

The Influence of the Recruitment, Selection and Compensation Process of the Ad Hoc Election Supervisory Body (Bawaslu) on the Performance of Election Observers in Talaud Islands District

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Abstract— This research aims to determine the influence of the Recruitment, Selection and he Election Supervisory Ad Hoc Body (BAWASLU) on the Performance of Election Supervisors in Talaud Islands Regency. This research is classified as population research using a questionnaire as a data collection tool. The statistical population for this study is the Talud Islands Election Monitoring Board (BAWASLU) which has 37 people and the Talud Islands Local Election Monitoring Committee which has 19 people. Data were analyzed using descriptive statistical analysis with a frequency distribution list and using multiple linear regression analysis. The results of descriptive statistical analysis show that recruitment has a positive and significant effect, selection has a negative and insignificant effect and compensation is positive and significant on the performance of Election Supervisors in the Talaud Islands Regency. These three variables have a simultaneous effect.

Keywords— Recruitment, Selection, Compensation, Performance.

I. INTRODUCTION

Indonesia is a democratic country, which is considered a symbol of the benchmark for democracy is the general election (election). General elections according to the law are a means of implementing people's sovereignty which is carried out directly, publicly, freely, secretly, honestly and fairly in the Unitary State of the Republic of Indonesia based on Pancasila and the Constitution of the Republic of Indonesia.

The essence of elections in a democratic country is the manifestation of people's sovereignty which is realized in the form of conveying citizens' constitutional rights (the right to vote) in an honest and fair election (free and fair elections). One of the most important and strategic elements in realizing free and fair elections is the existence of competent, independent and integrity election organizers. Article 22E of the 1945 Constitution states that general elections are held by a national, permanent and independent general election commission. The constitutional interpretation of the phrase "general election commission" in Constitutional Court Decision Number 11/PUU-VIII/2010 does not refer to the name of a particular institution, but rather refers to the function of organizing elections which is national, permanent and independent. Therefore, the legislators in Law No. 15 of 2011 concerning General Election Organizers and Law No. 7 of 2017 concerning General Elections define Election Organizers as institutions that organize elections with a unique design consisting of the General Election Commission (KPU), The Election Supervisory Body (Bawaslu), and the Election Organizer Honorary Council (DKPP) as a unified function of organizing elections. However, the focus of this research is on the institutions of the Provincial KPU/Bawaslu and Regency/City KPU/Bawaslu

In Talaud Islands Regency, the Provincial KPU/Bawaslu and Regency/City KPU/Bawaslu are the spearheads of organizing elections. The quality of the election/pilkada depends greatly on the professionalism, independence and integrity of the election organizers. Being independent (independent and impartial) means being free from all forms of influence or intervention from other parties, which could reduce the ability of election organizers to carry out open and fair elections.

In addition, to ensure that elections are held honestly and fairly, election organizers must have integrity which is demonstrated by a person's positive self-quality regarding unity of thought, words and actions based on the value of honesty so that they can be trusted and remain committed to holding fair elections. . The independence and integrity of the election organizers must be guaranteed from the recruitment process and during the implementation of their duties³ which must be maintained so that the election organizers are free from all possible external influences that could hold their independence hostage.

In an institution, human resources are a very important part, therefore human resources are important for an institution. An institution has a vision and mission to achieve common goals. This is to achieve the goals that have been set, therefore requires good and correct management. Success and good performance in an institution depends on the type of human resources. An institution to achieve success and success by truly having good performance to improve quality human resources, Sudarmanto (2009).

To achieve organizational needs with the objects of employee desires, human resource management focuses attention on the first three main things, planning the human resources that join and looking at various challenges and

opportunities in the future so that they can be used as competitive human resources. The second is being able to implement the benefits of human resource management that are achieved without releasing various profit budgets which function to achieve better human resource creativity, in order to meet the objects and needs of institutions and individual employees. Third, being able to evaluate the benefits of human resource management to complete the award of human resource management will complete various human resource policies that are truly successful, Sutrisno (2009).

Improving the election legislation system to create independent, credible and integrity election management institutions is important for the formation of election principles and the realization of regional election integrity as above, as part of efforts to strengthen democratic institutions and develop the legal system. This is primarily the handling of various election issues, both within the scope of norms and the implementation of norms in regulations, including manipulation of candidacy requirements, validity of voter data, money politics in campaigns, abuse of authority and intervention in power structures, as well as inflating voting results as a common phenomenon in almost every election implementation, which involves election organizers, election participants and/or the public.

