

## OPTIMIZATION SUPPORTING FACILITIES FOR PERORMANCE SECURITY OFFICERS AT BANYUWANGI AIRPORT

Fajar Islam<sup>1</sup>  
Arief Rusdyansyah<sup>2</sup>

Akademi Penerbang Indonesia Banyuwangi, Banyuwangi, Indonesia <sup>1,2</sup>

Email: [islamfajar83@gmail.com](mailto:islamfajar83@gmail.com)

### Abstract

*The purpose of this research is to optimize work facilities and security facilities for security officers at Banyuwangi Airport, with the hope of increasing the performance and efficiency of security officers in carrying out their duties. The research method used is a quantitative research method using questionnaires distributed to 50 security officers at Banyuwangi Airport to obtain data which is then analyzed. The results of the F test show that simultaneously or together the Work Facilities and Security Facilities have a significant effect on the Performance of Security Officers. Furthermore, the results of the t-test show that Work Facilities and Security Facilities each have a significant effect on Security Officer Performance. Therefore, it is important for airport management to pay attention to and improve Work Facilities and Security Facilities in order to improve the Performance of Security Officers at Banyuwangi Airport. The results of this study, it can be concluded that Work Facilities (X1) and Security Facilities (X2) have a significant effect on Security Officer Performance (Y) at Banyuwangi Airport. Work Facilities and Security Facilities factors affect 79% of Security Officer Performance, while 21% are influenced by other factors not examined in this study.*

*Keywords: Performance; Security Facilities; Security Officers; Work Facilities*

## INTRODUCTION

Based on Law Number 1 of 2009 concerning Aviation, an airport is an area on land and/or waters with certain boundaries that is used as a place for aircraft to land and take off, board and drop passengers, load and unload goods, and place for intra-air transfer. and between modes of transportation equipped with aviation safety and security facilities(Wailan et al., 2021) as well as basic facilities and supporting facilities.

The airport has the function and role of air transportation which is quite effective and strategic in terms of human activities, namely as a mover, driver and supporter of development activities in various sectors, from the transportation sector, social and economic, trade to the environment. To be able to carry out its functions, airports must be managed properly so that services can be accepted by consumers. Airport Managers as executors of the air transportation sector are expected to be able to provide optimal facilities and services. This is included in airport services consisting of flight comfort and safety as well as punctuality. Therefore it needs to be supported with reliable facilities and services.

Airport operations related to aviation security and safety cannot be separated from aviation security officers (Aviation Security) (Jurnal et al., 2023) where aviation security personnel are a group of human resources whose job is to create safe conditions and anticipate unlawful acts, so with Aviation Security (Avsec) (Nurul Faoziah Manajemen Transportasi Udara & Tinggi Teknologi Kedirgantaraan Yogyakarta, 2022) an airport is expected to provide a sense of security and comfort to passengers at the airport and avoid acts against the law.

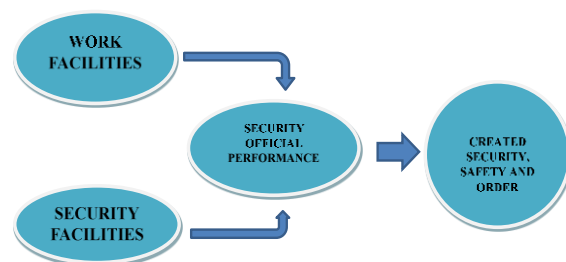
In carrying out their duties and responsibilities, aviation security personnel must be supported by supporting facilities in carrying out their duties and functions, namely work facilities and aviation security facilities(Romadhona & Tafrikhuddin, 2022). Work facilities (Suprihartiningsih &

Komala, 2022) in the form of SOPs, regulations, work environment, work equipment, health and sanitation facilities where these facilities assist personnel in carrying out their work while aviation security facilities are aviation security equipment as supporting facilities(Prawira, 2020) for Aviation Security personnel in carrying out their work to overcome unlawful acts such as machines x-ray, WTMD, HHMD, Mirror Detector, CCTV, perimeter fence (Hariyanti et al., 2019) and so on.

Security officers (Muh Alif Ardhiansah, 2022) in carrying out their duties and responsibilities must use these supporting facilities. This is to support the performance of security officers(Silvano, 2018) in controlling and securing work areas or areas from unlawful acts.

With these two facility components, it can help improve the performance of Aviation Security personnel(Jufrizen, 2021) in carrying out their duties and responsibilities related to airport security operations. It is hoped that Aviation Security personnel can implement and use the two components of work facilities (Yonkav & Bukit, 2020) and aviation security in aviation security operations at airports.

