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The Influence of Internal Communication, Rewards and Punishment on Employee Work Motivation at PT. Galaxy Ocean Shipyard Tanjungpinang

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Abstract: This research aims to determine the influence of internal communication, rewards and punishment on work motivation of PT employees. Tanjungpinang galaxy shipyard. The population in this study was 50 respondents who were employees at PT. Galaxy Ocean Shipyard Tanjungpinang. The sampling method in this research was saturated sampling, samples taken from all employees at PT. Galaxy Ocean Shipyard Tanjungpinang as many as 50 people. The type of research used in this research is quantitative descriptive. The data collection techniques used were in the form of questionnaires and literature studies. The data analysis techniques used are validity test, classical assumption test, classical assumption test, linear multiple regression test, hypothesis test with the help of the SPSS 23 program. The results of this research show that internal communication, reward and punishment influence employee work motivation.

Keyword: Internal Communication, Reward, Punishment.

INTRODUCTION

In this increasingly modern era of globalization, the development of the business world is increasing, thereby increasing the level of competition in the service and trading business sectors. Along with increasing development. The problems a company will face will become increasingly complex as business competition increases (Widodo, 2023). However, companies must still strive to achieve the expected targets by improving the quality of human resource (HR) services. A worker is very influential in carrying out his work in a company, In achieving the main goals of an organization or company, every work requires motivation to be able to carry out work enthusiastically passionate and enthusiastic according to (Astitiani & Ketut Surya, 2016).

Motivation is one aspect that supports the success of an organization or company in achieving its goals. According to Danang Sunyoto, motivation is the state of an individual or employee to achieve or encourage the individual to carry out certain activities to achieve a specific type. Motivation is an effort based on influencing someone's behavior so that they are moved to do something that achieves certain results or goals (Anis & Taszya , 2019). From

these two definitions it can be concluded that motivation can be interpreted as encouragement that comes from within or from outside a person to carry out activities in achieving goals. One way that can be used to motivate someone in an organization or company is with effective communication. Effective communication will create healthy and open work, this is important to focus the creativity and dedication of employees. According to Purwanto (Febrianti, Al Musadieq, & Prasetya, 2014).

Communication can maintain motivation in a company by providing explanations to employees about what to do, how well they do their work and what they can do to increase work motivation if it is below standard. Another way that can be done to motivate employees is with a reward and punishment program. Reward is a form of appreciation or reward. According to Giri (MashudI, Wijiyanti, & Effendi, 2020). Remuneration given to a person or group because they have behaved well and have carried out or carried out an excellence or achievement.

Reward programs are also very important to implement in an organization or company to maintain human resources who perform well and continue to experience high levels of improvement. With a high increase in employee performance, it will affect the level of achievement of company goals. Companies that have employees with good performance will encourage the company's operational activities so that they can achieve the goals and targets set by the company (Kurnia & Husnaiti, 2022).

Apart from rewards, companies must also implement punishment for employees who are not disciplined (Suhartini, Aprisal, & Akil Rahman, 2019). Punishment will be given for violations of the rules that apply in the company context, punishment will be given to employees who are negligent or make a mistake that is detrimental to the company. According to (Yusuf, Ali, & Kamis, 2023). The aims and research are as follows:

1. To find out whether internal communication has a partial effect on employee work motivation at PT. Galaxy Ocean Shipyard Tanjungpinang.
2. To find out whether rewards have a partial effect on employee work motivation at PT. Galaxy Ocean Shipyard Tanjungpinang.
3. To find out whether punishment has a partial effect on employee work motivation at PT. Galaxy Ocean Shipyard Tanjungpinang.
4. To find out whether internal communication, reward and punishment simultaneously influence employee work motivation at PT.Galaxy Ocean Shipyard Tanjungpinang.

Based on the background of the problem, the problem formulation can be identified as follows:

1. Does internal communication have a partial effect on Work motivation at PT. Galaxy Ocean Tanjungpinang Shipyard?
2. Do rewards have a partial effect on work motivation at PT. Galaxy Ocean Tanjungpinang Shipyard?
3. Does punishment have a partial effect on work motivation at PT. Galaxy Ocean Tanjungpinang Shipyard?

METHOD

1. Data Quality Test.

The quality of research data of a hypothesis is highly dependent on the quality of the data used in the research. The quality and research are determined by the instruments used to collect the applicable data (Ismah, Hadi, & Dewi, 2019). Data quality tests consisting of validity tests are used to accurately determine an item in measuring its object, reliability tests are used to determine the consistency of measuring instruments that generally use questionnaires.

