

Regional General Election Commission Performance Konawe Regency, Indonesia

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Abstract— General Election is the process of selecting leaders to fill certain political positions. who are diverse, ranging from the president, people's representatives at various levels of government, to village heads. Elections as a mechanism for selecting and delegating or handing over sovereignty to trusted persons or parties. This study aims to analyze and describe efforts to improve the performance of the Regional General Election Commission of Konawe Regency. The research time is November-December 2021 using a qualitative approach with the help of purposively selected questionnaires. The data obtained were then analyzed interactively including the stages of data collection, data reduction, data presentation and drawing conclusions. The results of the study indicate efforts to improve the performance of the Regional General Election Commission of Konawe Regency through: a) training in the form of Technical and Structural training, b) Rewards in the form of salaries, bonuses, and allowances, c) Creating a comfortable work environment and having adequate facilities, and d) Communication or exchange information.

Keywords— Performance, General Election Commission, Konawe.

I. INTRODUCTION

Performance in an organization is one element that cannot be separated in carrying out organizational tasks, both in government and private institutions. The election of regional heads is a very important instrument in the implementation of regional government based on the principles of democracy in the regions. Through the General Election, the people can choose who will be their leaders and representatives in the process of channeling aspirations, which in turn determines the future direction of a country.

General elections have several functions that cannot be separated from one another. First as a means of political legitimacy. This legitimacy function is primarily a need of the government in a political system that accommodates the prevailing election format. Through elections, the legitimacy of the ruling government can be enforced, as well as the programs and policies it produces.

The Regional General Election Commission of Konawe Regency is an institution that has been designated as the organizer of the general election, as well as the election of the Regional Head. During the implementation of regional head elections, the General Election Commission is tasked with carrying out activities to prepare for regional head elections, planning activities, and determining the results of regional head elections. As the organizer of the implementation of the General Election and Regional Head Election, the success rate of the implementation of the General Election and Regional Head Election is largely determined by the organizer.

The Regional General Election Commission as the organizer of the Regional Head general election, is always experiencing dynamics and changes caused by environmental changes, so that the organization needs to adapt to these changes to be more effective, efficient, competitive, adaptive and responsible in achieving goals. Organizations experience

changes in order to achieve goals, not only because the environment in which the organization is located has changed, but also organizational goals. This is a must so that the organization can adapt to the problems, demands and desires of the community. This change in objectives will become a guideline, reference and at the same time measure the performance of the organization concerned in carrying out its duties, authorities and obligations.

The existence of the Konawe Regency Regional General Election Commission is very interesting to conduct an assessment of its performance as an institution that administers the 2018 regional head and deputy regional head elections, considering the dynamics that exist in society are very high and varied. This can be seen by the many aspirations and criticisms from the community, although problems and obstacles are problems in the stages, programs and schedules of holding simultaneous regional head elections in 2018.

Based on the explanation, it reflects that there is still the performance of the Regional General Election Commission of Konawe Regency which needs to be studied. Thus, what is the hope of the Government, the community and all interested parties can be achieved optimally. Of course, this problem does not have to be allowed to happen continuously, but it needs serious attention from various parties.

II. LITERATURE REVIEW

Indonesia is a country that adheres to a democratic system. Democracy in Indonesia is divided into four periods, namely the period of constitutional democracy, the period of guided democracy, the period of Pancasila democracy and the period of democratic reform [1];[2]. Democracy refers to the concept of state life in which citizens participate in government through elected representatives, the government encourages and guarantees freedom of speech, religion, opinion, association, upholding the "rule of law", the existence of a

majority government that respects the rights of minorities and people who its citizens treat each other the same [3];[4].

Democracy is a form of government that is organized and organized based on the principles of popular sovereignty, political equality, consultation or dialogue with the people (popular consultation) and based on the rule of majority vote [5];[6]. Realizing people's sovereignty, namely a government of the people, by the people and for the people, can be done through the granting of the people's right to elect leaders and representatives of the people through general elections [7];[8].

Democracy and General Elections are two inseparable parts. There is no democratic country, without holding elections, of course with elections that are orderly, quality and conducted periodically [9]. Elections can also be referred to as one of the fundamental or fundamental democratic instruments [10]. Democracy has become an important part of human relations [11]. It is almost certain that there is not a single country in the world that is devoid of the demands of democracy [12]. Democracy has become one of the media for the world community to express one's freedom and various rights as citizens [13].

