



KPPS Performance in the Implementation of Voting and Vote Counting at TPS in the 2019 General Election in the City of Probolinggo

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ABSTRACT

The Voting Organizers Group or abbreviated as KPPS is one of the election organizers at the lowest level who is the spearhead of the implementation of voting and vote-counting in the 2019 Election. Because the work results of KPPS are one of the indicators used as a reference in determining the quality of the 2019 Election and have the opportunity to be sued by society if the election administration does not fulfill the principles of independence, honesty, fairness, legal certainty, orderly, openness, proportionality, professionalism, accountability, effectiveness, and efficiency. And the performance of many KPPS has been under the spotlight of the public in the form of dissatisfaction with election participants about its performance, accusations of unprofessionalism, and the impartiality of the KPPS. Some of the problems that arose based on the results of the evaluation of voting and counting activities for the 2019 Election by the Probolinggo City KPU were errors in filling in the C1 form and its attachments, filling in voter data and voting rights users in the DPT, DPTb and DPK columns (difficulty distinguishing DPT, DPTb and DPK), errors in the summation of votes for men and women, there are still errors in the data on the acquisition of party votes and candidate votes on form C1 DPR. Provincial DPRD and Regency / Municipal DPRD, have difficulty distinguishing the legitimate votes of a party from the valid votes of a candidate, not submitting a copy of C1 to the Regency / City KPU for a scan then input into the SITUNG Application, many KPPS are still confused about determining valid and invalid ballots, party votes and candidate votes. For this reason, this study will try to identify the various problems faced by KPPS in the City of Probolinggo in order to find solutions and solutions so that election organizers with integrity and professionalism can be realized. The type of research used is descriptive qualitative research, this research will analyze the performance of the KPPS as the election management body related to its duties, authorities, and obligations in organizing the 2019 Election. Some of the factors that affect the performance of KPPS related to the occurrence of the above problems in the implementation of the 2019 Election are a large amount of workload and responsibility for the tasks carried out by KPPS and the limited understanding of regulations so that many KPPS carry out their tasks beyond the predetermined time limit. There are still many KPPS who are confused about the procedures for implementing KPPS 'duties which have been regulated in existing regulations. From the administrative aspect of writing on forms C, C1, and attachments and C1 Plano, there are still many KPPS that still make mistakes. Recommendations taken are the priority to increase the budget for technical guidance and simulation activities that are sufficient for the target of all the Chairperson and Members of the KPPS, reviewing the schedule for the polling process and counting from 1 day to 2 days, review related to the use of too many formulas, maximizing technical assistance related to work procedures and management of KPPS human resources.

Keywords: Election 2019; KPPS work; Probolinggo city

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1. INTRODUCTION

General Election is a means of people's sovereignty to elect members of the People's Representative Council, Members of the Regional Representative Council, the President, and the Vice President, and to elect members of the Regional People's Representative Council, which is carried out directly, publicly, freely, secretly, honestly and fairly within the Unitary State of the Republic. Indonesia is based on Pancasila and the 1945 Constitution of the Republic of Indonesia.

The 2019 General Election is a different model of general elections and a new history for the Indonesian nation which holds general elections together, namely the election of the President and Vice President with the election of members of the DPD, DPR RI, Provincial DPRD and Regency / City DPRD.

To achieve a quality general election, of course, one of which is very much determined by a professional election organizer who has integrity, capability, and accountability. Therefore, the organizers of the 2019 simultaneous general election have focused on improving the quality of preparation, promoting public participation, and ensuring the implementation of democratic elections. The commitment of professional election administrators will close the space for eligible participants who want to cheat.

By-Law Number 7 of 2017, the Voting Organizing Group or abbreviated as KPPS is one of the election organizers at the lowest level formed by the PPS or the Voting Committee to carry out voting at the polling stations. KPPS itself consists of 7 (seven) people and is responsible for the implementation of voting and counting of votes at the polling stations. KPPS is an important part because the task of KPPS is to be a servant of voters so that they can give their voting rights. To carry out their duties as KPPS, KPPS members must carry out their responsibilities with provisions such as being transparent, neutral, and impartial, and must apply democratic values.

By article 2 PKPU No. 3 of 2018 that PPK, PPS, and KPPS in carrying out the duties of organizing elections are guided by the principles of being independent, honest, fair, legal certainty, orderly, public interest, open, proportional, professional, accountable, effective, efficient and accessibility.