This is shown in the performance of Bawaslu which has difficulty implementing the form of recruitment and selection of Regional Head Election Committee members as regulated in Law No. 22/2007. Indeed, in the early stages these difficulties occurred because Bawaslu had to rely on the willingness of the Provincial KPU and Regency/City KPU to submit candidate members to the Provincial Panwaslu and Regency/City Panwaslu. However, after the Constitutional Court decided on Bawaslu's dependence, it faced problems that were no less serious when it came to recruiting Election Supervisory Committee alone, Bawaslu experienced many difficulties. You can imagine the difficulty for this institution in leading election supervisory supervisors, especially Regency/City Regional Election Supervisory Committees. The ranks of organizations from national directly to districts/cities (without passing through the provinces) clearly create difficulties in managing supervision. Direction, coordination, control and control of the organization did not work effectively so that the election supervision function could not be maximized. This fact was conveyed by Bawaslu to the Amendment Committee on Law No. 22/2007, so that they succeeded in convincing members of parliament to convert the Provincial Panwaslu into a Bawaslu Province. According to Bawaslu, the existence of Provincial Bawaslu not only ensures the continuity of supervisory work, but also makes it easier to control election supervisory organizations, especially in managing elections whose schedules are spread out. Bawaslu guarantees that Provincial Bawaslu will increase the effectiveness of its work in supervising the 6 elections. That is why Law No. 15/2011 raised the status of the Provincial Panwaslu to Provincial Bawaslu.

The problem is whether organizational strengthening can increase the effectiveness of supervision. If the organization can be strengthened, then duties and responsibilities will not increase, if strengthening can guarantee strengthening

institutional performance. The following will discuss the duties and responsibilities of election supervisors. Then another solution in this research offers human resource management to offer. Sarwono said, there are at least 5 businesses that can be recommended in developing human resources, namely management, education, coaching programs, recruitment, selection and compensation.

Efforts to overcome the above problems are the basis for strengthening the position of the institutional authority of election supervisors that is national, permanent and independent as mandated by Article 22E paragraph (5) of the 1945 Constitution. The existence of election supervisors in political and administrative law reviews is important to avoid delegitimization of the process and election results, as well as anticipating the development of various violations based on the legal system, in order to strengthen public trust in various electoral system problems. The existence of strong election supervisors cannot be separated from the importance of monitoring mechanisms for the realization of quality elections. Likewise, election supervisors in the Talaud Islands Regency try to carry out the election process in accordance with the rules and mechanisms that have been established. This will happen if the election supervisor has good performance.

The purpose of this study is to determine the effect of the integration process of the short body in Bawaslu, to determine the effect of the selection of the short body of Bawaslu, determine the influence of Bawaslu ad hoc body compensation, and determine the influence of the Bawaslu ad hoc body recruitment, selection and compensation process on the performance of election supervisors in Islands Regency. Talaud.

II. METHOD

The population in this study was the Election Supervisory Board (BAWASLU) of Talaud Islands Regency with 37 people and the Election Supervisory Committee of Talaud Islands Regency with 19 people. So the total population is 56 people. Because the population size is relatively reachable, the entire population will be used as a sample. Thus, this research is population or census research. The type of data collected is quantitative and qualitative data obtained from several sources, namely primary data and secondary data. The variables used in this study are independent variables and dependent variables. The independent variables in this research are the Recruitment (X1), Selection (X2) and Compensation (X3) processes of the Ad Hoc election supervisory body, while the dependent variable is the performance of the Talaud Islands district election supervisor (Y). The collected data was analyzed using methods, validity tests, reliability tests, descriptive statistical analysis and inferential statistical analysis. The research analysis technique uses simple linear regression analysis. Hypothesis testing uses Partial Test (t Test), Simultaneous Test (F Test) and Determination Coefficient Test (R²)

III. RESULT

1. Respondent Characteristics

Characteristics of Respondents Based on Gender

TABLE 1. Characteristics of Respondents Based on Gender

No	Gender	Amount	Percentage
1	Man	39	69,6
2	Woman	17	30,4
	Total	56	100

Based on Table 1, the number of respondents shows that the percentage of male Bawaslu members is 69.6% or 39 people, more than the number of female Bawaslu members, which is 17 people or 30.4%.

