

## MARINE TRANSPORTATION HUMAN RESOURCES BASED ON THE WORLD MARITIME AXIS

Retno Anggoro <sup>a\*)</sup>, Romanda Annas Amrullah <sup>b)</sup>

<sup>a)</sup> Politeknik Maritim Negeri Indonesia, Semarang, Indonesia

<sup>b)</sup> Politeknik Pelayaran Surabaya, Surabaya, Indonesia

<sup>\*)</sup>Corresponding Author: [retno@polimarin.ac.id](mailto:retno@polimarin.ac.id)

Article history: received 29 January 2023; revised 18 February 2023; accepted 08 March 2023

DOI: <https://doi.org/10.33751/jhss.v7i1.7469>

**Abstract.** The desire of the newly elected President of the Republic of Indonesia Joko Widodo (Jokowi) to make Indonesia the world's maritime axis deserves appreciation. Indonesia, as an archipelagic country with a large territorial waters, great natural resource potential and a strategic location (at the crossroads of two oceans, the Indian and the Pacific), should indeed be a maritime axis. so from that related with ambition that need to wake up source power man transportation sea based on shaft maritime sector, To get there, there are a number of things that need to be done by Indonesia, including by first making Indonesia a source power man transportation sea based maritime country with a number of competencies that must be met. Currently, Indonesia is only an archipelagic country, after the implementation of UNCLOS 1982, and is trying to become an archipelagic country source power man transportation sea based maritime country for towards the world maritime pros.

**Keywords:** human resources; transportation sea; Word Maritime Axis

### I. INTRODUCTION

Education is one of the ways to build a smart, prosperous society. Education must have the option of forming an individual society that is described as a personal characteristic that understands its psychosocial elements and social environment [1]. Indonesia which is wrong one country in the world that has various Island area which large, naturally effective transportation and efficient like safe, cheap, smooth, fast, easy, regular as well as comfortable. In development naturally there is a need for transportation more efficient as condition guaranteed implementation development in the something country, development the naturally supported with existence means. transportation which adequate. Country Indonesia, which has been known as a country maritime form, role in transportation the sea is very important in social life economy. Where factor economical which he wanted so that in sector transportation sea could achieved with unity payload good payload bulk or payload non bulk, naturally required also the type of ship according to the type payload which later will transported equipped with loading and unloading equipment sufficient. All of this can be achieved if planning nor planning a harbor be equipped with technology which appropriate and implementation operational harbor supported by means as well as infrastructure which more adequate (Tini Utami [2]).

In Thing these roles and activities carried out in the port becomes very strategic for increase growth economy and trade industry, in addition to that Make a greater contribution to domestic and international economic development. This will certainly have an impact on the management of the port business sector so that operations can be carried out

efficiently, effectively and of course professionally, so that port services can run smoothly, quickly and safely at an affordable cost. time, the port as the sea part of the trade port gateway, trade gateway and other related interests. Cargo transported on board will then be unloaded and transferred to other means such as air, land (trucks, trailers or trains) for distribution to the public. Cargo that has been transported by truck or train to the port of unloading will be reloaded onto the ship. (Tini Utami [2])

So, with thereby the goods being transported with use transportation heavy for example is trucks and so on, and moreover with demolish load at the port, then at the port it happens many mechanisms for example is immigration duty excise duty, harbormaster and so on. So why many observers state that the Port is one infrastructure impactful transportation in increase economy something daerah, fine province nor a country because the Port is gate and door enter the country 's economy or called the gateway port transportation system as well as logistics.

With existence Term "axis maritime" now the more popular and interesting attention many parties, no except media mass which also often bring up term the in the news in time- time lately this. Bring it up term the no miss from idea President Joko Widodo (Jokowi) which want to make Indonesia as axis maritime world. According to President RI 7th the, as put forward in his speech after inauguration in front Assembly Deliberation People (MPR), 20 October 2014, "our has too long back-to-back sea, back to back ocean, and turned his back on the straits and bays, and now it's time our return everything so ' *Jalesveva Jayamahe* ', in the sea precisely our

victorious, as motto our in time then, can come back." (Simela [3])

