

A Motivation Study of the Lighthouse Keepers in Indonesia

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Lighthouse keepers in Indonesia are human resources of the Ministry of Transportation under the status of State Civil Apparatus or non-State Civil Apparatus (Indonesian: non-ASN). The aim of this study is to identify and describe the daily life implementation of the ASN lighthouse keepers in fulfilling human basic needs according to Maslow theory of needs. This study is expected to be a consideration for the leaders to make future policy, that human basic needs should be fulfilled, and later, the subsequent needs can be accommodated. This study is conducted using qualitative method with an ethnographic study approach toward the lighthouse keepers according to Maslow theory of needs based on data collection technique through observation, interview, and documentation. The conclusion of this study is that in general, human basic needs as referred to Maslow theory of needs, have been fulfilled.

Key words: *Human Basic Needs, Maslow, Ethnographic Study, Lighthouse Keeper of Civil State Apparatus, Indonesia.*

Introduction

According to data on accident report from National Transportation Safety Committee (2018), about 60% -80% of ship accidents are caused by human error, this is supported with the study by Nazir, according to Nazir, Overgard, and Yang (2015, p. 1) “It is well known that around 60-80% of the accidents are attributed to human error (directly or indirectly)”.

Lighthouse keepers in Indonesia are part of human resources (HR) of the Ministry of Transportation of the Republic of Indonesia under the status as Civil State Apparatus (Indonesian: Aparatur Sipil Negara or abbreviated as ASN) or non-State Civil Apparatus (Indonesian: non-ASN) who perform their duty for twenty four hours, continuously keeping

the lighthouse, and this profession requires them to settle in the lighthouse within a period of at least three months until one year, or even more.

According to Maslow (1954, p. 35) “The basic needs: the physiological needs; the safety needs; the belongingness and love needs; the esteem needs; the self-actualization needs”. There are five components of human basic needs, namely first, physiological needs which are human's basic needs; second, safety needs which are safety for protection from danger; third, belongingness and love needs; fourth, esteem needs which includes internal appreciation; and fifth, self-actualization needs.

The aim to be achieved in this study is to identify and describe the daily life implementation of the tourist lighthouse keepers of ASN status in accordance with human basic needs according to Maslow theory of needs, that there are human basic needs to be fulfilled, which are: (1) the implementation of the lighthouse keepers' physiological needs; (2) the implementation of the lighthouse keepers' safety needs; (3) the implementation of the lighthouse keepers' social needs; (4) the implementation of the lighthouse keepers' esteem needs; and (5) the implementation of the lighthouse keepers' self-actualization needs.

A lighthouse is an aid to navigation that functions as a guide for ship master, the subject of lighthouses have been discussed around the world, such as in the United Kingdom (UK) and the Netherland by Antoni, Raby, and Mark (2019), UK by Mark, Brown john, and Raby (2018), Germany and Mexico by Seifierd, Fernandez, and Ramirez (2014), Estonia by Poomvalickis, Oder, and Lepik (2012), Norway and the Netherland by Andreas (2017), Malaysia by Fuad, Ahmad, and Fadzil (2017). And many have also discussed it in Indonesia such as Purba, Kelvin, and Annisaa (2014), Napitupulu (2016), Imron and Arif (2019), Yasmin and Yuda (2017), Santoso, Kusuma, and Utomo (2013), Prakoso (2017), Oktaria (2011), the subjects includes the structure of a lighthouse, reinforcement of a lighthouse, duration of a lighthouse, and many more.

At present, the number of lighthouses in Indonesia is 284, while the number of lighthouse keepers is 754. Therefore, it means that on average, each lighthouse is only kept by two or three personnel. There are two category of lighthouses, first, tourist lighthouses being located in a tourist area or an island surrounded by local residents, such lighthouse also usually serves as tourist spot due to its strategic location to see the beautiful scenery of Indonesian sea and nature, such as the Cikoneng lighthouse which is located in Anyer beach, Banten. Second, a lighthouse where only the keepers themselves who settle there, in a location of TP3 (Tertinggal, Terpencil, Terluar or Least developed, Remote, Outermost and in Border area). There is even a lighthouse which is located in the most extreme area, namely De Brill lighthouse, which is under supervision of Makassar Navigation District Office Class I.



