *blacklist* terhadap *jump ship crew* di semua perusahaan pengawakan kapal di Indonesia.

5.2. Saran

Adapun saran yang penulis berikan adalah sebagai berikut :

- 5.2.1. Sistem penandatanganan surat perjanjian antara perusahaan dan *crew* diubah didepan notaris agar dapat dilandaskan hukum yang berlaku.
- 5.2.2. Perusahaan dapat menahan ijazah asli *crew* sebagai jaminan sehingga *crew* akan berpikir ulang untuk melakukan *jump ship* di negara Amerika Serikat.
- 5.2.3. Diperlukan pelatihan bagi karyawan di PT Cipta Wira Tirta untuk meningkatkan kualitas dan mendapatkan hasil kerja yang efektif dan efisien.



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Lampiran 1: Hasil Wawancara

Responden I

Nama : Capt. Edy Sukandar
 Jabatan : *Crewing Manager*
 Hari/Tanggal : Jumat, 10 Januari 2020
 Waktu : 11.00 WIB – 11.30 WIB
 Lokasi : PT. Cipta Wira Tirta
 Topik : Analisa terjadinya *jump ship*

1. Penulis : Menurut anda apakah faktor yang menyebabkan *crew* melakukan *jump ship*?

Responden I : Sudah menjadi rahasia umum jika *crew* kapal yang *jump ship* pasti disebabkan karena tergiur oleh gaji yang nominalnya lebih besar ketika bekerja di darat terutama di negara maju seperti Amerika Serikat. Mereka merasa kurang puas dengan gaji yang telah disepakati di kontrak kerja.

2. Penulis : Apakah dampak yang ditimbulkan akibat banyaknya *crew jump ship* bagi PT. Cipta Wira Tirta?

Responden I : Perusahaan mendapat teguran dari *principal* karena tidak dapat menyeleksi *crew* dengan baik. Selain itu dampak lainnya adalah *jump ship* mengakibatkan kekosongan posisi di atas kapal sehingga dapat mengganggu perencanaan *crew change* yang telah dibuat oleh *crewing department*.

3. Penulis : Bagaimanakah upaya yang telah dilakukan oleh PT. Cipta Wira Tirta untuk meminimalisir terjadinya *jump ship*?

Responden I : Untuk memberikan efek jera, perusahaan bekerja sama dengan *Consortium of Indonesian Manning Agencies (CIMA)* untuk



melakukan *blacklist* terhadap *crew jump ship*, sehingga *crew* tersebut tidak akan bisa *on board* lagi di perusahaan pengawakan kapal di Indonesia.

4. Penulis : Bagaimanakah prosedur yang dilakukan perusahaan apabila terdapat *crew jump ship*?

Responden I : Perusahaan mendapat laporan dari pihak manajemen kapal apabila terdapat *crew* yang *jump ship*. Selanjutnya perusahaan melaporkan kejadian tersebut melalui email ke U.S Embassy di Jakarta agar *crew* di *blacklist* dari negara tersebut dan masuk dalam daftar pencarian orang milik U.S CBP.

5. Penulis : Bagaimana menurut anda mengenai sistem *recruitment* di PT. Cipta Wira Tirta, apakah ada hubungannya dengan terjadinya *jump ship*?

Responden I : Menurut saya selaku *crewing manager*, saya menyadari memang proses *recruitment crew* kapal kurang selektif sehingga menyebabkan adanya *crew jump ship*. Hal ini disebabkan karena kurangnya pelatihan pada karyawan sehingga terjadi *human error*. Mungkin untuk selanjutnya akan saya adakan rapat untuk mengevaluasi kembali sistem *recruitment* perusahaan.



Responden II

Nama : Fifi Setyo Astuti
 Jabatan : *PA Coordinator Recruitment*
 Hari/Tanggal : Jumat, 10 Januari 2020
 Waktu : 13.00 WIB – 13.30 WIB
 Lokasi : PT. Cipta Wira Tirta
 Topik : Analisa terjadinya *jump ship*

1. Penulis : Menurut anda apakah alasan dan faktor yang menyebabkan crew melakukan *jump ship*?

Responden II : Tidak ada yang tau dong deh, kan orangnya tidak bisa dihubungi. Kalau ditanyakan ke keluarganya pasti mereka menjawab tidak tahu dan tidak ada kabar. Ada banyak kemungkinan, bisa masalah keluarga, ya bisa karena uang, bisa segala macam deh.

2. Penulis : Apakah dampak yang ditimbulkan akibat banyaknya crew *jump ship* bagi PT. Cipta Wira Tirta?

Responden I : Semakin banyak crew *jump ship* akan semakin membuat rugi perusahaan. Sesuai data pelaporan ke SIUPPAK terlihat penurunan angka crew yang telah perusahaan agensi. Sehingga membuktikan *principal* menjadi tidak percaya dengan kinerja pelaut Indonesia, akibatnya sedikit merekrut pelaut dari Indonesia melalui perusahaan kita.

3. Penulis : Bagaimanakah upaya yang telah dilakukan oleh PT. Cipta Wira Tirta untuk meminimalisir terjadinya *jump ship*?



Responden II : Perusahaan membuat surat perjanjian diatas materai yang berisi ketersediaan *crew* membayar denda Rp500.000.000,00 jika *jump ship*. Namun hal itu kurang kuat untuk dipidanakan karena tidak ada tanda tangan notaris. Alasan surat itu dibuat supaya kita bisa memberikan keterangan ke U.S Embassy bahwa kita sudah melakukan apa yang seharusnya dilakukan.

4. Penulis : Bagaimanakah prosedur yang dilakukan perusahaan apabila terdapat *crew jump ship*?

Responden II : Pertama informasi bahwa ada *crew jump ship* di dapat dari pihak kapal. Kan *crew* turun dari pesawat kemudian ke kapal, nah sewaktu di kapal ada manifestnya, jadi tahu siapa-siapa saja yang *join* kapal pada hari itu. Jadi jika *crew* tersebut tidak sampai kapal sampai batas waktu yg ditentukan, pihak kapak akan melaporkannya ke agen dan mengonfirmasi kedatangan *crew* ke U.S CBP. Kemudian perusahaan meneruskan laporan tersebut ke U.S Embassy untuk di *blacklist* dari negara tersebut dan di deportasi.

5. Penulis : Bagaimana menurut anda mengenai sistem *recruitment* di PT. Cipta Wira Tirta, apakah ada hubungannya dengan terjadinya *jump ship*?

Responden II : Sejauh ini sistem *recruitment* tergolong cukup baik. Menurut saya, kita tidak akan pernah tahu siapa yang akan *jump ship*. Kita hanya bisa melakukan upaya terbaik untuk mencegahnya.



Responden III

Nama : Tomy Marpaung
 Jabatan : PA Recruitment
 Hari/Tanggal : Jumat, 21 Januari 2020
 Waktu : 16.00 WIB – 16.30 WIB
 Lokasi : PT. Cipta Wira Tirta
 Topik : Analisa terjadinya *jump ship*

1. Penulis : Menurut anda apakah faktor yang menyebabkan *crew* melakukan *jump ship*?

Responden III : Mereka tergair bekerja di negara lain dengan gaji tinggi yang ditawarkan oleh orang lain. Orang lain yang dimaksudkan adalah pengunjung kapal atau juga *crew* yang sebelumnya sudah pernah *jump ship*.

2. Penulis : Apakah dampak yang ditimbulkan akibat banyaknya *crew jump ship* bagi PT. Cipta Wira Tirta?

Responden III : Apabila *crew jump ship* maka akan terjadi kekosongan posisi di kapal. Hal itu membuat saya sebagai PA Recruitment kewalahan dalam menyiapkan *crew* pengganti. Sebenarnya ada *crew stand by* namun terkadang posisi yang kosong tidak sesuai dengan posisi *crew* yang *stand by*. Jadi saya harus cepat melakukan *recruitment* ke pelamar baru, sedangkan untuk proses *recruitment* harus melalui beberapa tahapan.

3. Penulis : Bagaimanakah upaya yang telah dilakukan oleh PT. Cipta Wira Tirta untuk meminimalisir terjadinya *jump ship*?



Responden III : Yang pertama pada saat *training* kita selalu menasehati, kalau sekedar nasihat itu kadang di abaikan sama *crew*. Lalu yang kedua kita buat surat perjanjian antara kantor, *crew* dan salah satu keluarganya dengan ditandatangani materai 6000 dan denda Rp500.000.000,00 apabila melakukan *jumpship*.

4. Penulis : Bagaimanakah prosedur yang dilakukan perusahaan apabila terdapat *crew jump ship*?

Responden III: Setelah kita dapat info kalau mereka *jump ship*, kita langsung lapor ke U.S Embassy yg ada di Jakarta, setelah itu baru di *blacklist* dan mereka tidak akan bisa lagi ke Amerika Serikat.

