

Enhancing Work Ethic and Alleviating Boredom Among Crew Members of Korean Vessel Owners' Motor Vessels Through the Appreciation of Aesthetic Objects

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DOI: <https://doi.org/10.20111/terob.v16i1.107>

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Received:30-9-2025

Accepted:06-10-2025

Published:7-10-2025



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ABSTRACT

Working as a sailor or crew member on the Fosep Engine Vessel owned by a Korean entity entails a significant risk of occupational stress. The crew members often spend approximately six months annually working and residing away from home in a distinctive work setting. Moreover, fluctuating internal circumstances aboard the vessel and diverse worker histories may induce occupational stressors. Determinants of work-related stress are essential for enhancing appreciation and aesthetic interest in aesthetic objects, thereby influencing routine behavior and entertainment, which ultimately fosters a more optimal work ethic and mitigates boredom among the crew members on the Fosep Engine Vessel owned by a Korean entity. This study aims to explore an artistic approach to relaxation in employee psychological

therapy, with the anticipated results serving as a reference for interdisciplinary collaboration in the realms of art and maritime work, ultimately enhancing work ethic and alleviating employee stress. The employed research methodology is qualitative, utilizing data gathering techniques such as surveys, questionnaires, observations, and interviews, alongside triangulation analysis methods to derive conclusions from the findings. This study concludes that art serves as a vehicle for individuals to articulate emotions, thoughts, and experiences, providing enjoyment during work-related boredom, therefore enhancing work ethic and alleviating employee stress. Artistic entertainment may serve as a means to regulate emotions, allowing the mind to govern kinesthetic possibilities, sensory experiences, and symbolic interpretations, so facilitating expressive communication.

Keywords: *Enhancing Work Ethic, Mitigating Saturation Levels, Fosep Engineering Ship Crew, Appreciating Aesthetic Objects.*

INTRODUCTION

The Wilwatikta Surabaya College of Arts acknowledges the present and forthcoming societal and scientific dynamics, consistently endeavoring to adapt and realize its potential to remain responsive to changes and advancements, executed through its educational, instructional, research, and community service frameworks, in alignment with established quality standards. This research centers on the author's efforts, as a lecturer in the Dance Study Program at STKW Surabaya, to forge a partnership with the private sector entity, PT Five Ocean Indonesia, which is engaged in the service industry and contributes to human resource development. This program also executes the autonomous campus initiative, which permits the autonomy to establish cross-disciplinary knowledge and communication methodologies, supported by an extensive network that effectively removes obstacles between disciplines. This study roadmap will delineate the steps by which the maritime domain

and the arts will attain synergy and interaction, regarded as cohesive and advantageous, so transforming the defined scope into a historical journey capable of achieving particular objectives. The research work plan document will act as a reference point for any modifications in the context of art appreciation activities. The researcher intends to project the future ten years hence and anticipate the outcomes of the research undertaken. This aims to integrate diverse interpretations of strategic plans for cultivating a medium for communication and art enjoyment, thereby enhancing supportive elements. This study was executed in partnership with Wilwatikta Arts College in Surabaya and PT. Five Ocean Indonesia. Observations and information from management gathered during the researcher's field visits indicate that crew members at PT. Five Ocean Indonesia frequently encounter work-related stress attributable to the physical work environment and working conditions (CREW

MEMBERS).

This socio-cultural engagement seeks to enhance a sense of oneness throughout the global community, especially between Korea and Indonesia, which have historically engaged in maritime diplomacy. It additionally functions as a progression toward enhanced collaboration and bilateral partnership. Cultural appreciation programs are vital for enhancing social connections via the recognition of cultural variety. Art appreciation can engage all crew members aboard, offering aesthetic enhancements through music, dance, and theater, allowing them to encounter individuality and beauty.

