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Transfer of Profession in Islamic Perspective: Phenomenological Study in Shipping Company Pt. Meratus Line Surabaya, Indonesia

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Abstract:

This study aims to understand and analyze, behavioral citizenship Sailing Sailors in the company of PT. Meratus Line Surabaya, going over the profession sailor on cruise company Meratus Line Surabaya and over the profession that occurred in PT. Meratus Line Surabaya Islamic perspective. This research approach with a qualitative method, with a model of Alfred Schutz fenomenologis approach to the study saw social behavior as behavior that is oriented to the past, present and future of a person who switched professions Ship Captain. The results of this study behavioral citizenship 1. Sailors in PT. Meratus Line Surabaya very strong by helping each other junior sailors in order to increase rapidly, 2. Rather profession in PT. Meratus Line would occur on a sailor top spot with high competence, 3. Rather profession for sailors in PT. Meratus Line in the perspective of Islam is encouraged to look for happiness in life in accordance with Qodho' and Qodhar man, and 4. PT. Line Meratus make the switch professions at employees who are considered capable and have knowledge of the sailors to other parts of the land in accordance with Islam.

Keywords: *Rather professions, behavioral citizenship sailors, Islamic perspective, PT. Meratus Line Surabaya*

1. Introduction

Managing people at work is one of the managerial tasks (Larsen and Brewster, 2003). HR is one of the organization's assets that can not be replaced by technology and plays a major role in the organization (Iqbal et al., 2015). HRM involves all decisions and management practices that directly affect human resources (Gholamzadeh and Jalali, 2013)

Ahdiyana (2010), Podsakoff et al. (2009) states that the organization will still exist when supported by loyal employees and commitment to the organization. According to Robbins and Judge (2008: 40) organizations that have employees who have a good OCB, will have better performance than any other organization.

Organ et al. (2006), Podsakoff et al. (2000) to categorize the factors that influence OCB consists of individual differences, attitudes on work, attitudes and contextual variables, organizational commitment (de Lara, 2008), job satisfaction, perceptions of fairness atau Perception of fairness and justice and organizational justice (Moorman, 1999; Sheppard et al., 1999; Eskew, 1998). Operationalization of the dimensions of OCB among researchers is very diverse. Podsakoff et al. (2010), proposed five dimensions of OCB, namely altruism, conscientiousness, sportsmanship, civic virtue courtesydan. While Dyne et al. (2011), conceptualizing three dimensions, namely OCB Obedience, loyalty, and Participation. One of the key role of HR professionals in an organization is to manage the transformation and change (Ulrich, 2012). According to Green (2003) that the factors affecting employment insecurity is influenced by the working environment, consisting of physical and psychological work environment, work environment and conditions beyond the self.

Hanafi (2014) found no effect between job satisfaction and job insecurity with the intention of moving work to employees. Haryani (2013) states that motivation is better proven to reduce the interest of employees to retire early. According to Isaac, and the Cape (2003) is to create a work environment benefits morale, thus increasing productivity and job performance. Yaseen (2013) expressed the desire for someone looking for more satisfaction than that obtained now is a result of human needs are infinite. According Dyne et al. (2011) stated that poor handling of human resource development can bring consequences over the profession.

Quigley and Tymon (2006) states that individuals can develop themselves without waiting for support the career development of their organizations. A good career development means requires a person to have a special skill, this is one of the characteristics as profession. Job profession is a job that requires the carrier of the profession to keep updating their skills with the development of technology (Hadi, 2015). According Comenisch (1983) that the profession is a moral community that has future goals and shared values. A person requires professional commitment in work, Larkin (1990) states commitment Professional is the level of individual loyalty to his profession as perceived by the individual. Lee et al. (2000) states that a person's career is a major part of his life and

professional commitments have important implications for individuals and organizations. Aspects of professional commitment is acceptance of goals and professional norms or ethics of the profession (Aranya et al., 1982).

Culpepper (2011) states that the best predictor of turnover intention to identify behaviors turnover will happen to the employees. Intention turnover can be influenced by factors of job satisfaction that is felt at the workplace (Abdillah, 2012). Davis (2010) suggests that changes as the process of aligning human resources, organization and culture through changes in business strategy, structure, and systems. Human resources professionals help to identify and implement a process to change or may change as a trigger for the company over the profession. Irvine and Ervan (1992) in Kurnia (2010) states that the existence of a significant causal relationship between wants out, job satisfaction and commitment to the profession. Blau (1988) expressed the commitment of career/profession's commitment as one's attitude toward one's profession or a calling.