To ensure the achievement of an accountable Election in accordance with the provisions of the law, it is necessary to have election administrators with integrity and professionalism. Every Election organizer is obliged to work, act, carry out duties, powers, and obligations as an Election organizer based on the Code of Ethics and code of conduct for election administrators, as well as oath/promise of office.

The General Election Commission of the City of Probolinggo as the organizer of the General Election as mandated by Law No. 7 of 2017 has carried out its duties and authorities to hold the 2019 General Election in the city of Probolinggo in a safe and conducive condition. However, it is realized that the General Election Commission of the City of Probolinggo in the implementation of each stage still finds shortcomings and weaknesses. The problems - these problems can be identified after the Probolinggo City KPU carries out an evaluation of each stage in the 2019 General Election.

Based on the results of the election evaluation meeting and vote counting of the Probolinggo City KPU on 9 to 10 September 2019 which was attended by the Chairperson and Members of PPK, the Chairperson, and Members of PPS, there were several problems that arose related to the stages of implementing voting and counting votes in the implementation of the General Election. 2019 is linked with the duties, responsibilities, and obligations of the KPPS. These problems include filling errors in forms C, C1 and their attachments, filling in the data of voters and users of voting rights in the DPT, DPTb, and DPK columns (difficulty distinguishing DPT, DPTb, and DPK voters), errors in the addition of the column for male votes. men and women, there are still errors in the data on the acquisition of party votes and candidate votes on form C1 DPR. Provincial DPRD and District/City DPRD, have difficulty distinguishing the legitimate votes of a party from the valid votes of a candidate. After giving a copy of C1 to the witnesses, everything is put into the ballot box and not submitted or must be submitted to the Regency/City KPU for a scan then input into the Regency/City KPU Application System (SITUNG), miscommunication between KPPS Officers and the Police related to the pressure from the Police to be quickly resolved so that it creates a mental burden for KPPS because of the police's insistence. The NIK check application for errors during voting day greatly interferes with the task of the KPPS for the smooth implementation of voting at the TPS, many ballot papers must be counted and many KPPS are confused about determining valid and invalid ballots, party votes, and legislative votes so they need a long time for the counting.

Many of the results of the work of KPPS have been under the spotlight of the public in the form of dissatisfaction of election participants with their performance, accusations of unprofessionalism, and non-neutrality of KPPS without ever understanding the various limitations they face. And we also think that the burden of duty is very heavy to be carried out in the 2019 Concurrent General Election because in the 2019 General Election we will elect simultaneously the Presidential and Vice-Presidential Election, the Regional Representative Council (DPD), the People's Representative Council of the Republic of Indonesia (DPR RI), Provincial Regional People's Representative Council (Provincial DPRD), Regency / City Regional People's Representative Council (Regency/City DPRD). The results of the work of KPPS are one of the indicators that can be used as a reference in determining the quality of the 2019 Election and have the opportunity to be sued by the public if the election administration does not meet the principles: independent, honest, fair, legal certainty, orderly, open, proportional, professional, accountable, effective and efficient.

Limitations ranging from an understanding of regulations, technical implementation of voting, and counting of votes to the Chairman and Members of KPPS. Not to mention the condition of the physical endurance of the KPPS which has been working for a few days before the polling and vote counting day. The

result is that when there are mistakes in the general election, the polling organizer group (KPPS) is in the spotlight because KPPS is considered the determinant of a quality election. Referring to the focus of the problem of the performance of KPPS officers in carrying out voting and counting tasks at the TPS in the 2019 General Election in Probolinggo City, the objectives to be achieved in this study are to find out, describe and analyze the performance of the Polling Organizing Group (KPPS) Officers in implementing the task of voting and counting votes at polling stations in the 2019 General Election in Probolinggo City.