2. Validity Test

The validity test shows the extent to which the measuring instrument measures what is to be measured, or the extent to which the measuring instrument used hits the target. The higher

the validity of a test instrument, the more it hits the target. Validity is a measure that shows the levels of validity of an instrument. An instrument is said to be valid if it is able to measure what is desired and can reveal data from the variables being studied. The testing criteria are with a significance level used, namely 5% or 0.05, if r count> r table then the instrument in the study is declared valid, but if r count < r table the instrument in the study is declared invalid.

In this study, the sample in the study was 50 respondents from all employees of PT. Galaxy Ocean Shipyard Tanjungpinang. Based on the respondent data, the value of df = 50 - 2 = 48 was obtained. The value of r table with df = 126 is 0.279. So, if r count> 0.279 is obtained, the instrument in this study is declared valid. The results of the validity test using the SPSS version 23 application can be seen in the table below :

Validity Test Results

Variabel	Butir	rtabel	rhitung	Keterangan
X1= INTERNAL COMMUNICATION	X1.1	0,279	0,619	**Valid**
	X1.2	0,279	0,617	**Valid**
	X1.3	0,279	0,692	**Valid**
	X1.4	0,279	0,628	**Valid**
	X1.5	0,279	0,644	**Valid**
	X1.6	0,279	0,710	**Valid**
X2= REWARD	X2.1	0,279	0,646	**Valid**
	X2.2	0,279	0,602	**Valid**
	X2.3	0,279	0,713	**Valid**
	X2.4	0,279	0,632	**Valid**
	X2.5	0,279	0,667	**Valid**
	X2.6	0,279	0,765	**Valid**
	X2.7	0,279	0,670	**Valid**
	X2.8	0,279	0,724	**Valid**
	X2.9	0,279	0.881	**Valid**
	X2.10	0,279	0.835	**Valid**
X3= PUNISHMENT	X3.1	0,279	0,694	**Valid**
	X3.2	0,279	0,763	**Valid**
	X3.3	0,279	0,691	**Valid**
	X3.4	0,279	0,655	**Valid**
	X3.5	0,279	0,629	**Valid**
	X3.6	0,279	0,638	**Valid**
Y= MOTIVASI KERJA	Y.1	0,279	0,699	**Valid**
	Y.2	0,279	0,724	**Valid**
	Y.3	0,279	0,833	**Valid**
	Y.4	0,279	0,741	**Valid**
	Y.5	0,279	0,799	**Valid**
	Y.6	0,279	0,848	**Valid**
	Y.7	0,279	0,690	**Valid**
	Y.8	0,279	0,692	**Valid**
	Y.9	0,279	0,730	**Valid**
	Y.10	0,279	0,797	**Valid**
	Y.11	0,279	0,826	**Valid**
	Y.12	0,279	0,778	**Valid**
	Y.13	0,279	0,884	**Valid**
	Y.14	0,279	0,848	**Valid**

Based on table 4.5, it can be seen that the results of the validity test on all variable instruments in the study r count > r table, then the instrument in the study is declared valid, because all r counts > 0.279. If the instrument is said to be valid, then the next step is to carry out reliability testing.

3. Reliabillity Test

The measuring instrument used is reliable and remains consistent if the measurement is repeated. Reliability indicates that an instrument is reliable enough to be used as a data collection tool because the instrument is good. Reliable is related to the reliability of an indicator (Mentang, 2021). A questionnaire is said to be reliable if the answers to the questions are consistent or stable over time. Reliability measurement in this study was carried out by one shot or measurement only once. Here the measurement is only once and then the results are compared with other questions or measuring reliability with the Cronbach Alpha (a) statistical test. A variable is said to be reliable if the Cronbach Alpha value is > 0.60, but if the valueCronbach Alpha < 0,60 maka instrumen dalam penelitian tersebut dinyatakan tidak reliabel.