Crew members on board face a demanding responsibility to uphold a positive psychological state and foster a favorable working environment. If a person demonstrates competence but lacks a robust work ethic, their performance will deteriorate. If both their performance and work ethic are robust, their performance will enhance. (Salamun, M; Kurniawan, H; Suhartono, 2017) identify indicators of work ethic as hard labor, discipline, honesty, responsibility, and diligence. Work ethic functions as a criterion for organizations in assessing their capacity

to cultivate high-performing personnel dedicated to attaining corporate objectives. A robust work ethic will motivate employees to fulfill their tasks and elevate their self-esteem, thereby improving their performance.

Work ethic, an attribute of employees, is rooted on a robust work ethic and outlook, manifested by resolve and tangible actions in their profession (Ginting, 2016). (Robbins & Judge, 2012) define work stress as a dynamic state in which an individual encounters opportunities, pressures, or resources associated with environmental and organizational situations, as well as personal factors. Work-related stress can be quantified by various indicators: Environmental Stress, Organizational Stress, and Individual Stress. External motivating elements, originating outside the individual, are beyond the individual's control, thus placing the onus on the firm to handle them. Nonetheless, the issue prevalent in organizations is the insufficient motivation implemented as a policy by corporate leaders for employees, stemming from job-related stress, which subsequently impacts employee work ethic and leads to subpar performance (Johan, 2021).

METHODOLOGY

This research will be conducted at PT. Five Ocean Indonesia, which also serves as the research object, using employees from the FOC office in Jakarta. Interviews will gather information as supporting data related to the level of work ethic of crew members on board, with all its complexities and issues, as well as aspects of performance as the researched aspects. Qualitative methods are used to understand social phenomena through in-depth observation. Researchers aim to conduct a more comprehensive social phenomenon, a condition on a ship when crew burnout occurs, using an approach strategy to examine and understand individuals' attitudes, views, feelings, and behaviors (Bogdan, 1992). Furthermore, qualitative research employs a specific method to understand the social phenomenon under study, namely through descriptive data from information provided by informants, both written and spoken, from the people being observed, and from the researcher's observations (Moleong, 2007).

The qualitative method in this study used direct observation data

collection techniques to observe the behavior and activities of individuals at the research location, namely at the PT FOC office and all crew members activities as well as digging up data on problems with their performance and conducting interviews with the FOC Director, FOC employees in Jakarta, Cesend Occicer, Bosun Kepala (Head of Ship's Household), Family of Young Officers to dig up information related to the level of work ethic and work stress in crew members. The collected data were then analyzed using triangulation analysis techniques to obtain conclusions from the research results.

RESULTS AND DISCUSSIONS

a. Aesthetic Object Appreciation Strategies and Their Impact on the Work Ethic of Maritime Crews

1. Entertainment and Art Appreciation

Drawing on the many references acquired by the researcher, as indicated above, the researcher has initiated conversation and endeavored to perform research. What started as a cooperation in the Entrepreneurship Course (seminar program) transformed into study on the impact of aesthetic objects on enhancing work ethic and mitigating burnout among ship crews of Korean-owned motorized vessels. This

partnership is particularly attractive to the researcher, as it will yield collaborative scientific and networking advantages within an open research framework, allowing art to coexist with the marine domain for mutual gain. What are the advantages of aesthetic appreciation as the enjoyment of aesthetic objects? Engaging with music, dance, and theater fosters relaxation and facilitates the comprehension and appreciation of artistic objects. Despite being a Korean firm, PT FOC employs a predominantly Indonesian ship crew. In an individual's experience of appreciating aesthetic things, numerous stages can be traversed: passive listening, active hearing and watching, emotional engagement, and perspective-based analysis.