5. Penulis : Bagaimana menurut anda mengenai sistem *recruitment* di PT. Cipta Wira Tirta, apakah ada hubungannya dengan terjadinya *jump ship*?

Responden III: Saya sebagai *PA Recruitment* menilai bahwa sistem *recruitment* di PT. Cipta Wira Tirta memang kurang baik. Seharusnya tidak hanya *skill* berbahasa Inggris yang di ujikan, namun sebaiknya perusahaan menambah tes psikotest agar mengetahui karakter *crew*. Jadi kita dapat mengetahui terlebih dahulu niat *crew* yang akan melakukan *jump ship*.



Responden IV

Nama : Dimas Wahyu Nugraha
 Jabatan : Crew kapal Norwegian Pearl
 Hari/Tanggal : Jumat, 26 February 2020
 Waktu : 09.00 WIB – 09.30 WIB
 Lokasi : PT. Cipta Wira Tirta
 Topik : Analisa terjadinya *jump ship*

1. Penulis : Berdasarkan data yang saya dapatkan, Bapak Dimas sekapal dengan Bapak Komang Dodik Suhandika Yasa yang melakukan *jump ship*. Menurut Pak Dimas apakah faktor yang menyebabkan Pak Komang melakukan *jump ship*?

Responden IV : Iya betul deh. Kebetulan saya sekapal dan se-divisi dengan Pak Komang yang melakukan *jump ship*. Dia memiliki hubungan yang kurang baik dengan salah satu *supervisor* di kapal pesiar. Sering terlibat adu mulut karena berselisih paham. Dia sempat bercerita ke saya jika dia merasa tertekan berada di kapal. *Supervisor* tersebut selalu marah tanpa sebab dan menekannya untuk bekerja di luar jam kerja. Tapi sebenarnya hal tersebut sudah biasa terjadi, mungkin dia belum terbiasa.

2. Penulis : Bagaimanakah jam kerja di kapal pesiar? Apakah benar jika bekerja di kapal pesiar tidak ada hari libur?

Responden IV: Ya. Memang benar bekerja di kapal pesiar tidak ada liburinya. Setiap divisi memiliki jam kerja yang berbeda. Untuk di divisi saya yaitu Galley, kita bekerja *start* dari jam 8 pagi dan selesai jam 5 sore. Namun kita ada jadwal yang disebut *side job* untuk



bekerja tambahan selama 2 jam. Kecuali jika *crew* sakit maka diizinkan untuk cuti setelah memeriksakan diri ke dokter.

3. Penulis : Apakah Bapak Dimas pernah merasa bosan bekerja di kapal pesiar?

Responden IV: Rasa bosan itu pasti ada ya dek, karena kita melakukan rutinitas yang sama setiap harinya. *Shore leave* menjadi *refreshing* untuk kita saat kapal bersandar di *port*.

4. Penulis : Apakah dampak yang ditimbulkan apabila terdapat *crew jump ship* bagi *crew* kapal yang lain?

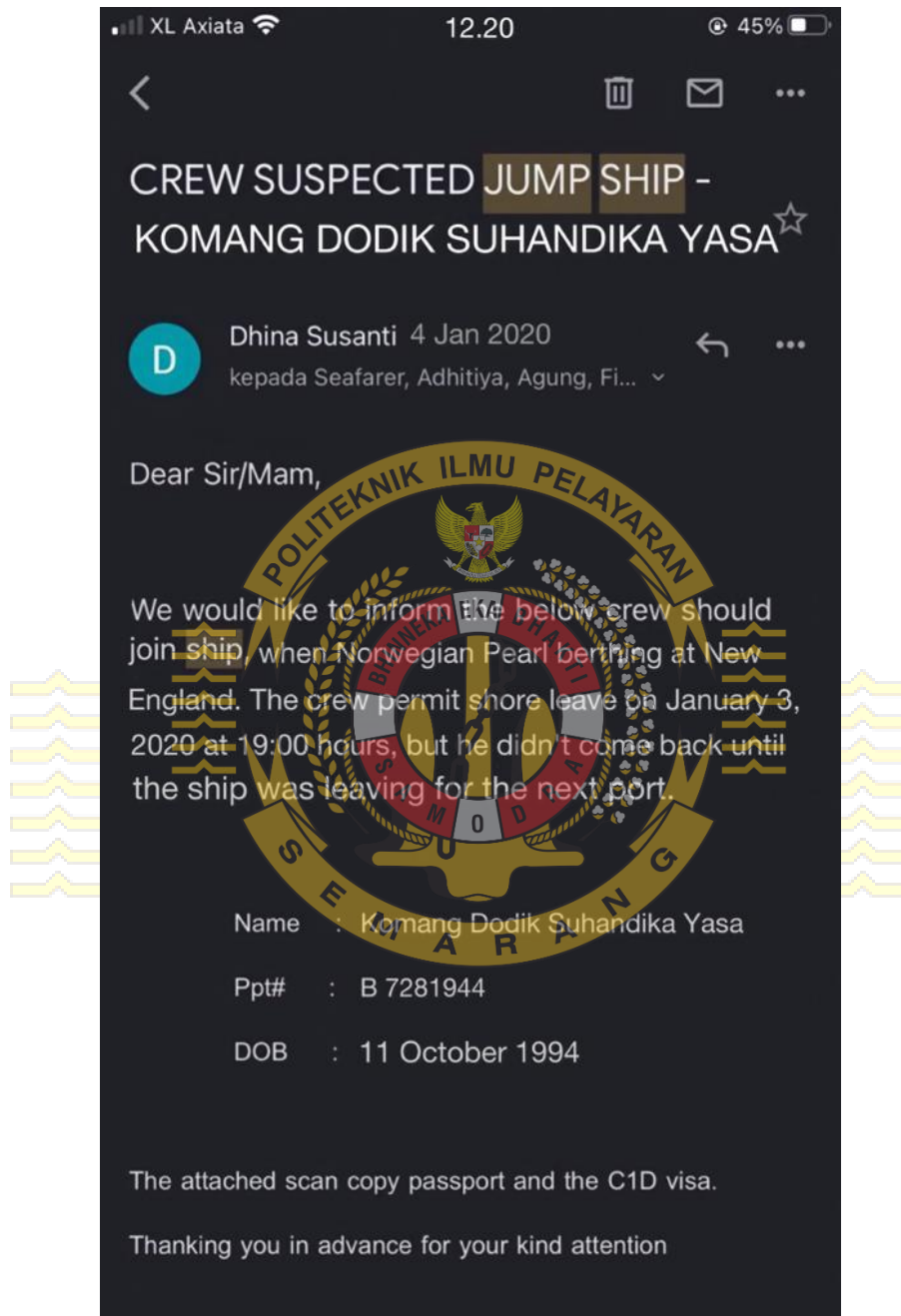
Responden IV: Nah, waktu itu Pak Komang *shore leave* di New England. Namun dia tidak kembali lagi ke kapal. Karena hal tersebut maka *crew* kapal yang lain tidak diijinkan untuk melakukan *shore leave*. Dikhawatirkan akan terjadi *jump ship* lagi.