The impetus for change must be responded to appropriately and cleverly by each company. Pfeffer (1995) asserts that a competitive advantage can be achieved through human resources management company effectively. These circumstances provide an indication of the need for someone who is able to understand the significance of a change.

Company PT. Meratus Line Surabaya, increased competence to offset giving the opportunity to grow with the company as well as providing a competitive remuneration package. The shipping company PT. Meratus Line implement knowledge management activities with the purpose of managing knowledge is a valuable asset. Knowledge management activities are expected to strengthen the human capital capabilities of companies to perform maintenance, repair and operation of the vessel which has become one of the company's core competencies. Planning on the selection sailors who want to join a strategy to obtain and utilize sailors in achieving corporate goals, and sailors received compensation in the form of a salary in addition to base salary and reward performance targets given work. The purpose of this research to understand and analyze, behavioral citizenship Sailors in cruise company PT. Meratus Line Surabaya, going over the profession sailor on cruise company Meratus Line Surabaya and over the profession that occurred in PT. Meratus Line Surabaya Islamic perspective.

2. Literature

2.1. Human Resources and Strategic Role in Company

According to Werther and Davis in Ndraha (1997) that the human impact, are "the people who are ready, willing, and able to contribute to organizational goals,". According Zainun (1993) is a simple question with HR is the power that comes from human beings who can be called power. Hariandja (2002) that human resources is one very important factor in a company in addition to other factors such as capital. Silalahi and Silalahi (1995) stated that human beings are creatures who want to play a role or function. Humans have a basic ability in moving towards achieving the goals and results. Each goal achieved successfully if: (1) Identification of work objectives are clearly known; (2) The mode of action or work of the most appropriate can be moved easily.

Haji et al. (2013) states that IESQ should be the potential of intelligence in humans, although the degree or level of each person is different. IQ is a measure of the intellectual, analytical, logical and capabilities. EQ is the use of feelings and SQ is a spiritual encouragement to do the right thing in applying attitudes and behaviors to improve the quality of personal competence.

Based on the opinion of Spencer and Spencer (1993) in Vazarini (2010) who said that there are five characteristics of competence, namely: motif, nature, concept, knowledge, skills.

2.2. Citizenship Behavior Human Resources

Behavior means individual responses or reactions to stimuli or environmental. Behavioral meaning is everything related to the individual responses or reactions to stimuli or environmental. Behavioral Citizenship Human Resources commonly called organizational citizenship behavior (OCB) is an individual behavior extras, which are not directly or explicitly recognized in a working system that is formal, and that in aggregate can improve the effectiveness of the organizational functions (Organ, 1988). According Aldag and Resckhe (1997) that the Organizational Citizenship Behavior is an individual contribution to exceed the demands of the role in the workplace.

Behaviour likely to see an employee as social beings, rather than as individual beings are selfish. According to Borman and Motowidlo (1993) that OCB can improve organizational performance in the presence of this behavior, the social interaction on the members of the organization to be smooth, reduce disputes, and improve efficiency.

OCB is the act of someone outside of obligation, not pay attention to self-interest (Sloat, 1999) did not require a description of the job description and the reward system of formal, voluntary in collaboration with co-workers and receive commands specifically without complaint (Organ and Konovski, 1989). OCB contribute to the welfare of the community, the transformation of resources, innovation and adaptability (Organ, 1988) as well as overall organizational performance (Netemeyer et al., 1997) including increasing the effectiveness and efficiency of the deployment of scarce resources, time and problem solving among unit-work units in a collective way and inter dependencies.

Then also affect decisions about compensation, promotion and training as well as having an important effect on the financial performance (MacKenzie et al., 1998; Motowidlo and Scotter, 1994). Additionally OCB will explain proportion halo effect in performance assessment (Organ, 1988) and is a determinant for the program of human resource management in monitoring, maintaining, and improving working attitude (Organ and Ryan, 1995) that accumulation will affect the psychological health, productivity and power workers thought (Vandenberg and Lance, 1992).