General election is one part of democracy that demands the role of the General Election Commission to continue to increase public participation, especially in the political field [14]. This is closely related to one of the indicators to measure the quality of democracy, namely community involvement in general elections [15]. That in order to ensure the achievement of national goals and objectives as enshrined in the Constitution, it is necessary to hold General Elections to elect Members of the People's Representative Council, Members of the Regional Representatives Council, President and Vice President, and to elect Members of the Regional People's Representative Council, as a means of realizing people's sovereignty to produce people's representatives and a democratic state government [16];[17];[18].

The implementation of direct, general, free, confidential, honest and fair elections can only be realized if the election organizers have high integrity and understand and respect the civil and political rights of citizens [19];[20]. Weak organizers have the potential to hinder the realization of quality elections. General Elections are a legitimized means to bring the representation of citizens into parliament through political parties and elected candidates [21]. Structuring electoral districts and allocation of seats is the initial stage in the election administration cycle [22];[23]. Electoral districts were formed as an effort to organize political representation relations between representatives and constituents, strengthen political representation accountability and produce proportionality of political interests for voters according to geographical, administrative and political conditions in order to run effectively and efficiently [24];[25].

This is nothing but to close the distance between constituents and representatives so that constituents can easily identify who represents in parliament and can channel their aspirations to the representative parliamentarians to be held accountable for the policies made [26];[27];[28]. As for members of the legislature, the electoral district is a zone to socialize the political vision and mission to gain votes and to

know for sure the constituents whose interests and aspirations must be fought for [29];[30];[31].

III. RESEARCH METHODS

The research was conducted in Konawe Regency, namely at the Office of the Regional General Election Commission of Konawe Regency. The selection of research locations was based on the consideration that the performance of the Konawe Regency General Election Commission in the implementation of the 2018 Simultaneous Regional Head Elections still had problems so that it was not in line with the expectations of the Government, the community and all interested parties.

The research time is November-December 2021 using a qualitative approach with the help of purposively selected questionnaires. The data obtained is then analyzed interactively including the stages of data collection, data reduction, data presentation and drawing conclusions.

IV. RESULTS AND DISCUSSION

Through this research, the efforts made by the Konawe Regency General Election Commission in improving the performance of members of the General Election Commission in the 2018 simultaneous regional elections are as follows.

4.1 Training

The General Election Commission of Konawe Regency is not only a public service in election activities but also as an organizer. To produce quality performance, qualified employees are also needed, this cannot be separated from the competencies possessed by employees. Improving employee competence can be through employee training and development.

Education and training are considered less effective due to the lack of planning and the lack of budget for the implementation of the training. In line with this, the evaluation must be carried out thoroughly, so far the evaluation of the impact of education and training on employee performance has not been carried out and is still focused on the education and training organizers only if it involves the education and training organizers. Education and training for goods and services is urgently needed by the General Election Commission of Konawe Regency to obtain certification, as evidence that the employee has the right to occupy a position as a procurement official and is authorized to procure goods and services in accordance with the needs based on applicable regulations. Because in organizing the General Elections and Pilkada, the General Election Commission of Konawe Regency carries out logistics procurement in its working area. The following interview with the Chairman of the Regional General Election Commission of Konawe Regency said that:

"In training or technical guidance, the curriculum must be in accordance with the objectives of the participants so that they are easy to understand and comply with the rules. The material is given to meet the competency standards of participants in order to pass the exam and get a certificate as an employee who can occupy structural and functional positions. Steps taken to improve employee competence are sending employees to attend technical training, functional

training, and structural training” (Interview, November 12, 2021).

The interview excerpt above shows that the training or technical guidance is adjusted to the objectives of the training participants so that the material is easy to understand and the steps taken to improve employee competence are sending employees to attend technical training, functional training, and structural training. The results of the interview with the Head of the Technical Elections sub-section of Konawe Regency said that:

“In addition to attending the training, to improve the performance of the Konawe Regency General Election Commission employees, they participate in the procurement of goods/services and treasurer training, where in this treasurer training, participants are taught to manage money supplies, pay bills, regarding taxation, bookkeeping, and accountability reporting as well as professional ethics as treasurer. All materials are discussed so that the treasurer better understands his duties as the manager of state finances” (Interview, November 16, 2021).

