
ANALYSIS OF POLLING STATION SUPERVISOR RECRUITMENT (PTPS) IN KECAMATAN WELCOME TO THE 2020 SAMARINDA MAYOR AND VICE MAYOR ELECTIONS

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Abstract: This study aims to determine the Recruitment and Selection of Polling Station Supervisors in the Welcome District in the 2020 Samarinda Mayor and Vice Mayor Elections and their supporting and inhibiting factors. The type of research used in this study is qualitative research. Sampling technique with purposive sampling technique. For data collection techniques, including 1) In-depth interviews, 2) Observation participation, and 3) Documentation studies. As for data analysis techniques, namely Miles and Huberman's interactive model data analysis techniques. The results of the study showed: 1) The screening carried out by the Panwaslu of the Welcome District for Prospective TPS Supervisors in the Welcome District, in this case, is related to the completeness of administrative files, such as Application Forms, Statement Letters, e-KTP, K.K., Diplomas, and other supporting documents. The screening of TPS Supervisory Candidates is more about the material aspect, where the Recruitment Committee examines the files of TPS Supervisory Candidates in the TWelcome District in more depth. Most of the deaths of polling station supervisory candidates in the TWelcome sub-district are due to ties with fellow election organizers, such as their husbands/wives also being KPPS, being involved as members of political parties, the team of one of the candidates, and the e-KTP concerned has been recorded as supporting independent candidates. In the process of selecting TPS Supervisory Candidates in TWelcome District who will later be assigned as TPS Supervisors at 122 polling stations spread across Sambutan District, some of the essential assessment indicators are experience in elections, understanding of election regulations, and being able to apply for the Siwaslu program. Supporting Factors in the Recruitment of Polling Place Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections, namely 1) High public interest and interest to be involved in elections, primarily registering to become a Polling Station Supervisor in Welcome District and 2) The growing use of electronic media facilitates information related to Polling Station Supervisor Recruitment in Sambutan District. The Inhibiting Factors in the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections, namely 1) The situation and conditions of Covid-19 make people reluctant to do activities in crowded places, 2) Most people who have an interest in becoming polling station supervisors must be aborted because the e-KTP concerned has been recorded as an independent person supporter, 3) Most people who have an interest in becoming polling station supervisors must be dropped because they do not meet the qualifications in terms of age and education level, and 4) The Welcome District Panwaslu must compete with the Welcome District Election Committee (PPK) and Candidate Pairs, because at the same time, the KDP recruits the Voting Organizing Group (KPPS), even numbering 7 (seven) people per polling station, plus the Prospective Spouse who recruits his Witnesses.

Keywords: Recruitment, Polling Station Supervisors, Regional Head Elections.

INTRODUCTION

Regional Head Elections (Pilkada) is a tangible manifestation of democracy and a means for the people to declare sovereignty. People's sovereignty can be realized in the regional election process to determine who should run the government of a region. With the Pilkada, people's sovereignty has been implemented as a manifestation of the people's fundamental political rights; besides that, with the Pilkada, it can carry out changes of government in a safe, peaceful, and orderly manner, then to ensure the continuity of regional development.

The holding of democratic elections / regional elections must be able to guarantee honest, fair elections and protection for the people who vote. Every citizen participating in elections must avoid fear, fraud, and other fraudulent practices (Indonesia, 2017). This is following the content of the 1945 Constitution Amendment IV article 28G that in a democratic state, "Everyone has the right to protection of the person, family, honor, dignity, and property under his control, and the right to

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security and protection from threats of fear to do or not to do something that is a human right."

Democracy in Indonesia is a democracy that prioritizes people's sovereignty, namely elections from the village/village, subdistrict, district, and provincial levels to the government are entirely elected by the people directly. The establishment of this rule is based on the government's strong desire to develop a more democratic electoral system. Regional Head Election is a mandate from the 1945 Constitution of the Republic of Indonesia. In the provisions of Article 18, paragraph 4, it is stated that "The Governor, Regent, and Mayor respectively as heads of local governments of provinces, districts, and cities are democratically elected."