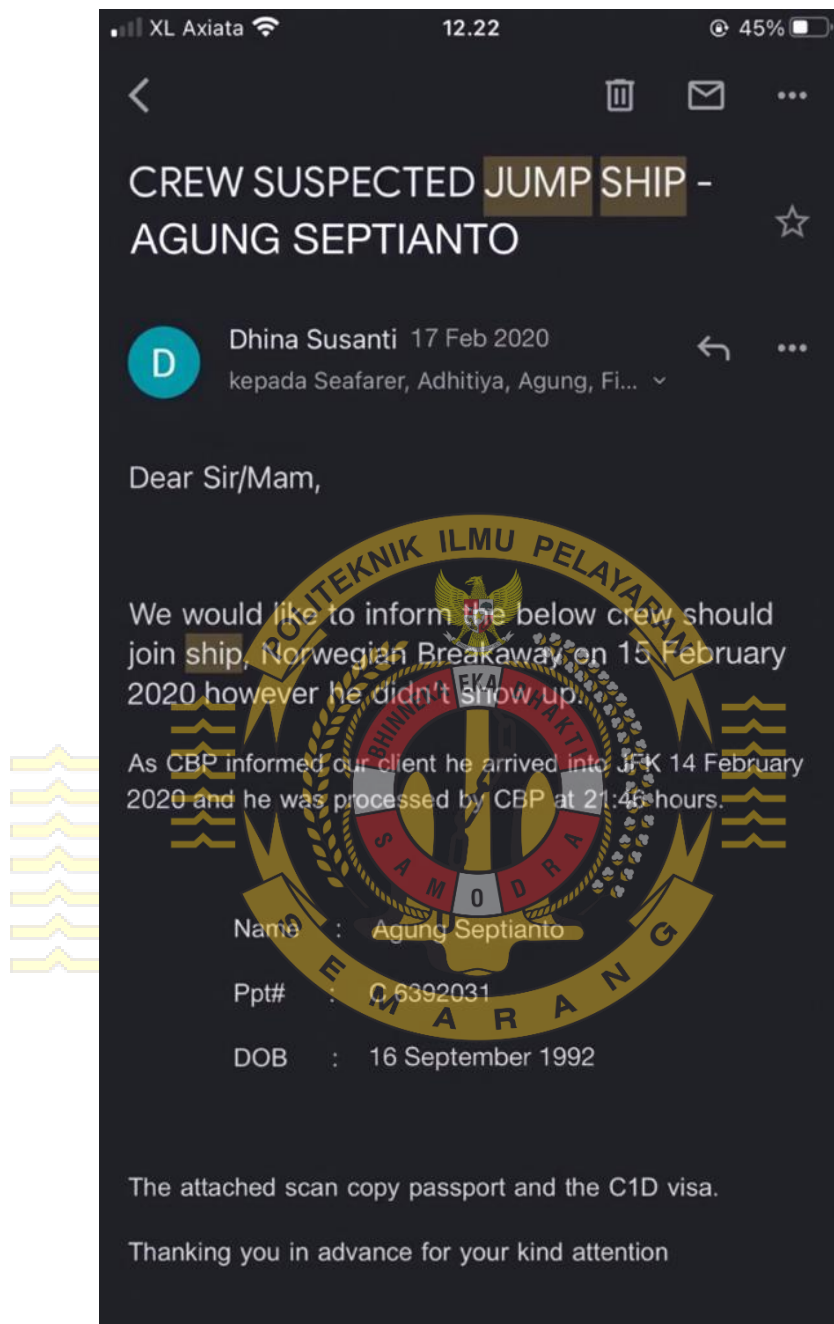
5. Penulis : Apakah benar apabila bekerja di daratan Amerika Serikat mendapat upah yang lebih besar daripada di kapal?

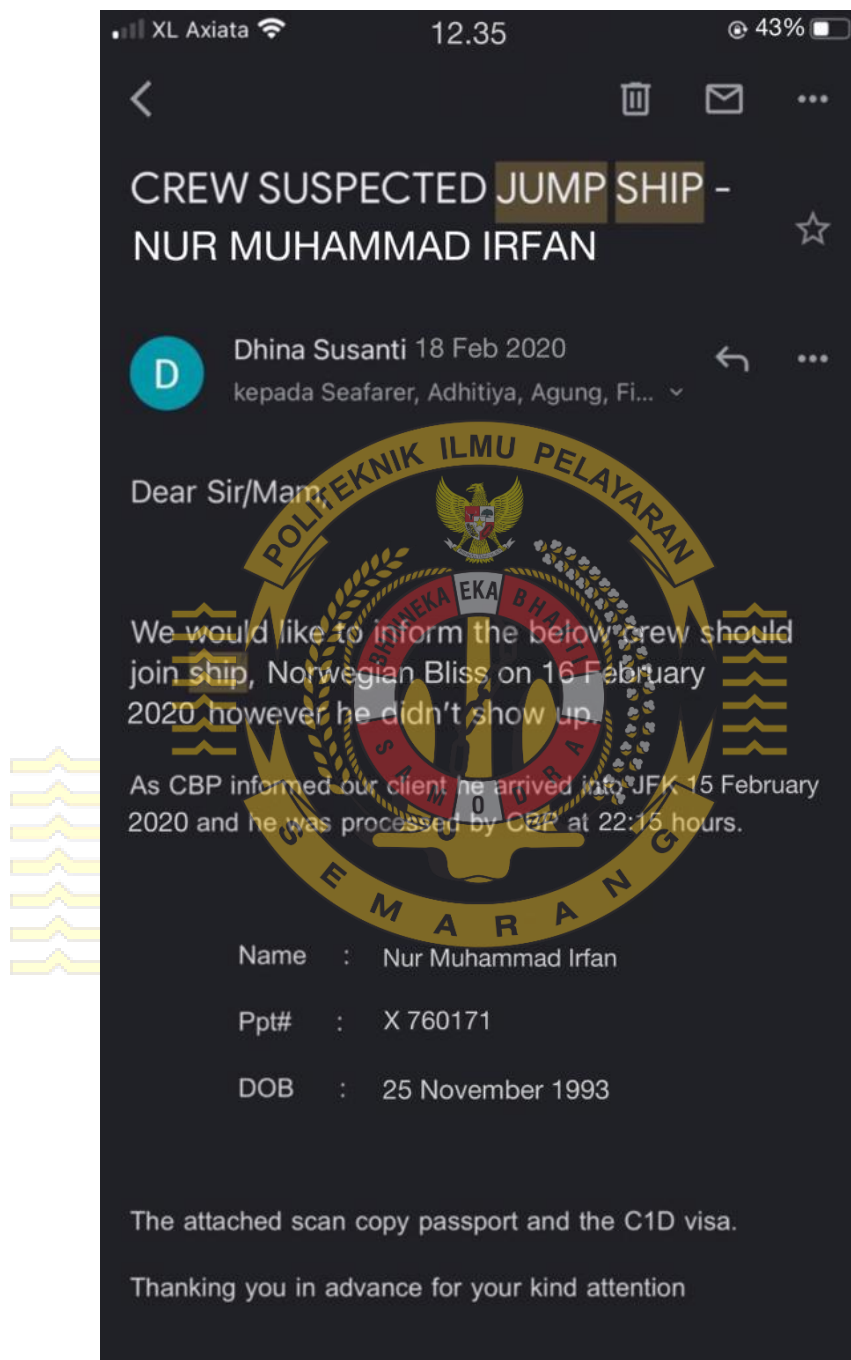
Responden IV: Ya benar. Upah bekerja di Negara Amerika bisa 2 sampai 3 kali lebih besar daripada di kapal karena Amerika Serikat termasuk negara maju. Tapi ya balik lagi, resiko yang didapatkan juga sama besarnya.



Lampiran 2 : Data pelaporan *crew jump ship*







Lampiran 3 : Letter For Crew Jump Ship

NCL
NORWEGIAN
CRUISE LINE®

7665 Corporate Center Drive
Miami, Florida 33126

No 872084

LETTER FOR CREW

New Hire YES Re-Employment _____ Additional Crew _____

This is to certify that KOMANG DODIK SUHANDIKA YASA bearing passport number B 7281944 and of INDONESIAN nationality, is scheduled to join the NORWEGIAN PEARL in the port of MIAMI, FL in the position of UTILITY GALLEY. His/her assignment to this vessel commences on or about 12/04/2019.

If the above-named crewmember is granted transit and fails to join the vessel to which he/she is destined, or to some other Norwegian Cruise Line vessel for which he/she is admitted, Norwegian Cruise Line will pay for any cost incurred in deporting him/her to his/her homeland.

United States Consulates/Embassies:
Please issue a Seaman's "D" Visa and a "C1" Transit Visa for the individual named above.

Port Agent and/or Hotels with NCL Contracted rates:
This letter is valid for one night accommodation checking out on above join date.

Crewmember notice:
It is essential that all joining crewmembers be onboard their respective vessel no later than three hours prior to sailing in time to attend Safety and Familiarization meetings onboard. These meetings are a mandatory international requirement. It is your responsibility to make sure your passport and applicable Visa are valid for at least one year.

All crew must join with Valid Passport/Valid Visas/Valid Medical Exams.

Date issued: 11/05/2019 Issued by: PT CIPTA WIRA TIRTA

SIGNATURE
Fleet Personnel

Notice:
Potential employees of NCL (Bahamas) Limited and its affiliates hereby agree that as a condition of their employment, NCL (Bahamas) Limited and its affiliates will be authorized to disclose personal information of the potential employee to third parties in order to verify personal information regarding the potential employee for their employment. Potential Employee hereby agrees that in no event shall NCL (Bahamas) Limited or its affiliates be held liable for any incidental, or consequential damages incurred as a result of the misuse of any personal information provided to third parties by NCL (Bahamas) Limited or its affiliates.



No 872084

7665 Corporate Center Drive
Miami, Florida 33126

LETTER FOR CREW

New Hire YES Re-Employment _____ Additional Crew _____

This is to certify that AGUNG SEPTIANTO bearing passport number
C 6392031 and of INDONESIAN nationality, is scheduled
 to join the NORWEGIAN BREAKAWAY in the port of PORT CANAVERAL, FL
 in the position of RESTAURANT STEWARD. His/her
 assignment to this vessel commences on or about 02/15/2020

If the above-named crewmember is granted transit and fails to join the vessel to which he/she is destined, or to some other Norwegian Cruise Line vessel for which he/she is admitted, Norwegian Cruise Line will pay for any cost incurred in deporting him/her to his/her homeland.

