



Implementation of E-Learning and Normative Commitments Towards the Performance of Kpps Members (Voting Organizing Group) in the 2024 Elections in Cirebon Regency

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ABSTRACT

In performance, it is very important to pay attention to things that need to be supported in order to improve and provide maximum work results. Then from this the researcher conducted a research which was very interesting to research, the research conducted by the researcher analyzed how the implementation of E-learning and Normative Commitment affected the performance of KPPS (Voting Organizing Group) members in the 2024 elections in Cirebon Regency. The purpose of this study is to find out whether e-learning and normative engagement will affect the performance of KPPS (voting organization group) members in the 2024 Cirebon Regency election. Data search was conducted by the researchers by distributing questionnaires to KPPS members in Cirebon Regency. Quantitative research method was used. The subjects of this study were members of KPPS (voting organization group) in Cirebon Regency and the sample included 130 respondents. In this study, data was processed using SPSS version 22. Data was tested using validity and reliability test of the questionnaire and multiple regression analysis with T-test and F-test to prove the hypotheses. The findings show that e-learning has a positive and significant impact on performance, normative commitment has a positive and significant impact on performance, and both the two variables e-learning and normative commitment have a positive and significant impact on performance.

INTRODUCTION

The development of science and technology is very fast and even easy to access, resulting in intense competition in the business world. This has become a benchmark for many business circles to improve the quality of their performance. In general, an organization or company does not only want to improve the quality of its performance but also wants every employee to excel, or improve their performance. In achieving this goal, an organization's work is influenced by many factors, one of which can influence performance is if an employee is able to face difficulties or the work that has been assigned and can adapt to the environment well.

At this time, performance is really needed and supported to be better because if performance weakens it will result in something that will cause them to experience physical and psychological conditions. Human resources are an important factor that cannot be separated from all activities of an organization or company in achieving a goal. Because, with them, activities within the organization or company will continue to run. Human resources are also one of the determinants of the development of an organization or company. For this reason, employees are expected to improve their performance so that the goals of an organization or company can be achieved well. The better the human resources you have, the better the condition of an organization or company will be, and vice versa.

Performance is influenced by many factors. These include two types of factors: external and internal. The factors themselves are knowledge, skills, abilities, work motivation, personality, attitudes and behaviors that affect performance. External factors include leadership style and the relationship between a person and the work environment in which he or she works.

In 2019, there was a democracy party held by our country, namely Indonesia. This gives us an idea of the importance of taking part in the activities carried out therein, and involving ourselves in a committee that was formed and established for the holding of a General Election (Election) at that time. The committee in question is the KPPS (Voting Organizing Group) which was formed by the PPS (Voting Organizer).

This is so, there were various factors in the matter at that time, the General Election (Pemilu) which took place in 2019 had provided a lot of sad news regarding the issue of a KPPS (Polling Organizing Group) member who had died. Based on the results of an interdisciplinary study at Gajah Mada University (UGM), several factors that caused all of these things were, firstly, the cause of the member's death was natural and was thought to be due to a history of cardiovascular disease. Second, the average workload of KPPS officers is high before, during and after election day. On average, KPPS officers work 20-22 hours on voting and vote counting days. Apart from that, KPPS officers also work 7.5-11 hours to prepare TPS and 8-48 hours to prepare and distribute notification letters to voters. Third, there are obstacles related to technical guidance (bimtek), logistics and health. Fourth, the impact of workload that is too high and a history of previous illness causes or increases the risk of death and morbidity among

election officials. Fifth, there are various psychological problems present among both healthy and sick election officials, such as anxiety and physical stress reactions. These psychological problems arise due to the heavy and excessive workload of police officers, which leads to significant levels of fatigue (fisipol.ugm.ac.id, June 25, 2019).

Province	Number of Deaths
Jawa Barat	177 Jiwa
Jawa Timur	82 Jiwa
Jawa Tengah	44 Jiwa
Sumatera Barat	1 Jiwa
Bengkulu	7 Jiwa
Kepulauan Riau	4 Jiwa
Lampung	23 Jiwa
Sumatera Selatan	25 Jiwa
Jambi	6 Jiwa
Riau	7 Jiwa
Banten	29 Jiwa

Source: Kompas.com

Based on a press release from the Ministry of Health received in Jakarta, Thursday (16/05/2019). As quoted, the number of sick and dead victims was the result of an investigation by the Ministry of Health in 28 provinces as of May 15 2019.

