



Adhoc Election Supervisor's Recruitment Method to Realize Quality Human Resources

Zulkifli Sultan

Faculty of Economics, Universitas Terbuka

Corresponding Author: Zulkifli Sultan zulkifli_sultan@ecampus.ut.ac.id

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ABSTRACT

The purpose of this study is to find out the problems in the implementation of the recruitment of ad hoc election supervisors and the right strategy to produce quality human resources for election supervisors. Based on the existing phenomenon that the quality of human resources for election supervisors is still lacking, the public interest is lacking so in the recruitment process sometimes extensions are always carried out even if the number of registrants is lacking. So the process of choosing good human resources is not optimal because there is no choice. This research will use a qualitative approach, namely by collecting data in the field. The data collection technique that will be used is by interviewing 6 informants, direct observations, and analyzing documents collected from data and information starting from the recruitment of the 2015 Regent and Deputy Regent Regional Head Elections (Pilkada). Governor and Deputy Governor 2018 and Election of Regional Heads (Pilkada) of Regents and Deputy Regents 2020. The recruitment of ad hoc election supervisors has undergone several changes and improvements which have increased significantly because socialization and coordination processes have been carried out with local parties in the sub-district area so that the information process is widely open.

INTRODUCTION

Election of Regional Heads which is usually abbreviated as Pilkada is a means of realizing people's sovereignty as well as a means of actualizing the participation of the holders of sovereignty in determining public office, where the position of the people in the Pilkada is not an object for exploitation of their support, but must be placed as a subject, including in guarding the integrity of the General Election. The other is through the supervision of the General Election. The implementation of the Regional Head Election is an effort to organize politics and the government through a political process designed to provide space for political forces and the public to be involved in determining public officials. This is a big challenge to be able to realize the enforcement of people's sovereignty. In voting, elections are honest, fair, and democratic so that all parties, both winners and losers, can receive the election results with satisfaction.

The implementation of the Pilkada is so vulnerable to conflict and problems, of course, it cannot be left without an institution to oversee its implementation, there must be an institution that oversees implementation. Substantially, the birth of Bawaslu is expected to be able to advance and strengthen supervision over the General Election or Pilkada. Based on the organizational structure, Bawaslu has levels of organizational structure ranging from the central Bawaslu, Provincial Bawaslu, Regency/City Bawaslu, Panwascam, and PPL levels to TPS.

In organizing the Pilkada, one of the preparation stages is the recruitment of Adhoc institutions owned by Bawaslu. This strategic institution functions to carry out technical work in the field, such as supervision. Supervision is one of the most important components in organizing and can determine the success or failure of an election. Supervision is the activity of observing, reviewing, examining, and assessing the electoral process following established regulations. The existence of ad-hoc supervisors is very important in supervising the implementation of elections so that they are by the principles of direct, general, free, confidential, honest, and fair elections. The ad hoc supervisors have a strategic function and role in the effort to create a democratic election administration

Theoretically, the recruitment of organizers is one of the important points to achieve quality elections because the elected people can work according to the mandate of democracy and applicable laws, not easily intervened by any party. The presence of an institution that organizes elections is an institution that is professional, independent, and has integrity, which is important in the implementation of democratic elections, professionals are free from intervention, and control of the government in power, because the quality of elections is the main indicator in the democratic process (Suha,A. Ma'ruf. 2014).

As part of its supervisory duties, the East Luwu Regency Panwas before being changed to East Luwu Regency Bawaslu took part in the recruitment process for election supervisors. In the recruitment process for election supervisors carried out by the East Luwu Regency Bawaslu, they faced many

challenges in the field when recruiting because East Luwu Regency had a fairly large area, administratively divided into 11 sub-districts and 127 sub-districts/villages, in addition to the incomplete supporting secretariat facilities in the process of implementing the Subdistrict Panwaslu recruitment became an obstacle to the selection process. In the vulnerable time of the 2015 - 2020 simultaneous regional elections, the East Luwu Regency Bawaslu experienced difficulties in recruiting election supervisors, this is proven by the fact that in the field there are several sub-districts, every recruitment is always extended for registration, in 2015 it was carried out 2 (two) times. registration extension, in 2018 2 (two) times the registration extension period was carried out and in 2020 only 1 registration extension period was carried out.