The criteria discussed are very contingent upon an individual's perception of their engagement with attractive things. An individual's imaginative experience is highly contingent upon personal sensitivity; so, creating a space for relaxation during work is sufficient to enhance aesthetic appeal. Advancements in information technology have enabled the enjoyment of artistic works through video clips of dance, music, and theater. It is accessible for everybody to enjoy and

admire at any location and time, such as at sea or on land. At specific stages, enjoyment or appreciation can be derived through multiple processes; nevertheless, these stages are significantly influenced by an individual's sensitivity in perceiving the artwork being watched. The phases are:

- a. Observing the intended artwork
- b. Physiological activity
- c. Psychological activity
- d. Appreciation activity
- e. Appraisal activity

Among these five stages, more gradual thoughts are characterized as accumulated. This involves noting the artworks selected for relaxing and facilitating an experience of beauty. Physiological activity refers to functions essential for the survival of living organisms, including humans.

2. Determinants of Occupational Stress Among Ship Crew Members

a) Individual Factor

Hurrell Jr & McLaney (1988) and Cooper (1989) in (A. S. Munandar, 2001) identify the particular factors, including age, gender, marital status, length of service, personality type, and educational attainment, of CREW MEMBERS at PT FOC Jakarta.

b) Age

Hoetomo (2005) defines age in the Indonesian Dictionary as the duration of time an individual has existed since birth. The correlation between age and stress parallels that between tenure and job-related stress. Nonetheless, age and occupational stress are not invariably associated with tenure.

Various occupations are markedly influenced by age, especially those associated with the sensory system and physical strength. Personnel at PT FOC Jakarta. Younger employees generally possess superior visual and auditory acuity, enhanced agility, and more stamina (Bickford, 2005). Nonetheless, in certain occupations, older individuals generally possess greater expertise and comprehension of the tasks involved. Consequently, in specific occupations, age may serve as an impediment and induce stress (A. Munandar, 2001). The age classifications established by the World Health Organization (WHO) in Efendi & Makhfudli (2009) are middle age (45-59 years) and old (60-74 years). Moreover, Prof. Dr. Koesoemato Setyonegoro, as cited in Efendi & Makhfudli (2009), asserts

that young adulthood encompasses the ages of 20 to 25 years, succeeded by middle adulthood, which ranges from 25 to 60 years.

This aligns with (Aulya & DJASTUTI, 2013) research, which identified a correlation between age and work-related stress, with a p-value of 0.012. Additionally, (Setyani, 2013) research identified a strong correlation between age and work-related stress, evidenced by a p-value of 0.034. This study contradicts the findings of (Ibrahim et al., 2016), which indicated no significant correlation between age and work stress, evidenced by a p-value of <0.05.

c) Gender

Gender is a factor that can induce stress in the workplace for crew members at PT FOC Jakarta. The ILO (2001) indicates that women are more susceptible to stress, which may result in stress-related illnesses and an increased inclination to resign from their positions. Moreover, women and men typically have divergent responses to stress. This study elucidates that male crew members at PT FOC Jakarta typically manage stress through behavioral

modifications, including smoking, alcohol use, and drug use. Conversely, women often manage stress through emotional adjustments. Consequently, men typically suffer a deterioration in physical health under stress, whereas women encounter a decline in psychological well-being (Bickford, 2005).

(Antoniou et al., 2006) found that female employees encounter elevated work stress attributed to workload and emotional fatigue. A study conducted by the Health, Safety, and Executive (HSE) in 2004 revealed a substantial correlation between gender and work-related stress, with a p-value of 0.009. This aligns with the findings of (Febriandini et al., 2016), which identified a strong correlation between gender and work-related stress, with a p-value of 0.004.

d) Marital Status

The marital status of crew members at PT FOC Jakarta may influence their work performance. Married persons generally exhibit reduced stress levels compared to their unmarried counterparts. Workers experience less work-related stress when they obtain

career support from their partners (Frink et al., 2007). The impact of marital status on stress is beneficial when the marriage is thriving (Karima, 2014). (Evayanti, 2003) posits that for married employees, familial conditions might obstruct, expedite, or alleviate the stress process. Individuals with significant issues at home are more prone to experiencing stress at the workplace, and conversely. (Utami, 2015) research demonstrated a correlation between married status and occupational stress, with a p-value of 0.031. This discovery corresponds with (Kumala & Sukmono, 2023) research, which identified a correlation between marital status and occupational stress.

e) Working Time

The duration of employment for crew members at PT FOC Jakarta may induce work-related stress. Both brief and extended employment durations might induce work-related stress (A. S. Munandar, 2001). (Harigopal, 1995) posits that employees with extended tenures encounter a wider array of work-related issues compared to those with shorter tenures. Moreover, (A. S.

