

## **THE RECRUITMENT PATTERN IN THE PPS AND KPPS TO GET INTEGRATED ELECTION**

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### **Abstract**

*The implementation of the qualified and integreted election is one of the most problem in the development of democracy in Indonesia. One of important factor in the process of the election is organizer. A profesional organizer, independent, and equatable is an important factor for the election quality. In the some of the last election, both the election of legislative and excecutive (president and local goverment), the issue of the organizer suspected not independent, and do cheating always coloring the sue in the dispute of election result. The problem appointed in this study is what the causes factors of weak organizer in the village level (PPS), and in the polling (KPPS). How the recrutment process in the PPS and KPPS to get the qualified and integreted election is correlated with the recrutment pattern of organizer as well. The study aimed to find the best pattern of recrutment. The result shall find the causes factors of weak organizer in the its stages, operational mechanism and recrutment process to deal with regulation election. This research applied the theory of democracy and election, election management body, and recrutment. The technical methodes such as descriptive with qualitative approach to collect the data by FGD, documentation, and deep interview to get detail explanative of the past election. The study case was taken in the South Tangerang distric.*

**Keywords** : *election, management body election, recrutment.*

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### **INTRODUCTION**

Indonesia, as one of the largest democracies in the world, has had such a long experience in the process of election (election), ranging from legislative elections, presidential elections and the election of Regional Head and Deputy Regional Head. In the process of election administration, one key to success lies in the election organizer. Through the election organizer of integrity, independent and professional election is expected to be qualified and accepted by all parties. Instead the election is considered full of fraud and manipulation, would lead to many lawsuits could even happen rejection and violence. Based on the evaluation of the organization of elections in 2014, LP3ES through research stated that one of the critical points of fraud in the election administration are on the professionalism and independence of the organizers at lower levels such as PPS and KPPS. The same data obtained from the research in collaboration with the Electoral LIPI Research Institute (ERI) which stated that the greatest chances of fraud are in the ad hock electionorganizer, namely the PPK, PPS and KPPS.

Honorary Council Election (DKPP) himself said that most of the election organizers sentenced to dismissal sanctions for violating the code of ethics and the principles of the election organizer is

PPK, PPS and KPPS. Data from DKPP mention that dismissal to the CO percentage reaches 60% of the total number of complaints and to PPS as much as 29% of the complaints, hit by sanctions dismissal. Kekurangcermatan KPPS and PPS work as an organizer on the lower level also can we look at the number of recommendations for the General Elections Supervisory Committee does polling or counting / recapitulation repeated at some polling stations and PPS. Kekurangcermatan weakness and this happens for several reasons, including the lack of clarity of the working mechanism of election organizers and PPS KPPS level because of the lack sosialisasi and debriefing, also due to poor recruitment patterns. It is as stated by FadilAbidin (KPPS at TPS 52 Medan) in writing regarding the evaluation of election organizers uploaded on social media. The pattern of recruitment is a major issue, because it is through this recruitment of personnel who occupy adhoc committee determined its quality. Recommendation that the recruitment pattern KPPS, PPS and PPK was also addressed by the Commission Sumenep are feeling the effects of the weak KPPS and PPS, so it should be re-voting in some places.

## METHODS

This type of research is qualitative research with descriptive research. In this study informant directed to be able to describe / discuss their problems in the recruitment of electoral administration in PPS and KPPS level as well as the various issues surrounding it, including internal factors as well as internal in the mechanism of action of those who can support or impede their performance. The paper also considers a subjective role of each informant in obtaining information. In other words the "emic" is highlighted by describing the information obtained based on the statement, thought patterns and interpretations of informants so that will be obtained data is hidden.

## RESULTS

### *Factors Causes Weak performance PPS and KPPS*

Democratic elections, the existence of credible election management bodies is very important. Legitimacy of the election could be damaged if this institution in favor of one or more contestants, inadequate planning, implementation phasing of elections is not neat, discriminatory voter registration, vote counting was not transparent, and so on. The credibility of the election management bodies can be maintained if the attention to some things in design and how to act. Electoral institutions must be able to operate free of interference and may be responsible for the entire election process.