Referring to to description Head Body Planning Development National (*Bappenas*), Andrinof Chaniago, he said that Jokowi want to make region waters Indonesia as region waters which most safe in world for all activity sea, and for that government will ensure security and safety transportation sea which conducted by Public nor perpetrator effort. For also, all ranks of Cabinet ministries Jokowi's work is also asked to support efforts government make Indonesia as world maritime axis. In a press conference first in office Ministry outside country, 29 October 2014, Minister Outside Country Retno LP Marsudi state ready for make Indonesia a maritime axis world and will promote it in fora international, like in summit APEC, summit ASEAN, and the G-20 in November 2014 attended by Indonesia. Short study This is trying to discuss what is necessary noticed by Indonesia in effort going to axis world maritime. (Simela [3]). That thing will impact on needs source power Humans and experts in their fields so that can look for answer to the proposed challenge government the National Maritime Axis. In Thing this quote alferd Nasir said \_ that development transportation sea as a door port gate thing this clear need many aspects, including : \_ covers fleet and port development optimally, then with existence transportation gradually as tool for unite one economy island certain to another island in Thing this as unifier nation, no separator nation.in another thing that superiority transportation sea is more efficient compared to transportation land and air, in Thing this simplest example \_ is delivery cargo / goods past sea.with boat sea volume of goods to be sent have more volume big in comparison to or in comparison with transportation land and transportation air, other than it's also in use ingredient burn or more fuel efficient with use transportation sea compared to transportation land and air (Tini Utami [2]).

So with fast change in business and economy especially with jargom axis Indonesian maritime then sophistication of competent human resources (HR) become bone the most important back that will be give contribution in development economy in Indonesia, then update Source power Man Becomes role important in To do regeneration in god employment at harbor port and so on. The most urgent challenges are restoration towards literate HR technology with maritime Axis base national. So from it's this paper speak related how building supporting human resources sea based on shaft National maritime. So from that most important study is readiness quality source power available customization \_ in support trading port gateway based axis National maritime. (Simela [3])

## II. RESEARCH METHODS

This research uses methodology with approach qualitative, where approach have characteristics experience as source data by direct and descriptive. From approach and type data which used, so will generate descriptive data in form words which capable produce phenomena on something subject which want to researched by deep. In subject study

this, population the target is Concept Source power Man transportation sea based on the World Maritime Axis. Whereas Technique collection data. Use technique observation, studies World Maritime Axis literature and concepts while Analysis Data use content analysis analyze contents from World Maritime Axis Theory.

Whereas in theory use theory (movable bridges) In this context, the "Sea Toll Road" needs to be integrated with the national road network and Ferry crossings as movable bridges bridges). The combination of the concept of "Sea Highway", road network, ferry crossing, is expected to form a nautical network freeway which is the key to domestic connectivity besides that Transportation is a tool transfer, or movement of persons or goods from something the place origin to the place destination, for necessity certain with use tool certain also. Whereas system is something unity, or units which character comprehensive, consist from component- component which each other support and work same for integrate system the. If wrong one component the damaged, so system will damaged also. From Thing the could concluded that transportation have 3 part that is: there is location (destination and origin), a tool (technology which support), as well as necessity (destination). Elements the each other related one same other, if there is wrong oneelement the no fulfilled so transportation naturally no will carried out.

## III. RESULTS AND DISCUSSION

### The Concept Of The World Maritime Axis : The Study Of Concept

In Level Conference forum Tall Asia East (East Asia Summits) in Naypyidaw Myanmar, on day Thursday, 13 November 2014, President Jokowi convey draft sector known as the World Maritime Axis (PMD). This PMD translates to in English to Global Maritime Nexus (GMN). According to President Jokowi, development sector marine Becomes focus Indonesia on century 21st and emphasize 5 (five) pillar main in Axis Maritime World (PMD) namely: first, Culture maritime: build return culture maritime Indonesia through redefinition identity Indonesian national as a country maritime. Second, Economy maritime: manage and at a time conserve source power maritime nation. Third, Connectivity maritime: prioritize development infrastructure maritime, facility development and infrastructure communication and tourist sea. Fourth, Diplomacy maritime: optimization soft power in handle threat regional and enhancement work same bilateral and multilateral in field maritime. Fifth, Security maritime: prepare hard power for strengthen strength defense maritime Indonesia in security effort region Indonesia.

Idea as axis maritime not Thing which new. Prof. AB layer (the late) has been conveying similar ideas since the 1990s. But the idea the get momentum the highest moment this when amount strength The world's largest economies are increasingly turning their attention to the marine sector in the Indo-Pacific. On August 22, 2007, the Prime Minister of Japan, Shinzo Abe in front of Indias parliament delivered a speech entitled Confluence of the Two Seas. (mofa.go [4])

who introduced for the first time the term Indo-Pacific, which is a marine area consisting of the Indies and Ocean Pacific part West and Middle as well as waters Indonesia which connect two ocean that. Then in month November year 2011, President Barack Obama set policy Pivot to the Pacific or Rebalancing (Sukmawani[5]). toward As in response to China's rise as a great power in Asia Pacific. form from policy this is prioritize area Asia Pacific in planning military US, policy outside country, and policy economy. Rebalance realized with withdrawal troops US from Iraq and from afghanistan, as well as add attention to Asia Pacific for anticipate challenge and opportunity in time front. Two years later, on October 3, 2013, Chinese President Xi Jinping proclaimed the vision of the Silk Road Maritime (JSM) 21st century 8 before parliament Indonesia which in full English is called 21st Century Maritime Silk Route Economic Belt or Maritime Silk Road (MSR). The essence of this vision is development sea transportation infrastructure from China across Southeast Asia to South Asia, East China-sponsored Central, Europe and Africa. Similar to Marshall Plan after World War 2, China commits to provide up to \$40 Billion for the construction of deep sea ports sea ports) at strategic locations on the route Track Silk Maritime (JSM) China (china road [6]).