**Figure 1. Concept of Thinking**



Source: research data

After the researcher conducted a theoretical study, namely exploring, studying, observing and analyzing previous theories and research, then on the basis of this, the researcher wrote down the flow of thoughts as a framework for conducting research.

The framework for thinking in this study is that there are several supporting facilities in working as a tool for the performance of security officers at Banyuwangi Airport, including: (1) Work facilities in the form of SOPs (Ulfa, 2022), regulations, work equipment; and (2) security facilities in the form of aviation security equipment. Where the two supporting facilities are optimally used in improving the performance of security officers (Ibrahim & Hodi, 2022) at Banyuwangi Airport.

By optimizing these supporting facilities, it is hoped that quality performance will be achieved in carrying out duties and responsibilities in the work area and in providing services so as to achieve security, safety and order from acts against the law. This paradigm can be described in a pattern or concept of thinking as shown in Figure 1.

The writing of this research uses quantitative research methods, where quantitative research methods can be used to measure the relationship between variables that are the focus of research, such as the relationship between work facilities, security facilities (Sholiha, 2022) and the performance of security officers.

This method can provide accurate data and can be measured numerically, so that it can be used to perform statistical analysis. Quantitative research can be carried out using various data collection techniques such as questionnaires or surveys, observation and secondary data collection. Data obtained from quantitative research can be analyzed using various statistical analysis techniques such as regression analysis or hypothesis testing.

## LITERATURE REVIEW AND HYPOTHESES

### Performance

Performance (Sitompul, 2018) is a translation of performance which means the work of an employee, a management process or an organization as a whole, where the results of this work must be

shown concretely and can be measured (compared to predetermined standards). Performance (Ihsan & Jumlad, 2022) is the achievement or achievement of a person with respect to the tasks assigned to him. Literature Review is the survey of scholarly sources on a specific topic. It analyzes and synthesizes and critically evaluate to give a clear picture of the state knowledge on the subject.

### Work Facilities

Work facilities (Daulay, 2020) are infrastructure facilities needed to help employees to more easily complete work so as to improve their performance. Work facilities are supporting facilities in the company's activities in a physical form and are used in the company's normal activities, have a relatively permanent term of use and provide benefits for the future.

Work facilities (Sya'ban & Meutia Mustika Suri, 2021) are one of the tools used by employees to make it easier to complete their daily work. Work facilities at each company will differ in form and type, depending on the type of business and the size of the company. Based on the explanation above, it can be concluded that the meaning of work facilities is everything that is used and used in the form of facilities and infrastructure that can support the implementation of employee work so that it can facilitate the completion of tasks. Work facility (Abu et al., 2022) indicators are:

- a. According to needs, in a work facility can only be used according to the job or position;
- b. Able to optimize work results, employees are able to provide good performance results according to the work facilities used. Adequate work facilities will result in high productivity;
- c. Easy to use, work facilities will lighten the workload of each employee. With employee work aids, it will not drain the energy of employees;
- d. Accelerating the work process, the work facilities provided are able to assist employees in speeding up the work process so that it can be on time

- according to the target;
- e. Placement is arranged properly, work facilities used to assist work processes are placed in appropriate places, sufficient room area, sufficient lighting, sufficient space for employees to move, so that employees can carry out work completion comfortably and well.

### **Security Facilities**

According to the Director General of Civil Aviation Number: KP. 139 of 2018 concerning Inspection and Testing of Aviation Security Facility Operations, where in Article 3 states that inspection and operational testing of aviation security equipment is carried out to maintain the reliability of equipment performance according to operational technical standards. Aviation security facilities (Arizal & Nugroho, 2022) are facilities used for good security which function as a tool for airport security personnel in carrying out inspections of prospective airplane passengers including their luggage (cabin, baggage and cargo) quickly without opening the packaging.

Physical inspection by opening the packaging will only be carried out on luggage that is indicated to contain objects that are dangerous in flight or to increase security (Nia et al., 2022) in the airport area.