In addition to responsibilities in the electoral process consisting of several stages, the election organizer is also responsible for the political education of voters and ensure that election officials and staff responsible for administering the elections do their job properly. In the organization of the legislative elections, President and Vice President, as well as the election of Regional Head and Deputy Head of Region, conducted by the General Election Commission (KPU). According to Law No. 15 In 2011, the Commission is organizing institutions Election which is national, permanent and independent. KPU jurisdiction covers the whole of Indonesia, it is a permanent institution (and not ad hoc), and should not be interfered by any party. In the General Election Commission assisted by the organizers below, namely Provincial and Regency / City permanent and PPK, PPS and KPPS that are ad hoc committee (provisional).

Based on the data collected, in any election administration is always an issue that's been the subject of a lawsuit the parties when the election result is considered cheating. This in turn raises the issue of distrust in the election results and may ultimately reduce the legitimacy of the election results. Allegations of fraud is widely considered to occur at levels PPK, PPS and KPPS. Therefore, based on the data in the ad hoc agency DKPP most frequently reported for violations of ethics and also in the case of disputes vote in the Constitutional Court.

The problem that often reported are related to the implementation of PPS and KPPS tasks in updating the voters' data, choosing the invitation card penyampaikan (C6 form), the implementation of

the voting and counting until the recapitulation. Reporting concerning alleged inaccuracies in carrying out data collection and updating of voter data, denial of rights of voters with no record of their names in the DPT or does not provide invitations to choose, errors in the counting process and the recapitulation, the alleged fraud through sound trading or other fraud. Despite what is alleged is not always entirely true, but in some cases the command to re-voting, the vote count recapitulation birthday or anniversary in KPPS level, PPS or PPK show their poor performance. Not to mention the decision DKPP in the form of a written warning or dismissal will also be an indicator of poor performance.

Based on interviews and focus group discussions, it was found that the factors that cause poor performance and KPPS PPS are:

In the ad hoc nature (while) it. Because the ad hoc nature makes the lack of responsibility of PPS and KPPS in performing the task. For them because his job is temporary, there is no certainty the source of life. Thus, this work is considered as a side job. Especially if you see a minimum age requirement of 25 years, the vast majority of people at that age have a job already quite established.

Coaching is not done continuously and thoroughly to all members of PPS and KPPS. Often, technical guidance (bimtek) conducted by the Tender / town or the CO does not involve all members of PPS or KPPS, but only on their respective representatives. If that gets bimtek can not convey properly to his friend bimtek material received it stands to reason that an understanding of the duties and obligations are not all know

The workload disproportionate to the compensation granted. In the PPS Act and KPPS many duties and authority at the time of running the election stages, but on the other hand the right to a decent honorarium hard to come by. Indeed, in some areas that have a sizeable budget resources, salaries and KPPS PPS could be a bit higher, but the condition of uniformity is also often creates jealousy and lack of morale for poor regions. Not to mention the threat to those who make mistakes very tight either criminal sanctions or fines in the form of money.

Dependence on government facilities. Because of its adhoc also forces them not to have a permanent office and must rely on government facilities, both about the place, infrastructure and human resources. Whereas on the one hand and KPPS PPS must be independent (standalone), neutral and professional. Under conditions of the local political elite to run and often PPS and KPPS into the arena of intervention for the parties.

The issue of recruitment of ensuring that energy is not enough PPS and KPPS professional and independent. This is due to the absence of the stages in the recruitment process and only base ourselves on good relations with the elite urban / rural.

### ***Factors Affecting Recruitment Process***

In an effort to gain power in the electoral administration and KPPS PPS level, Act No. 15 of 2011 has provided the setting of the mechanisms of recruitment and candidate requirements and KPPS PPS.

Mechanism Recruitment PPS and KPPS, referred to are as follows: For the recruitment PPS regulated in article 43 which reads as follows: PPS formed by Regency / City KPU no later than six (6) months prior to the holding of elections and disbanded later than 2 (two) months after polling day. Further recruitment arrangements in Article 44 paragraph (2) which provides that Members are appointed by the PPS Regency / City on the proposal together with the head of the village / sub-district and village consultative body / council wards. Recruitment mechanisms such as those mentioned above as stipulated in Law No. 15 of 2011, raises the issue because it depends on a proposed village head / village and village consultative body / council wards. Therefore, in Law No. 10 of 2016 article 19, this provision was changed by stating that the admission selection PPS members openly conducted with due regard to the competence, capacity, integrity and independence of the prospective members of the PPS.