Podsakoff (2009) there are seven kinds of dimensions of OCB include helping behavior, sportsmanship, Organizational loyalty, organizational compliance, Individual initiative, Civic virtue and self-development. According to the Organ (1988) that OCB is built on five dimensions: Altruism, Civicvirtue, Conscientiousness, Courtesy and sportsmanship.

2.3. Behavior of Human Resources

According Sarwono (1993) human behavior is a collection of knowledge, attitude and action, whereas a person's attitude is a reaction to the stimulus that comes from outside and from within himself. While Notoatmojo (1993) state of knowledge is the result of out due to an object sensing process. The action is influenced by three factors: knowledge, attitudes and beliefs (Notoatmojo, 1993). The theory of Lewin (1970) argues that human behavior is a state of balance between driving forces and the forces backing. That behavior can be changed if there is an imbalance between the two forces in oneself so that there are three possibilities for change in a person's behavior, namely: 1. The driving forces increase, 2. The forces anchoring decreased, and 3. The driving force increases , anchoring strength decreases.

According to Green (1980), factors that influence a person's behavior changes among other things as knowledge, comprehension, application, analysis, synthesis and evaluation. Meanwhile, according to Nawawi (2012) that was formed by behavioral factors predisposing factors, enabling factors, reinforcing factors and factor information.

2.4. Professions and Professional Code of Conduct

Profession is a job that requires training and the mastery of a specialized knowledge. According to Schein (2002) profession is a collection or set of work that builds a very special set of norms that come from a special role in society.

Bell (1973) stated profession is intellectual activity studied included the training which was held formally or informally, and obtain a certificate issued by the group in charge of the science that in serving the community, using the service ethic profession by suggesting competence sparked the idea, the authority skill technical and moral and that nurses assume their levels in society. There are two factors why someone would choose to remain at the current job they do today, namely extrinsic and intrinsic factors.

2.5. Code of Professional Ethics

The code of ethics can be defined as a pattern of rules, ordinances, signs or ethical guidelines in conducting an activity, jobs and even behavior. The code of ethics of a profession are the norms that should be heeded by any members of the profession in performing the task and navigates life in society.

The code of ethics is the criterion of professional principles that have been outlined, so it is uncertain professional liability old members, new or prospective members of the profession.

2.6. Human Resources in Islamic Perspective

Principles of Human Resources there are four basic foothold thinking is as follows:

2.6.1. Tawhid and Kholifah

The manifestation of Tawheed and Kholifah is accountability to God. Therefore, as human consciousness that we were created to worship/serve him must be embedded in the soul and mind. Implications and this consciousness is all behavior and decisions we take will always refer to seek his blessing.

2.6.2. Justice

Justice can be understood as moderation, the middle and balanced attitude. This balance between rights and obligations. This balance also means not in favor of the litigants. Justice that core balance the cosmic law or natural law of the universe. Allah says in the Quran Surah Al-Maidah: 8.

2.6.3. Balance Organizational Objectives and Individual Objectives HR

In the beginning when the individual employee to join an organization can be sure the goal is not the same as the goals of the organization. The approach Islami said that the purpose of every human life is ultimately the blessing of Allah any jobs and professions are held. So, whether employees who work and leadership that directs the employee, both have the same God as the goal of life. God's Word about the collaboration in the workplace or organization on the Quran Surah Al-Imran: 103, and Al-Maidah: 2.

2.6.4. Character of the Prophet Muhammad as a Reference in HR Management

In every life we must refer to the example of the Prophet temasuh in the field of human resources management, as Allah says in Surah Al-Ahzaab verse: 21. Talking about the virtues possessed Muhammad, there are four properties, namely: Siddiq, Amanah, Tabligh and Fathonah.

3. Methodology

Where the research as a research object to conduct qualitative research on the shipping company PT. Meratus Line Surabaya. Data obtained naturally associated with behavioral sailors citizenship, competence, organizational citizenship behavior, professional commitment and behavior change over the profession sailor to another company or in PT. Meratus lines themselves are not professional sailors or switch professions with entrepreneurship.