A series of 4 (four) events above, namely: Indo-Pacific (India and Japan) in 2007, Rebalancing toward Asia (United States and Indonesia) in 2011, Line Maritime Silk (China) in 2013, and the World Maritime Axis (Indonesia) in 2014 shows international political competition between great powers (great powers), namely: the United States, China, India, and Japan to compete for access and control over (three) main points along the shipping route between the Indian Ocean and the Ocean Pacific, that is: track cruise, market, and source power nature. Strength- great power (great powers) above have national power that is qualified to can compete at regional and global levels, namely in terms of: military strength, financial, and mastery technology. In looking at the reality of international political competition above, Indonesia as a a country that is geographically right in the middle of the Indo-Pacific needs to act like that so that could get benefit which big from dynamics geopolitics area. These benefits are not limited to welfare, but also benefits for the greatness of the Indonesian nation which since the time of Srivijaya has become a regional hegemon in Asia Southeast.

Because the concept of PMD is still new, there are still relatively few studies on PMD. However the author found there are at least 3 (three) relevant PMD studies from Proceeding AIIHI in University Budi Sublime, as following: first, Herindrasti [6] believes that the World Maritime Axis is an aspiration with consequence that for Becomes axis world, so Indonesia must fix herself formerly until worthy for arrange aspect maritime world. Before becoming the worlds maritime axis, Indonesia must be able to become an axis in the world regional level and then increase to level international. Second, Mother Earth is of the opinion that that strength maritime Indonesia will the more strong in line with increasing Indonesia's economic strength. Strength increase Indonesian seas will contribute to increasing maritime

security in the waters Indonesia. Third, Manurung [7] think that PDM is policy strategic government in advance economy maritime based (blue economy). Third study PMD in on still character inward looking, where more focuses on the study of (how to fix) the domestic situation. While the study this will discuss PMD from 2 (two) dimensions, that is : time (time past and time now) and point of view (inward looking and ourward looking). The framework of this study is for put PMD as geopolitics Indonesia in utilise international political competition in the Indo-Pacific, for economic and security interests Indonesia alone. Axis Maritime World (PMD) must agreed formerly is as geopolitics or doctrine or vision or grand strategy. The author's view, is more likely to place PMD is geopolitical because PMD places shipping routes and resource centers power natural as element importance. According to Grygiel [8] geopolitics explain geographic distribution of resource centers and shipping routes. More details, Poros Maritime World (PMD) could considered as response Indonesia in dynamics geopolitics in the Indo-Pacific, where Indonesia's geographical position is right in the middle Indo-Pacific.

Indonesia has several element important related with the World Maritime Axis. First is culture maritime is If people Indonesia by general want to get portion more from benefit maritime-based economy in Indonesia, the culture and mental attitude towards maritime must change. Maritime is an integral part of identity and potential prosperity for Public in Indonesia. Character maritime which characterized dynamic, egalitarian, and abstinence surrender need Keep going developed. If this Keep going conducted by consistent and sustainable, no no possible nation Indonesia will find its identity again in the next two or three generations as a nation maritime. Change mental attitude this must programmed through education formal and informal. If era formerly ancestors nation Indonesia could come on stage so great, should nation Indonesia moment this can repeat greatness his ancestors. Must Admittedly, there are still many problems in this nation, starting from the heavyweight ones, such as fading Pancasila values, up to light classes such as fun-seeking culture instantly. This is where the need for the Indonesian people to do mental revolution with full of awareness back to Pancasila identity. second, Seaport location To become the World Maritime Axis, marine highway infrastructure such as infrastructure ports, transport/passenger ships, navigational tools for shipping, must also be built. We many very have island/harbor - Island Sabang, Island Batam, Island Bintan, Cilacap, Bitung, Palu, Kupang, and Sorong - which are actually very suitable for development be deep sea port or global transshipment port like Singapore. Development system transportation which focus on on track land, besides potential degrade quality environment on concentration habitat life population Indonesia, also no many answer the problem of effective transportation of goods. This is the idea of the sea toll President Jokowi becomes very important. Smooth logistics distribution to all corners The archipelago will certainly reduce the burden on the island of Java, which is already very heavy. On the same time, the booming economy outside of this most populous island, will Keep



going grow and develop, so that gap between region could Keep going pressed.