Regional Head Elections at the beginning of the reform were conducted or elected by the Regional People's Representative Council (DPRD) and were held every five years. This follows Law Number 22 of 1999, which was last replaced by Law Number 23 of 2014 (R. et al., 2014). According to Law Number 22 of 1999 provisions, Regional Heads are elected by the DPRD, while according to Law Number 23 of 2014, Regional Heads are directly elected by the people (R. et al., 2014). The people directly elect Regional Head elections. The enactment of Law Number 23 of 2014 concerning the Regional Government is expected to bring changes to the Indonesian nation to agenda democratic reforms (R. et al., 2014).

However, in 2020, the simultaneous election of Regional Heads in Indonesia experienced trials and more severe challenges than before because Indonesia was affected by the Covid-19 Pandemic. Therefore 2020, through the Presidential Decree of the Republic of Indonesia Number 12 of 2020, the President of the Republic of Indonesia has designated the Covid-19 Pandemic as a Non-Natural National Disaster. What cannot be avoided is activities that involve many people, which must be prevented and postponed first for the common benefit of containing the Pandemic disaster. The impact of the Covid-19 pandemic has penetrated almost all aspects, including economic, political, cultural, and other aspects. Regarding the political aspect, the simultaneous election of Regional Heads in 2020 was also affected by the Covid-19 Pandemic, where the simultaneous election of Regional Heads which was supposed to be held on September 23, 2020, had to be postponed and only held on December 9, 2020, which was regulated in Government Regulation in Lieu of Law Number 2 of 2020 concerning the Third Amendment to Law Number 1 of 2015 concerning the Establishment of Substitute Government Regulations Law Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors became Law on May 4, 2020 (P. P. P. Undang-Undang & INDONESIA, 2020) (Nomor, 2 C.E.).

About the above, Samarinda City, the Capital of East Kalimantan Province, 2020, also held the 2020 Samarinda Mayor and Vice Mayor Elections because the previous term of office of the Mayor of Samarinda will end soon. Regarding Covid-19, Samarinda is also inseparable as an area affected by the Covid-19 Pandemic. In the stages of the 2020 Samarinda Mayor and Deputy Mayor Elections, during the Covid-19 situation and conditions, it is undoubtedly a gap for specific candidate pairs to cheat. Therefore, even in the Covid-19 conditions and situation, the Bawaslu of Samarinda City continues to intensify supervision at the stage of the 2020 Samarinda Mayor and Deputy Mayor Elections to the lowest level, namely at the Rukun Neighbor (RT) / Polling Station (TPS) level.

In connection with the above, the Panwaslu of Welcome District is one of the Bawaslu institutions of Samarinda City at the sub-district level, one of whose authorities is to form the Village Panwaslu and Polling Place Supervisors (PTPS) within the Sambutan District, where this is regulated in Bawaslu Regulation Number 19 of 2017 (Herlina, n.d.). For Village Panwaslu within Sambutan District, namely Panwaslu Kelurahan Sambutan, Panwaslu Neighborhoods Sungai Kapih, Panwaslu Kelurahan Pulau Atas, Panwaslu Kelurahan Makroman, and Panwaslu Kelurahan Sindang Sari, have been officially inaugurated on March 14, 2020. In the next stage, the Panwaslu of Welcome District will form a Polling Station Supervisor in Sambutan District. However, in its stages, the Recruitment and selection of Polling Station Supervisors in the Sambutan Sub-district experienced several problems.

Analysis Of Polling Station Supervisor Recruitment (Ptps) In Kecamatan Welcome To The 2020 Samarinda Mayor and Vice Mayor Elections

Recruitment Concept

Recruitment is a set of activities to find and attract job applicants with the necessary motivation, abilities, skills, and knowledge to cover deficiencies identified in personnel planning. According to (Rivai, 2006), Recruitment is the process of determining and attracting applicants who can work in a company. This process begins when applicants are sought and ends when their applications are submitted. The result is a pool of prospective new employee applicants to be selected and selected. In addition, Recruitment is also a process to get several qualified human resources (employees) to occupy a position or job in a company.