Abraham Harold Maslow (1908-1970), despite the fact that many years have passed, his theory is still relevant for use in recent studies, among them are Tahir and Iraqi (2018) entitled Employee Performance and Retention: A Comparative Analysis of Theory X, Y and Maslow's Theory from University of Karachi, Pakistan; also Salado and Nilchiani (2013) entitled Using Maslow hierarchy of needs to define elegance in system architecture from Stevens Institute of Technology, Castle Point on Hudson, USA.

A study on human basic needs entitled: Hierarki Kebutuhan Sebagai Dasar Refleksi Diri Tokoh Dalam Novel Pesantren Impian, Semarang State University. The result of the study are exposure to the fulfillment of the hierarchy of character needs, character motivation, and character characteristics after self-reflection. The hierarchy of needs fulfilled in the novel Pesantren Impian by Asma Nadia includes physiological needs, security needs, sense of belonging and being belonging to, self-esteem needs and self-actualization. While the motivation of the character to reflect on himself is the drive/desire of the character to get something, in this case, is a better life in the future. People who reflect themselves show different characteristics ranging from changes in appearance to psychological character Noor and Qomariyah (2019).

A study on Ethnographic Studies by Nurani Siti Anshori entitled Makna Kerja (Meaning of Work) Suatu Studi Etnografi Abdi Dalem Keraton Ngayogyakarta Hadiningrat Daerah Istimewa Yogyakarta, Universitas Airlangga. The uniqueness of such cultural influence on human behaviour patterns provide insight into that culture plays an important role in determining an individual basis or construction ideas. Anshori and Yuwono (2013).

Similar to the writer's study, Anshori's study also uses qualitative method based on data collection through observation, interview, and documentation. Other similarities in the methodology are the purposive sampling technique which is used in taking the samples and data validation through triangulation of the sources. The differences between both studies are the site location and the field of studies. Anshori's study took place in Semarang and Yogyakarta. Meanwhile, the writer's study takes place in Banten, Bangka Belitung, Jawa Timur, Bali, and Sumatera Barat.

Methodology

This study uses descriptive qualitative method through ethnographic approach which was developed by Spradley (1997). According to Spradley (1997, p. 55), the ethnographic developmental research method includes 12 steps. This study was conducted for about 10 months, from July 2019 to April 2020.

According to Emzir (2009, p. 143) "Ethnography is a form of research which focuses on the

sociological meaning through closed-field observation of sociocultural phenomenon. Usually researchers on ethnography focuses their studies on a certain society (not necessarily in a geographical sense, it includes a focus on occupation, unemployment, and other societies), the selected informants are those whose knowledge and insights/opinion on various activities of the society.

In this study, the purposively selected respondents are:

Table 1.1: Characteristic of Sources of Civil State Apparatus

1	N1	Male, Married, 58 y.o., Tourism Lighthouse keeper, 27 years of service	Cikoneng	Anyer, Banten
2	N2	Male, Married, 52 y.o., Tourism Lighthouse keeper, 29 years of service	Cikoneng	Anyer, Banten
3	N4	Male, Married, 51 y.o., Tourism Lighthouse keeper, 29 years of service	Tanjung Kalian	Bangka Barat, Bangka Belitung
4	N6	Male, Married, 52 y.o., Tourism Lighthouse keeper, 30 years of service	Tanjung Ular	Bangka Barat, Bangka Belitung
5	N8	Male, Married, 48 y.o., Tourism Lighthouse keeper, >26 years of service	Sembilangan	Madura, Jawa Timur
6	N10	Male, Married, 47 y.o., Tourism Lighthouse keeper, 25 years of service	Benoa	Benoa, Bali
7	N12	Male, Married, 50 y.o., Tourism Lighthouse keeper, 27 years of service	Beramas	Teluk Bayur, Padang

Source: Analysis from Researcher

Discussion

The daily life implementation of the ASN lighthouse keepers based on human basic needs according to Maslow theory of needs towards the lighthouse keepers in Indonesia requires the following subjects of discussion:

The Implementation in Fulfilling the Physiological Needs

According to Winardi (2004, p. 13) "On the lowest level of the existing hierarchy and at the initial point of motivational theory, physiological needs exist. They are the needs to be fulfilled for survival, such as the oxygen, food, water, rest, and so on".

