

## Motivation of Officers towards the Results of Vessel Sanitation Hygiene Inspections at Class I Quarantine Center (BKK) Banten

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### Abstract:

The spread of infectious diseases through sea transportation has become a global threat to public health. In this context, the role of the Banten Class I Health Quarantine Center (BKK) is crucial to ensure that ships entering the port area meet cleanliness and sanitation standards. This study explores the motivation of Class I Banten Health Quarantine Center (BKK) officers and the performance of Ship Sanitation Hygiene (HSK) inspection results in the Banten port area. The method used is qualitative. With 12 participants working in BKK Class I. In qualitative research using the "Rapid Assessment Procedure" (RAP) research design, motivational variables such as hope, orientation, enthusiasm, optimism, and valence were explored in their relationship to the quality of HSK examination results. These findings provide important insights for the management of BKK Class I Banten to increase the motivation and performance of officers in carrying out HSK inspection duties. Recommendations from this study can help improve the effectiveness of managing ship cleanliness and sanitation at the port of Banten and reduce the risk of spreading disease through sea transportation.

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## INTRODUCTION

The Spread of infectious diseases (communicable diseases) between regions and countries via ships has become a global threat to public health and the concern of every government in the world (Rusdi, 2020). Preventing the transmission of infectious diseases through ships is done by controlling the entry and exit of disease from or to an area or country by maintaining ship sanitation hygiene according to requirements (Fardin, 2021). Good ship cleanliness can prevent the spread of disease and protect public health, especially in a pandemic like the one that has just passed (Suryani & Hendrawan, 2020). The role of each Port Health Quarantine Center (BKK), including the Banten Class I BKK, has an important role in ensuring that ships entering the Banten port area meet the established cleanliness and sanitation standards (Ministry of Health of the Republic of Indonesia, 2021).

Ship hygiene and sanitation (HSK) checks at ports are very important to prevent diseases that can spread quickly through sea transportation. In addition, carrying out regular HSK checks can help minimize the risk of disease occurring, which can hurt public health, not only on the ship's crew but the community in general, especially the community at the ship's destination port (Widodo, 2021). BKK Class I Banten routinely conducts HSK inspections every time a ship docks at Banten port in accordance with applicable regulations. However, it cannot be denied that even though HSK inspections have been carried out, problems often still occur related to the health of

the ship and crew, such as disease spreading, unhealthy work environments, and crews that do not meet health requirements. Whether this has anything to do with officers' motivation to carry out HSK inspection duties so that it influences the quality of inspection results needs to be explored further.

Ship sanitation hygiene is an important aspect that needs to be considered in the shipping and shipping industry. This is related to maintaining the cleanliness and health of the ship crew, passengers, and the surrounding environment. In globalization and high mobility, concern for ship sanitation hygiene is becoming increasingly important in efforts to maintain human welfare and preserve the marine environment (Djari et al, 2023). Health problems due to a lack of attention to ship sanitation hygiene include spreading disease. infection, especially in limited space conditions such as ships (Putri, 2020). Apart from that, the negative impact on the marine environment is also a major concern, considering that ship waste can pollute marine ecosystems and disrupt the survival of marine biota (Darza, 2020).

The motivation of officers to carry out ship hygiene and sanitation inspection duties has a significant impact on the quality of ship services, passenger confidence, and the image of shipping companies. However, the factors influencing officers' motivation for this inspection still require deeper understanding because many factors can affect a person's motivation (Putri et al, 2024). With a better understanding of officer motivation, it is hoped that strategic recommendations can be produced to improve the quality of ship sanitation hygiene inspections, motivate officers to play an active role in maintaining ship cleanliness, and increase awareness of the importance of sanitation hygiene among relevant stakeholders. The hygiene quality is largely determined by the behavior of people carrying out daily activities or activities (Kurniawan et al., 2023; Afandi et al., 2023).