According to (Randall & Jackson, 1997), Recruitment, among others, includes efforts to find a certain number of qualified prospective employees so that from them, the company can select the most appropriate people to fill existing job vacancies. In addition, Recruitment must be able to meet the needs of candidates. As a result, Recruitment attracts someone to work for the company and increases the possibility of retaining them after employment. So Recruitment is a series of activities used to get a pool of qualified job applicants.

The key activities that are part of Recruitment are (1) determining the short-term and long-term needs of the company in terms of the type of work and its level within the company; (2) continuing to obtain information on the development of labor market conditions; (3) develop effective recruitment materials; (4) develop a systematic and integrated recruitment program related to other human resource activities with cooperation between line managers and employees; (5) obtain a pool of weighted or qualified prospective employees; (6) record the number and quality of applicants from various sources and their respective recruitment methods; and (7) follow up on prospective employees, both accepted and rejected, in order to evaluate the effectiveness or absence of Recruitment carried out.

According to (Sastrohadiwiryo & Syuhada, 2021), Labor recruitment is a process of finding workers and encouraging and giving hope to them to apply to companies. Labor recruitment is often considered relieving, while labor screening is problematic. Labor recruitment is seen as a relief because labor recruitment gives to anyone who applies for jobs competitively.

Effective Recruitment requires the availability of accurate and continuous information about the number and qualifications of individuals needed to carry out various jobs within the organization. Recruitment activities will weed out inappropriate applicants and focus their efforts on candidates who will be recalled. Recruitment activities can build favorable public opinion by influencing applicants' attitudes, whether they are appointed or not.

(Hasibuan & Hasibuan, 2016) States that Recruitment is an effort to find and influence the workforce in order to want to apply for job vacancies in an organization. Meanwhile, the definition of Recruitment (Simamora, 2004) is a series of activities to find and attract job applicants with the motivation, ability, expertise, and knowledge needed to cover the deficiencies identified in personnel planning. Recruitment activities begin when candidates begin to be searched and end when their applications are submitted.

(Hani Handoko, 2001) explained that Recruitment is a process of finding and "binding" prospective employees (applicants) who can apply as employees. Furthermore, (Rivai & Arifin, 2010) explain Recruitment as a combination of activities that begin when a company needs human resources and opens vacancies until it gets the desired candidate or meets the qualifications following the existing position or vacancy. Recruitment is an important issue for companies in terms of labor procurement. Suppose Recruitment is successful, in other words. In that case, many applicants submit their applications, and the company's chances of getting the best employees will become more open

because the company will have many choices of the best from existing applicants.

Recruitment Objectives

According to (Randall & Jackson, 1997), the general purpose of Recruitment is to provide a pool of qualified prospective employees for the company. While specific objectives include:

1. To determine the company's current and future recruitment needs related to significant changes in the company, H.R. planning, job design, and job analysis.
2. To increase the pool of qualified prospective employees as efficiently as possible.
3. To support the company's initiatives in managing a diverse workforce.
4. To help improve the success of the selection process by reducing prospective employees who are no longer qualified or too highly qualified.
5. To help reduce the likelihood of an employee not working long.
6. Coordinate recruitment efforts and selection and training programs.
7. Evaluate the effectiveness or absence of various recruitment techniques and locations for all job applicants.
8. To fulfill the company's responsibility for alternative action programs and other legal and social considerations according to the composition of the workforce.

Another purpose of Recruitment, according to Veithzal (Rivai, 2006), is to receive as many applicants as possible according to the qualifications of the company's needs from various sources so that it is possible to capture prospective employees with the highest quality of the best. Every company in Recruitment aims to get personnel who are suitable for their positions and are qualified in their fields. According to (Amirudin & Romadhona, 2022), Recruitment aims to provide enough workforce so that managers can select employees who meet the qualifications they need. The workforce is expected to be able to complete the tasks and work assigned to them in the most efficient way possible to achieve goals.

Manpower Recruitment Process

(Asih, 2020) suggests that the recruitment method is divided into 2 (two), including:

1. Internal recruitment methods include:

- a. Job Placement

In this method, positions can be formulated through bulletins or company notice boards. The job placement procedure makes employees strive to achieve a better position within the company. The information presented in the announcement covers the importance of employment-related issues, such as job description, education and training hints, salary, and full-time or part-time employment.