The results of the reliability test using the SPSS version 23 application can be seen in the table below :

Reliability Test Results

Variabel	Cronbach' s Alpha	Std. Cronbach's	Keterangan
X1= KOMUNIKASI INTERNAL	0,809	0.60	Reliabel
X2= REWARD	0,784	0.60	Reliabel
X3= PUNISHMENT	0,810	0.60	Reliabel
Y= MOTIVASI KERJA	0,853	0,60	Reliabel

Source: SPSS Processed Data V23, 2024

Based on table 4.6, it can be seen that the Cronbach Alpha value is > 0.60. Thus, it can be said that the results of the reliability test on all instruments in the study are reliable so that they can be continued to the next test, namely the classical assumption test

4. Classical Assumtion test

Before conducting a simple linear regression analysis test on the research hypothesis, it is first necessary to conduct a classical assumption test on the data to be processed. The classical assumption test uses a normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test.

5. Normality Test

The normality test aims to determine whether each variable is normally distributed or not. The normality test is needed because to conduct other variable tests by assuming that the residual value follows a normal distribution (M, Hismendi, & Nasir, 2021). If this assumption is violated, the statistical test becomes invalid and parametric statistics cannot be used. In this study, to detect data normality, it can be done with the Normal Probability Plot and histogram graph.

The basis for taking the data normality test is :

1. If the data spreads along the diagonal line and follows the diagonal line or the histogram graph shows a normal distribution, then the regression model meets the normality assumption.
2. If the data spreads not following the diagonal line or the histogram graph shows an abnormal distribution, then the regression model does not meet the normality assumption.

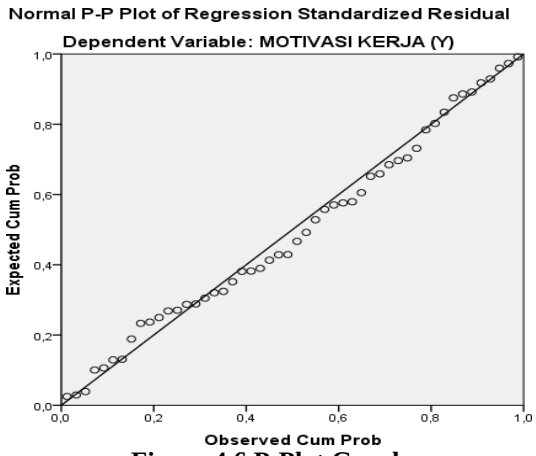
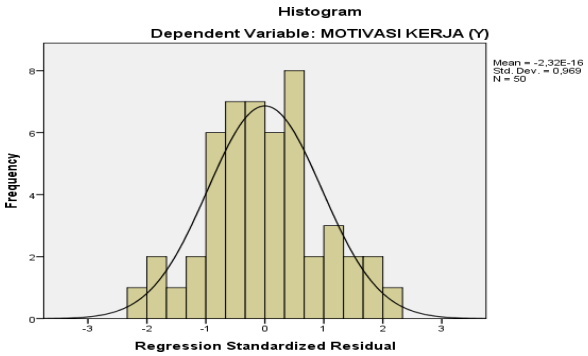


Figure 4.6 P-Plot Graph

Based on Figure 4.6,
the normality test (Normal Probability Plot) above

Shows that the plot points are spread around the line and follow the diagonal line, so it can be concluded that the variables in the study are normally distributed and continued to the next regression test, namely histogram graph analysis. Testing with histogram graphs can be said to be normally distributed with the provision that if the data is bell-shaped, it does not deviate to the right or left.



Histogram Graph

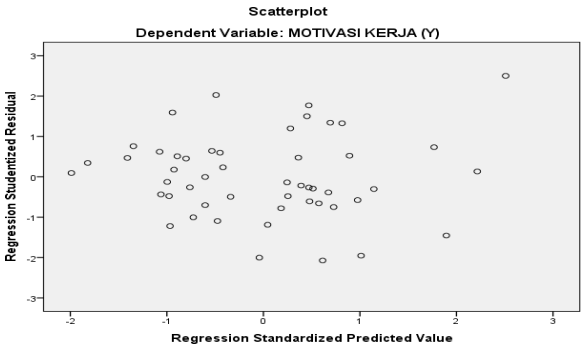
Based on Figure 4.7, the histogram graph above shows that the data is normally distributed, which is indicated by the histogram graph not experiencing any skew either to the left or to the right, or in other words, the graph is in a balanced state, so it can be concluded that the variables in this study are normally distributed and it can be concluded that the normality test is met.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residuals of one observation to another observation, if the variance from the residuals of one observation to another observation is different then it is called heteroscedasticity. One way to approach heteroscedasticity is to look at the scatter plot graph between the predicted values of the dependent variable (ZPRED) and its residuals (SRESID). If there are points forming a certain regular pattern such as wavy, widening, then narrowing then heteroscedasticity has occurred. The basis for decision making for the heteroscedasticity test :

If there is a certain pattern, such as the existing points forming a certain regular pattern (wavy, merging then narrowing), then it indicates that heteroscedasticity has occurred and If

there is a clear pattern, and the points are spread above and below the number 0 on the Y axis, then heteroscedasticity does not occur.