This study uses a qualitative or naturalistic paradigm (post-positivism), by doing constructivist assume that the fact that multi-dimensional, interactive and an exchange of social experience is interpreted by each individual. In this study, used a model approach fenomenologis Alfred Schutz (Ekeke and Ekeopara, 2010: 267) in a study saw social behavior as behavior that is oriented to the past, present and future of a person namely Chief Engineer or ship captain who switched professions. The use of this model to know in depth the behavior of sailors on social behavior as behavior that occurred in the past, now (going through) and future (life orientation).

4. Discussion

After taking the data then analyzed to find answers to fundamental problems outlined.

4.1. Analysis of HR Competency in PT. Meratus Line

Based on the research results obtained to support the advancement of the competence of seafarers in PT. Meratus Line, management has made efforts sustainable procurement training. On board held trainings various materials, or independently of useful add increased knowledge and skills. This was confirmed to achieve the desired objectives within the framework of the increased competence (in the employee's performance and the performance of the company) in line with the demands of competence of seafarers.

Based on the results of the study indicate that not all sailors understand the job duties and responsibilities in accordance with the position which it aspires. Each officer has a duty and responsibility that have been defined according to international regulations. In the engine crew was very different result between a person who has a certificate in comparison with a diploma and competence deeper, namely senior officer familiar with machinery capable of working principles, standard operating procedures, knowledge of materials and the maintenance and repair of ship engines.

Al-Mubarak (1972) states that workers are people who do a job that is both physical and non-physical. This means that the work was not only use energy but also uses reasonable minds, not only theory but also practice. The mindset of seafarers should soon be upgraded even though the rules of international sailors is merely the operator, but the safety of themselves and the crew becomes important when at the center of a vast ocean and rarely encountered another ship passing by at a distance close to him. That is the importance of competency for a sailor.

Based on the results of the study showed that the sailors, who have worked to have high level knowledge of theories and ideas alone, but by the time the field was helpless against technical problems in the field. Indeed, not everyone has the same competence, but everyone should be encouraged to catch up. The Qur'an provides clear motivation for high performance by improving its ability mentioned in the Quran surah Al-An'am verse: 135.

This verse can be interpreted Yasri, based on the nature of the sentence that a worker must do what is best for himself, his work and the environment that could be done by giving threats, raises curiosity for employees to always try or experiment in order to grow and the emergence of many of the best, and always be careful to avoid accidents due to our negligence.

4.2. Appreciation Competence Seaman

Actions that should be given an appreciation of what is done by the management company PT. Meratus Line with respect to the highest possible competence held competency test results are formulated in additional salary allowance based on the number of test values competence called allowances competence is very good for a sense of commitment and loyalty sailors. The company facilitates the development potential, competencies and meet the training needs of employees because the effect on job satisfaction according to research Amin and Akbar (2013). Steps taken include a step forward, the implementation rules limit diploma owned sailors to man a ship classification remains valid because it was made an agreement (legal) international. Sailors in PT. Meratus Line also received by pushing to develop.

4.3. Role of Professional Competence in Interpreting Process for the Soul Sailors

The results showed that the role of the competence of a sailor in PT. Line Meratus doing over the profession become a major initial capital. Their competence and job satisfaction is part of the company's career development.

The results also showed that there are sailors who are not satisfied, including with regard to promotion to positions above or by his own volition to change career paths or over the profession. Dissatisfaction with regard to the delay in promoting kempetensinya whereas nice and had that meets the requirements.

Quran is quite clear in giving a picture that good labor, loyalty, competence, power of thought and remembrance that is not easily give up and drop out grindstone contained in the Quran surah Al-Qasas 28:26. Ansori provide interpretation of that passage, if interpreted contextually then we trace the story of the daughter of the Prophet Moses and the Prophet of Allaah Ibraaheem Shoaib. When the two daughters of the Prophet Syua'aib tending his goats which time they would give to drink his cattle in the well only in that area. Because she was a princess then in tungguhlah to other people who exhausted their livestock to drink. Moses knew that later in ambikkanlah water to drink goat two daughters. When the daughter got home at Convey this to the Prophet of Allaah Ibraaheem Shoaib citing the characteristics of the person to be used as an employee.

Moses power that consists of physical and non-physical strength. Physical strength is indicated when Moses hit someone with one blow then that person died. In addition, Moses has advantages such as strength in preaching patience, strength spoken to convey the truth, courage and determination in the struggle, social intelligence, intellectual intelligence, with religious and health excellence and high honesty, trustworthy. Because therefore the Qur'an to preserve it as *uswatun hasanah* for workers.

