

**THE STRATEGY OF THE GENERAL ELECTION
SUPERVISORY AGENCY IN STRENGTHENING THE
HUMAN RESOURCE CAPACITY TOWARDS THE 2024
ELECTION IN METRO CITY, LAMPUNG PROVINCE,
INDONESIA**

“Submitted to the Postgraduate Program of Universitas Muhammadiyah
Yogyakarta to Obtain Master of Government Degree”



THESIS

Written by :

RIVI SAPUTRI
20221040012

MASTER OF GOVERNMENT AFFAIRS AND ADMINISTRATION

POSTGRADUATE PROGRAM

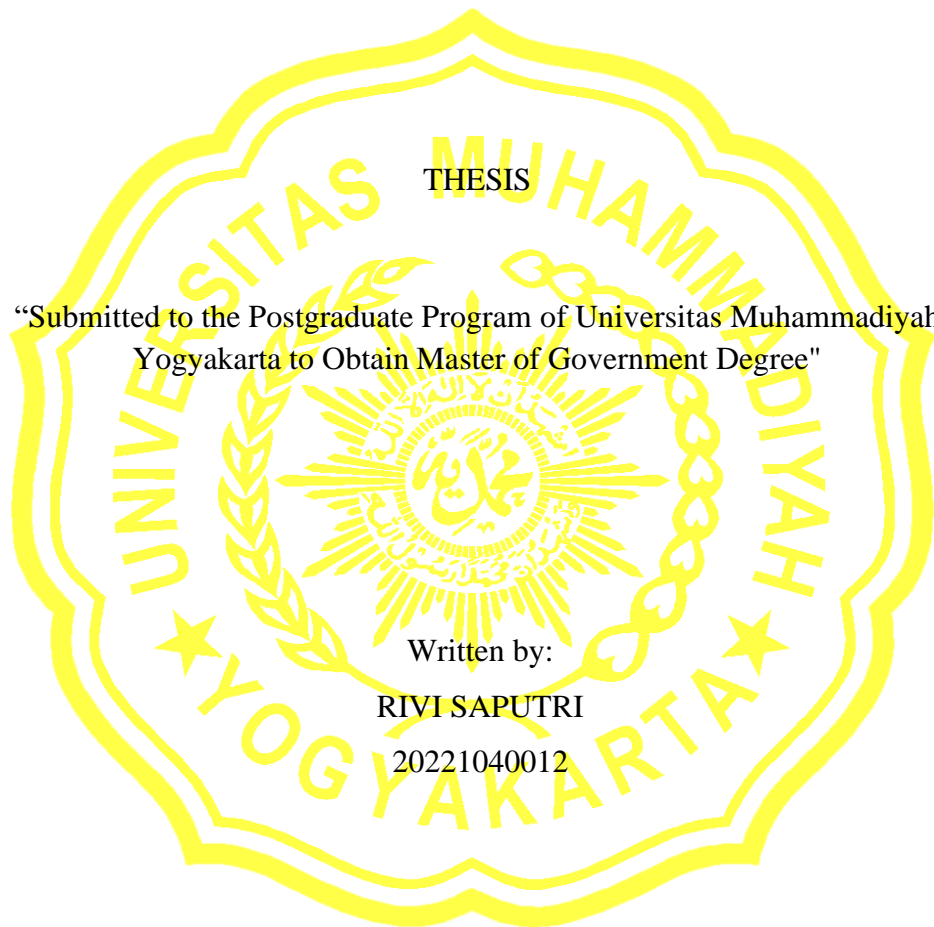
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

YOGYAKARTA

2024

TITLE PAGE

**THE STRATEGY OF THE GENERAL ELECTION SUPERVISORY
AGENCY IN STRENGTHENING THE HUMAN RESOURCE CAPACITY
TOWARDS THE 2024 ELECTION IN METRO CITY, LAMPUNG
PROVINCE, INDONESIA**



**MASTER OF GOVERNMENT AFFAIRS AND ADMINISTRATION
POSTGRADUATE PROGRAM
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
YOGYAKARTA
2024**

DECLARATION PAGE

Here with I am

Name : Rivi Saputri
Student Identification Number : 20221040012
Department : Master of Government Affairs and Administration
Faculty : Postgraduate Program
Research Title : The Strategy of The General Election Supervisory Agency in Strengthening The Human Resource Capacity Towards The 2024 Election in Metro City, Lampung Province, Indonesia

Declaring that this thesis is my original work. I never submit this thesis to gain the Master Degree in any universities and any publications. I had followed the scientific rules and cited all sources in this thesis. Therefore, this thesis is free from plagiarism. If someday there are certain parties complain and protest to this thesis, I will be responsible and overcome all consequences.