The motive behind the focus of international politics in the Indo-Pacific region is also inseparable from economic motives, namely: freedom of navigation, access to natural resources, and access to the market. Motivation economy the already melt into the interest each country, especially in improving welfare. Motivation the impact to affairs political when results interaction political ends on blockade or siege on economic activity as happened in North Korea and Iran (which blocked by United States and allies). North Korea have problems with the United States regarding the war with South Korea supported America Union and ownership weapon nuclear. Whereas Iran problem because possession of nuclear weapons that threaten the interests of the United States (where historically, the regime of the Shah of Iran that was overthrown in the 1980s was the regime that supported government US). And the third, is route Cruise If you look at the map of international shipping routes on the map above, there is 1 (one) fat route which passes through the Strait of Malacca; and 2 (two) medium routes that pass through the Sunda Strait and the Sea Sulawesi. Indonesia must capable balance Singapore for utilise one the world's existing fat shipping routes. Likewise in the two intermediate routes that pass through Sunda Strait and Sulawesi Sea. All strategic ports on these routes need to be supported by an adequate power source so that ships can dock on number of ports. It is necessary to study the use of nuclear power plants which very efficient for location Island like Indonesia.



Figure 1. the shipping routes for sailing needs transportation domestic

Source: JJ Grygiel, [8] Great Powers and Political Change, (Baltimore : The Johns Hopkins University press, 2006).

In addition to an outward perspective, it is necessary to study the ideal shipping routes for sailing needs transportation domestic. Routes cruise the should built by considering superior commodities shipped from the region closest. Need improvement over the system hub and spoke existing, by getting input from perpetrator economy which involved in cruise domestic the. Engage investors private, good local nor foreign very needed for provide ships cargo

various types, customize with type commodity which transported. These domestic shipping routes must optimize the connectivity of people and goods in whole center economy in Indonesia, good which already develop, nor which is being developed. If you look at the five deep construction plan sea port in Kuala Tanjung, Jakarta, Surabaya, Makassar, Sorong; then there are several regions in Indonesia which have not been reached by supporting shipping routes (see map below), such as for the Pontianak and surrounding areas, the Bengkulu region, West Sumatra, the western part Sumatra North, Borneo East, Borneo North, and Gorontalo.



Figure 2. Map Route Cruise Domestic

Thing other which important in connectivity this is existence connection (interconnection) between sea shipping routes and land infrastructure (such as roads and track carriage) and air. Interconnect this will make then cross person and goods Becomes getting easier, inexpensive, and reach area- area which more large again. Fourth, in maritime diplomacy, there are three things that need to be used as guidelines, namely: (1) the need for for always prioritize interest national Indonesia; (2) the need for fight for interest ASEAN where Indonesia considered as leader experience ASEAN; (3) the need for always strive solution win-win from problem dispute Among country member ASEAN with party other in outside ASEAN, like with major powers (US, China, India, and Japan). These three guides may have potency conflict one same other. So that need existence priority from all three. And priority which most rational is with put forward interest Indonesia formerly, then ASEAN, and new interest powers big. Problem smuggling still is threat are you serious for Indonesia and countries around Indonesia. This smuggling includes drug smuggling (drug trafficking), people smuggling (people smuggling), commodity smuggling (such as oil, coal, fish, etc.) which are detrimental to the state in terms of economic and social. However, with Indonesia's deep waters being so vast, it is necessary to existence something system

supervision which comprehensive so that capable detect, intercept, and take action potency smuggler with fast.