The cause is the lack of enthusiasm and public interest in being in the election supervisory ranks, as well as several factors such as there, are several areas where people prefer to work as employees at PT. Vale. In addition, there is a lack of information obtained by the community regarding the recruitment of election supervisors because the distance to get information is quite far from the sub-district office. Some also think that the income from being an election supervisor is less than being an employee, farmer, or fisherman. However, the East Luwu Regency Bawaslu continues to strive to improve services to obtain election supervisors who have the quality, capacity, integrity, and independence of human resources for election supervisors in actively organizing elections/pilkada as the motto of Bawaslu, namely together with the people, supervise elections, together Bawaslu uphold election justice.

Recruitment is defined as a series of activities to find and attract job applicants with the motivation, abilities, skills, and knowledge necessary to meet the needs identified in employee planning. Furthermore, the recruitment process is carried out, the second stage is employee selection which aims to select workers who meet the requirements, both in quantity and quality. While the quality of human resources is individuals who can provide distribution to companies with aspects determined based on their education and experience (Tari JN Syafitri, 2019). In principle, what is called recruitment is the process of finding and attracting applicants to become employees at and by certain organizations. Recruitment is the process of finding and withdrawing applicants who are interested and have the qualifications for the required vacancies (Sulistiyani & Rosidah, 2018)

Quality of work refers to the quality of human resources according to Mututina (2001:205) in Sofiyah Eka (2016:144) the quality of resources refers to: 1). Knowledge is an employee's ability that is more oriented towards intelligence and thinking power as well as broad knowledge mastery owned by employees. 2). Skills, abilities, and operational technical mastery in certain fields owned by employees. 3). Abilities are abilities that are formed from several competencies possessed by an employee which include loyalty, discipline, cooperation, and responsibility. The quality of human resources is the most important factor in the success of an organization, the higher the quality of human resources, the better the work performance that will be produced. Good employee performance will greatly facilitate a company or

organization to achieve the desired goals (Afrizal, 2014: 5) in Ferdy Leuhery (2018:119)

In the course of the simultaneous Regional Head Elections (pilkada) in the 2015-2020 period, based on these problems in the process of forming members of the sub-district election supervisory board, it was found that the formulation of the problem was what were the problems in the recruitment of the District Election Supervisory Board and the right strategy to produce Human Resources, in this case, the ranks of qualified election supervisors. The purpose of this study is to find out what are the problems in the recruitment of election supervisors, and secondly to find out the right strategy to produce a qualified human resource figure in this case the ranks of election supervisors.

THEORETICAL REVIEW

A. Recruitment

Recruitment is defined as a series of activities to find and attract job candidates with the necessary motivation, abilities, skills, and knowledge to meet the needs identified in the employee plan. Then the recruitment process is carried out, the second stage is employee selection which aims to select a workforce that meets the requirements, both in quantity and quality. Meanwhile, the quality of human resources is an individual who can provide distribution to companies with aspects determined based on their education and experience (Tari JN Syafitri, 2019). In principle, what is called recruitment is the process of finding and attracting applicants to become employees at and by a particular organization. Recruitment is the process of finding and withdrawing applicants who are interested and have the qualifications for the vacancies needed (Sulistiyani & Rosidah, 2018). In terms of employee costs carried out by public and private organizations, the following recruitment techniques are known:

1. Centralized Recruitment Techniques

This technique is very suitable if an agency has a large number of employees and still requires a large number of employees, so for recruitment, it is better to choose a centralized recruitment technique. This recruitment technique is more efficient considering that once you do recruitment, you can recruit a large number of employees to meet the needs of several departments and automatically save costs.

2. Decentralized Hiring Techniques

Decentralized recruitment techniques are usually used by relatively smaller agencies, for limited recruitment needs and within an agency having various types of employees. This kind of recruitment is used for positions of a special nature, for example for professional, scientific, or administrative positions for certain agencies.

Almost all agencies use decentralized recruitment techniques. The consideration used to choose this technique is that with this technique agencies can directly control the recruitment process. Weaknesses that may arise in a decentralized recruitment technique are that the

relationship with the central government will be cut off so that the central government loses control of the recruitment process.

3. Name Request

Engineering name request (a combination of politics and civil service). This combination technique between politics and civil society is a recruitment process that involves the values of political responsiveness and managerial efficiency. Example: Recruitment based on the needs of employees in an agency. Selected officials asked certain bureaucrats to see if someone met certain qualifications. Then they will be advised by bureaucrats. However, supporters of this technique argue that through this technique agencies can interview and pre-select applicants who meet the qualification requirements.