United States Consulates/Embassies:

Please issue a Seaman's "D" Visa and a "C" Transit Visa for the individual named above.

Port Agent and/or Hotels with NCL Contracted rates:

This letter is valid for one night accommodation checking out on above join date.

Crewmember notice:

It is essential that all joining crewmembers be onboard their respective vessel no later than three hours prior to sailing in time to attend Safety and Familiarization meetings onboard. These meetings are a mandatory international requirement. It is your responsibility to make sure your passport and applicable Visa are valid for at least one year.

All crew must join with Valid Passport/Valid Visas/Valid Medical Exams.Date issued: 01/15/2020 Issued by: PT CIPTA WIRA TIRTA

SIGNATURE

Fleet Personnel

Notice:

Potential employees of NCL (Bahamas) Limited and its affiliates hereby agree that as a condition of their employment, NCL (Bahamas) Limited and its affiliates will be authorized to disclose personal information of the potential employee to third parties in order to verify personal information regarding the potential employee for their employment. Potential Employee hereby agrees that in no event shall NCL (Bahamas) Limited or its affiliates be held liable for any incidental, or consequential damages incurred as a result of the misuse of any personal information provided to third parties by NCL (Bahamas) Limited or its affiliates.



No 872084

7665 Corporate Center Drive
Miami, Florida 33126

LETTER FOR CREW

New Hire YES Re-Employment _____ Additional Crew _____

This is to certify that NUR MUHAMMAD IRFAN bearing passport number
X 760171 and of INDONESIAN nationality, is scheduled
 to join the NORWEGIAN BLISS port of NEW YORK
 in the position of RESTAURANT STEWARD. His/her
 assignment to this vessel commences on or about 02/16/2020.

If the above-named crewmember is granted transit and fails to join the vessel to which he/she is destined, or to some other Norwegian Cruise Line vessel for which he/she is admitted, Norwegian Cruise Line will pay for any cost incurred in deporting him/her to his/her homeland.

United States Consulates/Embassies:

Please issue a Seaman's "D" Visa and a "C1" Transit Visa for the individual named above.

Port Agent and/or Hotels with NCL Contracted rates:

This letter is valid for one night accommodation checking out on above join date.

Crewmember notice:

It is essential that all joining crewmembers be onboard their respective vessel no later than three hours prior to sailing in time to attend Safety and Familiarization meetings onboard. These meetings are a mandatory international requirement. It is your responsibility to make sure your passport and applicable Visa are valid for at least one year.

All crew must join with Valid Passport/Valid Visas/Valid Medical Exams.

Date issued: 01/15/2020 Issued by: PT CIPTA WIRA TIRTA

SIGNATURE

Fleet Personnel

Notice:

Potential employees of NCL (Bahamas) Limited and its affiliates hereby agree that as a condition of their employment, NCL (Bahamas) Limited and its affiliates will be authorized to disclose personal information of the potential employee to third parties in order to verify personal information regarding the potential employee for their employment. Potential Employee hereby agrees that in no event shall NCL (Bahamas) Limited or its affiliates be held liable for any incidental, or consequential damages incurred as a result of the misuse of any personal information provided to third parties by NCL (Bahamas) Limited or its affiliates.

Lampiran 4: Contract Crew Jump Ship

Catering Personnel

Subject to Seafarer meeting all Seafarer's Medical Examination and Certificate requirements, NCL (Bahamas) Ltd. d/b/a Norwegian Cruise Line, ("Company" or "Employer") located at 7665 Corporate Center Drive, Miami, Florida, 33126, USA agrees to employ Yasa, Komang Dodik Suhandika ("Seafarer") in the capacity set forth below, for the consideration and under the terms and conditions hereinafter stated, and "Seafarer" agrees to be so employed and to abide by the terms and conditions of this Seafarer's Employment Agreement ("Agreement") and the Collective Bargaining Agreement ("CBA") for Catering Personnel and Key Personnel.

PERSONAL INFORMATION

Last Name First Name Middle Name
Yasa Komang Dodik Suhandika

Address
Br Dinas Bukitellu Ds. Bengkel, Kec. Busungblu, Buleleng, Bali, Indonesia

Telephone Number Personal Email Address
+62 87862102809 Komangdodik31@gmail.com

Date of Birth Place of Birth
11/10/1994 Bengkel - IDN

Marital Status Nationality Sex
Married IDN Male

Height Weight Eye Color
172 cm 56 kg Black

EMERGENCY CONTACT NAME Emergency Contact Number
Komang Febri Suryantini +6281329055932

Emergency Contact Address
Br Dinas Bukitellu Ds. Bengkel, Kec. Busungblu, Buleleng, Bali.

Passport # Passport Exp. Date Home Airport
B 7281944 17/06/2022 CGK

Visa Type Visa Exp. Date
C1D 15/10/2021

ARC #, if applicable Social Security #, if applicable

☒ New Hire ☐ Rehire ☐ Transferring ☐ Returning

SIGN ON/OFF INFORMATION

Position Department
Utility Galley Galley

To Serve Initially On Board The:
Norwegian Pearl

First Hire Date
04/12/2019

Sign On Port (subject to change) Sign On Date (subject to change)
Miami, Florida 04/12/2019

Sign Off Port Scheduled Sign Off Date
TBD 06/19/2020

SALARY INFORMATION

Salary Per Month Pay Effective Date
\$1015.19 04/12/2019

Where applicable, formula used for calculating monthly salary:
Seafarer's monthly wage calculation in accordance with said CBA, Annex 1.

OTHER AGREEMENTS OR SPECIAL CONDITIONS

- The Seafarer shall be initially employed on board the ship stated above. The Seafarer and the employment relationship established hereunder shall at all times be subject to and governed by the CBA, and the Employer's written policies concerning drug and alcohol use, sexual harassment, and complaint resolution process. The CBA is collectively bargained for by the Norwegian Seafarer's Union and covers the employment relationship established herein notwithstanding whether the Seafarer is a member of the Norwegian Seafarer's Union and any subsequent Protocol entered into between Employer and the Norwegian Seafarer's Union. The Seafarer understands that the Norwegian Seafarer's Union bargains for and on behalf of all Seafarers and enters into a collective bargaining agreement or Protocol at regular intervals with the Employer whereby the terms of employment and various benefits are determined. The Seafarer understands and agrees that with respect to the Employer's obligations under general maritime law in the event of injury or illness, the terms of the CBA control and the Seafarer will be provided with benefits, including unearned wages, maintenance, cure and medical care, board and lodging (if applicable), burial expenses (where applicable) and will be compensated in accordance with said CBA.
- The Seafarer acknowledges that he/she has had an opportunity to examine and seek advice of said Agreement and CBA before signing on the vessel. The Seafarer understands and agrees that the Sign On Date and Sign On Port are subject to change.
- The Seafarer understands and agrees that he/she shall be subject to being transferred to any other ship now or hereafter operated, owned or managed by the Employer.
- Notice of termination of the employment relationship hereunder (except for termination for cause) shall be in accordance with said CBA, Article 3.1
- The first ninety (90) days of the contract period for new hires shall be considered a probationary period, which entitles Norwegian or its representative to terminate the Agreement by giving seven (7) days' notice, or seven (7) days' pay in lieu of notice, which shall consist of the Seafarer's Monthly Guaranteed Pay prorated for seven (7) days. (CBA, Article 3). The normal working hours will be set by Employer in accordance with the CBA.
- The Seafarer understands that upon successful completion of Agreement, the Company shall repatriate at no cost to the Seafarer.
- Wages will be paid once a month in U.S.D. currency. All shipboard accounts of Seafarer, e.g., bar bill, shop bills, etc., must be settled in full prior to Seafarer disembarking the ship. Any outstanding amount will be deducted from Seafarer's paycheck.
- The Company shall give a monthly account of the payments due and the amounts paid, including wages, additional payments and the rate of exchange used where the payment has been made in a currency or at a rate different from the one agreed to.
- The Company shall provide the Seafarer with a means to transmit all or part of their earnings to their families or dependents or legal beneficiaries. Where applicable, any charges for such transmissions including the currency exchange rates shall be at the market rate or the official published rate.
- n/a
- If the ship on which the Seafarer serves is sold, laid up, or suffers a total or constructive loss, or if a voyage cannot be undertaken or continued because of Acts of God, war, rebellion, insurrection, embargo, blockade, or similar matters, the Company or its agent shall have the option either to terminate this Agreement at once upon payment of wages and severance due, if any, or to transfer the Seafarer to any vessel under the same Management/Operation. Traveling expenses in these cases shall be paid by the Company.
- No Seafarer shall be allowed to bring onboard persons not belonging to the ship's complement or crew without the express prior permission of the Master or the Company. The Seafarer is subject to random drug and alcohol test. Any violation of the ship's rules and regulations or other offenses including, without limitation, disobedience to any lawful command, breach or neglect of duty, fraud, intoxication, scandal, aggression, conviction of a crime, or leaving the vessel or duty station without permission will also be disciplined as provided in the Employer's Complaint Resolution Process. The Merchant Shipping Act, 1976 of the Bahamas or by dismissal without notice and shall be deemed willful misconduct. All repatriation expenses of the dismissed Seafarer shall be the responsibility of the dismissed Seafarer.
- The Seafarer certifies that all the information he provided and disclosed on his Application for Employment and the Seafarer's Medical Certificate is true and complete in every respect, and further agrees that if the information he provided therein was inaccurate or incomplete, the Seafarer may not be allowed to join the vessel and/or his employment may be terminated in the Employer's discretion and the Seafarer shall be solely responsible for all repatriation expenses.
- The Seafarer guarantees that no circumstances exist which would hinder him/her from obtaining the necessary documents and visas required for travel to and from vessels located worldwide.
- If the Seafarer is discharged for cause, the seafarer shall pay all expenses arising out of his/her discharge and all wages and benefits including leave are subject to forfeit.