The role of competence is very strong even though the levels are different for each individual of the informant. Based research showed the stronger competence someone the more daring someone to do over the profession, but if you rely on the competence it has not

been as strong as if someone had the power of a complete consist of competence, physical and spiritual unity which we call the power of *dhikir*, think, *dhohir* and social.

The belief that science is of God and belongs only to God, humans must strive to reach it in order to become a superior human. Competitive advantage depends on the individual quality measures on the achievement of organizational goals (Hofrichter and Spencer, 1996). From this informant made a statement that this is where the differences in knowledge of someone who wants to learn to read and not. Formulation in Islam is based on Qur'an Surah Al-Kahf verse: 65-66 to provide a quick way of achieving competence by learning from others to be developed.

4.4. Responsibilities of Citizenship

The sailors who had a good career, the highest diploma in theory meant not going to do over the profession because his career will flourish followed by increase in their salaries. Until now, based on the data above, sailors get very high salaries already working in the company according to the size of the land, so they should feel satisfied, loyalty to the organization, willingness to work hard and employee pride in the organization.

However, the results showed that a high salary was not strong enough bind most sailors in PT. Line Meratus especially those with high competence and the top post on board. There have been attempts ship's officer to establish entanglement good connection is made to create an atmosphere that is fun for the sake of its high performance and loyalty to the company are strong, as are the results of the study, but conducted by informants of this research have reached a climax for their lives as Chief Engineer or captain in PT. Meratus Line. Madlock (2008) states that there is support for a strong relationship between leadership, employee communication and job satisfaction.

In the concept islam strong leadership is based on the Hadith of Bukhari and Muslim, which means as follows: "Each of you is a leader and every leader will be held accountable, a priest is the leader and held liable for its leadership, a husband is the leader amid his family and held responsibility for leadership, a wife is her husband's family amid the leader and held responsibilities for leadership, a waiter is pemimpin in taking care of the property and the employer tanggung held accountable for his leadership".

4.5. Social Practice Citizenship Behavior Seaman

That element of citizenship keprilakuan SDM is part of the social piety and is one of the major part of the success of sailing for the sailors. The leader or the ship's officers have to build awareness that the profession of seafarer is their career choice or selection of his work, where his job was to sail to transport goods from the port of loading to the port of destination safely.

Based on the research that the willingness to help colleagues is something that should be owned by every sailor and the work becomes faster handled. Officer role in helping to raise awareness, relieve another job even though it was not his responsibility to continue to do and reminded continuously to build a conducive working environment, safe, peaceful and pleasant.

Islam teaches the value of altruism that is very well known through the words of the prophet Muhammad that "hand over hand is better than below." Its meaning is not just people who give more noble than those in the given but in the context of altruism who help more mainstream for people themselves as where in the Quran Surah Al-Baqara: 286.

Sincerity work means allowing everything to be done was passed but learning to live with registration activities, especially about things that are important such as employment contracts for sailors, so that later on in the future is not a new problem. Islam provides clear guidelines on the sincerity to work, noting what you do and do what you wrote. Islam Management is grounded in the Qur'an Surah Al-Infitar verse: 10-13 and ends surrender body and soul to Allah.

The results showed that the sailors have worked with exceptional conditions. Challenge any circumstances be considered as a part of life that should be done even lives are at stake. This statement is very intriguing to uncover. Goods delivered to destination without a hitch expectations and constraints. Sailor hopes and desires of the company as the result of research that the average sailor committed to the company throughout the company was able to guarantee or provide something good for sailors for the future.

Mindset (*kaijiyah*) such is not wrong because the human binding reality of living with the information that is based on certain principles which form the tendency. People who tend to have the encouragement meant something very strong to do it.

The results showed that the sailors to work outside of his responsibilities due to the tendency of biological fulfillment, including the safety requirements, the need for life and satisfaction. The Qur'an informs about the human tendency as the results of the study mentioned above and the real have been performed by humans on earth enshrined in the Quran Surah Al-Imran: 14.