- b. Expertise Inventory

The inventory includes employee names, current position education, work experience, related job skills and abilities, and other qualifications. Companies can research through an inventory of expertise to identify potential candidates to fill job openings in a particular position via computer.

- c. Job Offers

The procedure specifies explicitly all jobs covered by the job that must be filled by qualified applicants from the unit of the company offering it.

- d. Employee Recommendations

An employee who recommends someone to hire earns a small bonus.

2. External recruitment methods (External Recruitment)

- a. Educational Institutions

Employee recruitment can come from among educational institutions, from public and vocational high schools to universities.

b. Advertisement

Advertising is one of the paths to attract potential applicants. The media used are newspapers, magazines, scientific journals, and other media (such as radio). T.V. media is very rarely used because the cost is prohibitive. However, the range is more comprehensive.

c. Government Agencies

Any government agency or placement division administered by the Department of Labor.

d. Private Agent

In every company, private agents seek and even obtain information about job openings from particular companies.

e. Executive Search Company

Search directly and contact employees with executive potential, either directly through active lobbies or indirectly face-to-face (by telephone and mail).

According to Rivai (2004: 163), the recruitment process in the company can be done through an open offer for a position. This open Recruitment is a system of finding highly skilled workers to fill vacant positions by providing opportunities to all interested employees. All employees interested in filling the position submit applications to participate in the internal selection. Worker assistance can be recruited through worker assistance for a position from another work unit (existing workers). Then after a lapse of some other time, if the seconded worker is the right candidate, they can be appointed to fill the vacant position.

The current recruitment process has several popular terms, according to (Hani Handoko, 2001), namely Job Analysis, Job Description, Job Specification, Job Evaluation, and Job Classification. The description is as follows:

1. Job Analysis

Job analysis is a procedure for determining responsibilities and requirements, skills of a job, and the type of person to be employed.

2. Job Description

According to Yoder (Moekijat, 2010), a job description summarizes the facts provided by job analysis in a systematic structure. Job descriptions are outlines that are written and intended to provide information about the essential facts of the required position.

3. Job Specification

Job requirements are a record of people's minimum requirements to complete a job well (Moekijat, 2010).

4. Job Evaluation

According to (Moekijat, 2010), position assessment is an activity carried out to compare the value of a position with other positions.

5. Job Classification

Position Classification is grouping positions with the same value (Moekijat, 2010).

(Simamora, 2004) Convey the recruitment process or employee recruitment systematically for activities that become stages in each path. As for the 5 (five) stages of the recruitment process, only one initial stage is taken, namely recruitment planning which will be discussed in the recruitment process as follows:

1. Conduct job planning and application to determine the duties of the position to be filled.
2. Build a base of candidates for positions with internal and external Recruitment.
3. Ask employees to fill out application forms and possible screening interviews.
4. Utilize various selection techniques such as background investigation tests and physical testing to

identify enthusiastic and eager candidates to fill the position.

5. Send to the supervisor responsible for the post one or more eager candidates.
6. Ask candidates to attend one or more interviews or supervisors and other relevant parties to determine which candidate the position is assigned to.

Recruitment activities will not occur until someone in the company has decided on the employees who will be needed. The recruitment process consists of several activities as follows:

1. Recruiting Strategy Development

Tax management can be involved in formulating general hiring policies, such as determining where to hire, the amount of costs, and the purpose of the organization's employment agreement. Line managers are usually not involved in the hiring journey. The Human Resources Department is broadly responsible for most of the hiring process.

2. Search for Job Applicants

When Recruitment plans and strategies have been prepared, recruitment activities can be carried out. Applicant attainment can involve recruitment methods, i.e., by using closed or open methods, a company sometimes encounters difficulty in attracting desirable people, especially highly skilled employees, in highly competitive labor markets. To strengthen recruitment efforts, companies must decide what attractiveness to offer.

3. Exclusion of Unsuitable Applicants

Once applications for job openings are received, they should be screened to exclude individuals who appear to be ineligible. The reasons for disqualification must be bona fide qualifications related to the position.

