

Determinants of Work Ethic and Their Implications on the Professionalism of Marine Inspectors

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Abstract

The purpose of this study is to determine the influence of innovation, training and work motivation both partially and concurrently on the work ethic of the Marine Inspectors at the Headquarters and Main Harbormaster Offices of the Directorate General of Sea Transportation, and to explore the influence of innovation, training and work motivation as well as work ethic both partially and concurrently towards the Professionalism of the Marine Inspectors at the Headquarters and Main Harbormaster Offices of Directorate General of Sea Transportation. The research method used is descriptive verification through surveys. The study population is 260 Marine Inspectors at the Headquarters and Main Harbormaster Offices of Directorate General of Sea Transportation. The number of samples is determined using the saturated sample technique to obtain a sample size of 210 respondents and a trial sample of 50 respondents. Questionnaires are used as data collection technique and Structural Equation Modeling (SEM) with the help of SPSS and Lisrel software is applied as data analysis technique. The results showed that both partially and concurrently innovation, training and work motivation had a positive and significant influence on work ethic. The dominant variable that influences work ethic is work motivation. The contribution of innovation, training and work motivation variables towards work ethic is 60 % and the rest is contributed by other variables which were not examined. Meanwhile, both partially and concurrently innovation, training, work motivation and work ethic had a positive and significant impact on the professionalism of officers. The dominant variable influencing official professionalism is work ethic. The contribution of the innovation, training, work motivation and work ethic variables to the professionalism of officers is 85 % and the rest is contributed by other variables which were not examined. Managerial implications explained in this study is that the work ethic variable in increasing professionalism of officers is full mediating for the variables of innovation, training and work motivation. In the meantime, to improve work ethic, it is necessary to pay attention to the working spirit, especially those related to positive behavior and occupation as main interest in life.

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