2. LITERATURE REVIEW

Performance Evaluation Theory

Definition of performance evaluation

Performance evaluation is also called "performance evaluation" or "performance appraisal". The appraisal comes from the Latin word "appreciate" which means to give value or price. Performance evaluation means giving value to the work done by someone to be rewarded, compensated, or rewarded. Performance evaluation is the fairest way to reward or reward employees. Everyone in general wants to excel and expects his achievements to be known and appreciated by others. Megginson argues that performance evaluation or performance appraisal is a "performance appraisal, a process used by leaders to determine whether an employee is doing his job following their duties and responsibilities." (Mangkunegara, 2005). Based on the above opinion, performance evaluation is an apparatus performance appraisal process which is carried out to see whether there is an increase or decrease in daily work responsibilities so that the leader can provide supporting motivation to see the performance of the apparatus in the future. An evaluation must be carried out frequently so that the problems faced can be identified and a good solution is sought. Performance evaluation put forward by Simanjuntak is "a method and process of assessing the performance of a person or a group of people or work units within a company or organization following the performance standards or objectives that are set in advance." (Simanjuntak, 2005). Based on this understanding, performance evaluation is a process used by the leadership to determine the work performance of an employee in doing his job according to his duties and responsibilities. Based on the expert opinion above, it can be concluded that performance evaluation is an assessment that is carried out systematically to determine the results of employee work and organizational performance. Besides, it is also to determine job training needs appropriately, assign appropriate responsibilities to employees so that they can perform better work in the future and as a basis for determining policies in terms of promotion or determination of rewards. Performance evaluation is then defined by the Society for Human Resource Management as "The process of evaluating how well employees perform their jobs when compared to a set of standards, and then communicating that information to employees. The process of evaluating the extent to which the apparatus performs at work when compared to a set of standards, and communicating that information to the apparatus" (Wirawan, 2009). Based on the above definition, performance evaluation is a process to determine the extent of the performance of the apparatus when compared with the standardization series carried out to work following the communication of information provided by the leadership. Performance evaluation is also carried out to assess how well the apparatus works after receiving information and communicating with other officials so that the work is following the wishes of the leadership and the performance of the apparatus itself can be seen properly by the leadership and the community as assessors.

Performance evaluation function

The performance evaluation function put forward by Wirawan (2009) is as follows: (1) Providing valuable feedback to the apparatus regarding their performance. When recruiting (valued) employees, the apparatus must carry out the work assigned to the following job descriptions, operating procedures, and meeting performance standards. (2) Promotion and demonstration tools. In almost all performance evaluation systems, the results of the evaluation are used to make decisions to provide promotions to valued officers whose performance meets the requirements for promotion. Promotion can be in the form of a raise in salary, giving a bonus or commission, promotion, or occupying a certain position. On the other hand, if the performance of the apparatus is considered not up to standard or poor, the agency will use the result as a basis for providing a demotion in the form of a decrease in salary, rank, or position of the valued apparatus. (3) Invaluable motivating tool. Valuable performance that meets standards is very good, or superior, performance evaluation is a tool to motivate apparatus performance. The results of the evaluation can be used by agencies to motivate officials to maintain superior performance and improve good or moderate

performance. (4) Determination and measurement of performance goals. A performance evaluation system that uses the principle of management by objectives, performance evaluation begins by determining the work goals or objectives of the apparatus at the beginning of the year. (5) Poor performance counseling. Performance evaluation, not all personnel can meet performance standards or their performance is poor. It may be because he is facing personal problems or he is not trying to get the job done maximally. For officials like this, the appraiser will provide counseling about the causes of the low performance, and will seek to improve performance in the coming year. Counseling can be carried out before the performance evaluation if superiors can detect apparatus inaction. (6) Apparatus empowerment. Performance evaluation is a tool to empower the apparatus to be able to climb the ladder or career ladder. Performance evaluation determines whether the performance of the apparatus can be used as a measure to improve their career (Wirawan, 2009). Based on the above functions, performance evaluation is a tool used by certain government agencies or organizations to assess the performance of slow officials. Performance evaluation is to motivate the apparatus to improve their performance, counseling helps the apparatus to prevent performance that is too slow so that before the performance evaluation the leaders have already carried out counseling to make improvements in the future. Performance evaluation is a motivational tool for officials to raise their work standards, apart from being a tool for motivation, performance evaluation is also for measuring work goals and empowering the apparatus.