B. Quality of Human Resources

Quality of work refers to the quality of human resources according to Mututina (2001: 205) in Sofiyah Eka (2016: 144) the quality of resources refers to:

1. Knowledge is the ability possessed by employees who are more oriented towards intelligence and thinking as well as mastery of broad knowledge possessed by employees.
2. Skills, abilities, and operational technical mastery in certain fields owned by employees.
3. Abilities, namely abilities that are formed from several competencies possessed by an employee which include loyalty, discipline, cooperation, and responsibility.

The quality of human resources is the most important factor in the success of an organization, the higher the quality of human resources, the better the work performance that will be produced. Good employee performance will greatly facilitate a company or organization to achieve the desired goals (Afrizal, 2014: 5) in Ferdy Leuhery (2018: 119).

METHODOLOGY

This research approach uses a qualitative approach. In qualitative research, the researcher acts as a human instrument, and with participant data collection techniques and in-depth interviews, the researcher must interact with data sources. Thus, qualitative researchers must know the person who provides the data, namely by collecting data in the field. This research was conducted in East Luwu Regency, South Sulawesi Province, involving members of the East Luwu Bawaslu and East Luwu Bawaslu staff.

Data collection techniques are the methods taken to obtain the necessary data so that the data obtained are perfect and can be accounted for. The data collection technique that the researcher uses is an interview by asking questions and the interviewer providing answers to the questions posed. In this case, the author uses a technique with direct interviews. In addition to interviews, in this study, in addition to trying to collect documents as written material to complete

data that is considered still lacking. Data were collected starting from the 2015 Regional Head Election (pilkada) for the Regent and Deputy Regent. The election of the Regional Head (pilkada) for the Governor and Deputy Governor Election of the Regional Head (pilkada) for the Regent and Deputy Regent in 2020, especially at the sub-district Panwas recruitment stage and conducting interviews with informants, In this case, the leadership and staff of the East Luwu Bawaslu, Panwascam, Pemuda, the reason these three elements were used as informants was that they wanted to know for sure the situation at the time of recruitment of ad hoc supervisors.

RESULTS

The first Regional Head Election was held in East Luwu Regency in 2005 using the legal basis of Law Number 32 of 2004 Law Number 1 of 2015 concerning Stipulation of Government Regulations in place of Law Number 1 of 2014 concerning Elections for Governors, Regents, and Mayors Become Law (UU on Pilkada). UU no. 1 of 2015 was amended by Law Number 8 of 2015 concerning Amendments to Law Number 1 of 2015 concerning the Stipulation of Government Regulations in place of Law Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors into Laws (Law on Amendments to Law No. on the Law on Regional Elections).

Then, Law no. 8 of 2015 was amended again by Law Number 10 of 2016 concerning the Second Amendment to Law Number 1 of 2015 concerning the Stipulation of Government Regulations in place of Law Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors into Laws (UU concerning the Second Amendment to the Law on Pilkada). Until recently, Perpu Number 2 of 2020 concerning the Third Amendment to Law Number 1 of 2015 concerning the Stipulation of Government Regulations in place of Law Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors to become Laws.

Pilkada simultaneously in 2015 for the first time in 269 regions (9 provinces, 224 districts, and 36 cities). In the academic text of the second amendment of Law Number 8 of 2015 concerning Amendments to Law Number 1 of 2015 concerning the Stipulation of Perpu Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors into Law, it is stated that the holding of simultaneous Regional Head elections (Pilkada) at the level of Governor and Mayor / Regents to streamline and streamline the process of selecting state administrators. Furthermore, in 2018 the regional head election (Pilkada) is a national political agenda by holding regional head elections simultaneously, in 171 regions.

The 2018 regional elections were held in 17 provinces, 115 regencies, and 39 cities through a direct election system, one person one vote. Then in 2020 regional head elections (Pilkada) will simultaneously be held in 9 provinces, 224 regencies, and 37 cities.

A. Implementation of the 2015 Regional Head Election (Pilkada) Recruitment

1. Announcement

During the announcement process for the Sub-district Panwas registration, the East Luwu Regency Panwas issued Announcement Number: 002/Panwas-Lutim/V/2015 concerning the Registration of Candidates for Sub-district Panwas Members, East Luwu Regency Panwas Members to the District for posting of Panwascam recruitment information and newspaper print media. Due to the limited human resources at that time, considering that the appointment time for the Regency Panwaslu Member with the Panwascam recruitment stage was carried out at a 2 (two) week interval, at the beginning of the recruitment of the East Luwu Regency Panwaslu Member who went directly to the field due to the absence of staff.