4. Applicant Pool Creation

The applicant pool comprises individuals interested in pursuing job openings and may be good candidates. Once applications are submitted, the company will process the information and organize it to be ready for review if there are applicants who get a job offer elsewhere and are no longer interested in their application. Then the company must set aside the application from the applicant group.

Recruitment Procedure

(Nitisemito, 1996) Explain the procedure for the Recruitment of workers through the following steps.

1. Submit a cover letter, which is accompanied by an attachment of the required requirements, for example:
 - a. Final diploma
 - b. Letter of good conduct from the Police
 - c. Certificate from the Manpower Office (already registered with the Manpower Office)
 - d. Not involved in prohibited movements
 - e. Health certificate
2. After the application is submitted, it is given a sign that it has been registered by the authorized officer at the agency.
3. In time, the applicant concerned gets a call to take the exam held, when the exam will be held, and what subjects will be tested.
4. When the exam is held, the method can be:
 - a. Answer questions with essays
 - b. Checkpoint, choose the one that is considered the most appropriate from several answers that he will choose
 - c. Interview methods

5. Acceptance of prospective employees is given to those who pass the final stage by holding a rank whose number is limited to the number of prospective employees needed.
6. Their status is a probationary employee (internship); the nature is still probationary. It can work well within the specified time and then be appointed as a permanent employee.

Polling Station Supervisor in Bawaslu Regulation of the Republic of Indonesia Number 19 of 2017

Recruitment of TPS Supervisors is based on the principles:

1. Self-sufficient ;
2. Honest ;
3. Fair ;
4. Legal certainty ;
5. Orderly ;
6. Proportional ;
7. Accountable ;
8. Effective; and
9. Efficient.

There is 1 (one) polling station supervisor for each polling station. Polling station supervisors are formed twenty-three (23) days before and disbanded by 7 (seven) days after polling day. Requirements to become a TPS Supervisor, including:

1. Indonesian Citizen ;
2. At the time of registration, at least 25 (twenty-five) years old;
3. Loyal to Pancasila as the basis of the state, the Constitution of the Republic of Indonesia of 1945, the Unitary State of the Republic of Indonesia, Bhinneka Tunggal Ika, and the ideals of the Proclamation of August 17, 1945;
4. If elected, willing to resign from a community organization that is incorporated or not;
5. Never been sentenced to imprisonment based on a court decision that obtained permanent legal force for committing a crime that carries a penalty of 5 (five) years or more;
6. Have integrity, strong personality, honesty, and fairness;
7. Have the ability and expertise related to the implementation of elections, statehood, party, and election supervision;
8. Domiciled in the relevant area as evidenced by an identity card;
9. Have resigned from a political party for at least five years at the time of registration;
10. Able physically, spiritually, and free from drug abuse;
11. Resign from political office, government positions, and in state-owned enterprises/regional-owned enterprises at the time of registration;
12. Willing to work full-time as evidenced by a statement letter;
13. Have at least a high school education or equivalent;
14. Willing to resign from political offices, government positions, and state-owned enterprises/regional-owned enterprises during the membership period if elected; and
15. Not be in a marital bond with a fellow election organizer.

Based on the preliminary description above, this study aims to determine the recruitment and selection process for Polling Station Supervisors in TWelcome Sub-District in a study entitled Analysis of the Recruitment and Selection of Polling Station Supervisors in TWelcome Sub-District in the 2020 Samarinda Mayor and Vice Mayor Elections.

MATERIALS AND METHODS

The type of research used by researchers in this study is qualitative research. According to Miles and Huberman, the research approach used to uncover reasonable and good situations and backgrounds is qualitative (Miles & Huberman, 1992). The focus of research in this study includes:

1. Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections, with indicators:
 - a. Networking.
 - b. Filtering.
 - c. Election.
2. Factors affecting the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections, with indicators:
 - a. Supporting factors.
 - b. Inhibiting factors.

The data sources in this study include informants; researchers use the purposive sampling method to determine informants. According to (Sugiyono, 2013), informants are people who are believed to know many things related to the material to be studied, while the purposive sampling method is the determination of samples that are adjusted to the purpose of research. There are also so-called vital informants, who, according to (Sugiyono, 2013), are people who know more things related to the material under study than informants.

