

ABSTRACT

Muhammad Kurniawan, 2018, NIT: 51145517. K, “*Analysis of Cadet Scholarship Program on Mutation of Ship Officer in PT. Jasindo Duta Segara*”, Thesis of Port and Shipping Department, Diploma IV Program, Merchant Marine Polytechnic Semarang, Advisor (I) : Irma Shinta Dewi, S.S., M.Pd Advisor (II): Capt. Firdaus Sitepu, S.ST, M.Si., M.Mar

Cadet Scholarship is one of the programs in PT. Jasindo Duta Segara. Each activity must be supported by good implementation so that the program can run smoothly. The implementation of cadet scholarship program at PT. Jasindo Duta Segara has not run well so that it affects the mutation of ship officers and needs improvement. The purpose of this research is 1) to know the obstacles faced by cadet to get cadet scholarship program 2) the influence or impact of cadet scholarship program on ship officer mutation 3) to know the effort done to overcome the obstacle or influence faced in the implementation of mutation of ship officer at PT. Jasindo Duta Segara.

This research uses descriptive qualitative method by describing in detail the implementation of cadet scholarship program on mutation of ship officer in PT. Jasindo Duta Segara. Data collection was done by interview, observation, literature study and documentation in the form of photos of cadet scholarship implementation and implementation of mutation of ship officer in PT. Jasindo Duta Segara.

The result of the research shows that 1) the obstacles faced by cadet to get the scholarship program are cadet that experienced illness or work accident and requested the sudden drop of vessel and condition or poor performance appraisal during aboard, 2) The effect of cadet scholarship program on mutation of ship officer in PT. Jasindo Duta Segara is the implementation of the ship officer mutations to be less tidy, the buildup of crews stand by the position of Third Officer / Engineer, Decreasing the loyalty of ship officers who have long worked at PT. Jasindo Duta Segara, 3) Efforts are made to overcome obstacles in the implementation of mutation of ship officers in PT. Jasindo Duta Segara is to improve the replacement crew system or mutation of ship officers conducted by the Recruiting Department, promoting the position to the experienced and qualified Third Officer / Engineer, paying attention and convincing the ship officer regarding the welfare of working at PT. Jasindo Duta Segara

Keywords: *Analysis, Cadet Scholarship, Mutation of Ship Officers.*