2. Form Taking

In the process of taking the form, it is divided into 2 places, namely the East Luwu Bawaslu Secretariat.

3. Registration (Return of the Form)

The process of registering and returning the registrant files for Panwascam candidates is carried out at the Panwaslu secretariat of East Luwu Regency.

4. File Administration Announcement

In the process of announcing the file administration, several sub-districts have fulfilled their registration quotas, except for Tomoni Timur, Angkona, Mangkutana, Towuti, Wasuponda, and Nuha.

5. Registration Extension

At this stage, because there are still sub-districts that have not met the quota of 2 (two) times the need, an extension of registration is carried out.

6. Announcement of Pass File

After the extension of registration, especially for the East Tomoni District, there are still problems, namely, there is no one to register, therefore since Tomoni District exceeds the registration quota, some of the registrants are transferred to East Tomoni District. other districts. The results of the file verification were then announced by the Panwas of East Luwu Regency through the Announcement of Research Results of Administrative Files for Candidates for Members of the Sub-district Panwas Number: 007/Panwaslu-Lutim/V/2015.

Table 1. List of Participants who Passed the File Research

No	Subdistrict	Number of Registrants		Total
		L	P	
1	Burau	6	3	9
2	Wotu	7	1	8
3	Tomoni	3	-	3
4	Tomoni Timur	4	1	5

5	Mangkutana	4	1	5
6	Kalaena	4	1	5
7	Angkona	4	2	6
8	Malili	3	1	4
9	Wasuponda	4	1	5
10	Towuti	3	2	5
11	Nuha	6	3	9
Amount		48	16	64

Source: 2015 Election Panwaslu Final Report

7. Written Test

On Monday 18 May 2015 the Written Test was held at SMAN 1 Malili

8. Interview Test

At this stage it is carried out at the Panwaslu Secretariat of East Luwu Regency, At this stage, it is carried out at the Panwaslu Secretariat of East Luwu Regency, the mechanism carried out during the test is that participants wait in the waiting room and are called one by one into the room and then interviewed directly by 3 (three) East Luwu Bawaslu leadership.

9. Announcement of Interview Test Results

At this stage, referring to the 2 (two) tests that have been passed by the participants, namely the written test and the interview test, the East Luwu Panwaslu Leader made a plan and the results of the Plano determined 33 names to be appointed as Panwascam. The results of the decision were also included in the Minutes of the Plenary Meeting on the Appointment of Sub-district Panwas Members Number: 005/BA/Panwas-Lutim/VI/2015 dated June 3, 2015.

10. Inauguration

On Thursday 11 June 2015 at the Sasana Praja Hall of the East Luwu Regent's Office where the inauguration of the Panwascam was held and was ratified as a Member of the District Supervisory Committee through the Decree of the Election Supervisory Committee of East Luwu Regency Number: 004/SK/Panwas-Lutim/VI/2015 dated 11 June 2015 Regarding the Appointment of Members of the Election Supervisory Committee for the Districts of East Luwu Regency in the Context of the 2015 Election of Regents and Deputy Regents.

B. Regional Head Election (Pilkada) in 2018

1. Announcement

During the announcement process for the Sub-district Panwas registration, the East Luwu Bawaslu staff were dispatched to the Sub-district for posting the Panwascam recruitment information and distributing it through billboards posted on protocol roads.

2. Form Taking

In the process of taking the form, it is divided into 2 places, namely the East Luwu Bawaslu Secretariat and the District Office.

3. Registration (Return of the Form)
The registration and return of the Panwascam candidate registrar files are carried out at the Panwaslu secretariat of East Luwu Regency.
4. Announcement of Passing the File
At this stage, almost all sub-districts have fulfilled their registration quota, except for the East Tomoni sub-district
5. Registration Extension
At this stage, because there is still 1 (one) sub-district that has not fulfilled the registrant quota, namely East Tomoni, an extension of registration is carried out.
6. Announcement of Pass File
After the extension of registration, especially for East Tomoni District and Kalaena District, there are still problems, namely, there is no one person registering for East Tomoni District and only 2 (two) registrants from Kalaena District, therefore, since Tomoni and Mangkutana Districts exceed the registration quota, some from the registrants were transferred to the Districts of East Tomoni and Kalaena, seeing also that the Districts of Tomoni and Mangkutana were the closest sub-districts from the other sub-districts.