According to Jayanti [9] until moment this, still available a number of problem border Among Indonesia with 10 (ten) country neighbor which not yet completely resolved. This border dispute will always be a bad obstacle ASEAN for could complete problem other with party in outside ASEAN. Need creative dispute resolution, such as the establishment of development zones together (joint) development zone) in the disputed territory by the countries concerned so that all party can get benefit together by fair. Role Indonesia as leader experience ASEAN must maintained with help member countries that are experiencing difficulties. The dispute case between the Philippines and Vietnam and China in the South China Sea must be on Indonesia's political agenda through forum ASEAN which prioritized. Vietnamese and Philippines already take steps to strengthen bilateral relations with the United States. It is indirectly has lowered the credibility of ASEAN in general and Indonesia in general especially as a party that should be able to help find a solution to the dispute in sea China South. By building the Maritime Silk Road means China will connect China's ports with other countries through maritime connectivity, cooperation intercity, and economic cooperation. On the one hand, the maritime route will strengthen the base China's economy in order to cooperate with countries along the route and connect Europe and Asia with more good again. Temporary in side other, track maritime sector will facilitate the development of the Regional Comprehensive Economic Partnership (RCEP) which bring benefit for China, ASEAN, and countries other in along the maritime route. Moreover, when the Trans-Pacific Partnership (TPP) proposal which triggered Government America Union must ran aground in Congress US. China have wider freedom in replacing the US position, especially collectively together ASEAN. aground TPP also will give opportunity for China encourage the expansion of economic and trade cooperation, even without the Partnership Economy Comprehensive Regional (RCEP) [10]. Fifth is security Maritime As a country that is the fulcrum of two oceans, Indonesia has an obligation to build a maritime defense force. This is necessary not only for guard sovereignty and riches maritime Indonesia, but also as form responsibility government in guard safety cruise and security maritime. If study security, so by automatic must study vulnerability (as opponent from security). There is 3 (three) factor domestic which cause vulnerability at sea, namely: low supervision (or known as maritime) domain awareness), 35 the low ability to take action against unscrupulous persons, and high potency economy in sea. With lack of supervision, so will cause individuals have the opportunity to commit unlawful acts. without Strict action against unscrupulous persons will cause unscrupulous persons to do so violation law again. Whereas, potency economy tall in sea will interesting attention various parties for exploit it.

### Human Resources Supporting Sea Transportation

Indonesia is geographically considered as the largest archipelagic country in existence in the world because the

total area is approx. 1.905 million km<sup>2</sup>. And has a beautiful coastline said to be the longest in the world with size 80,791 km. Indonesia as country Island with 17,400 island, naturally means transportation sea very much important for support the existence of trade, both national and International. Thing this naturally also supported existence harbor as gateways / door gate trading, as a facility and or a vital function that could connect Public for trade. Marine transportation network significant as wrong one means which more effective than other transportation like land or air so that the sea is more Up, could seen that 90% domestic trade and international is done by transportation sea. Until the port as gateway / door gate very required for process distribution, which have connection close with \_ growth economy. (Tina Utami [2])

Economy Indonesia no only relies on land transportation but also must develop Transportation sea as mobility which important in trading so that could strengthen economy Country. Naturally Thing this also supported by facilities and infrastructure as well as facility which adequate Beside HR which competent for could move operational harbor specifically. Because wrong one Thing which could capable compete and could win competition with give service which best and maximum, of course, must be supported by build and strengthen power competitive through enhancement quality source power man (HR). Because source power man competent is wrong one asset most important in management something Company. Without existence source power something Company no will could move in achievement goal, something company must could manage HR well and implemented properly sustainable as well as integrated with activity planning, organizing, leading, staffing and controlling, so that will achieved productivity HR by optimal which support success in implementation strategy which already set. (Tina Utami [2])

In the era of globalization based on the World Maritime Axis current trade this has demand harbor which is door gate trading for could implement by digitization. Development more refers to on enhancement means and infrastructure which standardized for interest international with digitization service so that services port is more effective and efficient. So needed source power man which have optimal performance, quality HR which owned something harbor as door gate trading naturally a little many could affect in service speed process activities unloading and loading, service mooring/anchoring services, management services good document for clearance in/ out boat. Even in service for activities the conducted with help equipment/software or hardware e.g Inna Portnet, Host to Host, but still still need power man. Whereas HR in Indonesia in World Maritime Axis era Hal which need watch out in the application of industry 4.0 in the era of the World Maritime Axis is digital like infrastructure readiness, one of which is server base data. Besides that need noticed also ability storage server data so that there is no disturbance in the access to data and main energy sources electricity must permanent available. Thing this conducted so that electricity no off which later it will have an impact on paralysis whole operational service, which could delay service to consumer. In era world maritime axis support

target national development plans and doctrine Global Maritime Fulcrum very need development IT maritime. Where this program is one of President Joko Widodo's main agenda aim for change Indonesia become a sea highway and become one Country which very take effect in part transportation maritime world. Naturally Thing this supported with availability of human resources, it is necessary to have competent human resources development for the company continuity with loyalty which good and development which dynamic. (Tina Utami[2])