Munandar, 2001) asserts that personnel with over five years of tenure generally encounter elevated levels of job burnout compared to novice workers. This burnout may result in occupational stress. Tenure may yield both advantageous and detrimental consequences. As an individual accumulates employment duration, their experience intensifies. Nonetheless, extended tenures may result in adverse consequences, culminating in burnout and tiredness. As stated by Wantoro (1999) in (Rivai, 2016), employees with extended tenures possess greater experience, enhanced maturity, and improved attitudes, enabling them to make more judicious decisions. An extended tenure enhances an individual's employment experience, leading to increased job satisfaction and improved adaptability to diverse work settings and environmental changes.

(Gautama, 2019) identified a correlation between tenure and job stress, with a p-value of 0.000. Moreover, a study conducted by (Sarwono & Purwono, 2006) identified a substantial correlation between tenure and occupational stress. Employees with over 18 years

of employment encountered greater job stress than those with less than 18 years of tenure. Moreover, Fimian's (1984) research on educators revealed a correlation between tenure and stress levels, suggesting that prolonged employment correlates with increased job-related stress. This study, however, contradicts Purwono's (2006) research, which indicated no significant correlation between tenure and worker stress levels. (Ibrahim et al., 2016) additionally discovered no correlation between tenure and job stress, yielding a p-value of 0.70.

f) Personality Type

Personality encompasses the whole manner in which an individual responds to and engages with fellow crew members at PT FOC Jakarta. A prevalent personality type among individuals is the type A personality. Friedman and Rosenman (1974), as cited in (Wijono, 2006), assert that type A personality constitutes a source of stress for employees. Incongruous interactions between individuals possessing type A personalities and their organizational work environment might result in occupational stress. Individuals

exhibiting type A personalities are typically competitive, aggressive, and possess a pronounced critical disposition (Jenkins, Rosenman, and Zysanski, 1974 in (Beehr & Newman, 1978). Moreover, persons exhibiting this personality type are prone to heightened irritability, resulting in animosity towards their surroundings (McLeod, 2011). Caplan and Jones (1975), as cited in (Beehr & Newman, 1978), indicate a correlation between type A personality, workload, and stress. (Karima, 2014) indicates that type A personality exhibits a positive link with work-related stress, signifying that an increase in type A personality corresponds to elevated stress levels.

g) Level of Education

The educational attainment of crew members at PT FOC Jakarta will influence an individual's stress level. This is due to the fact that individuals with greater education often possess a more extensive knowledge base than those with lower educational attainment (Saraswati, 2017). Law No. 20 of 2003 about the National Education System delineates three classifications of education levels: "basic" education (elementary –

junior high school), "secondary" education (Senior high school), and "higher" education (university). According to the Director General of Sea Transportation, there are Maritime Vocational Schools (Vocational high school) equal to high schools, with a three-year theoretical curriculum followed by one year of practical sailing experience. Graduates of this SKP obtain a diploma comparable to vocational high school and an ANT IV (navigation diploma). National and private maritime colleges, such as Nautical High School, offer programs similar to university-level education. Research by (Febriandini et al., 2016) indicates a substantial correlation between education level and work-related stress, with a p-value of 0.004. This aligns with (Irkhami, 2015) research, which indicates that higher educational attainment correlates with reduced work-related stress.

h) Working Factors

Work factors are stressors arising from circumstances and conditions associated with workers in the CREW MEMBERS' work environment at PT FOC Jakarta. According to the Health, Safety, and

Executive (HSE) theory (2004), six work factors contribute to work-related stress: work demands (including workload, work patterns, and work environment), control over work, social support, interpersonal relationships, roles, and organizational changes (Bridger et al., 2015).

i) Job Demands

The Health and Safety Executive (HSE) defines employment demands as pertaining to workload, work patterns, and the work environment. Employees will experience overload when they cannot manage the volume of work or the patterns of work they are undertaking.