Yogyakarta, October 10th, 2024



Rivi Saputri

MOTTO PAGE

بِأَنفُسِهِمْ مَّا أُوتِيَ عَزِيزٌ حَتَّىٰ يَمُوتُوا مَا يُغَيِّرُ لَآلِئِهِمْ

“Verily, Allah will not change the condition of a people until they change the condition of themselves”. - (QS.Ar-Ra’d: 11)

“This dunyah is not worth planting your roots in, so forgive easily, love deeply, and remain unbothered by its pain. Verily, the wise says, “it’s only a number of days””. (Author)

“Beauty, Brain, Behave, Brave”. - (Author)

“Amemanung karyenak tyasing sasama”. - (Kanjeng Gusti Mangkunegara IV)

“Life is too short to argue, just say “sakkarepmu” and moving on”. - (Author)

“Remain a kind and humble person, but be firm and principled”. - (Author)

“Res nullius credit occupanti”. - (Law Adagium)

“Natus vincere”. - (Law Adagium)

“Do the best, give the best, get the best, then you will be the best”. - (Dr. Phil. Ridho Alhamdi, MA)

“Don't be insecure, there is only one Maudy Ayunda in the world, and there is only one person like you in the world. Make yourself the best version of yourself”. - (Author)

"Be humble and never think you're better than anyone else, from dust you are and to dust you shall return." - (Md Nabeel Sabir)

DEDICATION PAGE

Alhamdulillah, thanks be to Allah SWT, because of His will and pleasure the researcher can complete this thesis. In preparing the thesis the researcher realizes that without the help and encouragement from various parties, the completion of this thesis will not be realized. Researcher is particularly grateful to all those who have helped. The researcher received guidance and assistance as well as encouragement from various parties, both moral and material. On this occasion the author would like to express her gratitude to:

1. To Allah SWT, who has given health, grace and guidance, so that the author is still given the opportunity to complete this thesis, as one of the requirements for obtaining a master's degree.
2. To my parents who I love very much, Sudarmanto, S.M and Siti Asiyah, who have given me prayers, encouragement, motivation, support, sacrifice, advice and love that has never stopped until now, as well as my encouragement in doing everything.
3. To my sister and brothers, Emy Daryati, Bayu Ikhsanudin, and Anggit Maulana, who always helping researcher giving attention, affection, enthusiasm, and prayers that keep flowing for the smoothness and success of researcher in completing this thesis.
4. Md Nabeel Sabir, as my great man, my closest friend, my brother, and personal advisor, who has accompanied me to completion of this thesis, who always gives support and encouragement, he gave were things that helped and made me realize to try better and work harder, hopefully your master's education at Arizona State University, United States, goes well and the best career, thank you for providing a sense of security, peace, while knowing you, I learned a lot from you, hopefully whatever you want can be achieved, I always wish you the best, Allah Hafiz.
5. Selviana Widyaningrum, S.Ak, Friska Nur Afriyani, S.Kep, N.s, and Lisa Sophia Yuliantini, S.IP., M.IP, who always provide support, entertainment, and help so researcher don't get stressed when work thesis,

and is passionate about being a student until now, and who always provided guidance, thesis support materials, enthusiasm, and direction for researchers in working on this thesis to completion. Without you guys, maybe my life is just filled with crying in 2024, thank you for giving your attention, time, food, stuff you have, and giving your shoulder for me to lean on and hug from a world that always gives endless trials in 2024, family problems, romance problems, friendship problems, my college problems, all of you know, and you are always there when I am at my lowest point, when I am desperate with life and want to give up with this all, I always remember the goodness of all of you, 2024 is the toughest and hardest year for me as long as I live, hopefully in the future I will get more happiness.

6. To my classmates of MIP class 22, thank you for accompanying me from the beginning of entering college until now, I as the head of the class consider you like my own family, even though I often get angry in class, but I am proud and happy to be able to meet you guys.
7. To my relatives, brothers, and all parties who can't be mentioned one by one, thank you for everything, I dedicate this thesis to all of you.

PREFACE

Assalamu'alaikum Wr, Wb. With praise and gratitude to Allah SWT for all His grace and guidance that has been given to me so that I can complete this research entitled "The General Election Supervisory Agency in Strengthening The Human Resource Capacity Towards The 2024 Election in Metro City, Lampung Province, Indonesia," as one of the requirements to obtain a Master degree in Government Science Department, Faculty of Social and Political Sciences, Universitas Muhammadiyah Yogyakarta. Prayers and greetings as well to our lord Prophet Muhammad SAW, who has become a good role model for his people to do good. This research is arranged as one of the graduation requirements for every student of Universitas Muhammadiyah Yogyakarta. In addition, it is also proof that students have completed the postgraduate level study and obtain a Master of Governmental Science degree. The preparation of this research was completed smoothly because it could not be separated from the help of various parties. The author would like to give big appreciation to:

1. Prof. Dr. Ir Gunawan Budiyanto, M.P., IPM, ASEAN.Eng., the Rector of Universitas Muhammadiyah Yogyakarta.
2. Prof. Ir. Sri Atmaja Putra Jatining Nugraha Nasir Rosyidi, S.T., M.Sc.Eng., PG-Certif., Ph.D., P.Eng., IPU., ASEAN.Eng., the head of Faculty of Postgraduate Program of Universitas Muhammadiyah Yogyakarta.
3. Dr. Suswanta, M.Si., the head of Department of Master of Government Affairs and Administration, Universitas Muhammadiyah Yogyakarta.
4. Dr. Titin Puwaningsih, S.IP., M.Si., the supervisor who always provides guidance, direction, encouragement, and enthusiasm to researcher, so that this graduate thesis can be completed.
5. Dr. Tunjung Sulaksono, S.IP., M.Si., Prof. Dyah Mutiarin, S.IP., M.Si, Prof. Elaine M. Baulete, Ph.D, Prof. Eucil Pabatang Hussien, DPA, as examiner I, examiner II, examiner III, and examiner IV.

