

# INTEGRITY OF HUMAN RESOURCES AND PERFORMANCE OF THE ORGANIZING ELECTIONS 2017

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**Abstract**Indrasari. Still it is difficult for the Commission to implement a policy of achievement of performance with integrity. That requires a professional organizer, namely HR understand the work as a profession that has the specific role and its own ethical code. To realize both of these is to improve the process of selection and recruitment of PPS and KPPS as well as open access to registration for prospective PPS and KPPS, so there are many potential candidates who so far can not be involved as election organizers who have high integrity and optimal performance.

*Keywords : Integrity, performance, Operator elections*

## 1. Introduction

talking about democracy in a country will not be apart from discussing the electoral system adopted by each country. Once the rapid dynamic development of the electoral system as outlined in the legislation nor the discussion by legal experts, political scientist, expert in Constitutional or also by other experts that have relevance to the election, but until now the issue of electoral never endlessly back into topic of discussion, both formal and informal,

yet completed the process of organizing and problems in it, the Commission is still carrying out a series of election stages of the legislative elections on 9 April 2014 that followed the election of President and Vice President on July 9, 2014, followed by the election of Regional Head and Deputy head simultaneously in 2015. This means that the National election Commission as an election management bodies already announced back in stages next elections of regional heads in unison, which is simultaneously the regional elections are the second wave of regions whose regional heads period ending on the second half of 2016 and the head regions whose term expires in 2017, as many as seven provinces, 76 districts and 18 cities, which it can be said that the Commission continue to make performance improvement.

the efforts of these improvements have received appreciation from various parties who perform an assessment of the EMB include improvement efforts elections to bring quality and integrity elections have been conducted from various aspects. The result is the election of DPR, DPD and DPRD as well as the election of President and Vice President of 2014 was orderly, safe and smooth. Public confidence in the implementation and results of the elections is also increasing. Indonesian Democracy index (IDI) in 2014 also increased compared to the year 2013 (in Ward, 2015).

Measurement of democracy index conducted by the Central Statistics Agency (BPS) showed IDI in 2014 reached 73.04 on the index scale of 0-100, up 9 , 32 points compared with the 2013 IDI achievements at 63.72. IDI achievements of 2014 in the category of being. Nevertheless, the figure had exceeded the target in the National Medium Term Development Plan is pegged 73.00. Survey Indonesian Survey Institute (LSI) and The International Foundation for Electoral Systems (IFES) in October 2014 concluded that overall positive rate of the Indonesian people against the election of 2014.

Seen from the side of a lawsuit filed to the Constitutional Court, the greater part of the 147 lawsuit submitted to the Court in the case of the Regional Head Election dispute in 2015 is suing the organizers of the dispute is considered unprofessional or not credible in carrying out electoral duties. Regardless of the condition only 7 lawsuit continued and from the lawsuit proceed only 5 claims received to do the re-election, then the condition must remain a matter of evaluation in the planning and conduct of elections that are acceptable to all parties.

There are so many variables that affect the implementation of elections acceptable to the various parties. Wall et al (2011) set of seven common principles to guarantee the legitimacy and credibility of the election organizers. Those principles are: *independence, impartiality, integrity, transparency, efficiency, professionalism, and service-mindedness*. Moreover, the principle of which is not less important to serve as a foundation to build value in the election management bodies is accountability.

These principles are also included in the Law No. 15 of 2011 on General Election Organizer stating that in order to improve the quality of the elections to ensure the implementation of the political rights of the people required professional organizer of the elections, and for integrity, capability, and accountability. Therefore, one important factor for the successful holding of elections lies in the readiness and professionalism of the election organizers itself, namely the Commission and the Election Supervisory Body, as an integrated function of the administration of elections. Both these institutions have been mandated by legislation to hold elections according to the functions, duties and authority of each. However, to realize and establish KPPS PPS and integrity are the barriers that come from regulation. Such constraints contained in PPS appointment procedures were not selected through a recruitment and tests, but through a<sup>1</sup>proposal.

The mentioned above are interrelated and have a weakness for election organizers realize integrity. First Regency does not have many options against the names of candidates proposed PPS without a process kualifikasi clear. The problem is very likely that the suggestions or recommendations will only include people nearby who have the same politics with, without considering the professionalism and quality. Second, KPPS raised by local PPS without any selection procedure, it is possible in practice PPS coordinate with referrals, to provide feedback on the candidates KPPS nearby as well.

