ABSTRACT

PERFORMANCE OF MARINE INSPECTORS AT THE OFFICE OF MAKASSAR HARBOUR MASTER

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The problem analyzed in the study was about employee performance. The objective of the study was to understand and analyze performance of marine inspectors in terms of ability and motivation.
The study applied a descriptive method. Performance of marine inspectors was measured in terms of capacity aspect consisting of physical fitness and mental health, level of education, training, and experience and motivation aspects consisting of the desire of achievement, recognition, responsibility, advancement, interst in the job, the organization's policies and administration, supervision, salary, working conditions, and inter-personal relationships in performing duties and functions. There were eight informants involved in the study. The data for the study were collected through in-depth interviews, document study, and observation. The data validity was performed through triangulation.
The results of the study showed that performance of marine inspectors in terms of capacity was categorized as poor that it was suggested that the inspectors with low technical education irrelevant to job competence should be transferred to other position that did not need technical competence. Performance of marine inspectors in terms of motivation was categorized as good. However, to inprove inspector motivation, it was suggested that management should disseminate about functional position and motivate marine inspectors to enroll in functional positions so that they could improve their salary with higher benefit performance. Also, management should improve responsibility of marine inspectors so they could work professionally and independently. Management should also propose budget for procurement of work facilities for marine inspectors in 2016 financial year so the could work optimally.