The results showed that the choice of a career in domestic shipping companies have good reason for wanting to close with the family, so they still desire to remain in the long term because it is the emotional attachment to the family.

4.6. Role Soul Sailors are diKeperilakuan citizenship in PT. Meratus Line

The results showed that the willingness to help colleagues, work extra role because it has the same goal of sailing to the destination and deliver the goods brought safely. OCB runway is considered a physical, material not yet touched on the needs of the soul or spiritual. Its size is profit and loss, and avoid death, the requirement is not yet touched the world hereafter. Cleanliness is a form of piety soul intention. Seriousness helping colleagues and the extra work not due to other motives besides motive ridla Allah, then such actions become OCB concept of Islam as Allah in Quran Surah At-Tawba verse: 108.

4.7. Analysis of Behavior Change Sailors in PT. Meratus Line

Based on the background of the informant's life is being experienced in the past and now with the various models of social, cultural and economic sailor family, then that's a factor that is likely to affect behavior change sailor. Factors that influence behavior change

should be three main factors and the additional factors, namely: predisposing, enabling factor, the driving factors and the factors of information. These four factors in this study conducted an analysis found that it is possible other factors as leverage factor over the profession in behavior change.

The results showed behavioral changes that lead over the profession is quite clear and looked strong as a result of the influence of the unique experience and her family continue to feel the effect in any acts committed by the offender over the profession.

Several studies over the profession as a result of changes in behavior because of enabling factors that result in the development of personality dipengaruhi to decide behavior over the profession. Personality as a structural and psychological processes that remain, which make up individual experiences and establish various actions and individual response to the environment (Najati, 2002: 359).

Based on the research that the events over the profession who do wrong person due to their different social status with others, their rights are reduced in contrast to peers, life stigmatized by playmates and so make the power within himself getting stronger, which is manifested later in the future, while others shared his view that the conduct over the profession because of the existing target is a target dibenaknya ages who want over the profession at the age of 40-50 years.

Islam is even today already show of the excellence the age of 40 years. A human child is already considered independent, may be responsible as well as his parents were already provides full confidence of all decisions. Spiritual values are also growing at the age of 40 years following his righteousness even in the eyes tend to seek fortune already kosher, materialistic understanding has begun to fade.

4.8. Transfer Analysis Profession in PT. Meratus Line

4.8.1. Rather Profession Because Ideals

The results of the study indicate where behavioral change towards the profession rather influenced by life experiences since childhood that spawned ideals. This unique blend of experience in the motivation to form a goal that helps accelerate the psychology of a person to develop his behavior towards a new hope and hard was destroyed by the storm, hard eroded by the rush of the waves was not even dry out the burning hot sun.

Behavior over the profession is the end result of the measures taken so far even though the perpetrator has to have a certain profession in working to meet the desires of his ideals. This is a quality over the profession. This one's ideals is a form of ego is one's perception of self-esteem which in turn affects the confidence he (Imadha, 2011).

Future orientation is hoping envisioned although they are abstract, making a strong case for individuals to establish planning and purpose of his life. The unique experience of the story of his life that are important means for individuals to motivate himself up the next life. In accordance with the opinion of Bandura (2001), Nurmi (1991) and Trommendorf (1986) stated that the orientation of the future is a model of a person's future by laying the foundation for setting goals, exploration planning options and make a commitment and be a guide one's life forward.

Human ego symbolizing self-esteem has become a cornerstone of future orientation is very strong for sailors. Confidence and decision to do over the profession is a major decision in person. The results showed that the decision in the life of a new job for every sailor who perform over the profession, requires thought length of socio-economic struggle. Rather profession carried out in order to reach a purpose and objective of the ideals of life and happiness.

Ego steady does require proof of good faith sourced personal experiences and evidentiary seen from others as a trip where ibrahim experience in establishing the belief is the Qur'an surahAl-Baqarah: 260.

4.8.2. Rather Profession For Trauma

Behavior over other professions, based on research results find their profession rather influenced by psychological factors, namely the trauma. Extraordinary events shaping phobia. Trauma sailing because it has a unique experience where the ship had almost claimed his life. But this trauma can also be temporary because of this trauma can be cured through psychotherapy. If the environment or herself capable of restoring his soul, he will quickly return to the profession or professions sailor again origin for the anxiety it has been able to exempt from himself.