This gives an idea of something that has been done and wants to be done in something that we will determine. The importance of being aware of something that has happened gives us knowledge about ourselves

Maintained and growing performance will have a positive impact on the organization or business institution concerned. For public organizations, it will improve and increase trust, also gradually increase company profits, and if it can continue to be maintained and improved, it will produce sustainable profits. (Hakim 2014) This is so, that several things that we have grasped and we try to apply in an organization will create an image or benchmark for performing very, very well.

Technology has a big and significant impact on everyone's life. This is due to the increasing development of technology from time to time and is

supported by the internet. Until now, the internet has become a necessity for society, because the internet supports all community activities in terms of communication and information, and makes it easier for everyone, whether working, studying or carrying out other activities. The internet is a social media network that changes the entire structure of people's lives, from economic, social and cultural aspects. This is very influential in creating a performance that is getting faster and faster when using internet technology.

In the 2024 election, the General Election Commission (KPU) provides services in the form of an Information System and Recapitulation (SIREKAP) application to ensure that voters' voting results can be recorded properly.

E-learning is an illustration and something that we will determine in electronic learning. It has been widely accepted in all fields of education and academic institutions. There is extensive debate regarding the general definition of the concept of e-learning. As a construct, it includes various learning methods, applications, processes and academic fields (Rodrigues, H., Almeida, F., Figueredo, V & Lopes 2021)

On February 14 2024, this happened again and became a historic political year for the journey of democracy in our country, Indonesia, namely by holding a General Election (Pemilu) for the City/Regency DPRD, Provincial DPRD, DPR RI, DPD RI, and President with held simultaneously in all cities and even provinces in Indonesia. This provides a big picture for all of us to be able to know and understand how the political system exists in Indonesia. Not only that, in a General Election (Election) there is a group of organizers which we can call KPPS (Polling Organizer Group).

KPPS (Voting Organizing Group) was formed by a Voting Committee (PPS) which was formed to carry out voting at polling stations (TPS). The KPPS members themselves consist of 7 people with one Chairman who is also a member, and 6 other members, these can be formed and determined from the local community who can be used as a (TPS) voting place.

Information	amount
PPK	200
PPS	1.272
Calm supporters	80
Secretariat PPK	120
Secretariat PPS	1272
Member KPPS	48.566
Order Officer TPS	13.876

The total number of committees for the 2024 Cirebon Regency Election

Source: KPU Kabupaten Cirebon

Even though in the 2019 election there was a lot of sad news because many KPPS members died, in the 2024 election there will still be many people interested in becoming KPPS members.

Normative commitment is something that everyone will do and everyone determines in an organization. This becomes a benchmark for all people who have obtained and held a job. (Allen and Meyer 1990)

The research conducted research to discuss the implementation of e-learning and normative commitment on the performance of KPPS (Voting Organizing Group) members in the implementation of the General Election (Pemilu) in February 2024 in Cirebon Regency

THEORETICAL BASIS

E- LEARNING

E-learning is an approach that uses internet networks to create digital transformation of teaching and learning processes (Sundayana, R. 2016).

Usability is an ability that software has provided to users in completing something they want to do. Usability can be interpreted as the usability of the software providing the level of convenience provided by a device or system for use by users. Usability itself has five dimensions that can be used by users of the software itself. These usability dimensions are, learnability, efficiency, memorability, errors, and satisfaction. First, there is what is called Learnability, which emphasizes the ease of learning the software used or the ease provided by the software in completing user tasks. Then secondly there is Efficiency, which refers to efficiency or the speed of the user in operating the system being used. Third, there is Memorability, this places more emphasis on how the software is used so that it is easy for users to remember after not using it for a long time. Fourth, there is an error, which refers to an error that the user finds when operating the software directly. Finally, there is Satisfaction, which is a user's satisfaction when using the software (Nirmala 2020)

Normative Commitment

In this case, normative commitment is defined as feelings that arise in a person, such as responsibility, loyalty and moral obligation towards an organization. In this case, the type of commitment in this research can arise from a person's work ethic culture which causes them to feel obliged to stay in the organization. Then, this normative commitment is very different from affective commitment and continuance commitment, because it shows a need to be connected with the goals and mission of the organization, and also does not show the extrinsic exchanges explicitly involved in such a relationship.

(Richter, Carlos, and Beber n.d.) stated that: "normative commitment is a type of individual commitment to an organization where the individual feels they have a moral obligation or moral responsibility towards the organization."