Characteristics of Respondents Based on Age

TABLE 2. Characteristics of Respondents Based on Age

No	Age	Amount	Percentage
1	20 - 35	32	57,1
2	36 - 50	21	21,3
3	51 - 65	3	2,8
4	65 <		
	Total	56	100

Based on table 2, it shows that respondents aged 20-35 years were 32 people or 57.1%, respondents aged 36-50 years were 21 people or 21.3%, respondents aged 51-65 years were 3 people or 2.8%. This shows that Bawaslu members are mostly aged 20-35 years.

Characteristics of Respondents Based on Education Level

TABLE 3. Characteristics of Respondents by Education Level

No	Level of Education	Amount	Percentage
1	(Master) S2	2	3,6
2	(Bachelor degree)	24	42,9
3	(Diploma) D3	2	3,6
4	Senior High School	28	50,00
	Total	56	100

Based on table 3, it shows that 2 people had a master's education level or 3.6% of respondents, 24 people had a bachelor's degree or 42.9%, 2 people had a D3 education or 3.6% and 28 people had a high school education or 50%, p. This shows that the majority or 50% of Bawaslu members have high school education.

2. Description of Research Variables

Recruitment (X1)

Respondents' responses regarding the recruitment variable were indicators that Bawaslu respondents had carried out recruitment, with indicators of 5 questions including: 1. Recruitment carried out by Bawaslu was in accordance with the provisions of the Minister of Manpower Regulation, 2. The qualifications of applicants had been determined by recruitment criteria, 3. Bawaslu issued an announcement for recruitment, 4. Bawaslu has a social responsibility and provides opportunities for local communities to become election observer candidates, 5. In carrying out its responsibilities Bawaslu follows state regulations and legislation. The following are respondents' answers regarding recruitment variables.

Based on table 4, each has a percentage and has five choices including strongly agree, agree, disagree, disagree and strongly disagree. These indicators are:

1. The Talud Islands Regency Election Supervisory Agency has carried out recruitment in accordance with the regulations of the Minister of Manpower, 24 respondents or

42.9% of respondents answered strongly agree and 32 respondents or 57.1% of respondents answered agree,

TABLE 4. Respondents' Responses Regarding Recruitment Variables (X1)

No	Statement	Strongly Agree		Agree		Disagree		Don't Agree		Strongly Disagree	
		f	%	f	%	f	%	f	%	f	%
1	Recruitment carried out by Bawaslu is in accordance with the provisions of the Minister of Manpower Regulation	24	42,9	32	57,1	-	-	-	-	-	-
2	Applicant qualifications have been determined by recruitment criteria	25	44,6	26	46,4	5	8,9	-	-	-	-
3	Bawaslu issued an announcement for recruitment	29	51,8	24	42,9	3	5,4	-	-	-	-
4	Bawaslu has a social responsibility and provides opportunities for local people to become election supervisor candidates	22	39,3	24	42,9	10	17,9	-	-	-	-
5	In carrying out its responsibilities, Bawaslu follows state regulations and legislation	39	69,6	17	30,4	-	-	-	-	-	-

2. Qualification indicators for applicants have been determined as recruitment criteria. 25 respondents or 44.6% of respondents answered strongly agree, 26 respondents or 46.4% of respondents answered agree and 5 respondents or 8.9% answered disagree,
3. Indicator Bawaslu issued an announcement for the recruitment of 29 people or 51.8% of respondents answered strongly agree, 24 people or 42.9% of respondents answered agree and 3 people or 5.4% of respondents answered disagree,
4. Indicators that Bawaslu has social responsibility and provides opportunities for local communities to become election supervisor candidates. 22 people or 39.3% of respondents answered strongly agree, 24 people or 42.9% of respondents answered agree and 10 people or 17.9% of respondents answered answer disagree, indicator
5. In carrying out Bawaslu's responsibilities, 39 people or 69.6% of respondents answered strongly agree and 17 people or 30.4% of respondents answered agree.

Selection (X2)

TABLE 5. Respondents' Responses Regarding Selection Variables (X2)

No	Statement	Strongly Agree		Agree		Disagree		Don't Agree		Strongly Disagree	
		f	%	f	%	f	%	f	%	f	%
1	Selection is carried out through academic tests	18	32,1	24	42,9	12	21,4	1	1,8	1	1,8
2	Applicants must provide references or information accurately	12	21,4	27	48,2	14	25,00	3	5,4	-	-
3	Applicants must pass a medical examination process and have good health records	17	30,4	25	44,6	12	21,4	2	3,6	-	-
4	Applicants take a written test	17	30,4	25	44,6	12	21,4	2	3,6	-	-
5	Applicants do an interview test	14	25,00	25	44,6	14	25,00	2	3,6	1	1,8