In order to fulfill the physiological needs, the ASN lighthouse keepers are supplied quarterly with principle commodity from the supervising Navigation District Office, the need for housing is provided by the authority which is equipped with the furniture, including the air

conditioner to adjust the temperature, meanwhile, each lighthouse keeper may coordinate with their peer colleague in order to meet his family so as to prevent absence of keepers in the lighthouse, which thus maintain the lighthouse's reliability performance. This was informed by Source N2 who is a Civil State Apparatus.

N2 For food supplies, the Cikoneng lighthouse is provided quarterly (with the food supplies) from the office by sea, such as canned corned, sardines, milk, and the nine principle commodities.

This was affirmed by Source N4 who works in a different site (different lighthouse), which is not only in a different site, but also in a different island, he said:

N4 Food supplies are delivered quarterly from the office. We cook (the meal) by ourselves, sometimes our family comes by, the housing is also provided, equipped with housewares and we cook in this house, there are six houses, while there are only four of us, the other two houses are used incidentally whenever guests are coming to stay here. There are also meeting room, praying room, and toilet for public use. We can see our family at anytime, we can just arrange (the schedule) with our colleagues herein. All facilities are completed, we just have to bring the clothing.

The statement was also supported by an HR expert Source A1 who is a senior HR consultant with extensive experience, as follows:

A1: In relation with the fulfillment of physiological needs or human basic needs, these needs are the needs which are normative (should be provided or must be well fulfilled). As the lighthouse keeper is assigned by the employer, the availability of all the needs should be guaranteed both for him and his family.

If the lighthouse keeper is not possible to take his wife and children to his place of assignment, there will be extra cost for that separation or often said as the needs for two kitchens occurs.

As it is not possible to take family and the assignment is relatively fixed, it can be said that the working status is a transfer. In addition, since the lighthouse keeper will have to go back and forth to his house and the lighthouse regularly, there will be (requirement of) travelling for service duty. The lighthouse keeper's extra cost due to his status of transfer and the travelling for service duty should not bother the fulfillment of food, clothing, and housing. In order to make sure that the fulfillment of food, clothing, and housing are not unsettled, it should be that:

1. The needs for food, clothing, and housing at the work site are provided by the employer according to the standard.
2. The compensation received by the personnel, in addition to the standard salary according to his rank and class, should be added with various allowances in relation with the transfer and the travelling fo service duty, and
3. The accountability of the rights received by the personnel is guaranteed so that those rights are not corrupted and reduced by irresponsible parties.

One of the most crucial things to fulfill is sexual need, such assignment clearly bothers the fulfillment of the personnel's sexual need, therefore, the employer should make sure that the duration of duty, time for travelling, and duration of his staying at home are taken into consideration so that the personnel's sexual need are not disturbed.

Physiological needs is mainly (meant) for daily life, in the Cikoneng lighthouse, there is a facility of jetty of Navigation Office that functions for ship berthing, such as for delivering food supplies for daily life and some other stuff related to the lighthouse keepers' needs, and other technical needs for the lighthouse (operation). For fresh water supply, there is a water reservoir, the size of which is substantially large and enough for living in the lighthouse.

Therefore, based on data collected from the fields through interview and observation, and based on the HR expert opinion in relation with the daily life implementation of the lighthouse keepers in fulfilling human basic needs according to Maslow theory of needs through ethnographic approach, the implementation of the ASN lighthouse keepers' physiological needs have been fulfilled.

The Implementation in Fulfilling the Safety Needs

According to Hasibuan (2002, p. 154) “The safety needs are divided into two forms: first, the need for life safety, mainly at the work place when working within the working hours. Second, the need for wealth safety at the work place during the working hours”.

According to Maslow, after the physiological needs have been fulfilled, the needs for safety, such as physical safety, stability, dependence, protection, and freedom from various threat, terrorist, diseases, fear, anxiety, or natural disaster, will arise.

In order to fulfill the safety needs, the lighthouse keepers hold a good relationship with local society, and also with the relevant stakeholders. At a time of emergency, the lighthouse keepers who are assigned in an island will give a sign by waving half-pole flag, so that the fishermen will get on toward the lighthouse. Their leaders also make a policy by appointing local people as lighthouse keepers, as informed by Source N6 as follows:

N6 We maintain a good relationship with people around here, and there are also peer

colleague from local people here who have been recruited, (so) in terms of safety and the relationship with local society will surely be maintained well.