As for the recruitment mechanism KPPS set forth in article 46 of Law No. 15 of 2011 which in essence merely states that as many as 7 people KPPS members, appointed and dismissed by the PPS on behalf of the chairman of the Regency / City. The appointment and dismissal of members of KPPS shall be reported to the Regency / City.

Further regulation of the provisions of this law stipulated in Commission Regulation No. No. 43 of 2013 on Work Procedures KPU, Provincial KPU / KIP Aceh and KPU / KIP Regency / City, Formation and Work Procedure PPK, PPS and KPPS in the Implementation of Election Governor and Deputy Governor, Regent and Vice Regent, and / or the Mayor and Deputy Mayor and was followed by a Commission Circular Letter No. 324 / KPU / VI / 2016 dated June 14, 2016, concerning recruitment PPK, PPS and KPPS.

In the PKPU, arranged on the process of recruitment of members PPK, PPS, PPSLN, KPPS and KPPS LN. Unlike the process of forming KDP through several stages starting from pendaftaran announcement, the registration, research administration, written test, interview selection and announcement of the selection, but in these rules for the recruitment of PPS and KPPS not regulated in detail and rigorous recruitment as KDP. In the PKPU, recruitment PPS and KPPS simply by coordinating with the villages / wards and selection requirements only. Commission Regulation organize, in search of prospective members of PPS and KPPS, Regency/ City through KDP asked for the names recommended to become a candidate member of PPS. And for KPPS, PPS coordinate with RT / RW to get a polling station officials. Thus it can be said that in the recruitment process of PPS and KPPS first importance is the eligibility for all prospective PPS and KPPS.

Related conditions, such prospective member PPK, PPS and KPPS in Law and PKPU no different. The requirements are; Indonesian citizens; aged a minimum of 25 (twenty five) years; loyal to Pancasila as the state, the Basic Law of the Republic of Indonesia Year 1945, and the ideals of the Proclamation of August 17, 1945; integrity, a strong personal, honest and fair; not be members of political parties who expressed such a declaration is valid or sekurang-kurangnya within a period of five (5) years will no longer be a member of a political party that is evidenced by a certificate from the management of the political party; domiciled in the working area PPK, PPS, KPPS, PPLN, and KPPSLN; capable physically and spiritually; lowest educated high school or equivalent for PPK, PPS and PPLN; and never been sentenced to imprisonment by a court decision which has obtained permanent legal force for committing a criminal offense punishable by imprisonment of five (5) years or more.

PKPU have made a breakthrough in efforts to overcome the problems associated with the requirement that candidates can not be met in one area, but did not do so to regulate recruitment mechanisms KPPS PPS and so the results could be better. Breakthrough related requirements, such as the command for the Tender / City to facilitate health requirements and other requirements in coordination to stakeholders such as educational institutions, health centers / hospitals or courts. PKPU and circular also add one other requirement which is not regulated in the Act which provided that each member of the PPK, PPS and KPPS only be a member of the ad hoc committee for two terms. Restrictions of this period on the one hand have a positive impact because it gives an opportunity to the citizens who have never so organizers can feel so organizers and can prevent PPS and KPPS already twice the period to make efforts fraud by utilizing the existing gap based on previous experience.

Problems in the recruitment process and KPPS PPS as stipulated in the Act and PKPU are; The recruitment process is not done openly with clear phases, as well as the recruitment stage of the Regency / City or KDP. Prose recruitment KPPS PPS and it provides the space and the possibility of nepotism ketidakmandirian them in charge because it is still quite dependent on the Head of Village / Village and Village Representative Board / Village Board for PPS and depending on the Chairman of RT / RW for KPPS election. In fact, as is known, as are incumbent who is running the main problems is the lack of neutrality of bureaucracy, including the village chief / village to RT / RW; Lack of socialization about the recruitment process and KPPS PPS to the public, so that information about this process only to the elite circle at the village / village; The limited time period of recruitment and recruitment is already coincide with the stages of implementation. It makes PPK, Regency / City did not have enough time to capture and filter out people who are able and potential to become a member of PPS and KPPS; Terms candidate PPS and KPPS too burdensome. In the Law and its implementing rules (PKPU) requirements for the candidates is almost the same with the prospective members of the Regency / City permanent. With a minimum age requirement of 25 years for the PPS and KPPS make

trouble for people with this age have largely worked. Likewise, the education level requirements, the district court letters and letters of spiritual physical health of the Hospital. Although there are laws that do KPU discretion through PKPU No. 3 in 2015, but the requirements are quite long discourage people who would like to participate as a candidate; The presence of government intervention and political parties in the recruitment process. Intervention is happening because of the dependence on personnel recruitment Village / Village and BPD / Dekel is deemed to know the existing human resources in the urban / village and also dependency on infrastructure facilities / infrastructure for PPS office. This gives room negotiations could occur in the provision of such facility.

