

CHAPTER I INTRODUCTION

1.1 Background

Elections are one of the pillars of democracy that require strict supervision to ensure their continuity in a Luber-Jurdil manner, which is an acronym for Direct, General, Free, Secret, Honest and Fair (Nugroho et al., 2023). Bawaslu has a central role in ensuring the integrity and sustainability of the election process (Kurniadi et al., 2023). The 2024 election is expected to be a complex and challenging event (Samosir, 2024). Involving a large number of voters, information technology, and the potential for political conflict requires superior and qualified human resources at Bawaslu (Wekke et al., 2024). With the development of technology, the 2024 Election may involve more electronic aspects, such as electronic voting or the use of information technology for supervision, Bawaslu HR needs to have the capacity to manage and understand these aspects (Surahman et al., 2023).

An institution cannot be separated from human resources, even though its activities have sufficient capital and modern technology, because no matter how advanced the technology is, without the support of humans as its resources, the goals of an institution will not be achieved (Gerhart & Feng, 2021). Thus, it is very important for human resources to be given direction and guidance from management in general and human resource management in particular.(Saks, 2022). In the world of elections, Bawaslu as an election organizing institution has gone through a long space and time which has made it increasingly mature as an institution.(Samosir, 2022). Bawaslu's authority to handle election violations,

resolve election process disputes and supervise elections, requires a lot of human resources to ensure that this authority can be implemented properly.(Futri & Marpaung, 2021). However, it cannot be denied that the performance of human resources is greatly influenced by competence, leadership and internal communication within the Bawaslu institution.(Festiyanti et al., 2023). According to the head of Bawaslu Metro City, Badhawi Idham, stated that coordination and communication with the ranks of the Regional Leadership Coordination Forum have been running well, and there is a lot of support from various elements of society such as the mass media, Non-Governmental Organizations (NGOs), youth and students.Metro City Election Supervisory Committee has received an award in the category of best report preparation 1 on the Dispute over Vote Acquisition in the 2019 Election, at the Bawaslu Awards event in Jakarta.

Analysis of previous elections, including strengths and weaknesses in Bawaslu's oversight, can provide insight into areas where human resource strengthening is needed (Suhariyanto, 2024). A deep understanding of previous experiences can be the basis for improving and strengthening competent and well-trained Human Resources (HR) who can be more effective in preventing violations and fraud in the election process (Osterman & Rahman, 2023). This can increase public trust in the integrity of the election. Strengthening human resource capacity is not only related to internal training, but also involves cooperation with educational institutions, international organizations, and other related parties, this can be part of a holistic human resource strengthening strategy (Li & Pilz, 2023).

Based on Law Number 7 of 2017, Bawaslu was deliberately formed with the task of supervising the stages of election implementation, such as receiving public complaints, handling administrative violations, and handling violations in the form of election crimes based on their level (Jamaluddin, 2022). According to the Head of Bawaslu of Metro City, Badhawi Idham, in its implementation, Bawaslu of Metro City faced obstacles or challenges like Bawaslu of Metro City, the initial challenges faced by Bawaslu of Metro City included:

- 1) The number of existing technical personnel is relatively small and the number of existing Human Resources (HR) is very minimal and not comparable to the work given,
- 2) The use of technology at Bawaslu Metro City is still not optimal,
- 3) The potential for election violations in Metro City is still quite high,
- 4) The potential for intervention from certain parties towards the Metro City Bawaslu still exists,
- 5) Fake news and hoaxes circulating on social media can disrupt the implementation of elections.
- 6) Disinformation carried out by certain parties can damage public trust in the Metro City Bawaslu,
- 7) The office facilities are also inadequate, the Metro City General Election Supervisory Agency (Bawaslu) has a cramped office and requires building renovation, and other supporting office facilities are needed, office equipment is still lacking, finally
- 8) Budget constraints make it difficult to carry out all planned activities.

According to in-depth interview, with the Head of Metro City Bawaslu, money politics in Metro City is ranked 2nd in Indonesia, Metro City Bawaslu revealed the results of observations and detection of potential fraud and money politics in the upcoming Metro City elections. Head of Metro City Bawaslu Badaw Idham stated that the potential is quite high and massive, especially carried out by individual legislative candidates (Caleg) and their teams during the campaign quiet period. Badaw Idham emphasized, potential Election fraud in Metro City occurred on election of City and Provincial DPRD Candidates up to the DPR and DPD RI levels. To anticipate this, Bawaslu will prepare supervisors from the city level to the polling stations (TPS). Although he admitted that he doubted that the practice of money politics could be completely eliminated, Badaw Idham hoped that it could be minimized by involving various parties in supervision, including the community, NGOs, journalists, and authorities, as well as inviting the public to report suspected practices of money politics to Bawaslu or the Integrated Law Enforcement Center (Gakkumdu).