It means that maintaining a good relationship and keeping in touch with local society have to be maintained and improved. In line with those, in order to anticipate unwanted incidents, the lighthouse keepers make a regulation for visitors, such as the one in the Cikoneng lighthouse. They make a regulation for visitors who pay a visit to the Cikoneng lighthouse, as described below:

This was confirmed by the response from N4 as follows:

N4 We maintain a good relationship with people around here, and there are also peer colleague from local people here who have been recruited, (so) in terms of safety and relationship with local society will surely be maintained well. We also keep a good relationship with the police and other institutions, they also come here often.

The findings from the field (interviews and observation) are affirmed by the HR expert opinion, as follows:

A1 The safety needs are included in the category of normative needs (the characteristics are the same as the level one needs or physiological needs). With regards to these needs, the reference is taken from the workers normative rights in accordance with the prevailing rules.

For this level, the employer should provide guarantee that the work place is safe and healthy in accordance with the prevailing conditions or HSE standards. Either in form of supplies of safety equipment, safety attire, and not to forget the safety and security training, and an audit process should also be conducted for the required items in accordance with the prevailing regulation.

Even when problem occurs, the employer may provide health guarantee, either in form of insurance or reimbursement of health service for the worker and his family, if available. Whenever misfortune happens, the employer may guarantee life sustainability for the worker's family until certain period of time, until the family can go up and live a normal life again.

Therefore, it means that based on data collected from the fields through interview and observation, and based on the HR expert opinion in relation with the daily life implementation of the lighthouse keepers in fulfilling human basic needs according to Maslow theory of needs through ethnographic approach, the implementation of the ASN lighthouse keepers' safety needs have been fulfilled.

A number of activities and supporting facilities in the lighthouse will support the work activities and facilitate or accelerate to realize the implementation for fulfilling the safety needs in the lighthouse.

The Implementation of the Belongingness and Love Needs

According to Hasibuan (2002, p. 155) “There are four classifications of social needs, which are: a. Needs for feeling accepted by others in the environment at home and at work place (sense of belonging). b. Needs for feeling respected as every human being thinks that he/she is important (sense of performance). c. Needs for development and not failing (sense of achievement). d. Needs for the feeling of participation (sense of participation)”.

After the physiological and safety needs are fulfilled, next there will be needs for belongingness and love. Human being will find friends, spouse, offspring, and needs to be close with his/her family. According to Maslow, the need for love includes the giving love and the rejecting love. Someone whose love is relatively fulfilled will not lose nerve when rejecting love, or when someone else rejects him/her, he will not be broken.

As a social human being, it is not possible for the lighthouse to live all by himself, there will be a dependence to others, this was told by the lighthouse keeper of Source N10 below:

N10 The fellow lighthouse keepers have a group/association of lighthouse keepers, and we keep the relationship with local society, and currently the (telecommunication) signal is already provided well so we can surf on the internet, make a phone call, and update other information.

And the need for going home and family time are as important, so the lighthouse keepers arrange it by scheduling the time with the peer keepers. This was confirmed by the response from N1 as follows:

N1 The wife brings up the children at home, if we want to see them, we go home. We arrange the keepers' (schedule). What's important is no absence herein.

The above findings are affirmed by the HR expert opinion, as follows:

A1 The fulfillment of love, both love from the family and love from the work environment, even though it is not again a normative need (not must be fulfilled, no violation to the regulation), if the employer can provide it, it will positively impact the work satisfaction, motivation, and engagement.



#The fulfillment of belongingness and love from/to the family:

The lighthouse keeper's need for love from his family may be fulfilled by the employer by giving him the chance to see and communicate with his family. It should be understood that at this level, the work is not merely considered as a financial source, but also an emotional source. Therefore, at this level, the employer should be able to give special concern to the workers' needs for love. Communication facility and special allowance for communicating with the family may be provided.

The employer can fulfill the need for emotional aspect by inviting the families of the lighthouse keepers to visit and enjoy the facilities and services at the lighthouse or enjoy the environment around the lighthouse. This may serve as an holiday for the family. Thus, the family members can have an interesting moment together and it may become their impressive memories together.