The workload for crew members at PT FOC Jakarta refers to the responsibilities assigned to personnel that correspond to the nature of their tasks. Both excessive and inadequate workloads might induce stress among crew members at PT FOC Jakarta. Workload can be categorized into two classifications: quantitative and qualitative. Quantitative workload constitutes a strain associated with detrimental time constraints. This stress frequently arises from crew members

being assigned either an excessive or insufficient number of duties that require prompt and precise completion. Qualitative workload pertains to the competencies possessed by each employee. A worker may be mandated to utilize a new tool but lacks the requisite expertise for its operation. This circumstance will result in the worker encountering a qualitatively elevated burden (A. Munandar, 2001).

The work patterns of CREW MEMBERS at PT FOC Jakarta are characterized by a methodology that corresponds to their contributions, the interrelation of various roles, and the intrinsic nature of their responsibilities within the organization. The work environment affects the physiological and psychological states of employees, which can influence mental health and workplace safety (A. S. Munandar, 2001).

Koesmono's (2007) study identified a strong correlation between job demands and job stress, with a p-value of less than 0.05. (Kerr, 2009) study revealed a substantial correlation between job demands and occupational stress,

with a p-value of less than 0.001. This discovery corresponds with the research conducted by Bridger et al. (2015), which identified a substantial correlation between job demands and job stress, with a p-value <0.001. Håvold's research (2014) indicates a significant correlation between job demands and work stress among ship workers, with a p-value <0.01, signifying that increased job demands correspond to elevated work stress levels.

j) Lack of Control

The absence of control over the work lives of crew members at PT FOC Jakarta may be a prevalent source of employee stress, resulting in discontent, alienation, and diminished performance. Job control pertains to the extent to which an individual may regulate their work and the manner in which they perform it. Insufficient control over one's work might induce occupational stress. This results from the individual's perception of being unable of self-management (Cardwell and Flanagan, 2005 in (Karima, 2014)).

This aligns with study by (Marmot et al., 1997), indicating that workers with diminished job control

face a four-fold increased risk of heart attack compared to those with enhanced job control (Stewart et al., 2009). (Kerr, 2009) research indicated a substantial correlation between job control and job stress, with a p-value of less than 0.001.

k) Social Support

Social support encompasses a range of social, emotional, cognitive, and behavioral processes within interpersonal interactions, wherein individuals perceive they receive aid in navigating the obstacles they encounter. Personnel at PT FOC Jakarta (Food and Drug Administration, 1996). The notion of social support is categorized according to its type and origin. Social support can be received from individuals in the individual's vicinity, including spouses, family, friends, colleagues, and the broader community (Thoits, 1986). Social support encompasses emotional support, characterized by behavioral help such as attention and sympathy. Instrumental support manifests as financial help (Dunseath et al., 1995). Informational support encompasses advice, whereas evaluation support involves positive reinforcement. Cassel and Cob, as cited in Norris

and (Norris & Kaniasty, 1996), assert that regular assistance can enhance an individual's psychological well-being and mitigate stress.

Research by (Almasitoh, 2011) indicates a substantial correlation between social support and work-related stress (p-value <0.05). According to the investigation by (Setiawan & Sofiana, 2013), a correlation exists between social support and occupational stress, with a p-value of 0.048.