(Richter, Carlos, and Beber n.d.) stated that there are several indicators or signs that someone has normative commitment to the organization. The following are several indicators of normative commitment according to Robbins and Judge:

Moral obligation or moral responsibility: Individuals with normative commitment tend to feel that they have a moral obligation or moral responsibility towards the organization. These individuals tend to consider the impact of their actions on the organization before making decisions.

1. Loyalty: Individuals with normative commitment tend to feel loyal to the organization and will maintain a relationship with the organization in the long term, even if they get better opportunities elsewhere.
2. Belief in organizational values: Individuals with normative commitment tend to have confidence in organizational values and feel that the organization provides important benefits for them.
3. Identification with the organization: Individuals with normative commitment tend to identify themselves with the organization and feel that the organization is an important part of their identity.
4. Difficulty leaving an organization: Individuals with normative commitment tend to find it difficult to leave an organization, because they feel that the organization provides benefits that are very important to them and they do not want to lose these benefits.

Performance

Furthermore, performance is an employee's performance which is a reflection of their loyalty where they work (Anjani 2017). Performance is the result of employees' work in terms of various aspects such as quality, quantity, working hours, collaboration, etc., to achieve the set goals in an organization (Sutrisno, 2019: 172).

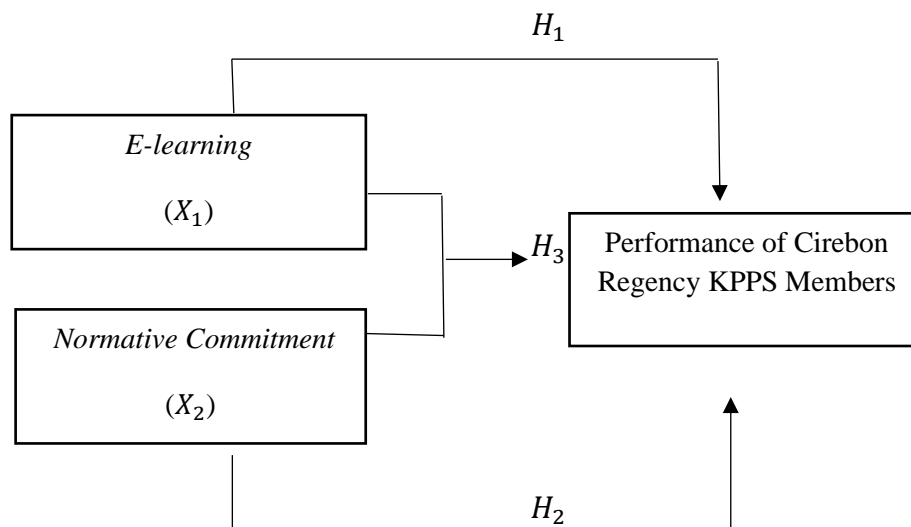
(Khairizah et al. 2016) states that performance has dimensions and performance indicators, namely:

Quality has 5 (five) indicators, namely:

- a. Employees can carry out work assigned by their superiors
- b. Employees are on time in completing work
- c. Employees work together with others
- d. Don't delay work
- e. Good cooperation
 - a. Quantity has 5 (five), namely:
 - a. Be patient in facing the task
 - b. Work with enthusiasm
 - c. Be thorough when on duty
 - d. Responsible and
 - e. Employees have an understanding of their duties

- b. Timeliness has 5 (five) indicators, namely:
- Be disciplined about timing
 - Can improve self-quality
 - Come to the office on time
 - Get home from work on time
 - Increase cooperation

FRAMEWORK



Based on the theoretical studies and thought framework explained above, the hypothesis in this research is

H₁ : E-learning influences the performance of KPPS (Voting Organizing Group) members in the 2024 elections in Cirebon Regency.

H₂ : Normative Commitments influence the performance of KPPS (Voting Organizing Group) members in the 2024 elections in Cirebon Regency.

H₃ : E-learning and Normative Commitment both influence the performance of KPPS (Voting Organizing Group) members in the 2024 elections in Cirebon Regency.

RESEARCH METHODS

In this study, the researcher used quantitative methods as the aim is to analyze the relationship between variables and explain the findings of the study. Quantitative research methods are methods that examine a problematic form of a phenomenon that occurs and look at possible relationships between variables in the problem being set. The relationship or connection in question can be causal or functional (Indrawan and Yuniawati, 2014:51).