Scatterplot Graph Heteroscedasticity Test

Based on Figure 4.8, the Scatterplot graph of the heteroscedasticity test above shows that the points are spread randomly both above and below the number 0 on the Y axis, so it can be concluded that there is no heteroscedasticity and can be continued to the next linear regression test.

Multicollinearity Test

The multicollinearity test is intended to determine whether there is a significant relationship (correlation) between independent variables. If there is a fairly high (significant) relationship, it means that there are the same aspects measured in the independent variables. Multicollinearity testing with SPSS is done by regression testing. With the benchmark of the VIF (variance inflation factor) value and the correlation coefficient between independent variables.

The basis for decision making for the multicollinearity test is as follows :

1. Tolerance value <0.1 and VIF value> 10, then the study has multicollinearity.
2. Tolerance value> 0.1 and VIF value <10, then the study does not have multicollinearity

Multicollinearity Test Coefficient

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	INTERNAL COMMUNICATION (X1)	,329	2,712
	REWARD (X2)	,467	2,425
	PUNISHMENT (X3)	,304	3,376

Dependent Variable: MOTIVASI KERJA (Y)

Based on table 4.11 of the results of the multicollinearity test above, it can be seen that the VIF value of the Internal Communication variable (X1) is 2.712 < 10, the VIF value of the Reward variable (X2) is 2.425 < 10, and the VIF value of the Punishment variable (X3) is 3.376 < 10. Furthermore, the tolerance value for the Internal Communication variable (X1) is 0.329 > 0.1, the tolerance value for the Reward variable (X2) is 0.467 > 0.1, and the tolerance value for the Punishment variable (X3) is0.304 > 0.1. Thus, it can be concluded that the tolerance value for all variables is > 0.1 and the (Variance Inflation Factor) VIF value is < 10, so it can be concluded that the regression model does not show symptoms of multicollinearity and the regression model is suitable for use.

Multiple linear regression analysis

Multiple linear regression analysis is an analysis to measure the magnitude of the influence between two or more independent variables on one dependent variable. In multiple linear regression there are classical assumptions that must be met, namely normally distributed residuals, no multicollinearity, no heteroscedasticity and no autocorrelation. In this study, multiple regression analysis is used to test the influence of independent variables, namely the Internal Communication variable (X1), Reward (X2), Punishment (X3) on the dependent variable Work Motivation (Y).

Multiple linier regression analysis result

Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2,035	1,304		4,050	,000		
KOMUNIKASI INTERNAL (X1)	,373	,083	,548	2,291	,007	,329	2,712
REWARD (X2)	,513	,147	,386	3,840	,002	,467	2,425
PUNISHMENT (X3)	,295	,081	,262	2,399	,012	,304	3,376

a. Dependent Variable: WORK MOTIVATION (Y)

Based on table 4.8, the value of the multiple linear regression equation in this study is as follows :

$$Y = a + b1X1 + b2X2 + b3X3 + e$$

$$Y = 2{,}035 + 0{,}373X1 + 0{,}513X2 + 0{,}295X3 + e$$

Keterangan :
a = Constan
X1 = Internal Communication
X2 = Reward
X3 = Punishment
Y = Work Motivation
b1, b2, b3 = Regression coefficients for X1, X2, X3 e = error term

The explanation of the multiple linear regression equation above is as follows:

1. The constant value of 2.035 can be interpreted as if Internal Communication (X1), Reward (X2), Punishment (X3) is 0, then Work Motivation (Y) is 2.035.
2. The regression coefficient value of the Internal communication variable (X1) is positive, which is 0.373. So it can be interpreted that every increase in Internal communication (X1) by 1 unit will increase.

Work Motivation (Y) by 0.373 units assuming that other variables have constant values. A positive coefficient means that the higher the Internal Communication (X1), the higher the work motivation (Y).

The regression coefficient value of the Reward variable (X2) is positive, which is 0.513.

So it can be interpreted that every increase in Reward (X2) by 1 unit will increase work motivation (Y) by 0.513 units assuming that other variables have constant values. The coefficient is positive, meaning that the higher the reward (X2), the higher the work motivation (Y).