Table 2. List of Participants who Passed the File Research

No	Subdistrict	Number of Registrants		Total
		L	P	
1	Burau	6	3	9
2	Wotu	7	1	8
3	Tomoni	3	-	3
4	Tomoni Timur	4	1	5
5	Mangkutana	4	1	5
6	Kalaena	4	1	5
7	Angkona	4	2	6
8	Malili	3	1	4
9	Wasuponda	4	1	5
10	Towuti	3	2	5
11	Nuha	6	3	9
Amount		48	16	64

Source: 2018 Election Panwaslu Final Report

7. Written Test
On Thursday, October 5, 2017, the Written Test process was carried out in the Hall Building of the East Luwu Regency Education Office.
8. Interview Test
At this stage it was carried out at the Panwaslu Secretariat of East Luwu Regency, the mechanism used during the test was that participants waited in the waiting room and were called one by one into the room and then interviewed directly by 3 (three) East Luwu Bawaslu leaders.

9. Announcement of Interview Test Results

At this stage, referring to the 2 (two) tests that have been passed by the participants, namely the written test and the interview test, the Chair of the East Luwu Panwaslu conducted a Plano and the results of the Plano determined 33 names to be appointed as Panwascam.

10. Inauguration

The inauguration of the Supervisory Committee was held in the Sasana Praja Hall of the East Luwu Regent's Office.

C. Regional Head Election (Pilkada) in 2020

1. Socialization

This stage will begin on 6-12 November 2019. In this activity, the East Luwu Bawaslu invites the public to participate in the registration of the Panwascam and inform the public regarding the recruitment of the Panwascam.

2. Registration Announcement

This stage was carried out from 13–26 November 2019. In this activity, the East Luwu Bawaslu was divided into 3 (three) teams to attach information on the recruitment of election supervisors in the sub-district. In addition, information regarding registration announcements is also disseminated through social media, print media, media banners, and the East Luwu Bawaslu website

Attachments to the completeness of the 2020 Panwascam requirements:

- a) Photocopy of Electronic ID card
- b) 5 recent 4x6 photos with a red background
- c) Photocopy of the latest education diploma which is legalized/legalized by an authorized official
- d) Curriculum Vitae
- e) Certificate of physical and mental health from a government hospital or health center
- f) A letter free from narcotics abuse from a hospital or health center that can be submitted before the inauguration
- g) Permission letter from direct supervisor for civil servants
- h) Statement letter
 - Loyal to Pancasila as the basis of the state, the 1945 Constitution of the Republic of Indonesia, the Unitary State of the Republic of Indonesia, Bhinneka Tunggal Ika, and the ideals of the Proclamation of 17 August 1945;
 - Willing to resign from the management of community organizations that are legal entities and not if elected
 - Has never been sentenced to imprisonment based on a court decision that has obtained permanent legal force for committing a crime punishable by imprisonment of 5 (five) years or more;
 - Resign from membership of a political party for at least 5 (five) years at the time of registering as a candidate

- Have never been a member of the campaign team of one of the pairs of candidates for President and Vice President, Candidates for members of the House of Representatives, Regional Representatives Council, and pairs of candidates for Regional Head and Deputy Regional Head for at least a period of 5 years
 - Willing to work full time
 - Resign from political positions, government positions, and/or state-owned/regional-owned enterprises at the time of registration;
 - Not in a marriage bond with a fellow Election Organizer.
 - Willing to resign from political positions, government positions, and/or state-owned/regional-owned enterprises during the membership period if elected
 - Free from drug abuse
 - Never been dishonorably dismissed from the election administration by DKPP, Bawaslu, Regency/City Bawaslu, KPU, or Regency/City KPU.
3. File Registration and Receipt
 This stage is carried out from 27 November – 3 December 2019. In this activity registration and receipt of files are carried out at the East Luwu Bawaslu office.
4. Research on Document Completeness of Administrative Requirements
 This stage is carried out from 27 November – 4 December 2019. In this activity, research on the completeness of the files is carried out by the East Luwu Bawalu staff and screening of applicants' files.