The method of data collection in the conducted study was to distribute questionnaires to the respondents in the form of questions on self-identity and variables. Apart from this, another method of data collection was literature

review. In this study, library survey was conducted through information distributed on the internet, national and international journals, papers, and theories supporting research.

Population, Sample Size, and Sampling Techniques

The population in this study were members of the KPPS (Voting Organizing Group) in Cirebon regency. The samples taken were 130 respondents.

Data and sources

Researchers choose this data to be used in research, this data is primary data and secondary data. Primary data is data generated from a respondent. The primary data in this research are the results of a questionnaire and the results of direct observations from several members of the KPPS (Voting Organizing Group) to obtain the information that will be needed. Then, there is secondary data which becomes additional data for the researcher obtained indirectly. indirectly through an intermediary medium, namely through books, documents, articles and various publications from various relevant agencies.

Data Collection Techniques and Variable Measurement

In this research, researchers carried out a data collection technique which was carried out using library techniques or direct field research. This library research is through library research or literature study by studying, researching, reviewing relevant literature through books, journals, articles and previous research. Meanwhile, field research techniques are carried out by observation and distributing questionnaires to all respondents. In this case, the questionnaire contains a statement about the characteristics of the respondent and a statement regarding an indicator or variable. Measurement of this variable uses a Likert scale: Strongly agree (weight 5), Agree (weight 4), Moderate/Neutral (weight 3), Disagree (weight 2) and Strongly disagree (weight).

Data Analysis Technique

The data analysis technique used by researchers uses statistical techniques such as validity tests and reliability tests. In this case, the researcher carried out an analysis test for a questionnaire using multiple linear regression analysis with an F-test and T-test to prove a hypothesis. This multiple linear regression analysis is an analysis to determine the effect of more than one independent variable on the dependent variable.

Data Testing and Data Analysis

Testing the data in this research uses a validity test to find out whether each statement made is valid or not. Then test the reliability to find out whether each answer given by the respondent is reliable or not. Meanwhile, multiple linear regression analysis is to determine the effect of E-learning (X_1) and Normative Commitment (X_2) on Performance (Y).

Partial Significance Test (T-Test) by Ghozali (2013:99) states that a statistical T-Test basically tells us how much an independent variable influences a dependent variable. The test was carried out at a significance level of alpha 5% ($\alpha = 0.05$).

Hypothesis Testing Joint Significance Test (F-Test) by Ghozali (2013:98) states that the statistical F-test basically indicates whether all the independent variables (independent variables) included in the model have a common effect on the dependent variable (dependent variables). The test was performed by comparing the calculated F -value with the F-table at an error level of 5% ($\alpha = 0.05$).

RESEARCH RESULT

Validity Test

Tabel 1. Result Validity Test

E-learning		Normative Commitment		Performance	
R Count	R Table	R Count	R Table	R Count	R Table
0,433	0,1449	0,552	0,1449	0,797	0,1449
0,421	0,1449	0,513	0,1449	0,755	0,1449
0,476	0,1449	0,576	0,1449	0,703	0,1449
0,355	0,1449	0,675	0,1449	0,865	0,1449
0,353	0,1449	0,614	0,1449	0,766	0,1449
				0,760	0,1449
				0,786	0,1449
				0,771	0,1449
				0,779	0,1449
				0,698	0,1449
				0,741	0,1449
				0,729	0,1449
				0,627	0,1449
				0,750	0,1449

Source: Results of data processing using SPSS 22

The results of the data test shown in the above table indicate that all the propositional indicators of this research variable are considered valid as they have the calculated r value $>$ r table. Therefore, it can be said that the statements regarding the variables of e-learning, norm commitment and performance can be used as measurement instruments in this study.

Reliability Test

This reliability test uses the Alda-Crabach formula. If r count (alpha) $>$ r table, the instrument is considered reliable. The results of the reliability test of the research instrument are shown in the following table:

Table 2. Reliability Test Results

Research Variable	<i>Alpha Cronbach</i>	Information
X_1	0,781	Reliable
X_2	0,815	Reliable
Y	0,952	Reliable

Source : Result of data Processing Using SPSS 22

The r table value obtained is 0.1449, so it varies. Since the calculated r value (alpha) $>$ r table, we can say that X_1 , X_2 , and Y are reliable or trustworthy.

Multiple Linear Regression

T Test Results

Table 3. T Test Results Table

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23,242	3,709		6,266	,000
	Elearning	,333	,152	,150	2,187	,031
	Normative Commitment	1,548	,176	,605	8,800	,000

a. Dependent Variable: Performance

Source : Results of data processing using SPSS 22

H₁ test: Significance value 0.031 and t-count 2.187 > t-table 1.65685. Hence, we can conclude that H₁ is accepted. It means that there is an effect between variable X₁ (e-learning) and variable Y (employee).