According to in-depth interview, with the Secretary of the Metro City Bawaslu, Maria Kristina, the Lampung General Elections Supervisory Body (Bawaslu) is intensifying patrols to anticipate money politics ahead of the 2024 General Election (Pemilu) in order to realize a clean election. The Coordinator for Handling Election Disputes and Violations of the Metro City Bawaslu, Maria Kristina, said that ahead of the election there is a risk of money politics or what is often referred to as the "Serangan Fajar", "Serangan Fajar" is a popular term for money politics. Based on Article 515 and Article 523 paragraphs 1-3 of Law

Number 7 of 2017 concerning Elections and Article 187 A paragraphs 1 and 2 of Law Number 10 of 2016 concerning Regional Elections, the form of “Serangan Fajar” is not limited to money. However, it can also be in other forms such as basic food packages, credit vouchers, gasoline vouchers, or other forms of facilities that can be converted into money outside the provisions of campaign materials permitted in accordance with Article 30 paragraphs 2 and 6 of KPU Regulation (PKPU) Number 8 of 2018. The rules regarding campaign materials permitted by the KPU and not included in “Serangan Fajar” are explained in detail in Article 30 paragraph 2 which reads: Campaign materials in the form of leaflets/flyers, brochures/leaflets, pamphlets, posters, stickers, clothing, head coverings, drinking/eating utensils, calendars, business cards, pins, and/or stationery. As for Article 6, it reads: Every campaign material as referred to in paragraph (1), if converted into money, has a maximum value of IDR 60,000. Bawaslu also continues to conduct outreach to the public so that they can play an active role in rejecting the practice of money politics, which is used as a shortcut or intervention in influencing voters' votes.

The 2024 election is a crucial moment that requires Bawaslu's readiness and resilience to guarantee fairness, transparency and the legitimacy of the election process (Rofiyanti et al., 2021). Identification of specific challenges faced by Bawaslu Metro City, Lampung, both in terms of geography, demographics, and politics, such as:

1. Analyzing potential risks of fraud or interference in the electoral process in the region can be a focus for understanding capacity strengthening needs.
2. Evaluation of the condition of Human Resources in Bawaslu Metro City, including qualifications, experience, and availability of HR.

Capacity building is improving or changing the behavior of individuals, organizations, and community systems in achieving predetermined goals effectively and efficiently (Gooding et al., 2022). Referring to the opinion (Sumpeno: 2002), increasing capacity means that there is a change in behavior to:

- 1). Increase individual abilities in knowledge, skills, and attitudes; 2). Increase institutional capacity in the fields of organization and management, finance, and culture; 3). Increase the ability of the community to be independent, self-reliant, and anticipate change. Strengthening group institutions is very necessary because by strengthening the capacity of the community/micro and small businesses as members can develop social capital (Mogea, 2023). Capacity development is creating the ability to find existing deficiencies and make efforts to correct these deficiencies (Fachrunnisa & Hussain, 2020). The expected results of capacity building are: 1). Strengthening individuals, organizations, and communities. 2). Determining capacity building models and programs. 3). Building synergy between actors and institutions.

Capacity building strategy is an effort to improve the ability and quality of human resources or organizations in carrying out their duties and functions optimally (Rofiyanti et al., 2021). Several capacity building strategies can be

implemented such as developing the quality of human resources, developing institutions/organizations, financial resources, information systems, organizational culture, employee career patterns, quality of apparatus, feedback, and partnerships (Gritty, 2022). The strategy of strengthening the capacity of human resources of the apparatus is an inseparable part in building a culture of innovation among the bureaucracy. Therefore, innovation must begin by developing people with character, not producing as much innovation as possible (Pekkarinen, 2023).

By detailing the background of this thesis, research can focus on developing concrete strategies to strengthen the capacity of Bawaslu human resources, either through training, involvement of external parties, or implementation of new technology in election supervision tasks and research can be directed to develop concrete strategies to improve the capacity of human resources at Bawaslu Metro City, Lampung, so that they can be more effective and efficient in carrying out their duties and responsibilities related to the 2024 Election, for that the researcher is interested in taking the title of research regarding the strategy carried out by the Election Supervisory Agency (Bawaslu) of Metro City in strengthening the capacity of human resources within the internal scope of the institution.

1.2 Problem Formulation

Based on the background described above, the main topic of discussion in this research is: The Strategy of The General Election Supervisory Agency in Strengthening The Human Resource Capacity Towards The 2024 Election in Metro City, Lampung Province, Indonesia. For further discussion, the formulation of the problem to be studied is as follows, "How The General Election Supervisory

Agency Strategy in Strengthening The Human Resource Capacity Towards The 2024 Election in Metro City, Lampung Province, Indonesia?" .

1.3 Research Objectives

Departing from the formulation of the problem, the purpose of this study is to analyze the Strategy of the General Election Supervisory Body in Strengthening Human Resource Capacity Towards the 2024 Election in Metro City, Lampung Province, Indonesia.

1.4 Benefits of Research

By achieving the research objectives above, it is hoped that the research results can provide benefits both theoretically and practically, namely:

1.4.1 Theoretical Benefits

- a. Providing additional knowledge about Government Science, especially related to the Strategy of the General Election Supervisory Body in Strengthening Human Resource Capacity Towards the 2024 Election in Metro City, Lampung Province, Indonesia.
- b. This strategy can add to the literature and strengthen the theoretical framework on election supervision, especially in the context of strengthening human resources. It also helps understand how strengthening human resources capacity contributes to the effectiveness of election supervision.

1.4.2 Practical Benefits

- a. Can be utilized by parties who have the authority in efforts to increase Human Resources capacity within the internal scope of the institutionin

the process of facing the 2024 Election and efforts prevention and action against election violations and election process disputes.

- b. As information, reference and additional data and can be used as a reference or study for further research or future research regarding Human Resource Capacity Building Strategy Towards the Election.
- c. The results of this research can produce output in the form of journals and other additional reference articles and can increase knowledge for its readers.