## **2. The concept of Integrity**

Referring to Law No. 8 Year 2015 on the Amendment of Act No. 1 of 2015 on Stipulation of Government Regulation in Lieu of Law No. 1 of 2014 on the Election of Governors, Regents and Mayors into<sup>2</sup>law, explained that the Implementation election is direct, public, free, confidential, honest and fair can only be realized if the Election has high integrity and understands and respects the civil and political rights of the citizens. Also required is a professional organizer of the elections, and for integrity, capability, and accountability.

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<sup>1</sup> Article 19 (paragraph 2) of Law No. 8 of 2015 on the Election of governors, regents and mayors: "Members of PPS appointed by Regency / City on the proposal along with the Village Head or other title / Village and Village Consultative Body or other title / Village council". Whereas Article 21 (paragraph 2) "KPPS Members are appointed and dismissed by the PPS on behalf of the Chairman of the Regency / City.

<sup>2</sup> UU no. 8 Year 2015 on the Amendment of Act No. 1 of 2015 on Stipulation of Government Regulation in Lieu of Law No. 1 of 2014 on the Election of Governors, Regents and Mayors

Integrity is consistency and unwavering determination in upholding the noble values and beliefs. In the context of ethics, integrity is defined as honesty and truth of one's actions. The opposite of integrity is Hypocrisy (hypocrite or hypocritical). One is said to have integrity when its conduct in accordance with the values, beliefs, and principles held. Integrity according Poerwadarminta (2002) mean unanimity, integrity or honesty. There are at least three meanings associated with integrity.

- a. First, integrity as a *unity*, is used to describe the condition of unity, overall, alignment.
- b. Second, integrity is *incorruptibility*, integrity, determination, unwavering, without defect. In this case the integrity mean consistency, coherence between the idea of the realization in fact.
- c. Third, integrity is a moral quality. General understanding of integrity as honesty, sincerity, purity, and straightness. Quality honestly the main pillar of the moral quality of a person.

To be able to carry out the election accountable, then the general elections there is every level of the KPU, Provincial KPU, Regency / City and election organizers who are Adhoc namely PPK, PPS and KPPS are required to be always maintain integrity in conducting all phases of the elections. In the context of the election organizers, integrity can be defined as the fit between the action and behavior of the organizers with responsibility and in accordance with the legislation governing the election. The existence of such integrity, the organizers will gain public trust, particularly of voters, as well as the contestants election, both candidates the person or political party, which is directly concerned with the election. Integrity is an important principle for an institution of public servants to gain the recognition of others.

Referring to the above understanding, means the election organizers of integrity should have consistency, dependability, honesty, confidence to understand, behave and act in accordance with the values LUBER and JURDIL in the implementation election. Election organizers must have the spirit to uphold the entire Regulatory Commission and the electoral code of conduct and voluntary. In addition, throughout the implementation stages of the election should be conducted with integrity.

The integrity of the election, or in a more complete implementation of process integrity and the integrity of the election results, is one of the parameters of democratic election administration process. Integrity means the implementation process in all stages of the electoral principle was formulated based on the principles of democratic elections, namely a direct, public, free, confidential, honest and fair, transparent and accountable. Including the setting and implementation of each stage of the election should ensure the integrity of the process and the election results. Election organizers not only have the knowledge and ability of electoral in performing their duties but also carry out their duties with integrity. Citing the opinion of Samuel Johnson, Integrity without knowledge is weak and useless, and knowledge without integrity is dangerous and dreadful.

### **3. The management of human resources**

main principle of a Supervisory Election is a high integrity, not only is it a moral and ethical is important as the capital base and a target primary to become the Election. To that end, the recruitment process Election Supervisory Committee (Panwaslu) District and City in each province should be able to give birth to the Election Supervisory who have ethics and morals in safeguarding the implementation of the electoral process, 2017. The value of ethics and morals are absolute principle

as election monitors as the basis for the creation of capital organizers and supervisors who have integrity in the democratic process. In addition, the candidate selection process Panwaslu members do need to certainly been smoking intervention, resulting in the implementation of fit and proper test (*fit and proper test*) against a candidate member of the Commission can be ensured independence and credibility (Wijaya, 2015).

The credibility of the election organizers can be measured through three aspects of the assessment that is, the first aspect of the ethical quality, both on Moral and third on the intellectual aspects. Three aspects, it is a mandatory criterion in the selection process of the election watchdog. The reason to use these three aspects are considered the facts of election, like 2009 and 2014 was often reported to the Assembly Audit Honorary Council Election (DKPP) due to ethical problems and moral, and intellectual aspects (Bhakti (2015).