Because there are still frequent health problems for crew and ship sanitation and port environmental problems, the author is interested in researching the relationship between motivation and performance of Class I Banten BKK officers in HSK inspections in the Banten port area. The results of this research can determine and describe the variables related to the motivation of Class I Banten BKK officers, which then influence the results of the HSK examination.

## METHOD

The type of research is qualitative research. This qualitative research aims to understand the phenomenon regarding the motivation of Class I Banten Health Quarantine Center (BKK) officers who relate to the results of HSK inspections in the Banten Port Area. Qualitative research uses a research design, "Rapid Assessment Procedure" (RAP), with a descriptive and exploratory approach. The information in this research was obtained from informants and key informants. The informants are Class I Banten BKK officers representing each work area and main office. They are categorized into group-1 informants (group-2 motivated informants) vs group-2 informants (group-2 less motivated informants). The key informants were the head of BKK Class I Banten and the Head of the General Administration Subdivision (ADUM) BKK Class I Banten.

## RESULT

Qualitative research explains the relationship between the motivation of Class I Banten Health Quarantine Center (BKK) officers and the performance of HSK inspection results in the port area of Banten Province. The measure of motivation is seen from the hope variable (expectancy),

orientation, enthusiasm and optimism, and violence possessed by Banten Class I BKK officers, who are related to the quality of the HSK examination results. The hope variable in the context of motivation refers to the level of hope or confidence an officer has in achieving the desired results through perceived ability, level of task difficulty, experience, and skills possessed by BKK Class I Banten officers in achieving the desired work goals. The orientation variable in the context of motivation refers to the focus and concentration of Class I Banten BKK officers on optimal work results. This includes the attitudes and behavior of these officers who demonstrate commitment to achieving goals and high-performance standards in the quality of ship hygiene and sanitation.

The enthusiasm and optimism variables in the context of motivation refer to the enthusiasm, passion, and positive attitude of Class I Banten BKK officers towards the quality of ship hygiene and sanitation work. This includes the level of confidence of Class I Banten BKK officers in achieving good results and positive perceptions of existing challenges and opportunities. High levels of enthusiasm and optimism can be measured from high awareness of task objectives, commitment to work, and focus on the tasks being carried out. Enthusiasm is the level of enthusiasm, passion, and motivation of BKK Class I Banten officers in carrying out the task of checking ship hygiene and sanitation and achieving the desired results in the form of standards as proven by issuing a seaworthy certificate, namely ship sanitary control exemption/ certificate ship sanitary control certificate (SSCEC/SSCC).

Optimism is the level of confidence of Class I Banten BKK officers in achieving good results and positive perceptions of the future, reading existing opportunities, and preparing themselves for these opportunities in relation to ship hygiene and sanitation inspection tasks such as promotions, good performance appraisals and breakthroughs and motivation in creating science and technology-based ship hygiene and sanitation inspection methods. Class I Banten BKK officers tend to focus on tasks and concentrate on the tasks that need to be completed when carrying out ship hygiene and sanitation checks. Completing tasks from carrying out tasks in the field to reporting and related benefits to getting credit points as a condition for promotion to a higher level.

Commitment to performance is the dedication and involvement of Banten Class I BKK officers to achieve high-performance standards. High awareness of goals is the understanding and awareness of Class I Banten BKK officers regarding the HSK examination's goals and objectives, namely ensuring that work goals and objectives are achieved. The valence variable in the context of motivation refers to the level of value or desire of Banten Class I BKK officers towards the results the rewards obtained from carrying out tasks improve the performance of HSK examination results. Valence includes an individual's assessment of the extent to which the work outcome is perceived as positive or negative and the extent to which the outcome meets the officer's needs or desires.

A positive assessment is the level of satisfaction of Class I Banten BKK officers with their work and positive perceptions of the rewards received by officers as a form of appreciation for carrying out their duties. Negative assessment is the dissatisfaction of Class I Banten BKK officers with their work and negative perceptions of the rewards received by officers who are considered disproportionate to the rewards they receive for the results in carrying out their duties.