#The fulfillment of belongingness and love from/to the peer colleagues and supervisor:

The lighthouse keepers also have the need to get the love and belongingness from their peer colleagues and supervisor. Many things can be created in order to fulfill this level such as the supervisor may often come for a visit and have an intense chat as a friend (not a formal visit), if the supervisor is not able to come often, a close communication among peers or supervisor may be established where they can share their feelings, motivate, and support each other. Surely when such channel of sharing feelings is facilitated (if not managed well), it may cause a negative excess. Interpersonal relationship that involves emotion may not create a conducive condition, yet it may turn to make an atmosphere of hurting each other. Therefore, the supervisor should have a good sense in noticing the signals of disharmony in the relationship or having a good emotional quotient.

Therefore, it means that based on data collected from the fields through interview and observation, and based on the HR expert opinion in relation with the daily life implementation of the lighthouse keepers in fulfilling human basic needs according to Maslow theory of needs through ethnographic approach, the implementation of the Civil State Apparatus lighthouse keepers' needs for love and belongingness have been fulfilled. A number of activities and supporting facilities in the lighthouse will support the work activities and facilitate or accelerate to realize the implementation for fulfilling the needs for love and belongingness in the lighthouse.

The Implementation in Fulfilling the Esteem Needs

According to Hasibuan (2002, p. 155) “The need for appreciation and acknowledgement, as well as prestige from the employees and the society in the environment. Ideally, prestige is generated by achievement, but not necessarily in the case. It should be noted for the leaders that the higher a man is ranked in the society or a man's position in an organization, the higher his prestige is. Prestige and status are manifested by many things which are used to symbolize the status”.

Human being will pursue the needs for esteem, such as respecting other people, status, fame, reputation, attention, and so on. The lighthouse keepers should not be overlooked, in certain cases they also obtain interesting achievements. This was told by the lighthouse keeper of Source N6 below:

N6 It has been a pride to be a lighthouse keeper, and one more unforgettable pride is when I became a champion on a chess competition among the Sea, Land, and Air Transportation (Directorate Generals) in 1993 on a provincial level of South Sumatra on the (commemoration of) Transportation Day.

The same goes with other lighthouse keepers, they have a talent that they can be proud of, aside from being a lighthouse keeper to support the navigation of the passing ships, besides expecting the salary/allowance for their living as the result of their job as a lighthouse keeper, they also save a good deed for helping the safety navigation of the ships passing in their area so the ships can sail to their destination safely. In order for the lighthouse keepers to be appreciated continuously and known of their existence, the availability performance of the lighthouse must be maintained, and the lighthouse keepers must have discipline, wear uniform, and make sure that the light must always turn on when the day has become dark, so it can be distinguished which one the lighthouse keepers are, the visitors, local residents, and or fishermen, as told by Source N1 as follows:

N1 Show discipline, wear uniform, so the guests will respect us. Enjoy the work.

The above findings with regards to esteem are affirmed by the HR expert opinion, as follows:

A1 At this level, the lighthouse keepers have the needs for esteem, the feeling of being appreciated and acknowledgement from others especially the employer, or it can be that the employer (institutionally or individually) facilitates the condition so that the workers can give appreciation to each other.

The process in fulfilling the needs of this level may be in form of letting the lighthouse



keepers share their passion or hobbies and giving them an award or acknowledgement materially or non-materially. Both better exist at this level. For those who have reached level 5 (five) or self actualization are also accommodated by such formal forum/award event.

The accomplishment of performance, the management that truly appreciate/acknowledge the performance of the lighthouse keepers fairly also serves as an acknowledgement that have impacts on the fulfillment of needs for them.

But it should be kept in mind that the needs at this level are still transactional, therefore, improper or unjust accomplishment may cause negative impact. Instead of giving a motivation or satisfaction to the workers, it may cause the opposite result.

Therefore, if the employer wants to accommodate the needs at this level, what should be carefully concerned is the workers' aspect of needs, instead of the employers.

At this level, the job becomes a social status for them (before the eyes of the neighborhood), therefore, it is better for the tourist lighthouse keepers (as many visitors come thereto) to get attributes of which they can be proud (they can have self-pride) when receiving the visitors/guests (even though the award at this level is merely in form of attributes). Those attributes may be an eccentric uniform, well-maintained building or even one that amazes people, even at the current era, lighthouses and the keepers can make an interesting photo object for people to upload it on their social media.