Development HR in company or something organization will help prepare employee for attempted carry not quite enough answer more tall in something organization or company. HR alone is ability integrated from power think and power physique which owned an individual where behavior and nature determined by descendants and environment, whereas performance work will motivated by a desire to fulfill his satisfaction. Besides that source power man is asset in all aspect management which concerning existence organization. Development HR competent will help the workers work prepare self in face change profession or position which caused by existence technology new or market new product. In management company for service to consumer naturally very required quality HR which competent because Thing this is determinant of the progress of a business both in period short nor period long. Through HR which competent and quality, will deliver company in environment harbor to be better. While the way to guard quality HR is with To do existence training and development HR at each shipping industry players in the port. (Tina Utami [2]). Human resource development for para perpetrator operational service in harbor which more quality with the existence of skills, work loyalty to company and workability, of course supported with technology digital which already Becomes something needs main in process operational service in harbor. Development HR in era digitization this is something Thing which important to note this time, because almost whole company in To do process her job need technology digital. Strategy which used in development HR besides through education formal and development skill, still there are several ways for development, among them is through learning/training by digital good through simulation, webinars, videos training or other. With efforts to develop human resources by digital the, so company could save cost good training nor cost his journey. HR which quality tall is HR which create score comparative, and also score competitive, generative, and innovative which no use energy Rough, like ingredient raw, land water, power muscle but with use energy intelligence, creativity, and imagination. (Tina Utami [2]) Source power man (human resources management) is something activity management which consist from development, evaluation, utilization and gift reply service on man as individual member organization or business company (Samsudin Sadilli [11]) Besides it's human resource management too could outlined as utilization HR in organization which done through function planning source power man, development source power man, recruitment, planning and development curry r gift compensation and

welfare and Occupational health and industrial relations (Marwansyah [12]). Whereas Quality is condition dynamic which close relationship with product, service, man, process and environment which could Fulfill hope (Yamit Zulian [13]) Source power man which have quality which tall is source power man which capable create score comparative and score competitive, as well as innovative which sourced energy like intelligence, creativity, and imagination (Ike Kusdiyah Rahmawati [14]) Quality source power man refers to on : First, Ability employee which more oriented on intelligence (knowledge). Second, Ability mastery technical operational (Skills).

### Human Resources Sea Transportation With A Maritime Country Insight

First, it is necessary to understand the definition of a maritime state, given the view that although Indonesia has a number of prerequisites to become a maritime power, as determined by maritime strategists such as Alfred Thayer Mahan and Geoffrey Till, however, until now Indonesia has not become a maritime country. Indonesia's status was only limited to an archipelagic state after the 1982 United Nations Convention on the Law of the Sea (UNCLOS) was enacted on November 16, 1994 (Simela [3]). Maritime law expert Hasjim Djalal [15] said that a maritime state is not the same as an archipelagic state. A maritime country is a country that is able to take advantage of the sea, even though the country may not have many seas, but has the technological, scientific, equipment, and other capabilities to manage and utilize the sea, both in terms of space and natural wealth and strategic location. Therefore, many archipelagic countries or island countries are not or have not become maritime countries because they have not been able to take advantage of the sea which is already under their control. must be provided for sources power human (HR) transportation sea. On the other hand, there are many countries that do not have the sea or very few seas but are able to use the sea for their interests, for example Singapore. The Netherlands, whose sea is very small, is able to explore the Indian Ocean and colonize Indonesia for hundreds of years. Indonesia, according to Hasjim Djalal [15], is an archipelagic country that is now heading back or aspires to be a maritime country because in the past it was a maritime country like in the days of Sriwijaya and Majapahit. At that time, the Indonesians even explored far as far as East Africa (Madagascar) and to the South Pacific.

This means, if Indonesia wants to have source power man transportation sea Based on the world's maritime axis, Indonesia must first strive to become a maritime country and reach maritime human resources. To be a source power man transportation sea Based on a maritime state, according to Hasjim Djalal [15], Indonesia must be able to manage and utilize its marine wealth and space, including: recognizing various types of Indonesian seas with various provisions; recognize and respect international rights over Indonesian waters; capable of eradicating illegal practices and preventing all kinds of violations of the law in Indonesian waters as well as in their areas of authority; able to establish and manage



maritime borders with neighboring countries and maintain their security; able to maintain the safety of shipping through Indonesian waters; able to take advantage of natural resources and space outside Indonesian waters such as in the high seas and on the international seabed. In short, the Indonesian maritime state must not only be able to utilize all the marine elements around it for the welfare of the people and the progress of the nation, it must also be able to present adequate maritime security forces, such as sea and coast guard, in order to maintain the security of Indonesian waters from various violations of the law (Simela [3])

### Human Resources Regional Maritime Security

If it is elaborated further, to become a country and the world's maritime axis, Indonesia must also respond and participate in finding solutions to various problems. need human resources Power Humans who understand regional maritime security. Indonesia's position as an archipelagic country that is at the junction of two oceans (Indian and Pacific), where part of its vast territorial waters becomes the world's maritime crossing lanes, makes Indonesia unable to ignore regional security issues related to maritime. This means that, apart from Indonesia having to guarantee maritime security in its jurisdictional waters, Indonesia must also care and pay attention to various regional maritime security issues (especially those that arise in the Southeast Asia region), because if these maritime security issues are not handled properly it will have implications as well. against Indonesia. (Simela [3]). Maritime border disputes, which are still occurring among a number of regional countries and have not been resolved peacefully, are one of the problems that need serious attention. The territorial dispute in the South China Sea involving a number of ASEAN member countries (Malaysia, Vietnam, the Philippines, and Brunei Darussalam) with China, which has heated up again in recent years, is one of them. Even though Indonesia is not part of the disputed country, Indonesia needs to be part of the search for a peaceful solution to the problem.