Based on table 5 above, each has a percentage and has five choices including strongly agree, agree, disagree, disagree and strongly disagree. These indicators are:

1. Implementation of selection through academic tests, 18 respondents or 32.1% said they strongly agreed, 24 respondents or 42.9% said they agreed, 12 respondents or 21.4% said they disagreed, 1 respondent or 1.8% said they disagreed and 1 respondent or 1.8% said they strongly disagreed
2. Applicants must provide accurate references or information, as many as 12 respondents or 21.4% of respondents said they strongly agree, 27 respondents or 48.2% said they agreed, 14 respondents or 25% said they disagreed, 3 respondents or 5.4% expressed disagreement
3. Applicants must pass a medical test process and have good health records, 17 respondents or 30.4% of respondents said they strongly agree, 25 respondents or 44.6% said they agree, 12 respondents or 21.4% said they disagree, 2 respondents or 3.6% said they disagreed
4. Applicants took a written test, as many as 17 respondents or 30.4% of respondents said they strongly agreed, 25 respondents or 44.6% said they agreed, 12 respondents or 21.4% said they disagreed, 2 respondents or 3.6% said they did not agree
5. Applicants took an interview test, as many as 14 respondents or 25% of respondents said they strongly agreed, 25 respondents or 44.6% said they agreed, 14 respondents or 25% said they disagreed, 2 respondents or 3.6% said they disagreed and 1 respondent or 1.8% said they strongly disagreed

Compensation (X3)

TABLE 6. Respondents' Responses Regarding Compensation Variables (X3)

No	Statement	Strongly Agree		Agree		Disagree		Don't Agree		Strongly Disagree	
		f	%	f	%	f	%	f	%	f	%
1	The honorarium I have received so far has met my needs	10	17.9	42	75	4	7.1	-	-	-	-
2	The honorarium that I have received so far has been in accordance with the workload	11	19.6	39	69.6	6	10.7	-	-	-	-
3	Work Accident Compensation is in accordance with the workload	12	21.4	39	69.6	5	8.9	-	-	-	-
4	Work accident compensation is in accordance with labor regulations	11	19.6	43	76.8	2	3.6	-	-	-	-

Based on table 6. above, each has a percentage and has five choices including strongly agree, agree, disagree, disagree and strongly disagree. From the results of the respondents' answers it can be seen that the statement

1. The honorarium I have received so far has met my needs, 10 respondents or 17.9% answered strongly agree and 42 respondents or 75% answered agree and 4 respondents or 7.1% answered disagree.
2. The honorarium I have received so far has been in accordance with the workload, 11 respondents or 19.6%

- answered strongly agree and 39 respondents or 69.6% answered agree, 6 respondents or 10.7% answered disagree
3. Work Accident Compensation is in accordance with workload, 12 respondents or 21.4% answered strongly agree and 39 respondents or 69.6% answered agree, 5 respondents or 8.9% answered disagree
4. Work accident compensation is in accordance with labor regulations, 11 respondents or 19.6% answered strongly agree and 43 respondents or 76.8% answered agree, 2 respondents or 3.6% answered disagree

Performance (Y)

TABLE 7. Respondents' Responses Regarding Performance Variables (Y)

No	Statement	Strongly Agree		Agree		Disagree		Don't Agree		Strongly Disagree	
		f	%	f	%	f	%	f	%	f	%
1	Election supervisors complete their duties and responsibilities with good quality work	39	69.6	17	30.4	-	-	-	-	-	-
2	The performance of election supervisors is in accordance with the specified quantity	5	8.9	38	67.9	13	23.2	-	-	-	-
3	Complete work on time	10	17.9	36	64.3	10	17.9	-	-	-	-
4	Election supervisors have good skills and knowledge in their work	30	53.6	22	39.3	4	7.1	-	-	-	-
5	Election supervisors have the characteristic of independence in completing their work	35	62.5	21	37.5	-	-	-	-	-	-

Based on table 7 above, each has a percentage and has five choices including strongly agree, agree, disagree, disagree and strongly disagree. These indicators are:

1. Election supervisors complete their duties and responsibilities with good quality work, 39 respondents or 69.6% answered strongly agree and 17 respondents or 30.4% answered agree,
2. The performance of election supervisors is in accordance with the specified quantity, completing work on time. 5 respondents or 8.93% answered strongly agree and 38 respondents or 67.9% answered agree, 13 people or 23.2% of respondents answered disagree
3. completing work on time, 10 respondents or 17.9% answered strongly agree and 36 respondents or 64.3% answered agree, 10 people or 17.9% answered disagree
4. Election supervisors have good skills and knowledge in working time, 30 respondents or 53.6% answered strongly agree and 22 respondents or 39.3% answered agree, 4 people or 7.1% respondents answered disagree
5. Election supervisors have the characteristic of independence in completing their work, 35 respondents or 62.5% answered strongly agree and 21 respondents or 37.5% answered agree,

3. Instrument Test

Validity test

1) Recruitment Validity Test (X1)

Based on Table 8, namely the validity test for recruitment, of the 5 statement items tested, it turns out that all question

items are valid (Valid), because the five statement items have a correlation that is above 0.258.

TABLE 8. Validity Test Results for Recruitment

Variable	R Count	R Table	Informaion
X1.1	0,692	0,258	Valid
X1.2	0,767	0,258	Valid
X1.3	0,809	0,258	Valid
X1.4	0,789	0,258	Valid
X1.5	0,789	0,258	Valid

2) Selection Validity Test (X2)

TABLE 9. Validity Test Results for Selection

Variable	R Count	R Table	Informaion
X2.1	0,791	0,258	Valid
X2.2	0,908	0,258	Valid
X2.3	0,912	0,258	Valid
21.4	0,888	0,258	Valid
X2.5	0,902	0,258	Valid

Based on the results of the validity test of the selection with the 5 statement items submitted, it can be seen that the five statement items are valid or valid because the total correlation is above 0.258.

3) Compensation Validity Test (X3)

TABLE 10. Validity test results for compensation

Variable	R Count	R Table	Informaion
X3.1	0,683	0,258	Valid
X3.2	0,834	0,258	Valid
X3.3	0,803	0,258	Valid
X3.4	0,748	0,258	Valid

Based on the results of the validity test on compensation with the 4 statement items submitted, it can be seen that the statement items are valid or legal because the total correlation is above 0.258.

4) Performance Validity Test (Y)

TABLE 11. Validity Test Results on Performance

Variable	R Count	R Table	Informaion
Y.,1	0,576	0,258	Valid
Y.2	0,659	0,258	Valid
Y.3	0,745	0,258	Valid
Y.4	0,792	0,258	Valid
Y.5	0,656	0,258	Valid

Based on the results of the validity test on performance with the 5 statement items submitted, it can be seen that the statement items are valid or valid because the total correlation is above 0.258.

Reliability Test

TABLE 12. Reliability Test Results

Variable	Cronbach's Alpha	R Standard	Information
Recruitment (X1)	0,819	0,60	Reliabel
Selection (X2)	0,926	0,60	Reliabel
Compensation (X3)	0,769	0,60	Reliabel
Performance (Y)	0,724	0,60	Reliabel

The results of the reliability test show that the recruitment variable (X1) has a Cronbach's Alpha value of 0.819, Selection (X2) has a Cronbach's Alpha value of 0.926, Compensation

(X3) has a Cronbach's Alpha value of 0.769 and performance has a Cronbach's Alpha value of 0.724 so it can be concluded that the items statements from the recruitment, selection, compensation and performance questionnaires were declared reliable, which means the questionnaire is suitable for use as a measuring tool.

Multiple Linear Regression Analysis

TABLE 13. Multiple Linear Regression Test Results Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.732	3.083		1.535	0.131
	X1	0.571	0.083	0.682	6.889	0.000
	X2	-0.002	0.051	-0.004	-0.038	0.970
	X3	0.261	0.120	0.216	2.176	0.034

From the table above, the multiple linear regression equation can be obtained as follows: $Y = 4,732 + 0,571X1 - 0,002X2 + 0,261X3$

Information :

1. The constant regression coefficient of 4.732 means that if there were no Recruitment (X1), Selection (X2) and Compensation (X3) variables, performance (Y) would be 4.732
2. The Recruitment regression coefficient (X1) of 0.571 means that if the recruitment variable (X1) is increased, performance will increase. This shows that the recruitment variable has a positive and significant influence in improving performance
3. Selection regression coefficient (X2) is -0.002. This means that if the selection variable (X2) is increased, performance will decrease. This shows that selection has an insignificant negative effect in improving performance
4. The compensation regression coefficient (X3) of 0.261 means that if the compensation variable (X3) is increased, performance will increase. This shows that the recruitment variable has a positive and significant influence in improving performance

