

## ABSTRACT

**Yoga Aji Pradana**, 2018, NIT: 51145518 K, “*Analysis of Difficulties to Get Pumpman Position at PT. Pertamina (Persero) Shipping*”, mini thesis of Port And Shipping Department, Diploma IV Program, Semarang Merchant Marine Polytechnic, Supervisor I: Okvita Wahyuni, S.ST, MM, Supervisor II: Poernomo Dwi Atmojo, SH, MH

Indonesia is an archipelago country that most of its territory consists of the sea, the sea transportation as a means of connecting and distribute of goods throughout the region. PT. Pertamina (Persero) Shipping, in the distribution of oil and gas operates a number of 71 units owned fleet. It takes the number of crew enough to support these activities. Problems that occur is the difficulties to get the position of Pumpman, which is a crew position of the ship included in the Deck Department on the Pertamina tanker. The number of Pumpman that are available and ready at PT. Pertamina (Persero) Shipping has not been sufficient. The purpose of this research is to identify the causes of difficulties to get the Pumpman position at PT. Pertamina (Persero) Shipping, identify the impacts, and identify efforts to solve the difficulties to get the Pumpman position.

The method used by the researcher in this research is descriptive qualitative method. Sources of data used are primary data and secondary data. Methods of data collection on the object under research using the method of observation, interview method, documentation study and literature study.

From the problem analysis, the difficulties to get Pumpman position is when making plotting crew plan, Crewing Department has difficulties in determining replacement Pumpman for Pumpman onboard whose Sea Employment Agreement period will be finished. This is because the lack of information related to the requirements and selection to become Pumpman, documents and certificates of proficiency are expired, and just few Pumpman is ready when called the company. The impact is the delay of Pumpman shifting that out of Sea Employment Agreement and the late payment of wages. Efforts are made to solve this problem is by performing recruitment tests, lowering passing grade selection, providing career or promotion to the Able Seaman to become Pumpman, as well as applying the extension of Sea Employment Agreement and facilitate the extension of proficiency certificates and related documents.

**Keywords:** Pumpman, analysis, position.