1) Interpersonal Relationship

Every CREW MEMBER at PT FOC Jakarta is mandated to engage with others in their role. Interpersonal interactions encompass the manner in which an individual interacts with others, involving both the transmission of messages and the modality of their delivery. Misunderstandings in social interactions can arise between the sender and recipient, frequently resulting in relational distance, which may contribute to work-related stress and conflict among crew members at PT FOC Jakarta. (Kerr, 2009) established a substantial correlation between interpersonal relationships and occupational stress,

with a p-value of less than 0.001. (Tsuno & Homma, 2009) research indicated that interpersonal disagreement among employees can influence psychological stress. (Bridger, 2017) established a substantial correlation between interpersonal relationships and work-related stress, with a p-value of 0.001.

m) Roles

Katz & Kahn's (1978) research, as cited in (Wijono, 2006), elucidates that the roles assumed by individuals can be a source of stress, particularly in instances of role ambiguity, role conflict, or excessive or inadequate role burden. Crew members at PT FOC Jakarta encounter role conflict when they face discrepancies between their required tasks and responsibilities, perceive obligations outside their job description, confront conflicting demands from superiors, subordinates, or colleagues deemed significant, and experience clashes with their personal values and beliefs. Research by (Rozikin, 2006) indicates a favorable correlation between roles and work-related stress. This aligns with (Kerr, 2009) research, which identified a

substantial correlation between roles (Salamun, M; Kurniawan, H; Suhartono, 2017) and work-related stress, with a p-value of less than 0.001.

n) Organizational Change

Organizational change denotes any alterations in work that are conveyed inside the organization. Changes in the organizational structure at PT FOC Jakarta can be both positive and harmful. Organizational change can be advantageous when it yields beneficial outcomes, such as enhanced work motivation. Nonetheless, if the resultant impacts are detrimental or exacerbate work-related stress, the change is deemed unfavorable. It is advisable to discuss any organizational changes in advance to mitigate the risk of work-related stress. (Saraswati, 2017) Research by Rahadian indicates a substantial association between organizational change and work stress, suggesting that improved organizational transformation correlates with less work stress. This aligns with (Kerr, 2009) research, which evidenced a substantial correlation between organizational

change and work stress, with a p-value <0.001.

o) Activities outside of work

The activities outside of working can exacerbate work-related stress, as several models of occupational stress identify them as a contributing factor for employees (Hurrell Jr & McLaney, 1988). Family concerns, life crises, familial isolation, financial hardships, personal convictions, and conflicts between familial and corporate obligations can all impose stress on persons in the workplace, since employment adversely affects family and personal life (A. S. Munandar, 2001). (Parker et al., 1997) asserted that the primary source of stress for all crew members is the home-work interaction. This necessitates that sailors remain in remote regions, distanced from home for prolonged durations, exacerbated by communication challenges that can result in emotions of homesickness and stress for family members and partners. Consequently, mitigating external stressors is essential to avert a decrease in job satisfaction and to prevent the emergence of stress responses stemming from workplace sources (Hurrell, 1990). Research by

(MURTININGRUM, 2005) indicates that work-family conflict positively influences the incidence of work stress, with a correlation coefficient of 0.533; hence, an increase in work-family conflict correlates with heightened work stress. Research by (Carter & New, 2005) indicates that maritime workers, or crew members, are twice as susceptible to psychosocial problems due to atypical work and living patterns, particularly in conditions of separation from family and partners. This condition may compel crew members to exert pressure on each worker.

3. Stress Prevention and Control Strategies

The WHO outlines three strategies to mitigate work-related stress applicable to the management of crew members at PT FOC Jakarta, which include:

a. Primary prevention

Stress prevention can be accomplished by ergonomic modifications, environmental redesign tailored to worker capabilities, and the implementation of organizational and management development strategies.

b. Secondary prevention

Preventing secondary stress can be accomplished by the provision of education and training for employees on the prevention and management of work-related stress.

c. Tertiary prevention

The ultimate phase of prevention can be realized by enhancing the sensitivity and reactivity of the management system and augmenting occupational health services. This phase of prevention focuses on enhancing the efficacy of occupational health interventions and services.