The lighthouse keepers' esteem needs, based on the writer's interview and observation in the field, may be fulfilled through the activities such as wearing uniform, maintaining the availability of the lighthouse, and making sure that the light is turned on when the day has become dark.

Therefore, it means that based on data collected from the fields through interview and observation, and based on the HR expert opinion in relation with the daily life implementation of the lighthouse keepers in fulfilling human basic needs according to Maslow theory of needs through ethnographic approach, the implementation of the Civil State Apparatus lighthouse keepers' needs for esteem have been fulfilled.

A number of activities and supporting facilities in the lighthouse will support the work activities and facilitate or accelerate to realize the implementation for fulfilling the needs for esteem in the lighthouse.

The Implementation in Fulfilling the Need for Self-Actualization

According to Hersey, Paul, and Blanchark (1982, p. 43) "There are two motives with regards to the need for self-actualization, which are competence and achievement. The motive of competence is self-disclosed in adult time when there is a desire to have a job and be skilled at it. The motive of achimenes. People of achievement motivation tend to take the middle way by selecting the moderate risk level as they consider that their efforts and capability will likely affect the result".

The lighthouse keepers are skilled in doing their daily work at the lighthouse independently and are responsible for their tasks, as the lighthouse keepers have the sense of responsibility that their job is highly needed to support the maritime safety, as told by Source N10 below:

N10 We have been used to the shifting assignment; it needs adaptation with local environment. We have to be independent in order to maintain the reliability (performance) of the lighthouse, the lighthouse is highly needed by the ships.

Such is among the responsibilities of the lighthouse keepers, the loyalty of lighthouse keepers to their job are undoubtful. The needs for self-actualization, as expressed by Source N10 in the above, and based on the result of the writer's observation in the field, means that the lighthouse keepers must be able to adapt themselves, and be independent in doing their routine takes as a lighthouse keeper.

In this case, the lighthouse keepers will have to shift the workplace quarterly, which means that they have to adapt with the environment, also, the lighthouse keepers should always be responsible for maintaining the reliability of the lighthouse at any condition, which means that their self-actualization has been fulfilled.

This was told by Source N1 as follows:

N12 We have the skill to fix the equipment in the lighthouse when failed, so the reliability is maintained.

This was supported by Source N4, as expressed below:

N4 Each of us doesn't feel strange here anymore, as we have been given the provisions to be independent in order to maintain the reliability performance of this lighthouse.

And his feeling of satisfaction was informed to the writer, in relation with how the daily life in the lighthouse, as follows:

N6 The life in the lighthouse is more comfortable, compared to our previous work such as when we work at sea.

Some of the above result are confirmed by the HR expert as follows:

A1 The need for self-actualization, at a glance, seems to be fulfill for his own passion or hobby, however, the way to fulfill the need is not merely about himself, but for others. At this level, he has the need to give benefit or meaning for his environment. The person obtain satisfaction by helping or contribute to others or the environment.

This kind of need may be fulfilled or facilitated by the employer by way of giving a chance to actualize himself. The employer has to identify or give the chance to the lighthouse keepers to deliver their skill/interest. For example, he can be a teacher on how to read and write, or religious teacher for local society, or anything that may make him attain an appreciation from the neighborhood around the lighthouse.

The fulfillment of self-actualization needs must come from the lighthouse keeper himself and the activity specifically depends on his interest and skill. At this level of fulfillment of needs, the employer only facilitates, accommodates, and gives support. At this level, he does not have the need for acknowledgement or appreciation from the employer. He will keep the spirit to contribute to the neighborhood even though the employer does not provide acknowledgement, most importantly, his activity is not forbidden by the employer. If he loses the spirit for not being appreciated by the employer, it actually means that he still fulfills the needs at level four or the needs for esteem and appreciation.

For the keepers who has the need for self-actualization, his most concern is when he has to shift to another place. This is because his effort to fulfill the need for self-actualization does not take a short while, everything had to be established for a long time. He has to make an approach to the local society, make them believe and so on until the local society finally get the benefit, that's when he attains the appreciation from the society.