17. In the event that any part of this Agreement is found to be unenforceable, or null and void, such findings shall not affect any other parts of this Agreement not expressly found to be unenforceable. All parts of this Agreement not specifically found to be unenforceable shall remain in full force and effect.
18. The Company shall consider a special request of early termination of the service period on compassionate grounds. If such request for early termination is granted in the case of death or serious illness in the Seafarers immediate family, reimbursement for repatriation costs will be at the Company's discretion.
19. The Seafarer hereby expressly waives all physician/patient confidentiality and hereby specifically authorizes any physician, hospital, physical therapist, psychologist, psychiatrist and any other health care provider of any nature whatsoever who has provided care to the Seafarer to release to any authorized representative of Employer any medical record, chart, note, report, test result, or any other document regarding the care and treatment of the Seafarer. The Seafarer further authorizes any health care provider to discuss his or her care, treatment and prognosis with any authorized representative of Employer.
20. The Seafarer shall be provided with a copy of the Onboard Complaint Procedure and Shoreside Complaint Procedure as part of the CBA.
21. **ARBITRATION** - The Seafarer agrees, on his own behalf and on behalf of his heirs, executors, and assigns, that any and all claims, grievances, and disputes of any kind whatsoever relating to or in any way connected with the Seafarer's shipboard employment with Company including, but not limited to, claims such as personal injuries, Jones Act claims, actions for maintenance and cure, un-seaworthiness, wages, or otherwise, no matter how described, pleaded or styled, and whether asserted against Company, Master, Employer, Ship Owner, Vessel or Vessel Operator, shall be referred to and resolved exclusively by binding arbitration pursuant to the United Nations Convention on Recognition and Enforcement of Foreign Arbitral Awards (New York 1958) ("The Convention"), except as otherwise provided in any government mandated contract, such as the Standard POEA Contract for Seafarers from the Philippines. The arbitration shall be administered by the American Arbitration Association ("AAA") under its International Dispute Resolution Procedures. No dispute may be joined with another lawsuit, or in arbitration with a dispute of any other person, or A single Arbitrator is to be jointly appointed by the NSU and/or the Seafarer, on one side, and Company, on the other side, unless the parties cannot agree to an Arbitrator, in which case the AAA shall select the Arbitrator from among six (6) names, three submitted by the NSU/the Seafarer and three submitted by Company. The language of the arbitration shall be English. The place of the arbitration shall be the Seafarer's country of citizenship, unless arbitration is unavailable under The Convention in that country, in which case, and only in that case, said arbitration shall take place in Nassau, Bahamas. The substantive law to be applied to the arbitration shall be the law of the flag state of the vessel. Each party will, upon the written request of the other party, promptly provide the other with copies of documents relevant to the issues raised by any claim or counterclaim on which the producing party may rely in support of or in opposition to any claim or defense. Any dispute regarding discovery, or the relevance or scope thereof, shall be determined by the arbitrator according to the IBA Rules on the Taking of Evidence in International Commercial Arbitration, which determination shall be conclusive. All discoveries shall be completed within sixty (60) days following the appointment of the arbitrator. At the request of a party, the arbitrator shall have the discretion to order examination by deposition of witnesses to the extent the arbitrator deems such additional discovery relevant and appropriate. Depositions shall be limited to a maximum of six (6) per party and shall be held within thirty (30) days of the making of a request. Additional depositions may be scheduled only with the permission of the arbitrator and for good cause shown. Each deposition shall be limited to a maximum of three (3) hours duration. All objections are reserved for the arbitration hearing except for objections based on privilege and proprietary or confidential information. The Company and the Seafarer acknowledge that they voluntarily and knowingly waive any right they have to a jury trial. The arbitration referred to in this Article is exclusive and mandatory. In addition, the NSU, Seafarer, and the Company agree that the Arbitrator shall have exclusive authority to resolve any claims, grievances, and disputes relating to the validity and enforceability of the arbitration provision of this Agreement, as well as any and all disputes relating to the location of the arbitration, applicable choice of law, and the procedures and rules employed during the arbitration. Lawsuits or other proceedings between the Seafarer and the Company may not be brought except to enforce a decision of the Arbitrator. The Seafarer shall continue to satisfactorily and in good faith perform his/her duties and the parties shall abide by this Agreement while disputes or grievances are being resolved.

Seafarer Acknowledgment

I, the undersigned Seafarer, declare that I have read and understood the terms of this Agreement and that no oral promises or other agreements have been made to me and that I cannot claim and am not entitled to any additional benefits of any kind whatsoever except those provided in this Agreement. I declare that the Application for Employment and Seafarer's Medical Certificate, previously filled out and signed, is true and correct in every respect and that, as part of my Employment Agreement, I agree to abide by the Conditions set forth in the Ship's Article and by such Company rules and regulations that are in effect from time to time.

I, the undersigned, have received and signed copies of the CBA, Drug and Alcohol Policy for Shipboard Personnel, Complaint Resolution Process Policy, and Sexual Harassment Policy for Shipboard Personnel, and agree that I will abide by the terms and conditions contained in each.

Executed this _____ day of _____, 20____ at _____

Seafarer's Signature _____



For and on behalf of NCL (Bahamas) Ltd., d/b/a Norwegian Cruise Line

Distribution: Signed Original to Seafarer / 1 signed copy: Onboard Personnel File / 1 signed copy: Fleet Personnel Shoreside

Catering Personnel

Subject to Seafarer meeting all Seafarer's Medical Examination and Certificate requirements, NCL (Bahamas) Ltd. d/b/a Norwegian Cruise Line, ("Company" or "Employer") located at 7665 Corporate Center Drive, Miami, Florida, 33126, USA agrees to employ Septianto, Agung ("Seafarer") in the capacity set forth below, for the consideration and under the terms and conditions hereinafter stated, and "Seafarer" agrees to be so employed and to abide by the terms and conditions of this Seafarer's Employment Agreement ("Agreement") and the Collective Bargaining Agreement ("CBA") for Catering Personnel and Key Personnel.

PERSONAL INFORMATION

Last Name Septianto	First Name Agung	Middle Name
Address Dsn. Sidorejo, RT 032 RW 010 Desa Delopo Kec. Delopo Madiun Indonesia		
Telephone Number 082132784686	Personal Email Address Agunggunung12@gmail.com	
Date of Birth 16/09/1992	Place of Birth Madiun - IDN	
Marital Status Single	Nationality IDN	Sex Male
Height 167 cm	Weight 65 kg	Eye Color Brown
EMERGENCY CONTACT NAME Suglyono		
Emergency Contact Number +6281329543767		
Emergency Contact Address Dsn. Sidorejo, RT 032 RW 010 Desa Delopo Kec. Delopo Madiun		
Passport # C 6392031	Passport Exp. Date 04/02/2025	Home Airport CGK
Visa Type CID	Visa Exp. Date 26/03/2021	
ARC #, if applicable	Social Security #, if applicable	

☒ New Hire ☐ Rehire ☐ Transferring ☐ Returning

SIGN ON/OFF INFORMATION

Position Restaurant Steward	Department Hotel
To Serve Initially On Board The: Norwegian Breakaway	
First Hire Date 15/02/2020	
Sign On Port (subject to change) Port Canaveral	Sign On Date (subject to change) 15/02/2020
Sign Off Port TBD	Scheduled Sign Off Date 06/11/2020

SALARY INFORMATION

Salary Per Month \$1400.30	Pay Effective Date 15/02/2020
Where applicable, formula used for calculating monthly salary: Seafarer's monthly wage calculation in accordance with said CBA, Annex 1.	