Performance evaluation objectives

The targets of apparatus performance evaluation as stated by Sunyoto (1999) in his book *Quality of Apparatus Performance* (fifth edition) are as follows: (1) Make a continuous and periodic analysis of the performance of the past, both apparatus performance and organizational performance. (2) Evaluate the training needs of officials through audits of skills and knowledge so that they can develop their abilities. Based on the evaluation of training needs it is possible to carry out a training program appropriately. (3) Determine targets for future performance and assign individual and group responsibilities so that for the next period it is clear what employees must do, the quality and standards that must be achieved, the facilities and infrastructure needed to improve employee performance. (4) Find potential employees who are entitled to a promotion, and if you base the results of discussions between employees and their leaders to compile a proposal regarding a wise system (merit system) and other promotional systems, such as rewards (reward system recommendation). (Sunyoto, 1999)

Based on the above objectives, performance evaluation is a means to fix those who are not doing their job well in the organization. Many organizations strive to achieve the goal of the best and most trusted position in their field. Performance depends on the implementers, namely the employees so that they can achieve the targets set by the organization in its corporate planning. Attention should be paid to performance, a conception or insight into how we work to achieve our best. This means that we must be able to lead people in carrying out activities and fostering them is as important and valuable as the activities of the organization. So, the focus is on activities how to keep improving and improving performance in carrying out daily activities. To achieve that, it is necessary to change the way we work together and how to view or review the performance itself. Thus, leaders and employees who are directly responsible for the implementation of performance evaluation must also be evaluated periodically.

Performance evaluation objectives

Performance evaluation is a formal system used to periodically evaluate employee performance determined by the organization, as for the objectives of performance evaluation according to (Ivancevich, 2005), among others: (1) Development Can be used to determine which employees need to be trained and help evaluate training results. And also, can assist the implementation of counseling between superiors and subordinates so that efforts to solve problems faced by employees can be achieved. (2) Giving Rewards Can be used for the process of determining salary increases, incentives, and promotions. Various organizations also use it to lay off employees. (3) Motivation Can be used to motivate employees, develop initiative, a sense of responsibility so that they are motivated to improve their performance. (4) HR Planning Can be beneficial for the development of skills and skills as well as HR planning. (5) Compensation Can provide information used to determine what should be given to high or low performing employees and how the principle of fair compensation. (6) Communication Evaluation is the basis for continuous communication between superiors and subordinates regarding employee performance. (in Dharma 2009: 14)

Based on the above opinion, the performance evaluation system as developed above really helps a work management of both government and private agencies to improve employee performance that is not

maximal, the purpose of this performance evaluation is to build employee morale and maintain good performance and improve work communication.

KPPS performance indicators in the 2019 general election

To evaluate the performance of KPPS in carrying out the tasks of the voting and counting stages at the TPS in the 2019 General Election at the Probolinggo City KPU, indicators that affect or are relevant to the problems that arise are as follows:

Integrity

Integrity is consistency and unshakable persistence in upholding noble values and beliefs and or a concept that indicates consistency between actions and values and principles. In ethics, integrity is defined as the honesty and truth of one's actions. Following Law Number 7 of 2017 concerning General Elections, one of the obligations of general election organizers (Pemilu) is to be fair in carrying out their duties and powers. The word fair here can be perceived as an attitude of impartiality, impartiality, or equality. People who are just will be able to stand in the middle, independent without taking sides except to the truth. This fair attitude will easily be realized if a person has integrity. In carrying out its duties, powers, and obligations, an election organizer is obliged to always comply with the code of ethics. Election Implementer Code of Ethics is a set of moral, ethical, and philosophical principles that serve as a code of conduct for Election Administrators in the form of obligations or prohibitions, actions and/or words that are appropriate or inappropriate to be carried out by Election Administrators. To maintain integrity, election organizers must adhere to the principles of being honest, independent, fair, and accountable.

Honestly, the meaning in the administration of the Election, the Election Organizer is based on the sole intention of holding the Election in accordance with the applicable provisions without any personal, group, or class interests;

Independent, which means that in the implementation of an election, the election organizer is free or refuses to interfere and influence anyone who has an interest in the actions, actions, decisions and/or decisions taken; Fair, the meaning that in the administration of elections, the election organizer places everything according to its rights and obligations; and As one of the Election/Election administering organizations, the General Election Commission is subject to the legal umbrella "Regulation of the Honorary Council of the General Election Organizers of the Republic of Indonesia number 2 of 2017" concerning the Code of Ethics and Code of Conduct for General Election Organizers.