Even if the employer transfers him, it is better that he must be given enough time to prepare everything, since at the level of self-actualization, such activity has become part of his soul. If he has to be transferred all of a sudden, it will be like releasing part of his soul. By giving him enough time (even if necessary, the timing may be determined by carefully speaking to him) so that his heart will be ready when he has to leave the activity.

Therefore, it means that based on data collected from the fields through interview and observation, and based on the HR expert opinion in relation with the daily life implementation of the lighthouse keepers in fulfilling human basic needs according to

Maslow theory of needs through ethnographic approach, the implementation of the Civil State Apparatus lighthouse keepers' needs for self-actualization have been fulfilled, however, it needs a cooperation and support from all stakeholders for optimization and improvement.

A number of activities and supporting facilities in the lighthouse will support the work activities and facilitate or accelerate to realize the implementation for fulfilling the needs for self-actualization in the lighthouse.

Result

Based on the discussion of the study on the ethnographic study of the Civil State Apparatus lighthouse keepers, the conclusion of the study result is as follows:

For Physiological Needs of the ASN Lighthouse Keepers

The needs for food and water for daily consumption are supplied regularly from the Navigational District Office, it means that the physiological needs of the ASN lighthouse keepers are fulfilled. It means that the Maslow theory of needs plays its role in motivating the lighthouse keepers, thus, the lighthouse keepers are motivated to fulfill the subsequent needs;

For Safety Needs of the ASN Lighthouse Keepers

The needs for safety of individual life and work place, which is implemented by keeping a good relationship with the neighbourhood, the ASN lighthouse keepers are loyal to their job and responsible, as the job is related to the maritime safety, they withstand various issues on natural disaster, whatever happens, they hold on at the location to maintain the reliability of the lighthouse, for example the issue of tsunami and Krakatau's eruption, they stay in the location; with the fulfillment of the lighthouse keepers' needs for safety, the ASN lighthouse keepers are motivated to fulfill the subsequent needs;

For Love and Belongingness Needs of the ASN Lighthouse Keepers

The lighthouse keepers arrange the time with the peer colleagues in order to see their family/friends/acquaintances/people in the society within certain period without ignoring their main duty to maintain the reliability of the tourist lighthouse, in addition, they also hold a good relationship with local society. The lighthouse keepers have a strong sense of solidarity with their fellow keepers; with the fulfillment of the third needs of Maslow's theory, the lighthouse keepers are motivated to fulfill the subsequent needs;

For Esteem Needs of the ASN Lighthouse Keepers

The needs of the lighthouse keepers are fulfilled, such as through the commutation of Lighthouse Day that falls on 22 September, Indonesia has begun the annual commemoration since 2015, the lighthouse keepers are skilful, independent, and responsible for their job as a lighthouse keeper either when performing the daily routine tasks or when fixing failed equipment. With the fulfillment of the esteem needs, the ASN lighthouse keepers are motivated to fulfill the subsequent needs;

For Self-Actualization Needs of the ASN Lighthouse Keepers

The need for self-actualization needs of the lighthouse keepers is implemented, such as, through an adaptation with the workplace (the lighthouse), to which they have to shift from one to the other after a certain period, which means an adaptation to the new location is necessary. In this case, the lighthouse keepers have been used to being independent, adaptation to a new environment, keeping a good relationship with the neighbourhood, they have been given the skill to maintain the reliability of the lighthouse, they feel happy to be able to join (again) to the lighthouse. And they consider that their job as a lighthouse keeper is a decent job, since aside from the routine activities, it also becomes the means of doing good deed, as they support the safety for the passing ships. It means that the component of self-actualization needs of the lighthouse keepers has been fulfilled, thus, the lighthouse keepers are motivated to fulfill the subsequent need, which therefore the availability of the lighthouse are maintained.

Conclusion

Based on the study result, the following is the conclusion of the ethnographic study on the tourist lighthouse keepers of ASN status. The result shows that in general, the daily life of the lighthouse keepers based on human basic needs according to Maslow's theory of needs have been fulfilled. However, in order to improve and optimize the daily life of the lighthouse keepers in fulfilling human basic needs according to Maslow's theory of needs , it is necessary that a good cooperation from all stakeholders should be established due to the minimum means and infrastructure.

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