## **DISCUSSION**

Supervision of ship sanitation hygiene is an activity carried out by BKK Class I Banten to anticipate the threat of global disease and emergency health problems so that ships are free from sources of disease transmission, especially diseases that have the potential for outbreaks. The results show that there are expectations from both groups-2 regarding the performance of the HSK

examination results. Most of the group-1 informants and fraction Group 2 informants answered the question that their hopes were achieved maximally as desired. They carry out tasks according to their abilities so that the HSK inspection task is not a difficult task even in certain conditions, for example, extreme weather which poses a risk to safety. Every difficulty they can face, for example, the language factor of each ship's crew is different, depending on the ship's country of origin, which is overcome by symbolic language or extreme weather which causes delays in ship inspection. According to the theoretical concept, motivation can improve health workers' performance quality (Purwandari et al, 2022). The results of interviews with group-1 informants and group-2 informants showed that both group-2 were committed to high performance and focused on tasks, but two people from group-2 still needed time to learn in order to achieve maximum results in carrying out their tasks. So there is a relationship between the orientation of the two groups-2 and the performance of the HSK examination results. Measuring the variables of enthusiasm and optimism in this research is measuring the level of enthusiasm, passion and positive attitude of BKK Class I Banten Banten officers towards rewards for performance and quality of work in the HSK examination.

Most group-2 informants wanted to get a bigger reward than group-1 informants in the context of creating better motivation so they could carry out the HSK examination. Group 2 informants were of the opinion that every time they carry out a task, the amount of reward that must be received must be clear and it is possible to obtain it from two sources, namely from PP No. 64 and from the office DIPA, while group-1 informants stated that the rewards they received from service users were more than enough, there was no need to expect any more from the office DIPA. They know that the available budget is not sufficient to finance the number of ships that will undergo HSK inspections. Part big group-1 informants and fraction Group 2 informants have the hope of achieving the desired maximum results by overcoming any difficulties they face in carrying out their tasks. So that more income can influence the performance of participants, in accordance with research which states that a person's performance is directly proportional to the income they earn (Khoiroh et al, 2020; Kurniyawan et al, 2023)

Difficulties that may arise are that the ship is far from the port because the ship cannot dock with the coast due to large waves, the ship inspection is delayed due to extreme weather, the number of manpower is insufficient at the same time there are two or more ships that are ready to carry out the inspection. or communication. Most of the group-1 informants and a small number of group-2 informants tried to overcome every problem so that the task could continue with maximum results. Measuring the valence variable in this research is measuring the value and desire of Class I Banten BKK officers for the rewards obtained from the results of each HSK examination. Valence includes each officer's assessment of the extent to which the rewards from the results of HSK inspection work are considered positive or negative and the extent to which the rewards can fulfill their desires. So it is in accordance with other research which states that the rights obtained can improve employee performance (Hamid, 2021).

The results of interviews with group-1 informants and group-2 informants, the answers of both groups of informants showed that the rewards from the results of the HSK inspection work were considered very positive and provided very satisfying rewards in fulfilling the informants' wishes. The majority of all groups said that the results of the HSK examination reward work gave positive results and provided more than adequate rewards. All informants from both group-1 and several informants from group-2 said that payment of work benefits was obtained from one source only, even though there were two sources of rewards available, namely from DIPA BKK or from service users according to the PP. No. 64. Payments originating from two sources (double) will violate applicable regulatory provisions. However, in group 2 several informants said that it would

be better if it could be given from both sources. It is hoped that improving sanitation and hygiene on ships can be carried out well.

## CONCLUSION

Class I Banten BKK officer regarding HSK examination results. Group-1 informants have more motivation than group-2 informants due to differences in skills and experience related to self-confidence and the ability to overcome difficulties in tasks, but there is no difference between the two group-2 informants from the aspect of orientation. Enthusiasm and optimism from the positive attitude aspect of BKK officers class I Banten on HSK examination results. Group 2 informants expected a greater reward than Group 1 in the context of creating greater motivation. Both groups of informants need guarantees of safety when carrying out their duties.

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