Determination Analysis (R2)

TABLE 14. Test Results for Determination Coefficient Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.704 ^a	0.496	0.467	1.388

a. Predictors: (Constant), X3, X1, X2

Dependent Variable: Y

From the results of the analysis of factors that influence performance in the table above, the coefficient of determination (R Square) value is 0.496, this means that all independent variables, namely Recruitment (X1), Selection (X2) and compensation (X3) have a joint contribution amounting to 49.6% of the dependent variable (Y), namely the Performance of the Talud Islands Regency Election Supervisory Body, while the remaining 50.4% was influenced by other variables not included in this research, for example, the variables of job satisfaction, work discipline and competence. Based on the coefficient of determination value, the effect is only 49.6%, this

is because based on partial test results (t_{test}), the selection variable has a negative and insignificant effect.

F test

TABLE 15. Simultaneous Test Results (F Test)

ANOVA ^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	98.667	3	32.889	17.070	.000 ^b
	Residual	100.190	52	1.927		
	Total	198.857	55			

- Dependent Variable: Y
- Predictors: (Constant), X3, X1, X2

In the F test, the calculated F result was 17.070 with a significance level of 0.000 ($\text{sig } \alpha < 0.05$), it can be concluded that the independent variables include recruitment, selection and compensation simultaneously and significantly influencing the performance of the Talaud Islands Regency Election Supervisory Board.

t test

TABLE 16. Partial Test Results (t Test) Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.732	3.083		1.535	0.131
	X1	0.571	0.083	0.682	6.889	0.000
	X2	-0.002	0.051	-0.004	-0.038	0.970
	X3	0.261	0.120	0.216	2.176	0.034

Dependent Variable: Y

In the table above, the results of partial hypothesis testing show the following results

1. Recruitment Variable (X1). The results of testing with SPSS for the Recruitment variable (X1) on the Performance of the Talaud Islands Regency Election Supervisory Body (Y) obtained a calculated t value = 6.889 with a significance level of 0.000. Using the significance limit (α) = 0.05, the significance limit value α is (0 .05) > significance level 0.000 then the hypothesis is accepted. This means that the Recruitment variable (X1) has a partial and significant effect on the performance of the Talaud Islands Regency Election Supervisory Body (Y).
2. Selection Variable (X2). The results of testing with SPSS for the variable Selection (X2) on Performance (Y) obtained a calculated t value = -0.038 with a significance level of 0.970. Using the significance limit (α) = 0.05, the significance limit value α (0.05) is the significance level 0.970. This means that the Selection variable (X2) only partially influences the performance of the Talaud Islands Regency Election Supervisory Body (Y)
3. Compensation Variable (X3). The results of testing with SPSS for the variable Compensation (X3) on Performance (Y) obtained a calculated t value = 2.176 with a significance level of 0.034. Using the significance limit (α) = 0.05, the significance limit value α (0.05) > significance level 0.034 then the hypothesis is accepted. This means that the compensation variable (X1) has a partial and significant effect on the performance of the Talaud Islands Regency Election Supervisory Body (Y). Based on the results of the data processing above, this research shows that the variables

recruitment, selection and compensation have a significant influence on work performance. Where in table the calculated F value is 17.070 and the significance level is 0.000 ($\text{sig } \alpha < 0.05$). This is in accordance with the proposed hypothesis. These results also strengthen the results of research conducted which states that the recruitment, selection and compensation processes together provide quite strong and unidirectional influence on the performance of Election Supervisors in Talaud Islands Regency.

From the results of the analysis of factors that influence the performance of election supervisors in the Talaud Islands Regency. in table above shows the coefficient of determination (R Square) value of 0.496, this means that all independent variables, namely Recruitment (X1) and Selection (X2) and Compensation (X3) have contributed to the Performance of Election Supervisors in Talaud Islands Regency. Then, from the results of the hypothesis test carried out by the researcher, it turns out that there is a significant influence between recruitment and compensation on performance, while the selection variable has a negative and insignificant influence on performance.

IV. DISCUSSION

1. The Effect of Recruitment on the Performance of the Election Supervisory Body in Talaud Islands Regency.

Recruitment is a human resource management planning decision regarding the number of employees needed, when they are needed, and what criteria are needed in an organization. Recruitment is basically an effort to fill vacant positions or jobs within an organization. The function of recruiting election supervisors is to supervise election activities in the Talaud Islands Regency.