Other maritime security issues that also need attention are non-conventional threats, especially those from various transnational crimes, which directly threaten the authority and territory of the state, including piracy and piracy, as well as maritime terrorism. The waters of Southeast Asia, especially the Straits of Malacca, are quite important and strategic shipping lanes that connect the Asian region with Europe and the Middle East. The increasing number of international shipping, especially international trading vessels and oil tankers passing through the territorial waters of Southeast Asia, can attract the attention of certain groups or parties who intend to commit crimes to commit piracy or piracy (Simela [3]). The possibility of maritime terrorism also needs to be considered, although it has not become a real threat at this time. However, it is undeniable that the waters of Southeast Asia are very vulnerable. The increasing number of shipping merchant ships in this region can invite terrorist organizations to carry out piracy, both for fundraising and simply spreading a climate of uncertainty. Although most piracy and piracy in the waters of this region are more oriented to the economic

aspect, this orientation may shift towards ideology and terrorism. so from that's HR Transportation The sea should also equipped with counter Terosime and pirates minimum skills base in do defensive. The potential for terrorism is quite large, considering that in this area there are also militant groups that one day may spread threats in the ocean. The waters of Southeast Asia, which are rich in fishery resources, especially in Indonesian waters, are also the main attraction for certain parties, including foreigners, to carry out illegal fishing. fishing). Indonesian waters are prone to illegal activities fishing It spreads from the northern waters of Aceh, the Natuna Sea, the Sulawesi Sea, the southern Indian Ocean, the Aru Sea (Maluku), to the Arafura Sea around Papua. Various illegal methods are carried out by local and foreign fishermen to explore Indonesian fishery resources amidst the limited supervision of the Indonesian police and patrol boats. Smuggling activities, both goods and people, carried out by sea are of course also a serious problem for maritime security. This is not surprising considering that sea transportation is still the mainstay of world trade traffic, of which a third passes through the Malacca Strait which is also part of Indonesian waters. This means that at the same time smuggling activities have the potential to occur, such as smuggling of illegal firearms, drugs, fuel oil, to people. Environmental problems are also important issues that need attention given that environmental conditions, including at sea, are increasingly showing a significant decline in quality. (Simela [3])

The interests of countries outside the region in the territorial waters of Southeast Asia also need to be considered. The main interest for countries outside the region, especially China, Japan and the United States, is the certainty of access and/or availability of resources. For them, sea lanes in the waters of Southeast Asia, including the Indonesian Archipelago Sea Lane (ALKI) and need transportation human resources Superior Sea in security maritime, almost irreplaceable. A change of route to the Lombok Strait or the Sunda Strait, for example, will carry an additional financial burden for them. This means that the interests of countries outside the region in Southeast Asian waters must also be anticipated and responded to by Indonesia.

### Human Resources Maritime Economic Diplomacy

In the field of HR resources Power Humans who understand diplomacy, Indonesia also needs to direct its diplomatic goals to support its achievements as a maritime country and source power man transportation sea maritime axis based. In this regard, sources power man transportation sea maritime economic diplomacy is a must for Indonesia. Currently, there is not a single country that does not prioritize resources power man transportation sea based on economic diplomacy. All relations between countries ultimately culminate in economic calculations. Economic diplomacy is expected to support the government's efforts to create a more independent and competitive national economy. For this reason, the goal of diplomacy must be directed at encouraging the strengthening of international cooperation that can dynamically utilize the full potential of Indonesia as an archipelagic country. In this context, Indonesia needs to place

its marine presence as a comparative and competitive advantage in conducting relations with the nations of the world. (Simela [3]). The potential total economic value of the Indonesian marine and fisheries sector, which reaches more than 1 trillion US dollars, is certainly a capital that is more than sufficient to carry out maritime economic diplomacy. source power man transportation sea Based on maritime economic diplomacy, it must be translated into concrete steps that consolidate all international cooperation that can encourage the utilization of all the potential and wealth of Indonesia's seas. Considering that the fishery sector is one of the pillars of the national economy, economic diplomacy needs to be emphasized on efforts to increase the added value of the Indonesian fishery sector, among others, by formulating a special strategy to penetrate the international market for Indonesian fishery exports.