Accountable, meaning that in the administration of elections, the election organizer carries out its duties, powers, and obligations with full responsibility and the results can be accounted for in accordance with the provisions of laws and regulations.

Honesty here means that in the implementation of an election, the election organizer is based on the sole intention of holding an election in accordance with the applicable provisions without any personal, group or group interests.

Procedure

A procedure is a series of specific actions, actions, or operations that must be executed or executed in a standard (same) way in order to always get the same results from the same circumstances. More precisely, this word can indicate a series of activities, tasks, steps, decisions, calculations and processes, carried out through a series of jobs that produce the desired goal, a product or an effect.

In connection with the implementation of Voting and Vote Counting at TPS, it has been regulated in Law No. 7 of 2017 concerning General Elections and technically its implementation, the KPU has determined PKPU No. 3 of 2019 concerning voting and counting of votes in the 2019 general election and revised by PKPU No. 9 of 2019.

To provide an understanding for KPPS in carrying out the voting and counting process at TPS, the KPU has published the KPPS guidebook. This book is also expected to provide general guidance so that the mindset in carrying out this series of activities can be more focused in accordance with the laws and regulations, and the voting and the vote-counting process can be completed in a timely manner according to the predetermined schedule as regulated in the Regulation. KPU.

Management

Management is a process, method, act of managing Management is the process of carrying out certain activities by mobilizing other people's labor; and usually refers to the process of taking care of or handling something to achieve a specific goal.

In relation to the implementation of voting and counting of votes at the TPS, how to regulate / manage the work system of the KPPS officers in carrying out their duties, the division of tasks among KPPS members.

Administration

The administration is an activity that includes taking notes, correspondence, light bookkeeping, typing, agenda, and other activities of a technical nature. Or in a broad sense, is the whole process of cooperation between two or more people in order to achieve goals through the efficient and effective use of certain facilities and infrastructure.

The administration/recording process in the Vote Voting and Counting stages at TPS includes recording on Model C, C1 and its attachments, Model C 1 Plano, Model C2 - KPU, Model C3 - KPU, Model C4-KPU, Model C5-KPU, Model C7. DPT - KPU, Model C7. DPTb - KPU, Model C7.DPK-KPU.

3. METHODS

In this study, the authors used qualitative descriptive research methods, namely methods in researching an object, an event in the present. Sugiono mentioned that qualitative research often mentions "Naturalistic Research Methods". Because the research was carried out in natural conditions (Natural Setting). According to Moh Nazir, qualitative descriptive research is a method in researching the status of human groups, objects, conditions and a system of thoughts or flashes of events that occur in the present. While Koentjoro defines that qualitative research is scientific research that aims to understand a phenomenon in a natural social context by promoting a deep communication interaction process between the researcher and the phenomenon under study. The type of research used is descriptive-analytical research type, namely research used to describe in detail the object of research and to analyze social phenomena, in this case, the performance of KPPS in implementing voting and counting votes at polling stations in the 2019 General Election. The research object of the KPPS Performance Evaluation in the implementation of voting and counting at the TPS in the 2019 Concurrent Election is the Probolinggo City KPU Institute.

To limit the scope of a study so that it does not widen, the focus is needed. To provide an understanding in order to facilitate this research, the authors provide some research limitations, namely by evaluating indicators that affect performance that affect the performance of KPPS in carrying out voting and counting tasks at polling stations in the 2019 General Election. Aspects or indicators that affect KPPS performance in carrying out its duties covering aspects of integrity, aspects of procedures, aspects of management and aspects of administration.

Data collection techniques used are through: (1) Questionnaire, in this study the authors made a list of questions first and then given them to KPPS officers as respondents to obtain data or information needed by researchers. (2) Documentation, documentation is a method used to record data on the gender front that has been available in advance, this data is important because it supports researchers to obtain information as comparison material, in the form of books, statutory archives, KPU decisions, minutes, leaflets, documents, reports on the results of the 2019 Election, the data were obtained from the Probolinggo City KPU Secretariat as an agency related to research issues.

The data processing technique used was a descriptive analysis technique. This method is expected to provide a comprehensive understanding of the aspects related to the research focus to be carried out. Data analysis in this study uses a Likert scale to measure the perception of a person or group of people about social phenomena (Sugiono, 2000).