The human resource recruitment process should not be ignored, this is because there is no mismatch between what is desired and what is obtained. This means that the organization does not have permanent employees, in terms of both quality and quantity. If things do not happen as expected by the organization, it can be said that work activities are less effective and efficient, then the organization will experience failure. In order to obtain quality human resources in numbers that suit needs, a recruitment method is needed that can be used in the recruitment process based on a truly thorough plan.

Based on the results of hypothesis testing, it is known that the recruitment variable has a positive effect on the performance of Election Supervisors in Talaud Islands Regency. Using the t test, the calculated t value = 6.889 with a significance level of 0.000. Using the significance limit (α) = 0.05, the significance limit value α (0.05) > 0.000 significance level with a significance level of 0.000 < 0.05. Thus, the hypothesis is accepted, which means that there is a positive and significant influence between recruitment on the performance of Election Supervisors in Talaud Islands Regency. This means that the better the recruitment is carried out, the more performance will increase.

This is in line with research conducted by Akbar Permana Putra (2016) entitled The Influence of the Recruitment and Selection Process on Employee Performance at PT. Bentoel

Distribution concluded that the Recruitment variable had a significant influence on performance. Where the calculated F value is 43,227 and the significance level is 0.000 (sig $\alpha < 0.05$), this is in accordance with the proposed hypothesis. These results also strengthen the results of research conducted which states that the recruitment process has a fairly strong and unidirectional influence on employee work performance.

The current recruitment process has several terms including Job Analysis, Job Description, Job Specification, Job Evaluation, and Job Classification. According to Hasibuan (2016), the basis for attracting prospective employees must be determined first so that the applicants who submit their applications are in accordance with the job or position they are interested in. The basis for withdrawal must be guided by the job specifications that have been determined to occupy the position. Job Specifications must be described in detail and clearly so that applicants know the qualifications required by the job vacancy. If job specifications are used as the basis and guidelines for withdrawal, then the employees accepted will be in accordance with the job description of the position required by the organization. Once the specifications of the position or job required for the employee are known, the sources for attracting prospective employees must be determined. Sources of attraction for prospective employees can come from internal and external offices. Ria Erawati Avena (2018), recruitment consists of 6 indicators, namely:

- a. Recruitment Process. The current recruitment process has several popular terms, namely job analysis (position analysis), job description (position description), job specification (position requirements), job evaluation (position assessment), job classification (position classification).
- b. Recruitment Methods. Closed method, namely the implementation of recruitment in a limited circle, only for employees and certain people, so that not many applications come in, so it will be difficult to get good employees. Open method, namely the implementation of recruitment which is announced through advertisements in the mass media. This is done to get lots of applications, so that the chance of getting good and reliable employees is greater.
- c. Recruitment Requirements. Requirements that must be met by a prospective applicant in order to be accepted as an employee.
- d. Recruitment Objectives. To provide a pool of qualified prospective workers/employees, To be consistent with the company's strategy, insight and values, To help reduce the possibility of leaving employees who have not worked for a long time, To coordinate recruitment efforts with selection and training programs, To fulfill the company's responsibility in creating opportunities Work
- e. Determining the Number and Qualifications of Prospective Employees. The number and qualifications of employees are in accordance with those required by the company.
- f. Recruitment Results. Recruitment results are a group of job applicants who will be selected to become new employees.

2. The Influence of Selection on the Performance of Election Supervisors in Talaud Islands Regency.

Selection is an activity in human resource management that is carried out after the recruitment process is carried out. This means that applicants who meet the requirements have been collected and then selected to be designated as employees in an organization. The goal of each selection program is to identify applicants who have high scores on measured aspects, which aim to assess knowledge, skills, abilities, or other characteristics that are important for performing a job well.

Based on the test results, the test results using SPSS for the Selection variable (X2) on Performance (Y) obtained a calculated t value = -0.038 with a significance level of 0.970. Using the significance limit (α) = 0.05, the significance limit value α is (0.05) > significance level 0.970. This means that the Selection variable (X2) only has a partial and insignificant effect on the performance of the Talaud Islands Regency Election Supervisory Body (Y).

This states that, improving the performance of the Talaud Islands Regency Election Supervisory Body in the election supervisory body does not have a positive and significant effect on the selection process, this is because the educational level of election supervisor candidates is not differentiated at the time of selection, which means there is no difference in the selection process between applicants. Master's level of education with high school level of education.