Table 3. Number of Recipients of Candidates for Panwascam in East Luwu Regency

No	Subdistrict	Number of Registrants		Total
		L	P	
1	Burau	7	2	9
2	Wotu	5	1	6
3	Tomoni	4	-	4
4	Tomoni Timur	9	-	9
5	Mangkutana	4	1	5
6	Kalaena	7	-	7
7	Angkona	2	1	3
8	Malili	7	4	11
9	Wasuponda	2	4	6
10	Towuti	5	4	9
11	Nuha	1	3	4
Amount		53	20	73

5. **Announcement of Extension of Registration Time**
This stage was announced on December 5, 2019. In this activity, the East Luwu Bawaslu again invited the public to participate in registering as candidates for Panwascam and to post in the sub-districts, in addition, information regarding registration announcements was also spread through social media.
6. **Receipt of Registration Documents during the Extended Registration Period**
This stage is carried out from 6-10 December 2019. In this activity registration and receipt of files are carried out at the East Luwu Bawaslu office.
7. **Research Administration File Registration in the Period of Extension of Registration**
This stage is carried out from 6 - 11 December 2019. From the results of the research on the administration of the East Luwu Bawaslu files, 5 registrants were found.
8. **Announcement of Administrative Research Results**
This stage was announced on December 12, 2019. In this activity, the East Luwu Bawaslu was divided into 3 (three) teams to carry out postings in the sub-district, in addition, information about the results of administrative research was also distributed through social media, print media, media banners, and the Bawaslu Luwu website. East.
9. **Sub-District Panwaslu Candidate Registrants' Responses and Inputs from the Community**
This stage is carried out from 12 -15 December 2019. In this process there are 3 community responses from East Tomoni, the responses that are included discuss the Panwascam registration information so that it is disseminated to remote villages, especially for East Tomini District so that the representation of the indigenous people is more widely represented. prioritize.
10. **Written Test**
This stage is carried out from 13 - 17 December 2019. The implementation of the written test in the 2020 Regional Head Election (Pilkada) is different from the previous Pilkada, the difference is that previously the written test became a Socratic-based online written test for Candidates for Sub-district Panwaslu Members in the 2020 Pilkada, Implementation of the Test Socratic was held simultaneously throughout Indonesia on Friday, December 13, 2019. The Online Written Test was held in the computer room of SMAN 1 Luwu Timur, starting at 08.00 - 21.00 WITA. The total number who took the written test was 73 people and 4 people were declared absent. The mechanism for the Written Test is to divide the participants into 4 sessions.
11. **Interview Test**
This stage is carried out from 13 - 17 December 2019. The interview test is carried out at the Media Center of the East Luwu Bawaslu Office and lasts for 3 (three) days, starting at 08.00 - 24.00. The total number of those

who did the interview test was 73 people. The mechanism carried out during the test was that participants waited in the waiting room and were called one by one into the room, it was also seen that in the room the committee had prepared a recording device to record every participant who entered the room, after leaving the room participants were directed to fill out Google Forms.

12. Announcement of Interview Test Results

This stage was carried out on December 18, 2019. The total number of participants who passed the interview stage was 33 people.

13. Appointment of Supervisory Committee

This stage was carried out starting December 22, 2019. The inauguration of the District Supervisory Committee took place at the Lagaligo Hotel, also attended by Ir. H. Muhammad Thorig Husler (East Luwu Regent) Asriadi, SE, MH (Provincial Bawaslu Leader) and Chairman & Members of East Luwu KPU

Based on Panwascam recruitment data since 2015–2020, there are several sub-districts that always extend registration, even in 2015 and 2018 recruitment, there is 1 (one) sub-district, namely East Tomoni which does not have a single registrant so it must take it from the nearest sub-district. Then the limited time for socialization regarding registration as election supervisor was carried out by the Election Supervisory Committee for East Luwu Regency. This factor is due to the short time between the socialization process to the registration announcement process and the limited support and secretarial facilities, coupled with the difficulty of the large area and geographical location consisting of Mountains, Coastal Lakes, and Oceans and the expanse of land in the East Luwu region so that socialization is only carried out in certain places such as at the sub-district office

DISCUSSION

In the process of implementing the written test in the 2020 Regional Head Election (Pilkada) there are significant differences in its implementation, namely:

1. In 2015-2018 the written test was conducted offline.
2. In 2020 the written test will be conducted online using the Socrative application.