OTHER AGREEMENTS OR SPECIAL CONDITIONS

1. The Seafarer shall be initially employed on board the ship stated above. The Seafarer and the employment relationship established hereunder shall at all times be subject to and governed by the CBA, and the Employer's written policies concerning drug and alcohol use, sexual harassment, and complaint resolution process. The CBA is collectively bargained for by the Norwegian Seafarer's Union and covers the employment relationship between Employer and the Norwegian Seafarer's Union. The Seafarer understands that the Norwegian Seafarer's Union bargains for and on behalf of all Seafarers and enters into a collective bargaining agreement or Protocol at regular intervals with the Employer whereby the terms of employment law in the event of injury or illness, the terms of the CBA control and the Seafarer will be provided with benefits, including unearned wages, maintenance, cure and medical care, board and lodging (if applicable), burial expenses (where applicable) and will be compensated in accordance with said CBA.
2. The Seafarer acknowledges that he/she has had an opportunity to examine and seek advice of said Agreement and CBA before signing on the vessel.
3. The Seafarer understands and agrees that the Sign On Date and Sign On Port are subject to change.
4. The Seafarer understands and agrees that he/she shall be subject to being transferred to any other ship now or hereafter operated, owned or managed by the Employer.
5. Notice of termination of the employment relationship hereunder (except for termination for cause) shall be in accordance with said CBA, Article 3.1. The first ninety (90) days of the contract period for new hires shall be considered a probationary period, which entitles Norwegian or its representative to terminate the Agreement by giving seven (7) days' notice, or seven (7) days' pay in lieu of notice, which shall consist of the Seafarer's Monthly Guaranteed Pay prorated for seven (7) days. (CBA, Article 3). The normal working hours will be set by Employer in accordance with the CBA.
6. The Seafarer understands that upon successful completion of Agreement, the Company shall repatriate at no cost to the Seafarer.
7. Wages will be paid once a month in U.S.D. currency. All shipboard accounts of Seafarer, e.g., bar bill, shop bills, etc., must be settled in full prior to Seafarer disembarking the ship. Any outstanding amount will be deducted from Seafarer's paycheck.
8. The Company shall give a monthly account of the payments due and the amounts paid, including wages, additional payments and the rate of exchange used where the payment has been made in a currency or at a rate different from the one agreed to.
9. The Company shall provide the Seafarer with a means to transmit all or part of their earnings to their families or dependents or legal beneficiaries. Where applicable, any charges for such transmissions including the currency exchange rates shall be at the market rate or the official published rate.
10. n/a
11. If the ship on which the Seafarer serves is sold, laid up, or suffers a total or constructive loss, or if a voyage cannot be undertaken or continued because of Acts of God, war, rebellion, insurrection, embargo, blockade, or similar matters, the Company or its agent shall have the option either to terminate this Agreement at once upon payment of wages and severance due, if any, or to transfer the Seafarer to any vessel under the same Management/Operation. Traveling expenses in these cases shall be paid by the Company.
12. No Seafarer shall be allowed to bring onboard persons not belonging to the ship's complement or crew without the express prior permission of the Master or the Company. The Seafarer is subject to random drug and alcohol test. Any violation of the ship's rules and regulations or other offenses including, without limitation, disobedience to any lawful command, breach or neglect of duty, fraud, intoxication, scandal, aggression, conviction of a crime, or leaving the vessel or duty station without permission will also be disciplined as provided in the Employer's Complaint Resolution Process. The Merchant Shipping Act, 1976 of the Bahamas or by dismissal without notice and shall be deemed willful misconduct. All repatriation expenses of the dismissed Seafarer shall be the responsibility of the dismissed Seafarer.
13. The Seafarer certifies that all the information he provided and disclosed on his Application for Employment and the Seafarer's Medical Certificate is true and complete in every respect, and further agrees that if the information he provided therein was inaccurate or incomplete, the Seafarer may not be allowed to join the vessel and/or his employment may be terminated in the Employer's discretion and the Seafarer shall be solely responsible for all repatriation expenses.
14. The Seafarer guarantees that no circumstances exist which would hinder him/her from obtaining the necessary documents and visas required for travel to and from vessels located worldwide.
15. If the Seafarer is discharged for cause, the seafarer shall pay all expenses arising out of his/her discharge and all wages and benefits including leave are subject to forfeit.

17. In the event that any part of this Agreement is found to be unenforceable, or null and void, such findings shall not affect any other parts of this Agreement not expressly found to be unenforceable. All parts of this Agreement not specifically found to be unenforceable shall remain in full force and effect.
18. The Company shall consider a special request of early termination of the service period on compassionate grounds. If such request for early termination is granted in the case of death or serious illness in the Seafarers immediate family, reimbursement for repatriation costs will be at the Company's discretion.
19. The Seafarer hereby expressly waives all physician/patient confidentiality and hereby specifically authorizes any physician, hospital, physical therapist, psychologist, psychiatrist and any other health care provider of any nature whatsoever who has provided care to the Seafarer to release to any authorized representative of Employer any medical record, chart, note, report, test result, or any other document regarding the care and treatment of the Seafarer. The Seafarer further authorizes any health care provider to discuss his or her care, treatment and prognosis with any authorized representative of Employer.
20. The Seafarer shall be provided with a copy of the Onboard Complaint Procedure and Shoreside Complaint Procedure as part of the CBA.
21. **ARBITRATION** - The Seafarer agrees, on his own behalf and on behalf of his heirs, executors, and assigns, that any and all claims, grievances, and disputes of any kind whatsoever relating to or in any way connected with the Seafarer's shipboard employment with Company including, but not limited to, claims such as personal injuries, Jones Act claims, actions for maintenance and cure, un-seaworthiness, wages, or otherwise, no matter how described, pleaded or styled, and whether asserted against Company, Master, Employer, Ship Owner, Vessel or Vessel Operator, shall be referred to and resolved exclusively by binding arbitration pursuant to the United Nations Convention on Recognition and Enforcement of Foreign Arbitral Awards (New York 1958) ("The Convention"), except as otherwise provided in any government mandated contract, such as the Standard POEA Contract for Seafarers from the Philippines. The arbitration shall be administered by the American Arbitration Association ("AAA") under its International Dispute Resolution Procedures. No dispute may be joined with another lawsuit, or in arbitration with a dispute of any other person, or resolved on a class-wide basis.
- A single Arbitrator is to be jointly appointed by the NSU and/or the Seafarer, on one side, and Company, on the other side, unless the parties cannot agree to an Arbitrator, in which case the AAA shall select the Arbitrator from among six (6) names, three submitted by the NSU/the Seafarer and three submitted by Company. The language of the arbitration shall be English. The place of the arbitration shall be the Seafarer's country of citizenship, unless arbitration is unavailable under The Convention in that country, in which case, and only in that case, said arbitration shall take place in Nassau, Bahamas. The substantive law to be applied to the arbitration shall be the law of the flag state of the vessel.
- Each party will, upon the written request of the other party, promptly provide the other with copies of documents relevant to the issues raised by any claim or counterclaim on which the producing party may rely in support of or in opposition to any claim or defense. Any dispute regarding discovery, or the relevance or scope thereof, shall be determined by the arbitrator according to the IBA Rules on the Taking of Evidence in International Commercial Arbitration, which determination shall be conclusive. All discovery shall be completed within sixty (60) days following the appointment of the arbitrator. At the request of a party, the arbitrator shall have the discretion to order examination by deposition of witnesses to the extent the arbitrator deems such additional discovery relevant and appropriate. Depositions shall be limited to a maximum of six (6) per party and shall be held within thirty (30) days of the making of a request. Additional depositions may be scheduled only with the permission of the arbitrator and for good cause shown. Each deposition shall be limited to a maximum of three (3) hours duration. All objections are reserved for the arbitration hearing except for objections based on privilege and proprietary or confidential information.
- The Company and the Seafarer acknowledge that they voluntarily and knowingly waive any right they have to a jury trial. The arbitration referred to in this Article is exclusive and mandatory. In addition, the NSU, Seafarer, and the Company agree that the Arbitrator shall have exclusive authority to resolve any claims, grievances, and disputes relating to the validity and enforceability of the arbitration provision of this Agreement, as well as any and all disputes relating to the location of the arbitration, applicable choice of law, and the procedures and rules employed during the arbitration. Lawsuits or other proceedings between the Seafarer and the Company may not be brought except to enforce a decision of the Arbitrator. The Seafarer shall continue to satisfactorily and in good faith perform his/her duties and the parties shall abide by this Agreement while disputes or grievances are being resolved.

Seafarer Acknowledgment

I, the undersigned Seafarer, declare that I have read and understood the terms of this Agreement and that no oral promises or other agreements have been made to me and that I cannot claim and am not entitled to any additional benefits of any kind whatsoever except those provided in this Agreement. I declare that the Application for Employment and Seafarer's Medical Certificate, previously filled out and signed, is true and correct in every respect and that, as part of my Employment Agreement, I agree to abide by the Conditions set forth in the Ship's Article and by such Company rules and regulations that are in effect from time to time.