The interview excerpt shows that the Konawe Regency General Election Commission in the Konawe Regency Region in improving its performance there are several trainings that are carried out and attended by employees of the Konawe Regency General Election Commission in the form of training, namely training on procurement of goods/services and training for treasurers.

4.2 Award

Awards can improve or affect the performance of members of the Regional General Election Commission of Konawe Regency, to improve the discipline of good employee performance, the leadership of the General Elections Commission must pay attention to whether the rewards that have been given are in accordance with the burdens and responsibilities of members of the General Election Commission. The better the award received, the better the work performance of the members of the Konawe Regency General Election Commission. In addition, the award is an important element to motivate employees of the Regional General Election Commission of Konawe Regency to contribute to pouring out the best innovation ideas in the implementation of the Regency Election.

The results showed that the Regional General Election Commission of Konawe Regency gave awards to members as a form of reciprocity or remuneration for the performance given by members of the Konawe Regency Regional General Election Commission. The award given to members is the right of every member in the success of the 2018 Regional Head Election. The following is an interview with the Chairman of the General Election Commission of Konawe Regency who said that:

“The award given to the employees of the Regional General Election Commission of Konawe Regency in the implementation of the 2018 Pilkada is in the form of a Charter of Appreciation with this award, the employees of the Regional General Election Commission are able to provide good performance in organizing the 2018

Pilkada” (Interview, November 12, 2021).

The interview excerpt above shows that the form of appreciation given to members of the Konawe Regency General Election Commission in the success of the 2018 Konawe Regency Election is in the form of a Charter of Awards. Furthermore, the results of an interview with the Secretary of the Regional General Election Commission of Konawe Regency who said that:

“In improving the performance of the employees of the Konawe Regency General Election Commission, one of them is by giving awards to employees who fully contribute to the implementation of the 2018 Regional Head Elections, giving awards or rewards (gifts) in the form of financial to the secretariat of the General Election Commission, the commissioners of the General Elections Commission are given money honor and it's never too late. In addition, employees are given performance allowances, side dishes, and non ASN are given monthly salaries” (Interview, November 18, 2021).

The interview above shows that the steps taken to improve the performance of the employees of the Regional General Election Commission of Konawe Regency are by giving financial prizes. According to the Head of the Technical Elections sub-section of the Konawe Regency General Elections Commission Secretariat who said that:

“This award can be an incentive for us to be more committed to our duties. Besides being a fun repressive tool, rewards can also be a boost or motivation for us as employees or for staff to work better” (Interview, November 20, 2021).

From the interview excerpt above, it shows that the efforts made by the Regional General Election Commission of Konawe Regency in improving the performance of its members are by giving awards or rewards in the form of salaries, bonuses, incentives or performance allowances, and side dishes.

4.3 Work Motivation

The work motivation of the employees of the Regional General Election Commission of Konawe Regency is the center of attention in improving performance which is influenced by the level of efficiency. Employee performance can be influenced by work motivation. The motivation given by the Agency is good, then the employee's performance will be maximized and the productivity of the General Election Commission's employees will increase. The research conducted shows that to achieve a high level of success, the leadership of the Regional General Election Commission of Konawe Regency makes efforts to improve employee performance through work motivation by applying work discipline, conducting supervision of employee performance both internal and external supervision, creating a conducive situation for employees, provide incentives, and provide fair compensation for all employees. The following is an interview with the Chairman of the Regional General Election Commission of Konawe Regency who said that:

“In terms of providing work motivation for the advancement of an employee or staff as their leader, I often do it, where if there are employees or staff who are

lazy to work or there are employees who are lazy to come to the office, we usually give a warning accompanied by an invitation to do work. responsibility that has been given to him” (Interview, November 12, 2021).

The interview excerpt above shows that one form of improving employee performance is to give a reprimand in the form of a written warning and verbal warning to employees of the Konawe Regency General Election Commission or members of the Konawe Regency Regional General Election Commission who are lazy. The same thing was also expressed by the Secretary of the Regional General Election Commission of Konawe Regency who said that:

“Work motivation in an effort to improve the performance of the General Election Commission employees is always carried out, staff are always motivated by a comfortable work environment or place and are facilitated in carrying out all General Election Commission activities both inside and outside the office” (Interview, November 18, 2021).