As a first step, researchers chose the Panwaslu Commissioner of Sambutan District as the key informant and the TPS Supervisory Applicant as the informant. Place, in this case, the location of the study, available facilities, natural conditions, and socio-cultural conditions. Based on the characteristics of this region, researchers are likely to obtain data related to the focus of the study. Documents are sources of data obtained through other report materials, as well as other matters relevant to the problem under study. Data collection techniques in this study, including (Miles & Huberman, 1992):

1. In-depth interviews that will be used are non-standardized without compiling a strict list of questions. When conducting this unstructured interview, questions are carried out freely on questions that are still general, from one topic to another. Furthermore, focused interviews are conducted with questions that do not have a specific structure but are always centered on a specific topic. Although using an unstructured form of in-depth interviews, researchers will still outline questions based on the focus of the study.
2. Observation participates in supplementing and testing the results of interviews given by informants who may need to be more thorough, have been unable to describe all kinds of situations, or even deviate from what is expected.
3. The documentation study referred to in this study is related to the acquisition of non-human data in the form of written documents. The use of this data collection technique is nothing but to complement the in-depth interview and observation techniques to participate because the three data collection techniques are complementary. Data obtained through in-depth interviews can be supplemented with participant observation data, complemented by data from documentation studies.

Data analysis techniques in this study follow those stated by (Miles & Huberman, 1992) that qualitative data analysis consists of 4 (four) components, including:

1. Data Collection

Data collection is the first data, and raw data is collected in a study. Interviews, observations, and documentation do data collection. Interviews, observations, and research documentation focused on Polling Station Supervisor Recruitment (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections.

2. Data Simplification

Data reduction is selecting, focusing, simplifying, and abstracting, transforming raw data collected from research into sorted or checked records. This stage is a stage of data analysis that sharpens, concentrates, makes, and at the same time, can be proven. The reduction process is selecting, simplifying, abstracting, and transforming "rough" data from written records in the field. Data reduction is not a one-time process but an iterative process during qualitative research. The data obtained in the field is then reduced by researchers by coding, data classification, tracing themes, making clusters, making notes, writing memos, and then making choices about the data obtained in the field, then from which data is relevant and which is not relevant to the problem and research focus. Data reduction of this transformation process continues after the field research until a complete final report is compiled. The reduced data related to the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections is obtained.

3. Data Presentation

Data presentation (data display) collects organized information to conclude or take action. This data retrieval helps to understand the events that occurred and leads to further analysis or action based on understanding. By looking at the presentation of this data, it will be able to understand what is happening and what should be done, meaning continuing the analysis or trying to take action by deepening the findings. This is done to make it easier for researchers to see the picture in search or certain parts of the research data so that conclusions can be drawn from the data. The presentation of data focused on matters related to the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections.

4. Conclusion Drawing

Conclusion drawing or verification is something that weaves together before, during, and after data collection in parallel forms to build a general insight called "analysis." From the beginning of data collection, a qualitative analyst looks for the meaning of things, noting regularities, explanatory patterns, possible configurations, causal flows, and propositions. The research and data verification focused on Polling Station Supervisor Recruitment (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections.

RESULTS AND DISCUSSION

A. Polling Station Supervisor Recruitment (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections

The Recruitment Schedule for Polling Station Supervisors in Welcome District starts from September 30, 2020, to November 16, 2020; the Recruitment process 3 (three) stages must be passed, ranging from Networking, Screening, and Selection to Determination and Inauguration.

1. Networking

The screening carried out by the Panwaslu of Welcome District for Prospective TPS Supervisors in Welcome District, in this case, is related to the completeness of administrative files, such as Application Forms, Statement Letters, e-KTP, K.K., Diplomas, and other supporting documents. For information, the number required for prospective polling station supervisors in the Welcome sub-district is 366 people, or three times the quota for polling station supervisors in the Welcome sub-district, which is 122 people. However, the Panwaslu of Welcome District only managed to gather 103 candidates for polling station supervisors in Welcome District due to several obstacles and obstacles that will be explained in the following description.