Offline and Online methods each have advantages and disadvantages. For the online test system, participants work on questions using the Socrative application, after completing the questions, the participant's scores will automatically appear on the monitor screen and be more transparent in the assessment. Meanwhile, the drawback is that there is instability in the internet network in the exam process, let alone its implementation in locations that are not well connected to the internet. For offline tests, participants work on written questions, after completing the questions, the results are not immediately known by the participants while the advantages are that there are no obstacles regarding the internet network.

Based on the results of interviews conducted with 28 (twenty) informants consisting of the District Supervisory Committee and youths, it was found that there were problems in the recruitment of election supervisors at the sub-district level, namely:

1. Uneven socialization

From the results of interviews conducted, there are 80% of respondents said that the socialization carried out by Bawaslu so far has been lacking because many do not know, therefore information about the recruitment of election supervisors is not evenly distributed to the community so the potential of the community who may have a lot of skills and knowledge is not channeled because of information and not conveyed.

2. Information on registration announcements that do not reach rural areas.

3. The income (salary) of being an election supervisor is considered not commensurate with the risk of an election supervisor. As evidenced by the results of interviews, there are several sub-districts located in the mining industry area whose people choose to work as employees at PT. Vale. The community considers that being an employee is considered more proud and the income as an election supervisor is smaller than working in the mining industry. In addition, several sub-districts located in agriculture, fisheries, and animal husbandry areas think that their income is higher than being an election supervisor.

4. Lack of public knowledge about the duties of a supervisor so some people think that being a supervisor is difficult.

5. The spirit of the competitors is very low where the community considers that if there are still former election supervisors who competed, the new registrants have a relatively small chance of passing.

6. The required documents that must be submitted are quite complicated, such as for example to complete the requirements for a certificate of physical and mental health, the management can only be done at the Government Hospital in Palopo City which is located quite far away due to the incomplete facilities at the Regency Hospital. East Luwu.

Based on the results of research conducted on the recruitment mechanism for ad hoc election supervisors so far, there have been several changes and improvements that have increased considerably, where in 2015 - 2018 as many as 2 (two) times the extension phase was carried out as a result of people having paradigms and perceptions about being election supervisors. it is not a promising and seasonal job so the desire and motivation to register and be a part of the recruitment process are lacking. In addition to the often extended registration period, the recruitment method in 2015-2018 is still a manual/offline system, both at the registration stage and during the exam, so there are error spaces and games at this stage, the potential for cheating such as KKN in the offline written exam stage. The practice of KKN not only destroys morale but also the potential of the resources produced are not of high quality because elements like this like kinship do not pay attention to skills and knowledge.

In contrast to 2020, the process has begun to improve, namely by increasing the socialization process and the coordination process with local parties in the sub-district area so that this information process is widely open. Finally, for recruitment in the 2020 election, the extension was only carried out 1 time compared to the previous 2 (two) times, besides that the registration process can be done online, by taking forms, and uploading documents without having to go directly to the Regency Bawaslu office. In addition to registration, the exam process also uses an online system, which is more transparent. These changes are to obtain human resources who have basic knowledge of elections

The recruitment process carried out resulted in a much better quality of human resources because the processes carried out to produce them also improved quality, starting from the file acceptance strategy to exams carried out using system assistance, the current system is a tool/technology that makes it easier and more accountable.

CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

Based on the results of the research, the problems in forming ad hoc supervisory ranks were caused by uneven socialization, information regarding registration announcements that did not reach the villages, the community paradigm related to income (honor) as election supervisors was considered not commensurate with the risks as election supervisors and the lack of community knowledge about the duties of a supervisor.

B. Recommendation

The strategy was carried out to improve the recruitment process by increasing coordination with the sub-district regional government, besides that the steps taken are maximizing all types of publications through print media, social media, online media, media billboards, banners, pamphlets, posters in a massive and structured manner so that the public widely aware of the recruitment of election supervisors and touched all circles. further, Collaborate with Universities, Community Organizations, and Youth Organizations to socialize the recruitment of election supervisors, and simplify the requirements for election supervisor candidates, especially in terms of age and documents completeness of requirements, especially physical and spiritual certificates, and the registration process can be done online, a written exam with a system online.

FURTHER STUDY

The limitation of this research is the literature regarding the quality of human resources associated with online-based recruitment methods. So for further research, it is hoped that looking at the quality of human resources can add selection variables, regulatory variables, and even policy-making. Comprehensive selection can add effect to the increase in obtaining quality human resources or related policies by tightening the process at each stage of

the selection so that the resources obtained have the capabilities and capacities according to standards.

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