People doing over the profession as a result of severe trauma should perform self-liberation. The principle of self-liberation refers to the strength of interlocking between mind and body that decides mental patterns that existed before, even in times of severe stress and emotional trauma can open the door to a myriad of benefits (Benson and Proctor, 2005: 26).

Based on the spiritual eye glasses, other ways that can be taken for the person whom opened doors and hearts to the power of mental acuity and spiritual growth in self-liberation efforts. The results of studies showing spiritual activity, strength and mental acuity to perform religious approaches as read Quran and problems that have been neglected by the way melilitnya remain calm and happy to entertain yourself, you keep them happy for the crew of sailors is a form of concrete efforts in framework of self-liberation.

4.8.3. For the profession Rather Demand and Market Opportunity.

Our research found that a third of their models over the profession that over the profession for the opportunity and demand management. This model is a model profession rather simple without too many problems. This occurs because the profession rather the result of an agreement between the owner and employees within the same company or another company that is at the request of management agreed upon by the offender and have the full support of the family. If the same happens outside the enterprise, then the demand and the opportunity it means the transfer of the profession because of the need for labor with specific criteria, which are not many people who have the competence and the existing relationships and communications with the companies that need them.

The transfer of this profession does not appear their psychological distress, the whole coworkers sngat receive've known although at first glance, the environment faced not much adaptation. This situation is totally different from the previous type of profession rather momentous wherein the process over the profession requires a lot of energy. All emerging energy used for the process of thinking and behaving. Pervin and Jhon (2000) states that the psychic energy emerging from individual experience and the energy to think, desire, nourish, and fought principally personality is what determines the characteristics of a person that determines how he thinks and behaves.

Over the profession at the request of the management indicates that the individual characters are so strong, loyalty and commitment to the organization so high, education possessed considered sufficient and competence that no doubt, then the transfer of this profession is considered reasonable by anyone and people lainpun respect him. However, precisely over the profession that occurred at the request of the management of this brings turmoil in when the process is skipped and not on the basis of character, loyalty and commitment, education, knowledge and competence but based on their likes and dislikes, ethnicity, religion, brotherhood then these events bring turmoil within the organization. The concept shows kecenderungan to advance their beloved deed rather than something he did not like even though it makes makaperilaku kindness is a form of perversion of justice and wisdom as well as the interpretation of the content of paragraph Hadi described by the Qur'an Surah Ali Imran: 14.

Regarding the above, even more clearly in the QS. At-Tawbah: 24. Signs of Allah in this case as a warning pattern of behavioral changes in order to assess repeatedly on his decision and took lessons on behavior taken due because it contains a result of the Qur'an Surat Ar-Rum: 42.

4.9. Analysis as Seafarers Profession in PT. Meratus Line

The shipping company that owns and operates the ship, the sailors are a resource that can not be replaced in the production process. All types of work in the company mainly Crew cruise ships requires competence (understanding, skills, knowledge, attitudes and interests), loyalty and commitment as well as health.

The results showed that the work has become a professional sailor. The number of certificates a requirement showed sailors are professional workers. Terms of the other is a sailor should be healthy both physically and spiritually healthy healthy are tested regularly over his health. Of course these requirements in accordance with Islamic rules that require health in the sense of having the power to choose good labor to be employees as indicated in the Quran surah Al-Qasas 26 and the power of knowledge to carry out long-term thinking in the fight for market.

The knowledge base becomes an important factor to the performance sailor/employee and the company profit. Companies must perform tacit knowledge into explicit knowledge. Judging from Islamic values, then make a change in the absolute existence for the sake of a good.

The young sailor on cruise Meratus already have a good knowledge of the target because they have a good career. The economic recovery became the main target and the salary received in the company is high enough for the sailors in the country. The results showed that the sailors have experienced education in the era from 1990 until now has had a lot of change in the mindset of looking at life. Steadiness for a person's career will continue to consistently be lived if it was already in a comfort zone and do not want to make a change in career and profession. Sailors in Shipping Company PT. Meratus Line is in fact necessary to continue coaching in terms of mental, personality and competence in order to have the loyalty and commitment are stable in an effort to foster the loyalty of internal factors.