### **Security Officers (Avsec)**

According to the Director General of Civil Aviation Number: KP. 436 of 2011 concerning Airport Personnel Competency Standards and Guidelines, where in article 2 states that every Airport Personnel who operates and maintains Airport facilities (Adham et al., 2023) and equipment must have competence and competency standards to ensure flight security and safety, and maintain the quality of facilities and equipment Operated airport. In accordance with Annex 17 and Document 8973 concerning SECURITY (Security Manual), where the competency standards for international security officers (Aviation Security) (April & Natha, 2023) include:

1. Basic Aviation Security (Basic AVSEC) where Basic AVSEC has the task of looking at someone's profiling, where the job is to check people manually. Checking the body, looking at the face, whether there is anything suspicious or not, examination from the feet up;

2. Junior Aviation Security (Junior AVSEC) which has the task of operating the x-ray machine and monitoring it on a monitor and at least has a junior AVSEC certificate or license;

3. Senior Aviation Security (Senior AVSEC) who serves as a supervisor, namely overseeing the work of Aviation Security or AVSEC officers as a whole.

## **METHODS**

The research was conducted at Banyuwangi Airport regarding the optimization of work facilities and security facilities for the performance of security officers involved in securing the operational area of Banyuwangi Airport, which is located on Jl. Tawang Alun, Dusun Krajan, Blimbingsari, Banyuwangi. The research was carried out for 5 months, starting from February 2023 to June 2023 by carrying out according to the stages of research activities starting from preparation, planning, implementation and reporting.

The writing of this research uses quantitative research methods, where quantitative research methods can be used to measure the relationship between variables that are the focus of research, such as the relationship between work facilities, security facilities and the performance of security officers.

This method can provide accurate data and can be measured numerically, so that it can be used to perform statistical analysis. Quantitative research can be carried out using various data collection techniques such as questionnaires or surveys, observation and secondary data

collection. Data obtained from quantitative research can be analyzed using various statistical analysis techniques such as regression analysis or hypothesis testing.

With this research it is hoped that it can become a planned and structured activity to obtain information related to the optimization of work facilities and security facilities on the performance of security officers in carrying out their duties and responsibilities in maintaining flight security, safety and order at Banyuwangi Airport. Where the solutions obtained will be useful for the performance of security officers at Banyuwangi Airport in carrying out their duties and responsibilities.

## RESULT AND DISCUSSION

### Result

Data analysis provides an explanation of the tools used in conducting data analysis. The data analysis technique used is multiple regression analysis where this technique is used to determine the relationship between the independent variables (work facilities and security facilities) and the dependent variable (security officer performance).

Hypothesis testing is the process of proving or disproving a hypothesis or conjecture using data collected in research. Hypothesis testing uses statistical techniques to determine the level of significance between variables and to determine whether the relationship between variables is significant or not.

$$Y = 3,4 + 0,46(X1) + 0,398(X2) \dots \dots \dots (1)$$

**Tabel 3. Category of Correlation**

Range	Category
0,00 – 0,199	Very low
0,20 – 0,399	Low
0,40 – 0,599	Currently
0,60 – 0,799	Strong
0,80 – 1,00	Very strong

## Discussion

The results of the study show that Work Facilities and Security Facilities have a significant effect on the Performance of Security Officers at Banyuwangi Airport. This can be seen from the R Square value of 0.791, which indicates that 79% of the variability of Security Officer Performance can be explained by Work Facilities and Security Facilities, while the remaining 21% is influenced by other factors not examined in this study.

In addition, the results of the F test show that simultaneously or together, work facilities and security facilities have a significant effect on the performance of security officers. This is evidenced by the sign-F value obtained which is less than 5% or (0.01 < 0.05).

Furthermore, the results of the t-test show that Work Facilities and Security Facilities each have a significant effect on Security Officer Performance. Work Facilities have a calculated significance value that is less than 5% or (0.01 < 0.05), while Security Facilities have a calculated significance value smaller than the established sign level of 5% (0.000 < 0.05).

Based on these results, it can be concluded that optimizing Work Facilities and Security Facilities can improve the performance of Security Officers at Banyuwangi Airport. This can be used as a reference in developing security programs and improving the quality of work facilities at Banyuwangi Airport.

**DATA ANALYSIS WITH MULTIPLE LINEAR REGRESSION**

**Tabel 1. Summary Output**

<i>Regression Statistics</i>	
Multiple R	0,889653289
R Square	0,791482975
Adjusted R Square	0,78260991
Standard Error	1,0516687863
Observations	50

The correlation value between X1, X2 and Y is 0.88965. Included in the Very Strong category

The coefficient of determination is 0.7826 or 78.26%. Which means that X1 and X2 explain Y of 78.26%, the rest is influenced by other factors

**Tabel 2. Anova**

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	2	41,3839225	20,1919612	8,200629558	0,0169E-10
Residual	47	10,1160775	1,300342075		
Total	49	51,5			

Significance value < alpha = 0.05 So it can be concluded that there is a significant influence between variables