6. Bawaslu Metro City Staff, Commisioners, and Secretariat, and also Panwascam Metro City, who has given the opportunity to the researcher to conduct research on “Bawaslu Metro City Office”.
7. All lecturers and all academic staff who always help provide facilities, knowledge, and education to researcher so that they can support the completion of this thesis.
8. All informants who are willing to be interviewed and share all useful information for the thesis that the author has made.

All parties who have helped me in completing the thesis.

LIST OF CONTENTS

TITLE PAGE	i
VALIDATION PAGE	ii
DECLARATION PAGE	iii
SUPERVISORY APPROVAL PAGE	v
STUDY PROGRAM VALIDATION PAGE	vi
REVISION EVIDENCE SHEET	vii
MOTTO PAGE	viii
DEDICATION PAGE	ix
PREFACE	xi
LIST OF CONTENTS	xiii
LIST OF TABLES	xv
LIST OF FIGURES	xvi
LIST OF CHART	xvii
ABSTRAK	xviii
ABSTRACT	i
CHAPTER I INTRODUCTION	1
1.1 Background.....	1
1.2 Problem Formulation	7
1.3 Research Objectives.....	8
1.4 Benefits of Research	8
1.4.1 Theoretical Benefits	8
1.4.2 Practical Benefits	8
CHAPTER II LITERATURE REVIEW	10
2.1 Literature Review	10
2.2 Theoretical Framework.....	12
2.2.1 Concept of Strategic Management.....	12
2.1.2 Strategy Management Process	14
2.1.3 Human Resource Capacity	22
2.1.4 Human Resource Capacity Indicators.....	23
2.3 Framework of Thought	24
2.4 Conceptual Definition.....	25
2.5 Operational Definition	25
CHAPTER III RESEARCH METHODS	28
3.1 Types of research	28
3.2 Research Location	28
3.3 Research Data Collection Techniques	29
CHAPTER IV DESCRIPTION OF RESEARCH OBJECT	40
4.1 Metro City Overview	40
4.1.1 Geographical Location of Metro City	40
4.1.2 Demographics of Metro City	43
4.2 Metro City General Election Supervisory Body.....	43
4.2.1 General History of the Metro City General Election Supervisory Body	43
4.2.2 Vision and Mission of the Metro City Election Supervisory Body	52

4.2.3 Duties, Authorities, and Obligations of the Metro City Election Supervisory Body.....	54
CHAPTER V RESULTS AND DISCUSSION	56
5.1 Bawaslu's Strategy in Strengthening Human Resource Capacity Towards the 2024 Election in Metro City, Lampung, Indonesia	57
5.1.1 Environmental Observation	57
5.1.2 Strategy Formulation	84
5.1.3 Strategy Implementation.....	112
5.1.4 Evaluation and Control	121
CHAPTER VI CLOSING	129
6.1 CONCLUSION.....	129
6.2 SUGGESTION AND RECOMMENDATION	133
BIBLIOGRAPHY	138
APPENDICES	145

LIST OF TABLES

Table 5.1 Facilities and Infrastructure Borrowed for the 2024 Election.....	67
Table 5.2 Metro City Bawaslu Staff Data 2024.....	74
Table 5.3 Data on the Names of Employees Assigned to the Metro City Bawaslu in the Framework of Supervising the Implementation of the Election of Governor and Deputy Governor and Mayor and Deputy Mayor in 2024.....	76
Table 5. 4 Aspects of the Work Culture of Bawaslu Employees of Metro City....	78
Table 5. 5 Implementation of Social Media of Bawaslu Metro City	97
Table 5. 6 Forms of Collaboration between Metro City Bawaslu and Other Parties	99
Table 5.7 Implementation of Human Resources Training for Metro City Bawaslu	105
Table 5. 8 Details of the Three Divisions of Metro City Bawaslu Activity Already Completed	107
Table 5.9 Budget for Human Resource Capacity Development at Bawaslu Metro City.....	117
Table 5.10 Summary of Field Findings and Discussion	126

LIST OF FIGURES

Figure 2.1 Framework of Thought	24
Figure 3.1 Data Analysis Process	36
Figure 4.1 Administrative Map of Metro City	41
Figure 4.2 Organizational Structure of Metro City Bawaslu for the 2023-2028 Period	44

LIST OF CHART

Chart 5.1 Percentage of Attendance, Professionalism, Bawaslu Metro City Employees Assessment	69
---	----