This is a permanent procedure for the Panwaslu of Welcome District at the time of Recruitment of TPS Supervisors. Effectiveness, Efficiency, and Transparency in terms of determining TPS Supervisory Candidates in the Welcome District are also carried out by the

Welcoming District Panwaslu, where TPS Supervisory Candidates who do not meet the administrative requirements and do not comply with the rules, such as the age of still under 25 years, and education that is still below High School, are immediately declared dead at the time of receipt of the file, so that the Prospective Polling Station Supervisor Candidate does not wait too long, and also the reasons for being declared dead are explained according to applicable regulations.

1. Filtering

Suppose the selection of TPS Supervisory Candidates in the TWelcome District is more of a formal aspect. In that case, the Screening of TPS Supervisory Candidates is more about the material aspect, where the Recruitment Committee examines the file of TPS Supervisory Candidates in the TWelcome District in more depth. Most of the deaths of polling station supervisory candidates in the TWelcome sub-district are due to ties with fellow election organizers, such as their husbands/wives also being a Voting Organizing Group (KPPS), being involved as members of political parties, a team of one of the candidates, and the e-KTP concerned have been recorded as supporting independent candidates.

2. Election

In the process of selecting TPS Supervisory Candidates in TWelcome District who will later be assigned as TPS Supervisors at 122 polling stations spread across Sambutan District, some of the essential assessment indicators are experience in elections, understanding of election regulations, being able to apply for the Siwaslu program. Regarding integrity, of course, it cannot be assessed in plain view. However, polling station supervisors who violate the rules or commit irregularities will undoubtedly be dealt with firmly because all polling station supervisors in TWelcome District have signed the Integrity Fact at the time of inauguration. Then, after being inaugurated and before carrying out their duties, all TPS Supervisors in TWelcome District must also be willing to undergo a Rapid Test. This is quite a pro and con for information regarding the Rapid Test because only Paslon Witnesses are not required to undergo a Rapid Test. Besides, this is not regulated in the KPU Regulations.

B. Factors Affecting Polling Station Supervisor (PTPS) Recruitment in the 2020 Samarinda Mayor and Vice Mayor Elections

From the author's observations at the research location, the author knows the factors that influence the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Vice Mayor Elections in terms of supporters, namely:

- a. Public interest and interest are high enough to be involved in elections, primarily registering to be a polling station supervisor in TWelcome District;
- b. The growing use of electronic media facilitates information related to the Recruitment of polling station supervisors in Sambutan District, in addition to the majority of people in TWelcome District already having social media.

1. Inhibiting Factors

The factors that affect the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections, in terms of obstacles, are:

1. The situation and conditions of Covid-19 make people reluctant to do activities in crowded places;
2. Most people who have an interest in becoming polling station supervisors must be aborted because the e-KTP concerned has been registered as an independent person supporter;
3. Most people interested in becoming polling station supervisors must be dropped because

they need to meet the qualifications in terms of age and education level, where the average age is under 25 years, and the level of education is only up to junior high school.

4. The Welcome District Panwaslu must compete with the Welcome District Election Committee (PPK) and Candidate Pairs because, at the same time, the KDP recruits the Voting Organizing Group (KPPS), even numbering 7 (seven) people per polling station, plus the Candidate Spouse who recruits their Witnesses, and sometimes the requirements to be a Candidate Spouse Witness are not as complicated as the requirements to be a Polling Station Supervisor or KPPS. In addition to the requirements, the amount of honor from Bawaslu through the District Panwaslu, KPU through KDP, and Candidate Spouses also determines public interest and interest.