### ***Efforts to Do***

Based on the issues described above, it can be prepared the following recommendations. The recruitment process of PPS and KPPS done openly with multiple stages, as was done in the recruitment process KDP. In the recruitment stage held socialization phase before registration announcement stage. This socialization period is prepared 2-3 months before the start of the stage. For the Tender / State budget must be provided in the introduction. The socialization process is also applied to the process of KDP stages. In an effort to disseminate information on recruitment and preparing candidates who are competent to participate and involve community organizations, religious leaders, universities, NGOs and other democracy activists.

Lighten the eligibility of candidates and KPPS PPS. Although at this time the Commission put through the efforts deskresi to the Act when the requirements as stipulated by the Law can not be met, but should it need to be set explicitly in the Act so that the discretionary actions of the law is not necessary. Some of the requirements that need to be reviewed, among others, the age requirement is at least 25 years previously changed to a minimum of 18 years. In addition the level of education, because in some remote areas are still difficult to find a level of high school education for KPPS. What is important is the skilled writing, reading and arithmetic. Likewise with the requirements relating to the terms of the court never sentenced to imprisonment, just made a statement signed by the corresponding hand on the stamp. So too for the letters other statements as devoted to God Almighty, faithful to Pancasila and the 1945 Constitution; domiciled in the territory assignment, does not need to be written in several letters written statement but enough in a waiver of stamp duty.

## **CONCLUSIONS**

Election is one of the benchmarks in the development of democracy. Every country that declared itself a democracy strives to hold elections as a means of choosing political leaders regularly conducted, honestly and fairly. To be able to hold elections that are honest, fair and integrity, one of the factors that determines the election organizers. The existence of credible election management bodies is very important. Legitimacy of the election could be damaged if this institution in favor of one or more contestants, inadequate planning, implementation phasing of elections is not neat, discriminatory voter registration, vote counting was not transparent, and so on. The credibility of the election management bodies can be maintained if the attention to some things in design and how to act. Electoral institutions must be able to operate free of interference and may be responsible for the entire election process.

To obtain a quality election administration and integrity required personnel are professional organizers, competence and integrity. And personnel in question may be obtained from the recruitment process right / ideal. Organising elections in Indonesia based on Law No. 15 of 2011 consisting of the Commission and all the subordinates, Bawaslu also and all subordinates, as well as the Honorary Board of Election. Besides KPU, Provincial KPU, Regency / City KPU, Bawaslu and Bawaslu province that are fixed (permanent), at the executive level below there is also the organizer of the elections that are adhoc like PPK, PPS, and KPPS. They were on duty during the elections and dismissed stage when the stage is over.

Although the ad hoc nature (not permanent) but PPS and this KPPS mmiliki considerable role, and many of those who claim that electoral fraud is often done by this ad hoc committee. The study found the following; Factors that cause poor performance and KPPS PPS is: because the adhoc nature

itself that makes the election organizer adhoc feel uncertain source of income then dikadikan sideline; the absence of continuous and comprehensive guidance; The third dependency on government facilities; The fourth workloads that are not comparable with the compensation given and the fifth for recruitment patterns are used; While the factors that influence the recruitment process is less effective to produce professional election management and integrity caused by the absence of clear stages in recruitment; lack of socialization recruitment before the announcement; a short time and coincide with the election stages; requirements are too burdensome; the lack of public participation and government intervention / by political parties; Keep their recruitment patterns that have a clear stages, massive socialization process, the involvement of community organizations, orga, universities and NGOs; requirements are not onerous for candidates for election organizers.

### ***Recommendation***

Need no recruitment patterns that can guarantee to produce adhoc election organizers competent, professional and integrity. Need technical guidance for adhoc election organizers that have been selected are continuous and thorough. Tender / City needs to have comprehensive data on workers organizing adhoc (PPK, PPS and KPPS) with all their records, including the achievement and quality and are not / lack integrity.

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