According to (A. S. Munandar, 2001), various strategies can be employed in stress management, including:

a. Organizational Engineering

This strategy is implemented to convert the work environment into one that is less laden with stressors. Work settings that induce stress for employees can be restructured through the analysis of environmental variables.

b. Personality Engineering

This strategy involves modifying individual personalities to mitigate work-related stress. However, when stress has precipitated mental health issues for

the individual, psychotherapy is advised to facilitate their return to a baseline state.

c. Mindfulness methodologies

These mindfulness strategies are executed via meditation, autogenic training, and neuromuscular relaxation training. Autogenic relaxation training emphasizes certain emotional imagery associated with specific events, which are subsequently firmly encoded in memory. This enables the remembrance of the event to elicit identical emotional imagery.

4. The Influence of Appreciating Aesthetic Objects on Crew Members' Work Ethic

This research study emphasizes the necessity for firms to prioritize the safety of all crew members aboard. Interaction with the onshore office or management fosters synergy and robust communication at all times, guaranteeing ongoing oversight, dialogue, supervision, and regulation. The objective is to guarantee the ship functions optimally. Consequently, it is imperative to prioritize the welfare and safety of crew members, ensuring they maintain a positive, rejuvenating, and comfortable state of mind while on duty aboard.

H.D. Heriyanto, SE, MM.Tr., CPMP., CPHCM, asserted his commitment to achieving optimal operations by overseeing all technical requirements on board and evaluating crew performance through consistent reporting, so maintaining management quality. D. Heriyanto, a director at the organization dedicated to excellence in ship management, consistently endeavors to enhance service quality. He underscored that enhancing a meticulously designed maintenance system will yield effective and efficient administration for all service networks and personnel. He also underscored the psychological effects on all crew members aboard.

H.D. Heriyanto, SE, MM.Tr., CPMP., CPHCM, possesses a somewhat distinct viewpoint. In addition to service, he prioritizes the comfort of all crew members on board, thereby attaining a more comprehensive level of excellence. By attending to the psychological well-being of all crew members, he instills a sense of tranquility and reassurance. Psychologically, prolonged separation from families, typically lasting 8-12 months, evidently exerts a substantial impact. Despite technological advancements and boundless connectivity, a substantial disparity

persists. Technological advancement will somewhat enhance an individual's sense of comfort, as crew members will receive entertainment and art appreciation that fosters a more relaxed and joyful atmosphere. The FOC Company collaborates with PT Seni STKW Surabaya to integrate ship science and art, aiming to enhance the environment and ensure the success of onboard tasks. The work ethic aboard enhances the competency and performance quality of crew members. Several essential management aspects include:

1. Nautical Administration

Ship management at PT FOC encompasses ship maintenance, a vital component that influences the safety of all crew members. This is succeeded by standard maintenance, including routine engine system inspections, cleaning and painting the vessel, and assessing the adequacy of all on-board facilities and infrastructure to guarantee the safety of the entire crew, comprising the Captain, Chief Officer, First, Second, and Third Officers, both nautical and mechanical, along with all crew members aboard. Measures are implemented to guarantee that your vessel complies with all relevant

marine safety norms and standards (Interview with CO, 2. Z. Regi, 2025).

2. Ship Operations

Operations include all activities conducted to guarantee the effective execution of the ship's operating plan. These actions are conducted to execute the ship's operational plan. Maritime operations encompass various elements, including planning, navigation, and cost analysis. Ship operations encompass all actions associated with the functioning of a vessel, including navigation, maneuvering, and cargo management. The key consideration is that the crew members on duty must possess a comprehensive understanding of the ship's operating procedures to mitigate the possibility of problems or accidents aboard the vessel.

- a) Concerning planning, specifically: planning constitutes the paramount activity in ship management. Planning encompasses the coordination of the ship's arrival at port and subsequent departure.
- b) Ship journeys are categorized into two types: fixed voyages and irregular voyages. Fixed journeys adhere to a predetermined and consistent timetable for departures and arrivals, whereas irregular

voyages are contingent and flexible, utilized by the organization as required in a non-structured context.