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95,0%</i>	<i>Upper 95,0%</i>
Intercept	3,399487252	1,441041718	2,359048464	0,022529737	0,500485246	6,298489259	0,500485246	6,298489259
X1	0,462756874	0,096211646	4,809780257	0,01553E-05	0,269204008	0,65630974	0,269204008	0,65630974
X2	0,398068636	0,102248936	3,893132316	0,000311308	0,19237031	0,603766963	0,19237031	0,603766963

## CONCLUSION AND SUGGESTION

The results of this study, it can be concluded that Work Facilities (X1) and Security Facilities (X2) have a significant effect on Security Officer Performance (Y) at Banyuwangi Airport. Work Facilities and Security Facilities factors affect 79% of Security Officer Performance, while 21% are influenced by other factors not examined in this study.

The results of the F test show that simultaneously or together the Work Facilities and Security Facilities have a significant effect on the Performance of Security Officers. Furthermore, the results of the t-test show that Work Facilities and Security Facilities each have a significant effect on Security Officer Performance. Therefore, it is important for airport management to pay attention to and improve Work Facilities and Security Facilities in order to improve the Performance of Security Officers at Banyuwangi Airport.

## REFERENCES

- Abu, H., Sidik, B., & Aziz, S. (2022). PENGARUH FASILITAS KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN: (Studi Pada PT Karunia Berlian Makmur). *Jurnal Manajemen Bisnis Dan Organisasi*, 1(2), 72–79. <https://jurnal-cahayapatriot.org/index.php/jmbo/article/view/16>
- Adham, Z., Haryati, E. S., Tinggi, S., & Kedirgantaraan, T. (2023). *Analisis Sistem Kerja Unit Aviation Security ( Avsec ) Dalam Menjamin Keamanan Dan Keselamatan Penerbangan Di Bandar Udara Wamena*. 3(1).
- April, N., & Natha, F. Y. (2023). *Kajian Pengamanan Penerbangan Pada Unit Aviation Security ( Avsec ) Di Bandar Udara Internasional Supadio Pontianak , Kalimantan Barat*. 1(2), 97–111.
- Arizal, D., & Nugroho, M. S. P. (2022). Kajian Fasilitas Keamanan pada Arena Outbound Lawu Park sebagai Strategi Pengembangan Nature Extreme Park. *Seminar Ilmiah Arsitektur III*, 334–341.
- Daulay, E. K. (2020). Pengaruh Fasilitas Kerja, Konflik Peran, Motivasi Kejadian Kecerdasan Emosional Terhadap Kinerja Pegawai Pada Kantor Pelayanan Pajak Pratama Tebing Tinggi. *JEKKP (Jurnal Ekonomi, Keuangan Dan Kebijakan Publik)*, 2(1), 38–46. <https://doi.org/10.30743/jekkp.v2i1.2732>
- Hariyanti, A. N., Utami, S., & ... (2019). Kajian Pengamanan Perimeter Dalam Menunjang Keamanan Penerbangan Di Bandar Udara Internasional Adi Soemarmosurakarta. *Langit Biru: Jurnal Ilmiah ...*, 1, 147–154. <http://journal.ppicurug.ac.id/index.php/jurnal-ilmiah-aviasi/article/view/190>
- Ibrahim, A. Y. M., & Hodi, H. (2022). Pengaruh Kualitas Pelayanan Petugas Avsec Di Security Check Point (Scp) Terhadap Kepuasan Penumpang Di Bandar Udara Sultan .... *Growth*, 20(1). <https://unars.ac.id/ojs/index.php/growth-journal/article/view/1950%0Ahttps://unars.ac.id/ojs/index.php/growth-journal/article/download/1950/1363>
- Ihsan, M., & Jumlad, W. (2022). PENGARUH BEBAN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Petugas Aviation Security Pt. Angkasa Pura 1 Bandar Udara Internasional LombokRJA PETUGAS AVIATION SECURITY PT . ANGKASA PURA 1. *Jurnal Ground Handling Dirgantara*, 4(1), 108–115.
- Jufrizen, J. (2021). Pengaruh Fasilitas Kerja Dan Disiplin Kerja Terhadap Kinerja