In addition to prioritizing the use of marine products, other sources of power man transportation sea Based on maritime economic diplomacy, it is hoped that it can encourage the strengthening of foreign investment that can support development in the marine sector and increase the carrying capacity of marine infrastructure to make good use of marine resources. Attracting foreign investment in the fields of transportation, ports, communications, mining, and the development of alternative energy in the marine sector should be one of the main targets of sources power man transportation sea based on maritime economic diplomacy. (Simela [3])

#### IV. CONCLUSION

To go to the source power man transportation sea Based on the maritime axis, Indonesia must first seek and strengthen its status towards resources power man transportation sea maritime based. For this reason, Indonesia must be able to utilize all the marine elements around it for the national interest. Indonesia must also care about and respond to various source problems power man transportation sea maritime security based that threaten national interests and regional stability, and related to this, especially in the framework of law enforcement at sea, the establishment of a maritime security agency such as the and coast guard become a must for Indonesia. source power man transportation sea Maritime economic diplomacy also needs to be a concern in an effort to support Indonesia's achievement as a maritime country and the world's maritime axis, among others, by consolidating all international cooperation that can encourage the utilization of all the potential and wealth of Indonesia's seas. Research results in this paper is first, ripen deep world Maritime Axis concept dimensions source power Human (HR) with start from enhancement service transportation sea with the second digital base, understand three post base in the world's Maritime Axis that is maritime security. \_ Diplomacy economy maritime and the last is mastery Source power Man transportation sea in d dimension Maritime country knowledge and insight, the three intertwine for give contribution and root milestone base from Source power man transportation sea based on the world maritime axis.

#### REFERENCES

- [1] S. Setyaningsih and Y. Suchyadi, "Classroom Management In Improving School Learning Processes In The Cluster 2 Teacher Working Group In North Bogor City," *Jhss (Journal Humanit. Soc. Stud.*, vol. 05, no. 01, pp. 99–104, 2021.
- [2] Tini Utami et al, "Readiness Source Power Human (HR) In Support Transportation Sea In The Digital Age, *International Seminar On Maritime And Interdisciplinary Studies*, 3,(1) September. 2021,
- [3] Simela Viktor Muhammad, "Indonesia Towards The World Maritime Axis, *Center For Study Data And Information Management (P3DI)*, 6(21). 2014,
- [4] Japan. *Confluence Of The Two Seas" Speech By H.E.Mr. Shinzo Abe, Prime Minister Of Japan At The Parliament Of The Republic Of India.* 2022. <http://Www.Mofa.Go.Jp/Region/Asia-Paci/Pmv0708/Speech-2.Html>, Downloaded On 12 August 2022
- [5] Motherland, Sukmawani Bela, "Analysis Strength Maritime As Component Main Hard Power Indonesia In Era President Joko Widodo", *Proceeding Convention National AIHII V*, Jakarta : University Budi Sublime, 2014.
- [6] Herindrasti, Sinta VL "Build Axis Maritime Indonesia Relevance Aspect Social Culture", *Proceeding Convention National AIHII V*, Jakarta : University Nobility. 2014,
- [7] Manurung, Hendra, Manurung, "Impact Of Joko "Jokowi" Widodo Leadership On Indonesia's World Maritime Axis", *Proceeding Convention National AIHII V*, Jakarta : Budi University Sublime, 2014,
- [8] J. Grygiel, "*Great Powers And Political Change*", Baltimore : The Johns Hopkins University Press,
- [9] YD Jayanti And A. Ardhiansyah, "Settlement Of Land Boundary Disputes Between Indonesia And Malaysia Case Study In Bengkayang Regency, West Kalimantan)", *Paper At The Faculty Of Law, University Brawijaya.* 2014,
- [10] Haryanto Adiguno. "*Transformasi Ekonomi China dan Implikasinya di Asia Pasifik.* 2022 <https://www.kompas.com/global/read/2023/01/17/100045870/transformasi-ekonomi-china-dan-implikasinya-di-asia-pasifik?page=all>.
- [11] Sadilli, Samsudin, "*Management Source Power Man*" Bandung Loyal Library. 2006,
- [12] Marwansyah, "*Manage Source Power Man*". Edition Second, Jakarta Gramedia Widia Means Indonesia. 2001.
- [13] Zulian, Yamit, "*Management Quality Products And Services* Yogyakarta : Eonesia. 2013,
- [14] Rahmawati, Ike Kusdiyah, "*Management Source Power Man* Yogyakarta : Cv Andi Offset. 2007,
- [15] Chandra Motik, Hasjim Djalal, "*Archipelagic State To Maritime State*" 75 Years Old Prof. Dr. Hasjim Djalal, MA, Jakarta: Indonesian Marine Institute, 2011.