4. RESULTS AND DISCUSSION

Based on the results of the evaluation of the voting and counting stages conducted by the Probolinggo City KPU, it was found that there were problems related to the results of KPPS 'performance in the implementation of voting tasks at the Probolinggo City TPS. From these problems, indicators that affect the performance of KPPS can be determined including integrity, procedures, management and administration.

Here we submit the results of the research in terms of several indicators that affect the performance of KPPS in carrying out voting and counting tasks at polling stations in 2019, which are used as the basis for researchers to analyze / evaluate the performance of KPPS in carrying out the polling duties in the City of Probolinggo are described as follows:

Integrity

Based on the data analysis, the assessment of the integrity indicator for KPPS officers in the implementation of the polling and vote counting tasks at the TPS obtained scores in the good category.

Whereas in carrying out their duties, KPPS officers uphold the code of ethics of the election administrators, in the form of obligations or prohibitions, actions and / or remarks that are appropriate or inappropriate to be carried out by the Election Organizer KPPS has shown a fair attitude, that in carrying out its duties and authorities it is impartial, favoritism, independent, consistent, not taking sides except the truth.

It has shown consistency and steadfastness in carrying out its duties and authorities in accordance with applicable regulations without any personal, group or group interests.

An attitude of high integrity as the organizer that KPPS officers are based on good intentions to make the 2019 Election a success with quality and integrity.

Procedure

Whereas the legal basis for the implementation of voting and counting of votes at TPS has been regulated in Law No. 7 of 2017 concerning General Elections and technically its implementation, the KPU has determined PKPU No. 3 of 2019 concerning voting and counting of votes in the 2019 general election and revised by PKPU No. 9 of 2019 and also to provide an understanding for KPPS in carrying out the voting and counting process at TPS, the KPU has published the KPPS guidebook. It is also hoped that this book will provide general guidance, so that the mindset in carrying out this series of activities can be more focused in accordance with statutory regulations and that the voting and vote-counting process can be completed in a timely manner according to the predetermined schedule.

Some of the KPPS still do not understand the procedures for implementing the tasks to be carried out in accordance with the stipulated provisions. This is because the intensity of socialization and technical guidance to KPPS is still lacking. The process of implementing the voting and counting of votes with 5 (five) elections at the same time is quite a burden for KPPS, so that with a limited understanding of the rules and regulations, it cannot be resolved on time according to the set schedule.

Management

Whereas in the implementation of voting and counting of votes at the TPS there were still doubts in carrying out their roles, they still did not fully understand the duties of each KPPS which had been determined in accordance with the applicable guidelines.

Administration

From the administrative aspect in the implementation of voting and counting of votes at TPS, many KPPS are still confused about recording/writing on forms and planos, submitting copies of Forms Model C, C1 and attachments to Witnesses, PPK and KPU, resulting in errors in writing on forms and the existing plano and the submission of copies to the KPU were not fulfilled, thus blocking the *Situng* process of the Probolinggo City KPU.

5. CONCLUSION

The conclusions in this study are: (1) The integrity factor of KPPS in the implementation of voting and counting tasks at TPS is very important in realizing the implementation of quality and integrity elections. (2) KPPS administrators' understanding of the Election implementation procedures that have been determined in accordance with the applicable regulations is still lacking. The KPU has intensified the implementation of the socialization with sufficient intensity with the target to all the chairmen and members of the KPPS throughout the City of Probolinggo. Socialization in the form of a simulation needs to be carried out with sufficient intensity. There needs to be an adequate budget priority for these outreach activities. (3) The management of the KPPS human resources has not been maximal in relation to work procedures and the division of tasks. The KPU needs to design a proper concept of work procedures and policies so that KPPS can carry out its duties easily and well. (4) From the administrative aspect in the implementation of voting and vote counting at TPS, many KPPS are still confused about recording / writing on forms and plans, submitting copies of Forms Model C, C1 and attachments to Witnesses, PPK, and KPU, resulting in errors in writing in Existing forms and plans and submission of copies to the KPU were not fulfilled, thus blocking the *Situng* process for the Probolinggo City KPU. The KPU should further intensify

technical guidance and simulations for KPPS that need to be carried out with sufficient intensity. There needs to be an adequate budget priority for the technical guidance and simulation activities

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