- Karyawan Melalui Motivasi Kerja. *Sains Manajemen*, 7(1), 35–54. <https://doi.org/10.30656/sm.v7i1.2277>
- Jurnal, H., Indrawan, D., Dewantari IV Manajemen Transportasi Udara, A. D., & Tinggi Teknologi Kedirgantaraan Yogyakarta, S. (2023). Analisis Kinerja Petugas Terminal Inspection Service (Tis) Terhadap Standar Operational Procedure (Sop) Di Terminal Bandar Udara Rahadi Oesman Ketapang. *Jurnal Publikasi Ekonomi Dan Akuntansi*, 3(1).
- Muh Alif Ardhiansah. (2022). Analisis Program Pendidikan Dan Pelatihan Terhadap Kinerja Petugas Aviation Security (Avsec) Di Bandar Udara Tunggul Wulung Cilacap. *Jurnal Publikasi Manajemen Informatika*, 1(3), 114–119. <https://doi.org/10.55606/jupumi.v1i3.513>
- Nia, F., Sekolah, A., Teknologi, T., & Yogyakarta, K. (2022). The Effect of Service Quality and Security Facilities on Service User Satisfaction at UPBU Rahadi Oesman Ketapang. *Jurnal Multidisiplin Madani (MUDIMA)*, 2(4), 1653–1662. <https://journal.yp3a.org/index.php/mudima/index>
- Nurul Faoziah Manajemen Transportasi Udara, A., & Tinggi Teknologi Kedirgantaraan Yogyakarta, S. (2022). The Influence of Service Quality of Airport Security Personnel on Passenger Satisfaction at Yogyakarta International Airport. *Jurnal Multidisiplin Madani (MUDIMA)*, 2(3), 1259–1268. <https://journal.yp3a.org/index.php/mudima/index>
- Prawira, I. (2020). Pengaruh Kompensasi, Kepemimpinan Dan Fasilitas Kerja Terhadap Kepuasan Kerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 28–40. <https://doi.org/10.30596/maneggio.v3i1.4681>
- Romadhona, A. G., & Tafrikhuddin, T. (2022). Analisis Peningkatan Fasilitas Keamanan Pemustaka Di Perpustakaan Fakultas Kedokteran, Kesehatan Masyarakat Dan Keperawatan Universitas Gadjah Mada Di Era New Normal. *Fihris: Jurnal Ilmu Perpustakaan Dan Informasi*, 16(2), 108. <https://doi.org/10.14421/fhrs.2021.162.108-138>
- Sholiha, M. S. (2022). Analisis Kondisi Peralatan Unit Kerja Aviation Security Dalam Menunjang Keamanan Dan Keselamatan Penerbangan Di Security Check Point 1 Dan 2 Bandar Udara Abdulrachman Saleh Malang. *INSOLOGI: Jurnal Sains Dan Teknologi*, 1(3), 139–147. <https://doi.org/10.55123/insologi.v1i3.256>
- Silvano, A. B. (2018). Analisis Pengaruh Motivasi, Kesejahteraan Dan Fasilitas Kerja Dalam Meningkatkan Kinerja Pegawai Pada Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Blitar. *Jurnal Ilmu Manajemen Revitalisasi*, 07(03), 199–208.
- Sitompul, R. (2018). Pengaruh Fasilitas Kerja Terhadap Kinerja Pegawai Di Dinas Pendidikan Kota Palangka Raya. *JISPAR Jurnal Ilmu Sosial, Politik Dan Pemerintahan*, 7(1), 31–37.
- Suprihartiningsih, H., & Komala, L. (2022). Pengaruh Fasilitas Kerja Dan Lingkungan Kerja Terhadap Produktivitas Karyawan Pada PT Tri Agung Nusantara Management Jakarta Selatan. 1(4), 54–60.
- Sya'ban, R., & Meutia Mustika Suri, C. (2021). Pengaruh Fasilitas Kerja Terhadap Kinerja Pegawai Kantor Perusahaan Daerah. *Transekonomika: Akuntansi, Bisnis Dan Keuangan*, 1(2), 199–206. <https://doi.org/10.55047/transekonomi>



ka.v1i2.37

- Ulfa, R. (2022). Implementasi Standar Operasional Prosedur Oleh Petugas Aviation Security (Avsec) Guna Pengoptimalan Keamanan Dan Keselamatan Penerbangan Di Bandar Udara Nusawiru Pangandaran Jawa Barat. *Jurnal Manajemen Dirgantara*, 15(2), 287–291. <https://doi.org/10.56521/manajemen-dirgantara.v15i2.764>
- Wailan, R. R., Kojo, C., & Taroreh, R. N. (2021). Pengaruh Karakteristik Individu Dan Fasilitas Kerja Terhadap Kinerja Karyawan Pada PT Esta Group Jaya Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 9(2), 287–296.
- Yonkav, I., & Bukit, K. I. (2020). *Pengaruh Kepuasan Kerja , Fasilitas Kerja Dan Stres Kerja*. 2(1), 103–113.