Performance

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TEST RESULTS F

The analysis is based on comparisons with F significance value of 0.05 or 5%. If the regression model value is below 0.05, the regression fit value indicates good results. However, if it is above 0, the regression fit value is not adequate or good.

Table 4. F Test Results Table

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3483,656	2	1741,828	47,878	,000 ^b
	Residual	4620,313	127	36,380		
	Total	8103,969	129			

a. Dependent Variable: Performance

b. Predictors: (Constant), Normative Commitment, Elearning

Source: Results of data processing using SPSS 22

Based on the test results in the above table, we can conclude that Sig 0.000 < 0.05 and the F value calculated from F table 3.07 is 47.878 > Therefore, the third hypothesis is accepted as both variables X₁ and X₂ have an influence on variable Y.

Coefficient of Determination
Table 5. Coefficient of Determination Test Results
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,656 ^a	,430	,421	6,032

a. Predictors: (Constant), Normative Commitment, Elearning

Source: Results of data processing using SPSS 22

Based on the analysis results in the table above, the adjusted R value is 0.421, which indicates that the variation in all independent variables can explain up to 42.1% of the variation occurring in the dependent variable. The remaining 57.9% can be influenced by factors outside the scope of this study.

DISCUSSION

1. *The Effect of E-learning on Performance*

Based on the results of hypothesis testing shown in Table 3, Hypothesis 1 shows that e-learning has a positive and significant effect on performance, which means that the implementation of the Sirekap application used by KPPS to record voting results can be used properly. This is also in line with the findings of a study conducted by (Ulum, Sihabudin, and Nurwanda 2018) that the entire Sirekap application worked as intended and all stages of the Sirekap application process were carried out as completely as possible.

2. *The Effect of Normative Commitment on Performance*

Based on the hypothesis testing results shown in Table 3, we can see that hypothesis 2 indicates that normative commitment has a positive and significant impact on performance. This indicates that the higher an employee's normative commitment, the better their performance. The results of this study are consistent with previous studies (Ariyani and Sugayanto 2020) that prove that normative commitment has a positive and significant impact on performance. Normative commitment is the obligation to survive in an organization due to moral obligations and responsibilities. Normative commitment in this study consists of indicators of moral obligation or moral responsibility to the organization, loyalty to the organization, belief in the organization's values, identification with the organization, and difficulty leaving the organization (Richter, Carlos, and Baber n.d.). Employees with high norms will continue to strive to be a part of the organization because they feel that being part of the organization benefits them. These employees also feel obligated to do their best to get what they get from the company. This attitude impacts the performance of employees within the company.

CONCLUSION

Based on research that researchers have conducted in this study, performance is very important in improving something to be done. In general, an organization does not only improve the quality of performance, but an organization wants several people in a performance to have more expertise and have an achievement that will be built and demonstrated in order to improve the expertise or potential they have.

Then, performance also plays a very important role in providing something that someone already has. In this case, the performance of KPPS Members has a very important role in their responsibility for organizing the 2024 General Election (PEMILU). Not only that, KPPS Members in 2024 will be more sophisticated in carrying out the recording of the results of the ballot papers that will recapitulation as a whole, one of the applications used in the recapitulation is the Information and Recapitulation System (SIREKAP) where the application is used to ensure that the voting results of voters can be recorded properly. This is an attraction that researchers have tried to examine in order to determine the performance of KPPS Members in Cirebon Regency in their role as organizers by looking at a related variable, namely, the existence of E-learning and Normative Commitment which influence the performance of KPPS Members in Cirebon Regency.

The researcher has conducted the study using validity and reliability tests to determine whether the data surveyed is valid. The researcher distributed questionnaires with 130 samples taken to KPPS members in Cirebon Regency. Then, the researcher performed an analytical test using multiple regression analysis and found the results of managing the data based on the variables that are the researcher's goal to achieve the desired results. In this case, the survey conducted on the implementation of e-learning and normative commitment on the performance of KPPPS (voting organization group) members in the 2024 election in Cirebon Regency has yielded results and it can be concluded that e-learning has an effect. It is positive and has a significant impact on performance. Normative commitment has a positive significant impact on performance. H. In this case, the higher the normative commitment, the higher the performance.

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