The regression coefficient value of the punishment variable (X3) is positive, which is 0.295. So it can be interpreted that every 1 unit increase in punishment (X3) will increase work motivation (Y) by 0.295 units, assuming that the other variables remain the same. The coefficient is positive, meaning that the higher the punishment (X3), the higher the work motivation (Y).

Hypothesis testing

Hypothesis testing in this study uses multiple linear regression analysis. This analysis is used to determine the effect of several independent variables (X) on the dependent variable (Y). Hypothesis testing is carried out using the t-test, f-test and coefficient of determination test. The regression model in this study is as follows.

T-test or Partial Test

T-test or Partial Test is used to determine whether in the regression model the independent variables (X1, X2, X3) partially have a significant effect on the dependent variable (Y) or not. The purpose of the partial test is to determine how far the influence of the independent variables (X) on (Y) is partially. Hypothesis testing will be carried out using a significance level of 0.05 (a = 5%) (because it is two-sided, so the significance level is 0.025). Determination of the T table in this study is, by using the following formula (Df = n - k - 1), then the degrees of freedom (db) = 50-3-1 = 46 are obtained, then the T table value = 2.013.

The testing criteria in the t-test or partial test in this study are as follows :

1. if sig <0.05 or the calculated t value> from the t table then H0 is rejected H1 is accepted, this means that there is an influence between the independent variable and the dependent variable partially.
2. if sig> 0.05 or the calculated t value <from the t table then H0 is accepted and H1 is rejected, this means that there is no influence between the independent variable and the dependent variable partially.

Results of t-Test or Partial Test

Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2,035	1,304		4,050	,000		
KOMUNIKASI INTERNAL (X1)	,373	,083	,548	2,291	,007	,329	2,712
REWARD (X2)	,513	,147	,386	3,840	,002	,467	2,425
PUNISHMENT (X3)	,295	,081	,262	2,399	,012	,304	3,376

Dependent Variable: MOTIVASI KERJA (Y)
Source: SPSS Processed Data V23, 2024

Based on table 4.13 above, the following conclusions can be drawn:

Based on table 4.13, it can be seen that for the Internal Communication variable (X1), the t count is 2.291 and the t table is 2.013 and a significance value of 0.007 is obtained. Because t count> from t table (2.291> 2.013) and the sig value <0.05 (0.007 <0.05) with a positive regression coefficient value for the Internal Communication variable (X1), it can be concluded that H1 is accepted.

Based on table 4.13, it can be seen that for the Reward variable (X2), the t count is 3.840 and the t table is 2.013 and a significance value of 0.002 is obtained. Because t count> from ttable (3.840> 2.013) and sig value <0.05 (0.002 0.05) with the regression coefficient value of the Reward variable (X2) which is positive, it can be concluded that H2 is accepted. This means that the rewar influence on work motivation of PT. Galaxy Ocean Shipyard Tanjungpinang employees.

Based on table 4.13, it can be seen that for the punishment variable (X3), the t count is 2.399 and the t table is 2.013 and a significance value of 0.012 is obtained. Because the t count> from the t table (2.399> 2.013) and the sig value <0.05 (0.012 <0.05) with a positive regression coefficient value for the punishment variable (X2), it can be concluded that H3 is accepted. This means that punishment has an effect on Work Motivation of PT. Galaxy Ocean Shipyard Tanjungpinang employees.

F Test or Simultaneous Test

The f test or Simultaneous Test is used to determine whether the independent variables (X1, X2, X3) together have a significant effect on the dependent variable (Y). The F test basically shows whether all independent or free variables included in the model have a joint influence on the dependent / bound variable. This test also uses a significance level of 5% or 0.05 (because it is two-sided, so the significance level is 0.025). Determination of the F table in this study is by using the following formula df = k (independent variable) -1 = 3- 1 = 2, df2 = n-k-1 (50-3-1 = 46), then the F table value = 3.20.

The testing criteria in the t test or partial test are as follows :

1. if sig <0.05 or the calculated F value> from the F table then H0 is rejected H4 is accepted, this means that there is an influence between the independent variable and the dependent variable simultaneously.
2. if sig > 0.05 or the calculated F value < from the F table then H0 is accepted and H4 is rejected, this means that there is no influence between the independent variable and the dependent variable simultaneously.