One of the important agenda related to the integrity of the election organizer is to ensure PPS and KPPS have knowledge of electoral good and integrity in carrying out their functions. This is important because election organizers spearheading the airport voters voting was polling station officials and PPS, which is in direct contact with the implementation of the electoral. Spirit electoral operations LUBER and JURDIL in the hands of PPS and KPPS. without integrity level with PPS and KPPS, then the idea of the organizers of election integrity, and quality will only be a wonderful concept to discussed without any practice.

#### **4. Optimizing performance election**

to realize election integrity , PPS and KPPS must carry out their duties and functions based on the principle of the principle of democratic elections, namely a direct, public, free, confidential, honest and fair, transparent and accountable. Among the role of PPS and KPPS in realizing election integrity is to serve the voters in voting, protect the sovereignty of the voters, airport participating in the election, and realize the process and outcome of the election integrity.

The integrity of the administration of elections that conceptually can be seen from the perspective of the organization's management Election organizers orderly and professional both in terms of managing and running the electoral administrative regulations that include technical-operational stage arrangement in the form of internal regulation formulation KPU and Bawaslu which is in line with the law, enforce the criminal acts of the elections, as well as enforcement of regulations related to the implementation of the code of conduct election organizers. Enforcement of the code of conduct the election organizers is a substantial part in building understanding and instill quality awareness of ethics for all election organizers on the importance of carrying out the duties and functions professionally and independently. DKPP as an enforcement agency codes of conduct election organizers in maintaining and guarding the honor of Election prioritize law enforcement and ethics (*Rule Of Law and The Rule Of Ethics*) simultaneously.

Various regulatory improvements made in organizing the election, including regulating the conduct of elections, so as to have integrity strong in the running phases of the election. Various regulations, among other things, the independence and integrity of the election management became stronger after the issuance of Law No. 15 of 2011 on the Election. Legislation is mandating the establishment of the Honorary Board of Election (DKPP) permanent with the task of examining and deciding a complaint or report an alleged violation of the ethics of the election management with the nature of the decision that is final and binding,

- a. the Commission should encourage the organizers gradually to complain directly organizers in underneath were allegedly involved in election violations. The proactive attitude as proof that the Commission wants any election organizers who become policy makers and providers of technical support work professionally and responsibly.
- b. KPU needs to limit the participation of the public who had been a committee PPK and PPS in two election period. This restriction is expected to receive more integrity organizers. KPU member RI, Ferry Rizkyansyah (2015) expressed the spirit that want to build here because of a lot of evaluation of the ad hoc committee, the full record although not all problematic. KPU should be a mechanism merit in the recruitment system in order to obtain PPK or PPS integrity. It is expected in addition to the cadre of organizers also expected to minimize thought to cheat in performing the duties of electoral.
- c. KPU needs to use a number of information technology systems in managing the election stages DPR, DPD and DPRD as well as the election of President and Vice President In 2014 the information system of political parties (SIPOL) , the information system of electoral districts (SIDAPIL), voter registration information system (SIDALIH), nomination information system (SILON); logistics information systems (SILOG) and information systems counting (SITUNG). All of the information system is managed and is under the control of the Commission and can be accessed by the public or relevant stakeholders.

In organizing the Regional Head Election simultaneously in 2015, in addition to utilizing and developing information systems that have been used in the 2014 elections, the Commission made a new information system the stages of the elections information system (SITaP). SITaP serves to provide convenience to the Commission to collect information RI in the implementation stages of the elections of Provincial and Regency / City throughout Indonesia. Finally the most important is the disclosure counting. The public can access information on the results of vote counting down to the level of TPS, so that the public can access the information of votes DPR, DPD and DPRD Election 2017 from all polling stations, recapitulation in the district, the district / city and province.

Seeing the above issues, it is important to make corrections so that there is a level election management personnel PPS and KPPS understand, has a high willingness to hold elections in accordance with applicable regulations. Means it takes the organizer of professional, that person understand the work as a profession that has the specific role and its own ethical code. PPS and KPPS dituntut for professional and should really be able to do their job properly. Thus it is important to do in order to realize KPPS PPS and integrity by:

- a. Making PPS and KPPS professional, namely a demand for someone who is their mandate in order to get the process and optimal results. Thus, PPS and KPPS election organizers must believe in the profession as a respectable profession for establishing democracy in this republic.
- b. Making the PPS and KPPS election organizers as a big family. This means that should no longer exist and KPPS PPS dual loyalties to other parties. PPS and KPPS to be loyal to the Commission Regulation and all tasks assigned by the Commission. In addition, there should be a mechanism competency tests for prospective PPS and KPPS so that there is no best candidates, who will be PPS and KPPS. Guidance and escort PPS and KPPS well and structured very important to form a PPS officer and KPPS professional and integrity.

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