The results of this research are supported by research conducted by Surianti (2021), entitled The Influence of Recruitment, Selection and Placement of Employees on Employee Performance at the Bantaeng Regency Personnel and Human Resource Development Agency where the results of the research show that First, selection has no effect on employee performance, because This shows that selection does not have a positive and significant influence on employee performance at the Bantaeng Regency Personnel and Human Resources Development Agency. The significance value is -0.785. This simply means that the selection process at this company has no effect on employee performance.

According to Simamora (2016), selection is the process of choosing from a group of applicants who best meet the selection criteria for available positions within the company. Meanwhile, according to Teguh (2016), selection is a process that consists of various specific steps from the group of applicants who are most suitable and meet the requirements for a particular position. There are three things that cause selection to be important, namely:

- a. Kinerja pimpinan senantiasa tergantung pada sebagian kinerja bawahannya.
- b. Seleksi yang efektif penting karena biaya perekrutan yang dikeluarkan oleh Kantor dalam penerimaan pegawai tidak sedikit.
- c. Seleksi yang baik itu penting karena implikasi hukum dari pelaksanaannya secara serampangan.

The organization will certainly hope that the applicants who come will have satisfactory achievements in their work. The selection criteria according to Simamora (2016) can generally be summarized in several categories, namely: Education, work experience, physical condition, personality. Before the organization decides on the characteristics that will be selected,

leaders should have predetermined success criteria to determine how to predict which applicants will achieve the expected level.

Simamora (2016) explains that the selection process is created and adjusted to meet the staffing needs of a company or organization. The accuracy of the selection process depends on several factors, namely: The consequences of incorrectly calculated selection that can influence the selection process are the leadership's policies and the attitudes of management. The time available to make selection decisions is quite long. Different selection approaches are generally used to fill positions in Different levels within the economic sector office from which individuals will be selected whether private, government or non-profit can also influence the selection process.

The selection process always has obstacles even though it has been carefully planned. This happens because those who will be selected are people who have thoughts, dynamics and self-esteem. These obstacles include benchmarks, selectors, applicants. Selection is an important function because the various skills needed by an organization to achieve its goals are obtained from the selection process. The selection process will involve the process of guessing the best (best guest) from the existing applicants. Selection indicators according to Simamora (2016) are: Education, References, Experience, Health, Written test, Interview test.

2. The effect of compensation on the performance of election supervisors in Talaud Islands Regency.

Compensation is one of the driving factors that can improve performance based on the compensation provided by the organization to its employees. A bonus is a reward or service fee given by an organization to employees for their contributions to the organization. Based on the analysis results, it shows that compensation has a positive effect on performance. These results indicate that appropriate compensation received by employees will improve the performance of Election Supervisors in Talaud Islands Regency. Compensation is something that employees receive as remuneration for their work, so by providing compensation it can increase work performance, motivation and job satisfaction as well as increase the need for Election Supervisors in the Talaud Islands Regency.

Providing compensation is not only important because it is the main incentive for someone to work, but also has a big influence on the enthusiasm and enthusiasm for the work of Election Supervisors in Talaud Islands Regency. The results of testing with SPSS for the variable Compensation (X3) on Performance (Y) obtained a calculated t value = 2.176 with a significance level of 0.034. Using the significance limit (α) = 0.05, the significance limit value α (0.05) > significance level 0.034. This means that the compensation variable (X3) has a partial and significant effect on performance (Y).

This is in line with research conducted by Asmayana (2018) entitled The Effect of Compensation on Employee Performance at the Makassar City Trade Office. Research results show that pay has a positive effect on employee performance. These results show that appropriate compensation received by employees will improve employee performance at the Makassar

City Trade Office. Hasibuan (2016) said that the purpose of providing compensation is, among other things, employee job satisfaction which will later maintain the stability of the employees themselves so that they can reduce the turn-over rate. Apart from that, employees will also avoid the influence of labor unions and ultimately only concentrate on their work. Here it can be seen that by providing compensation that is more appropriate and accepted by employees because it is in accordance with the energy and abilities expended and respecting employees' hard work, employees will behave more professionally by working seriously and making various efforts to achieve good work results. better so that performance can be further improved.

V. CONCLUSION

Recruitment has a positive and significant effect on the performance of Election Supervisors in Talaud Islands Regency. Selection has a negative and insignificant effect on the performance of Election Supervisors in Talaud Islands Regency. Compensation has a positive and significant effect on the performance of Election Supervisors in Talaud Islands Regency. Independent variables include recruitment, selection and compensation which simultaneously and significantly influence the performance of election supervisors in the Talaud Islands Regency.

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