I, the undersigned, have received and signed copies of the CBA, Drug and Alcohol Policy for Shipboard Personnel, Complaint Resolution Process Policy, and Sexual Harassment Policy for Shipboard Personnel, and agree that I will abide by the terms and conditions contained in each.

Executed this _____ day of _____, 20____ at _____
 Seafarer's Signature _____
 For and on behalf of NCL (Bahamas) Ltd. d/b/a Norwegian Cruise Line

Distribution: Signed Original to Seafarer / 1 signed copy: Onboard Personnel File / 1 signed copy: Fleet Personnel Shoreside

Catering Personnel

Subject to Seafarer meeting all Seafarer's Medical Examination and Certificate requirements, NCL (Bahamas) Ltd. d/b/a Norwegian Cruise Line, ("Company" or "Employer") located at 7665 Corporate Center Drive, Miami, Florida, 33126, USA agrees to employ Irfan, Nur Muhammad ("Seafarer") in the capacity set forth below, for the consideration and under the terms and conditions hereinafter stated, and "Seafarer" agrees to be so employed and to abide by the terms and conditions of this Seafarer's Employment Agreement ("Agreement") and the Collective Bargaining Agreement ("CBA") for Catering Personnel and Key Personnel.

PERSONAL INFORMATION

Last Name	First Name	Middle Name
Irfan	Nur	Muhammad
Address		
Jl. RE Martadinata, RT.002 RW.001, Miajeh Kec. Bangkalan, Madura Indonesia		
Telephone Number	Personal Email Address	
082132784696	NMIRfan55@gmail.com	
Date of Birth		
25/11/1993		
Place of Birth		
Bangkalan - IDN		
Marital Status	Nationality	Sex
Married	IDN	Male
Height	Weight	Eye Color
168 cm	59 kg	Black
EMERGENCY CONTACT NAME		
Milka Purbasari		
Emergency Contact Number		
08279877209		
Emergency Contact Address		
Jl. RE Martadinata, RT.002 RW.001, Miajeh Kec. Bangkalan, Madura		
Passport #	Passport Exp. Date	Home Airport
X 760171	16/07/2024	CGK
Visa Type	Visa Exp. Date	
C1D	16/09/2023	
ARC #, if applicable	Social Security #, if applicable	

☒ New Hire ☐ Rehire ☐ Transferring ☐ Returning

SIGN ON/OFF INFORMATION

Position	Department
Restaurant Steward	Hotel
To Serve Initially On Board The:	
Norwegian Bliss	
First Hire Date	
16/02/2020	
Sign On Port (subject to change)	Sign On Date (subject to change)
New York	16/02/2020
Sign Off Port	Scheduled Sign Off Date
TBD	18/11/2020

SALARY INFORMATION

Salary Per Month	Pay Effective Date
\$1400.30	16/02/2020
Where applicable, formula used for calculating monthly salary:	
Seafarer's monthly wage calculation in accordance with said CBA, Annex 1.	

OTHER AGREEMENTS OR SPECIAL CONDITIONS

1. The Seafarer shall be initially employed on board the ship stated above. The Seafarer and the employment relationship established hereunder shall at all times be subject to and governed by the CBA, and the Employer's written policies concerning drug and alcohol use, sexual harassment, and complaint resolution process. The CBA is collectively bargained for by the Norwegian Seafarer's Union and covers the employment relationship between Employer and the Norwegian Seafarer's Union. The Seafarer understands that the Norwegian Seafarer's Union bargains for and on behalf of all Seafarers and enters into a collective bargaining agreement or Protocol at regular intervals with the Employer whereby the terms of employment and various benefits are determined. The Seafarer understands and agrees that with respect to the Employer's obligations under general maritime law in the event of injury or illness, the terms of the CBA control and the Seafarer will be provided with benefits, including unearned wages, maintenance, cure and medical care, board and lodging (if applicable), burial expenses (where applicable) and will be compensated in accordance with said CBA.
2. The Seafarer acknowledges that he/she has had an opportunity to examine and seek advice of said Agreement and CBA before signing on the vessel. The Seafarer understands and agrees that the Sign On Date and Sign On Port are subject to change.
3. The Seafarer understands and agrees that he/she shall be subject to being transferred to any other ship now or hereafter operated, owned or managed by the Employer.
4. Notice of termination of the employment relationship hereunder (except for termination for cause) shall be in accordance with said CBA, Article 3.1
5. The first ninety (90) days of the contract period for new hires shall be considered a probationary period, which entitles Norwegian or its representative to terminate the Agreement by giving seven (7) days' notice, or seven (7) days' pay in lieu of notice, which shall consist of the Seafarer's Monthly Guaranteed Pay prorated for seven (7) days. (CBA, Article 3). The normal working hours will be set by Employer in accordance with the CBA.
6. The Seafarer understands that upon successful completion of Agreement, the Company shall repatriate at no cost to the Seafarer.
7. Wages will be paid once a month in U.S.D. currency. All shipboard accounts of Seafarer, e.g., bar bill, shop bills, etc., must be settled in full prior to Seafarer disembarking the ship. Any outstanding amount will be deducted from Seafarer's paycheck.
8. The Company shall give a monthly account of the payments due and the amounts paid, including wages, additional payments and the rate of exchange used where the payment has been made in a currency or at a rate different from the one agreed to.
9. The Company shall provide the Seafarer with a means to transmit all or part of their earnings to their families or dependents or legal beneficiaries. Where applicable, any charges for such transmissions including the currency exchange rates shall be at the market rate or the official published rate.
10. n/a
11. If the ship on which the Seafarer serves is sold, laid up, or suffers a total or constructive loss, or if a voyage cannot be undertaken or continued because of Acts of God, war, rebellion, insurrection, embargo, blockade, or similar matters, the Company or its agent shall have the option either to terminate this Agreement at once upon payment of wages and severance due, if any, or to transfer the Seafarer to any vessel under the same Management/Operation. Traveling expenses in these cases shall be paid by the Company.
12. No Seafarer shall be allowed to bring onboard persons not belonging to the ship's complement or crew without the express prior permission of the Master or the Company. The Seafarer is subject to random drug and alcohol test. Any violation of the ship's rules and regulations or other offenses including, without limitation, disobedience to any lawful command, breach or neglect of duty, fraud, intoxication, scandal, aggression, conviction of a crime, or leaving the vessel or duty station without permission will also be disciplined as provided in the Employer's Complaint Resolution Process. The Merchant Shipping Act, 1976 of the Bahamas or by dismissal without notice and shall be deemed willful misconduct. All repatriation expenses of the dismissed Seafarer shall be the responsibility of the dismissed Seafarer.
13. The Seafarer certifies that all the information he provided and disclosed on his Application for Employment and the Seafarer's Medical Certificate is true and complete in every respect, and further agrees that if the information he provided therein was inaccurate or incomplete, the Seafarer may not be allowed to join the vessel and/or his employment may be terminated in the Employer's discretion and the Seafarer shall be solely responsible for all repatriation expenses.
14. The Seafarer guarantees that no circumstances exist which would hinder him/her from obtaining the necessary documents and visas required for travel to and from vessels located worldwide.
15. If the Seafarer is discharged for cause, the seafarer shall pay all expenses arising out of his/her discharge and all wages and benefits including leave are subject to forfeit.