Sailor has become the choice of profession in shipping company PT. Meratus Line because seen from the fact that quite a lot of seafarers working Meratus Cruise Line since graduating from the academy for decades and even reached the highest office in the vessel as communicated by the informant. The informant perception is not wrong because Meratus Line has become the best shipping company in Indonesia.

But the study results revealed that the persistence of the officers who want to do over the profession for various reasons. Most still discourse has not become a serious attitude. See this desire can be predicted that in the future allow occurred over the profession. The results showed that they make efforts to increase potential in reaching the highest level in his profession career. At the point of high competence that the power boost over the profession often affects the way the mind of sailors to happen when there is support from outside. But each person is different levels of power.

If someone has met all her basic needs as to which of Maslow's theory, then after reaching a level of self-actualization to the following five sailors will rise toward the needs rukhani. Fulfillment of inner satisfaction become the main priority scale. The point is the highest point reached by the human form of life peaks toward the religious world. All the life of the world will be abandoned because it is no longer feel pleasure from life. Physiological needs, safety, social, esteem, self-actualization of all are met then the whole peak activity back to the spiritual needs by leaving a career or profession as well as their belongings. Notice symptoms than other professions, the feeling is missing from his life. Rather profession happens because they want a happy life, but the inner urge that also prevented appear along with strength.

Over the profession because of their deep trauma to avoid death then he will do precisely behavior changes stem from the approach of death. This nature is human nature to know God, meaning *taqorrub ilallah* (closer to Allah), which will be up to *makrifatullah*. So over the profession is going on is a feeling gracefully, extensive heart and thoughts, leave the pleasures of the world and God's love for the world and the hereafter. Qur'an surah Yunus: 62-63 is the strength on the transfer of the profession for someone who came to the stairs *makrifatullah*.

5. Closing

5.1. Conclusion

Based on the results of research and discussion, this study can be summarized as follows:

1. Behavioral citizenship sailors in PT. Meratus Line Surabaya very strongly with each other juniors membantupelaut in order to increase rapidly. The concept of Islam that "menolonglah help you in goodness" is implemented with helping in completing the job becomes a necessity in order to quickly reach the goal.

2. Transfer the profession in PT. Meratus Line would occur on a sailor top spot with a high kompetensi. The necessities of life directing the offender to change behavior towards over the profession for sailors in PT. Meratus Line with the intention of fulfilling the inner satisfaction, the factor of ego, opportunity and market demand opens supported by information quickly with the material support that were made by sailors during sailing is considered more than sufficient to meet the needs of physically and fulfill something that is considered missing in his life.

3. Transfer the profession for sailors in PT. Meratus Line in the perspective of Islam is encouraged to look for happiness in life in accordance with *Qodho'* and *Qodhar* humans.

4. PT. Meratus Line made the transition to its employees profession that is considered capable and have knowledge of the sailors to other parts of the land in accordance with Islam.

5.2. Suggestions

Based on these results, useful suggestions for improving policy formulation is as follows:

1. The need for companies to develop employee empowerment by making knowledge management by implementing SECI with the purpose of establishing the number of employees who have competence more and more, as well as building commitment and loyalty of employees to the extent possible with the involvement of the family (wife and children) because they also feel they have that be part of the company by not neglect his responsibilities as a wife to give consideration to the husband.
2. Such a situation makes PT. Meratus line must always improve the competence of sailors, build loyalty and commitment of sailors to the company as well as regeneration for the survival of the company because the results of schooling shipping produce sailors have not been able to meet the needs of the labor market, especially senior officers (Chief Engineer and Master/Captain) sailor, means competence have high value.
3. Transfer the profession out company can be suppressed by holding over the profession internally so that all costs and competence that has been built not be in vain and that human resources can still be used by the company.
4. The perpetrator over the profession must be true-well prepared three things: think, dhahir and dhikr in order to step dengankeyakinan steady to obtain a successful life.

5.3. Subsequent Research

1. Rather professions studied only for seafarers in future studies are expected to research their profession for workers over land in order to provide a wider viewing angle.

2. Informants future research can be expanded by using informants over the profession of ship's Men to see the phenomenon over the profession in the lower layers of the sailors.

3. Future research can be expanded by conducting research on family culture, the origin of the perpetrator over the profession by using informant close family, father, mother, siblings often reveal informant for the transfer of the profession.

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