- c) Costs: Various cost components must be incurred during a vessel's operation. Planning and cost estimations must be conducted, and the vessel's requirements must be addressed.
- d) Ship Services: Ship services encompass operational activities from the vessel's entry to its departure from the port. Mooring services are offered to vessels that are docked for loading and unloading operations.
- e) Ship repairs are conducted regularly when a vessel has a malfunction or is deemed unfit for operation. Consequently, vessels must be meticulously planned and maintained to guarantee they are in optimal condition and prepared for navigation. the operations of a ship Engineering technology is a higher education curriculum that imparts information and skills for the operation, maintenance, and repair of ships and maritime systems.

3. Manajemen Crew in Ship

Crew management represents a significant facet of ship management.

Everyone must guarantee that crew members has the requisite abilities and knowledge to execute their responsibilities proficiently on board. Moreover, corporations must guarantee adherence to all relevant safety and environmental requirements.

4. Ship Administration

Ship administration encompasses all administrative tasks related to the ownership and operation of a ship. This includes maintaining records, reports, finances, insurance arrangements, and ensuring compliance with legal and regulatory requirements.

Ship administration encompasses technical administrative activities, such as bookkeeping, correspondence, and registration. This activity requires administrative staff to assist with administrative matters. There are three types of administration:

- a) Ship ticket administration
- b) Ship agency administration
- c) Shipping administration

In the process of managing a ship, many aspects must be considered to ensure smooth operations. Here are some tips that can help ship managers succeed (interview, Heriyanto, 2025).

Shipping activities are divided into

two types:

a) Commercial Shipping

b) Management

A Director: PT FOC, OWNER KOREA. According to Director H.D. Heriyanto, SE., MM., Tr., CPMP., CPHCM. Work ethic is a belief held by a person in carrying out something, determined to work hard and provide the best quality. (Interview, March 2025).

Employee work ethic: Employees must position themselves as ambassadors or people who carry the company's image. Prioritize responsibility and professionalism in work, and have a desire to develop. Performance evaluation, respect for others, discipline in using time, and reducing obstacles that could hinder work.

Examples of work ethic in a company:

- a. Neat, polite appearance, and appropriate to each position.
- b. Speaking politely and respectfully with superiors and coworkers.
- c. Responsibility for tasks and work.
- d. Respecting differences of opinion.
- e. Integrity in work.

CONCLUSION

Drawing from the analysis and discourse in the preceding chapter, the subsequent findings are derived from this study: a) The appreciation of aesthetic objects affects the work ethic of crew members on ships. Based on the experiences of crew members at PT FOC Jakarta, the appreciation of beautiful objects can be delineated into many stages: passive listening, active listening and viewing, emotional engagement, and perspective hearing and seeing. b) The method for appreciating beautiful things has been successfully executed, affecting the work ethic of crew members at PT FOC Jakarta. The WHO indicates that measures to mitigate work-related stress can be implemented in crew member management at PT FOC Jakarta, encompassing primary, secondary, and tertiary prevention through organizational engineering, personality engineering, and mind management techniques utilizing an aesthetic approach.

This study yields the following recommendations:

- a. Personnel at PT FOC Jakarta are anticipated to enhance their enthusiasm and work ethic,

especially by fostering a constant commitment to adapt to all work policies. They are also anticipated to uphold commendable work conduct, including collaboration with colleagues in the execution of their responsibilities.

- b. The corporation is anticipated to foster crew members' motivation and cultivate a positive work ethic to sustain enthusiasm and constructive behavior across the organization. The organization is anticipated to establish clearer and more consistent policies without imposing stress on crew members at work. They are also anticipated to uphold policies concerning compensation and additional

regulations. The organization is anticipated to prioritize collaboration among employees in the workplace.

- c. It is advisable to enhance the quality of studies, particularly concerning the correlation between motivation, work ethic, and performance. It is anticipated that more research can enhance the findings of this study by incorporating more people and other variables that may affect performance. This will facilitate more diversified and diverse study.

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