17. In the event that any part of this Agreement is found to be unenforceable, or null and void, such findings shall not affect any other parts of this Agreement not expressly found to be unenforceable. All parts of this Agreement not specifically found to be unenforceable shall remain in full force and effect.
18. The Company shall consider a special request of early termination of the service period on compassionate grounds. If such request for early termination is granted in the case of death or serious illness in the Seafarers immediate family, reimbursement for repatriation costs will be at the Company's discretion.
19. The Seafarer hereby expressly waives all physician/patient confidentiality and hereby specifically authorizes any physician, hospital, physical therapist, psychologist, psychiatrist and any other health care provider of any nature whatsoever who has provided care to the Seafarer to release to any authorized representative of Employer any medical record, chart, note, report, test result, or any other document regarding the care and treatment of the Seafarer. The Seafarer further authorizes any health care provider to discuss his or her care, treatment and prognosis with any authorized representative of Employer.
20. The Seafarer shall be provided with a copy of the Onboard Complaint Procedure and Shoreside Complaint Procedure as part of the CBA.
21. **ARBITRATION** - The Seafarer agrees, on his own behalf and on behalf of his heirs, executors, and assigns, that any and all claims, grievances, and disputes of any kind whatsoever relating to or in any way connected with the Seafarer's shipboard employment with Company including, but not limited to, claims such as personal injuries, Jones Act claims, actions for maintenance and cure, un-seaworthiness, wages, or otherwise, no matter how described, pleaded or styled, and whether asserted against Company, Master, Employer, Ship Owner, Vessel or Vessel Operator, shall be referred to and resolved exclusively by binding arbitration pursuant to the United Nations Convention on Recognition and Enforcement of Foreign Arbitral Awards (New York 1958) ("The Convention"), except as otherwise provided in any government mandated contract, such as the Standard POEA Contract for Seafarers from the Philippines. The arbitration shall be administered by the American Arbitration Association ("AAA") under its International Dispute Resolution Procedures. No dispute may be joined with another lawsuit, or in arbitration with a dispute of any other person, or resolved on a class-wide basis.
- A single Arbitrator is to be jointly appointed by the NSU and/or the Seafarer, on one side, and Company, on the other side, unless the parties cannot agree to an Arbitrator, in which case the AAA shall select the Arbitrator from among six (6) names, three submitted by the NSU/the Seafarer and three submitted by Company. The language of the arbitration shall be English. The place of the arbitration shall be the Seafarer's country of citizenship, unless arbitration is unavailable under The Convention in that country, in which case, and only in that case, said arbitration shall take place in Nassau, Bahamas. The substantive law to be applied to the arbitration shall be the law of the flag state of the vessel.
- Each party will, upon the written request of the other party, promptly provide the other with copies of documents relevant to the issues raised by any claim or counterclaim on which the producing party may rely in support of or in opposition to any claim or defense. Any dispute regarding discovery, or the relevance or scope thereof, shall be determined by the arbitrator according to the IBA Rules on the Taking of Evidence in International Commercial Arbitration, which determination shall be conclusive. All discoveries shall be completed within sixty (60) days following the appointment of the arbitrator. At the request of a party, the arbitrator shall have the discretion to order examination by deposition of witnesses to the extent the arbitrator deems such additional discovery relevant and appropriate. Depositions shall be limited to a maximum of six (6) per party and shall be held within thirty (30) days of the making of a request. Additional depositions may be scheduled only with the permission of the arbitrator and for good cause shown. Each deposition shall be limited to a maximum of three (3) hours duration. All objections are reserved for the arbitration hearing except for objections based on privilege and proprietary or confidential information.
- The Company and the Seafarer acknowledge that they voluntarily and knowingly waive any right they have to a jury trial. The arbitration referred to in this Article is exclusive and mandatory. In addition, the NSU, Seafarer, and the Company agree that the Arbitrator shall have exclusive authority to resolve any claims, grievances, and disputes relating to the validity and enforceability of the arbitration provision of this Agreement, as well as any and all disputes relating to the location of the arbitration, applicable choice of law, and the procedures and rules employed during the arbitration. Lawsuits or other proceedings between the Seafarer and the Company may not be brought except to enforce a decision of the Arbitrator. The Seafarer shall continue to satisfactorily and in good faith perform his/her duties and the parties shall abide by this Agreement while disputes or grievances are being resolved.

Seafarer Acknowledgment

I, the undersigned Seafarer, declare that I have read and understood the terms of this Agreement and that no oral promises or other agreements have been made to me and that I cannot claim and am not entitled to any additional benefits of any kind whatsoever except those provided in this Agreement. I declare that the Application for Employment and Seafarer's Medical Certificate, previously filled out and signed, is true and correct in every respect and that, as part of my Employment Agreement, I agree to abide by the Conditions set forth in the Ship's Article and by such Company rules and regulations that are in effect from time to time.

I, the undersigned, have received and signed copies of the CBA, Drug and Alcohol Policy for Shipboard Personnel, Complaint Resolution Process Policy, and Sexual Harassment Policy for Shipboard Personnel, and agree that I will abide by the terms and conditions contained in each.

Executed this _____ day of _____, 20____, at _____

Seafarer's Signature



For and on behalf of NCL (Bahamas) Ltd. d/b/a Norwegian Cruise Line

Distribution: 1 Original to Seafarer / 1 signed copy: Onboard Personnel File / 1 signed copy: Fleet Personnel Shoreside

Lampiran 5 : Contoh Surat Pernyataan Crew

SURAT PERNYATAAN

Yang bertanda tangan dibawah ini:

Nama Lengkap	: ROBERT KRISTOPHER WISMAN
Tempat dan Tanggal Lahir	: BITUNG, 6 JUNI 1973
No KTP	: 7172070606730001
Nomor Paspor	: B 6300250
Alamat Tempat Tinggal	: X JOMPA SVT 12 No. 24 KOR Gorontalo
Nomor Telepon / HP	: 0811 9260 516
Nama Kapal	: IV. ESCAPE
Posisi	: BAR MANER
Joining Date	: NOVEMBER 7, 2020
Principal	: NCL

Dengan ini menyatakan sebagai berikut :

1. Bahwa saya bersedia untuk patuh dan taat sesuai dengan perjanjian kerja antara saya dengan PT. Cipta Wira Tirta.
2. Menyatakan akan membayar denda sejumlah Rp. 500.000.000 (lima ratus juta rupiah) jika terbukti melakukan tindakan Jump Ship (tidak sesuai ke kapal tempat saya bekerja sesuai dengan waktu dan tempat yang ditentukan). Denda tersebut juga akan dibebankan kepada pihak penjamin Surat Pernyataan Penjamin terpisah).
3. Apabila dikemudian hari ternyata saya atau pihak penjamin ingkar terhadap surat pernyataan ini, maka saya atau pihak penjamin bersedia dituntut secara hukum di pengadilan.
4. Demikian surat pernyataan ini saya buat dengan penuh kesadaran dan tanpa paksaan dari pihak manapun.

Tempat : Gorontalo, 19 Oktober
Tanggal : 2020


 Nama Lengkap



* Harap melampirkan salinan KTP
* Tanda Tangan diatas Material

Lampiran 6 : Contoh Surat Pernyataan Penjamin

SURAT PERNYATAAN SELAKU PENJAMIN

Yang bertandatangan di bawah ini:

Nama Lengkap : ARNI ANGERIANI HULUMUDI
 Nomor KTP : 7571056408910001
 Tempat dan Tanggal lahir : GORONTALO, 24 AGUSTUS 1991
 Alamat Tempat Tinggal : JL. TAMAN SURYA NO. 24, LOTA GORONTALO
 Pekerjaan : IBU RUMAH TANGGA

Dengan ini menyatakan sebagai berikut:

1. Bahwa benar saya adalah (adik/kakak/anak kandung/ suami/istri ayah/ibu)* dari pelaut yang bernama ROBERT KRISTOFEL WULANAN yang akan bekerja di PT Cipta Wira Tirta.
2. Bahwa saya menjamin (adik/kakak/anak kandung/ suami/istri ayah/ibu)* tidak akan melakukan tindakan yang melanggar dari kontrak perjanjian kerja antara SUMI SAYA ROBERT KRISTOFEL WULANAN dengan PT Cipta Wira Tirta.
3. Bahwa saya bersedia membayar denda yang ditetapkan oleh PT. Cipta Wira Tirta terhadap (adik/kakak/anak kandung/ suami/istri ayah/ibu)* sehubungan dengan biaya — biaya akomodasi menuju tempat kapal bersandar, bilamana tidak memenuhi kewajibannya tersebut.
4. Bahwa saya bersedia membayar denda sejumlah Rp. 500.000.000 (lima ratus juta rupiah) jika (adik/kakak/anak kandung/ suami/istri)* terbukti melakukan tindakan Jump Ship (tidak sampai ke kapal tempat bekerja sesuai dengan waktu dan tempat yang ditentukan).
5. Bahwa saya bersedia untuk diproses sesuai hukum yang berlaku jika saya tidak memenuhi kewajiban sebagai penjamin.

Demikian surat pernyataan ini saya buat dengan sebenar-benarnya, dan tanpa adanya unsur paksaan dari pihak manapun.

Tempat : GORONTALO
 Tanggal : 19 OKTOBER 2020



ARNI ANGERIANI H.
 Nama Lengkap

* Coret yang tidak perlu
 * Harap melampirkan salinan KTP

DAFTAR RIWAYAT HIDUP



1. Nama : Siti Nichla Nur Haliza
2. Tempat, Tanggal lahir : Kendal, 05 April 1999
3. Alamat : Gg. Manggis RT.03/RW.04, Langenharjo, Kendal
4. Agama : Islam
5. Nama Orang Tua
 - a. Ayah : Mujiono
 - b. Ibu : Istianah
6. Riwayat Pendidikan
 - a. SD Negeri 2 Langenharjo
 - b. SMP Negeri 2 Kendal
 - c. SMA Negeri 1 Kendal
 - d. Politeknik Ilmu Pelayaran Semarang
7. Pengalaman Praktek Darat (PRADA)
 - a. PT. Cipta Wira Tirta
(19 Agustus 2019 – 28 Februari 2020)
 - b. PT. Serasi Shipping Indonesia
(02 Maret 2020 – 07 Juli 2020)