CONCLUSION

The conclusions in this study, including the Recruitment Schedule for TPS Supervisors in Welcome District starting from September 30, 2020, to November 16, 2020, wherein the Recruitment process, 3 (three) stages must be passed, starting from Networking, Screening, Selection, to Determination and Inauguration. The screening carried out by the Panwaslu of Welcome District for Prospective TPS Supervisors in Welcome District, in this case, is related to the completeness of administrative files, such as Application Forms, Statement Letters, e-KTP, K.K., Diplomas, and other supporting documents. Effectiveness, Efficiency, and Transparency in terms of determining TPS Supervisory Candidates in the Welcome District are also carried out by the Welcoming District Panwaslu, where TPS Supervisory Candidates who do not meet the administrative requirements and do not comply with the rules, such as the age of still under 25 years, and education that is still below High School, are immediately declared dead at the time of receipt of the file, so that the Prospective Polling Station Supervisor Candidate does not wait too long, and also the reasons for being declared dead are explained according to applicable regulations. Suppose the selection of TPS Supervisory Candidates in the Welcome District is more of a formal aspect. In that case, the Screening of TPS Supervisory Candidates is more about the material aspect, where the Recruitment Committee examines the file of TPS Supervisory Candidates in the Welcome District in more depth.

Most of the deaths of polling station supervisory candidates in the Welcome sub-district are due to ties with fellow election organizers, such as their husbands/wives also being a Voting Organizing Group (KPPS), being involved as members of political parties, a team of one of the candidates, and the e-KTP concerned have been recorded as supporting independent candidates. In the process of selecting TPS Supervisory Candidates in Welcome District who will later be assigned as TPS Supervisors at 122 polling stations spread across Sambutan District, some of the essential assessment indicators are experience in elections, understanding of election regulations, being able to apply for the Siwaslu program. Regarding integrity, of course, it cannot be assessed in plain view. However, polling station supervisors who violate the rules or commit irregularities will inevitably be dealt with firmly because all polling station supervisors in Welcome District have signed the Integrity Fact at the time of inauguration. Then, after being inaugurated and before carrying out their duties, all TPS Supervisors in Welcome District must also be willing to undergo a Rapid Test.

Supporting Factors in the Recruitment of Polling Place Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections, namely 1) High public interest and interest to be involved in elections, primarily registering to become a Polling Station Supervisor in Welcome District and 2) The growing use of electronic media facilitates information related to Polling Station Supervisor Recruitment in Sambutan District, besides the majority of people in Welcome sub-district already have social media. The Inhibiting Factors in the Recruitment of Polling Station Supervisors (PTPS) in the 2020 Samarinda Mayor and Deputy Mayor Elections, namely 1) The situation and conditions of Covid-

19, make people reluctant to do activities in crowded places, 2) Most people who have an interest in becoming polling station supervisors must be aborted because the e-KTP concerned has been recorded as an independent paslon supporter, 3) Most people who have an interest in becoming polling station supervisors must be dropped because they do not meet the qualifications in terms of age and education level, where the average age is under 25 years and the level of education is only up to junior high school, and 4) the Panwaslu of Welcome District must compete with the District Election Committee (PPK) Welcome and Candidate Pairs, because at the same time the KDP recruits the Voting Organizing Group (KPPS), even there are 7 (seven) people per polling station, plus the Candidate Spouse who recruits their Witnesses, and sometimes the requirements to become a Candidate Spouse Witness are not as complicated as the requirements to be a TPS or KPPS Supervisor. In addition, the amount of honor, both from Bawaslu through the District Panwaslu, KPU through KDP, and Candidate Spouses, also affects this.

Based on the existing conclusions, this research pays attention to 2 (two) main problems in the Recruitment of Polling Station Supervisors in the Welcome District in the 2020 Samarinda Mayor and Deputy Mayor Elections, which may be subject to evaluation.

As for suggestions related to Regional Head Elections, Bawaslu and the KPU must pay attention to photocopies of e-KTPs as a requirement for independent candidates because most of the people who register to become polling station supervisors in TWelcome District are killed because, in terms of KTP data, they are stated to have given support to Independent Paslon, even though the people concerned also feel that they have never supported Independent Paslon, let alone submit photocopies of their KTPs. The minimum age requirement for TPS Supervisors is 25 (twenty-five) years old, which is quite tricky for the Panwaslu of Welcome District. The Panwaslu of Se-Kota Samarinda District, in general, considering that many students as fresh graduates are also interested in registering as TPS Supervisors and are in the age range of 22 years to 23 years, is just bumped in terms of minimum age regulations of 25 years. The age is short from 25 years when viewed through an interval scale. In this case, Bawaslu must communicate intensely with the DPR through Commission II, considering this condition is also outlined in the Law.

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