Results of the f-Test or Simultaneous

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	247,657	3	82,552		
	Residual	135,063	46	2,936	78,116	,000[b]
	Total	382,720	49			

a. Dependent Variable: MOTIVASI KERJA (Y)

b. Predictors: (Constant), PUNISHMENT (X3), REWARD (X2), INTERNAL COMMUNICATION (X1)

c. Source: SPSS V23 Processed Data, 2024

From the test results presented in table 4.10, it can be seen that all independent variables in this study, namely the variables of Internal Communication (X1), Reward (X2), Punishment (X3) together (simultaneously) have an effect on the dependent variable of Work Motivation (Y). This can be proven from the F-count value of 78.116 and the significance value of 0.000. Because the significance value is less than 0.05 (0.000 <0.05) and the F-count value> F-table (78.116> 3.20), it can be concluded that H4 is accepted. Thus, internal communication (X1), reward (X2), punishment (X3) together (simultaneously) have an effect on work motivation (Y) on employees of PT. Galaxy Ocean Shipyard Tanjungpinang.

The determination coefficient

The determination coefficient is used to determine the percentage of the contribution of the influence of independent variables (internal communication, reward, punishment) simultaneously to the dependent variable (work motivation). This coefficient shows how much percentage of the contribution of the influence given by the independent variable to the dependent variable, or the variation of the independent variable used in the model does not explain any variation in the dependent variable.

In this study, to see the magnitude of the determination coefficient, the adjusted R Square value is used. This is because the adjusted R Square value is usually used to measure the contribution of influence if the regression uses more than two independent variables. Adjusted R square is the adjusted R square value.

the influence of internal communication (X1), reward (X2), punishment (X3) together (simultaneously) to work motivation (Y). The results of the determination coefficient can be seen in table 4.15 as follows.

Determination Coefficient Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,804[a]	,641	,625	1,014	1,797

a. Predictors: (Constant), PUNISHMENT (X3), REWARD (X2)
b. KOMUNIKASI INTERNAL (X1)
c. Dependent Variable: WORK MOTIVATION (Y)
d. Source: SPSS V23 Processed Data, 2024

From table 4.11 above, it is known that the Adjusted R Square value obtained is 0.625 or 62.5%. This shows that the percentage contribution of the influence of the independent variables Internal Communication (X1), Reward (X2), Punishment (X3) together (simultaneously) to the dependent variable Work Motivation (Y) is 63%. While the remaining 37% is influenced by other variables that are not included in this research model. These variables are placement, workload, and work environment.

RESULTS AND DISCUSSION

This study was conducted to determine the extent to which internal communication, rewards, and punishment influence work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang using multiple linear regression analysis. Based on the analysis and discussion conducted, the following conclusions were obtained.

1. Internal communication affects work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang. This means that the better the internal communication established within the company, the higher the work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang.

2. Rewards affect work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang. This means that the more rewards provided by the company, the higher the work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang
3. Punishment affects work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang. This means that the better the punishment policies implemented by the company, the higher the work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang.
4. Internal communication, rewards, and punishment simultaneously influence work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang. This means that the improvement of internal communication, rewards, and punishment will collectively enhance work motivation among employees of PT. Galaxy Ocean Shipyard Tanjungpinang.

CONCLUSION

This research was conducted to find out how much influence internal communication, rewards and punishment have on work motivation in PT employees. Galaxy Ocean Shipyard Tanjungpinang using multiple linear regression analysis. Based on the results of the analysis and discussion carried out, the IS conclusion was obtained Internal communication influences work motivation of PT. Galaxy Ocean Shipyard Tanjungpinang employees. This means that the better the internal communication that exists within the company, the greater the work motivation of PT employees. Galaxy Ocean Tanjungpinang Shipyard.Next Rewards influence work motivation in PT. Galaxy Ocean Shipyard Tanjungpinang employees. This means that the increasing rewards provided by the company will increase work motivation among PT employees. Galaxy Ocean Tanjungpinang Shipyard. And Punishment affects work motivation of PT. Galaxy Ocean Shipyard Tanjungpinang employees. This means that the better the punishment determined by the company, the greater the work motivation of PT employees. Galaxy Ocean Tanjungpinang Shipyard. AS WELL AS internal communication, reward, punishment together (simultaneously) influence work motivation of PT.Galaxy Ocean ngpinang employees. This means that the increasing internal communication, rewards, punishment will increase work motivation among PT employees. Galaxy Ocean Tanjungpinang Shipyard.

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