The results of the interview above show that one way to increase the motivation of the General Elections Commission employees is to provide comfortable work facilities and a cool atmosphere. Next was an interview with the Head of the Technical Elections sub-section of the Konawe Regency General Elections Commission Secretariat who said that:

“Work motivation in improving the performance of General Election Commission employees is always done by creating a comfortable working environment and forming the skills of the General Election Commission employees according to their existing capabilities. In improving the performance of the Konawe Regency General Election Commission employees, I think it is this work motivation that has the most visible impact in improving the performance of the Konawe Regency Regional General Election Commission employees” (Interview, November 20, 2021).

The interview excerpt above shows that the efforts made in improving the performance of the employees of the Regional General Election Commission of Konawe Regency are giving constructive warnings accompanied by invitations so that the employee is indirectly aware of the duties and responsibilities that have been given.

4.4 Communication

Communication is very often done and is a very basic need for humans, because almost every moment in life requires communication between individuals and groups. Verbally occurs when someone with other people convey messages to each other, but if someone with other people in a long distance can also be done in various ways to communicate with each other. In an organization, good communication is needed between fellow employees or superiors to achieve the desired company goals. Communication takes place when there is a commonality of meaning. In accordance with this definition, basically someone communicating is to achieve the same meaning between humans involved in the communication that occurs, where the understanding that is in the minds of the communicator (messenger) and the communicant (message recipient) regarding the message conveyed must be the same so that what the communicator the intent can also be

understood well by the communicant so that communication goes well and effectively.

Improving the performance of employees of the Konawe Regency General Election Commission Communication must be carried out in two directions if communication goals are to be achieved, besides that communication is able to foster better organizational bonds between members. Members of the Konawe Regency Regional General Election Commission in the 2018 regional elections simultaneously have many and varied tasks. The creation of good communication between the leadership of the General Election Commission and the members will have an impact on the performance of its members and provide optimal results and implementation of activities organized by the General Election Commission. Improving the performance of leadership employees plays a very important role in improving the performance of the General Election Commission employees, in this case the Chairperson of the Konawe Regency General Election Commission in carrying out his duties and obligations can run smoothly as a result of the establishment of good communication between leaders and members.

Research shows that the leadership of the Regional General Election Commission of Konawe Regency in improving employee performance plays an important role. This study explains that the communication in question is communication within the organization of the Regional General Election Commission of Konawe Regency, the role of organizational communication is able to raise the performance of people involved in the organization. In improving the performance of employees at the Regional General Election Commission of Konawe Regency, effective communication is needed. In addition, communication also plays a role in building good leadership in the organization. The following are the results of an interview with the Chairman of the General Election Commission of Konawe Regency who said:

“Talking about how communication between the Leader and his employees or between subordinates and superiors is very well established and harmonious, between me and the employees there is no difference, all are the same” (Interview, November 12, 2021).

Based on the results of interviews with informants, it can be concluded that communication at the Konawe Regency General Election Commission office has been harmoniously established very well. Furthermore, the researcher also interviewed the Secretary of the Regional General Election Commission of Konawe Regency who said that:

“The leadership of the Regional General Election Commission of Konawe Regency with members are very friendly, good communication, and friendly people so that we all don't feel shy but we still respect each other” (Interview, November 18, 2021).

The results of interviews with informants show that it is true that the communication at the Konawe Regency General Elections Commission has been going very well, this can be seen from the friendly leadership of the employees. The researcher also conducted an interview with one of the staff of the Konawe Regency General Election Commission office staff who said:

“Maintaining a communication relationship with the leadership of the Regional General Election Commission of Konawe Regency is very active and sustainable, such as coordination meetings every Monday” (Interview, November 24, 2021).

The results of the interview show that in order to establish communication with the employees, the Head of the Regional General Election Commission of Konawe Regency holds an active and sustainable activity which will greatly assist the active communication between each other. Based on interviews with several informants, it can be concluded that the relationship or communication at the Konawe Regency General Election Commission office between superiors and subordinates, leaders and employees is very good with ongoing coordination meetings.

V. CONCLUSION

Efforts to improve the performance of the Regional General Election Commission of Konawe Regency through; a) training in the form of Technical and Structural training for leaders and employees; b) Awards in the form of salaries, bonuses, and allowances; c) Work motivation is carried out by creating a comfortable work environment and having adequate facilities; and d) Communication in the form of direct information obtained by members and employees of the Regional General Election Commission of Konawe Regency.

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