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THE PERFORMANCE EFFECTIVENESS OF THE HUMAN RESOURCES OF THE DKI JAKARTA PROVINCE BAWASLU IN IMPLEMENTING THE PREVENTION OF 2019 ELECTION VIOLATIONS

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ABSTRACT

This study aims to determine the effectiveness of the DKI Jakarta Bawaslu HR performance in the implementation of the functions of preventing election violations. The place of research is Bawaslu of DKI Jakarta Province. Data collection techniques through interviews and document analysis. The data analysis technique is descriptive qualitative, namely clearly describing the data obtained at the research site. The results of this study are the performance of Bawaslu HR in carrying out the prevention function is effective. The results of this study are expected to be a reference and provide suggestions for institutions or organizations in an effort to improve the effectiveness of Bawaslu's HR performance in the next election in carrying out the functions of preventing election violations, supervising election stages, taking action against election violations, and resolving election disputes through better human resource management.

INTRODUCTION

The General Elections Supervisory Body or can be abbreviated as (Bawaslu) is an election management agency which then has the task of supervising the process of holding elections in various regions of the Unitary State of the Republic of Indonesia . Bawaslu has been regulated in chapter IV of Law Number 15 of 2011 concerning General Election Organizers . With a total of 5 (five) Bawaslu members. Then the Bawaslu membership consists of professionals who have the ability to supervise and are not members of political parties or other organizations.

The demand for the formation of an independent general election organizer and free from various interests of the rulers was getting stronger in the reform era, which then to maintain the values of Independence in the general election, an independent election organizing agency was formed, which was named the General Election Commission (KPU). The purpose of the establishment of this institution is to minimize the interference of the authorities in the implementation of the election considering the previous election organizers, namely the General Elections Institute or LPU which is part of the Ministry of Home Affairs (formerly the Ministry of Home Affairs) . On the other hand, the nomenclature of the election supervisory agency was changed to become the Election Supervisory Committee (Panwaslu). Of these changes, the most basic related to the new Election Supervisory Institution was carried out through Law Number 12 of 2003 , where according to the law in the implementation of election supervision an ad hoc institution was formed regardless of the KPU structure consisting of the Election Supervisory Committee,

In its implementation, the members of the General Elections Supervisory Body or Bawaslu are up to the kelurahan/village level in the order of the Provincial Election Supervisory Committee, Regency/Municipal Election Supervisory Committee, and District Election Supervisory Committee. Law No. 22 of 2007, as well as some of the authority in the formation of Election Supervisors are the authority of the KPU. However, based on the decision of the Constitutional Court on the judicial review conducted by Bawaslu on Law No. 22 of 2007, the recruitment of election supervisors is fully under the authority of Bawaslu. The main authority of the Election Supervisor according to Law No. 22 of 2007 is to supervise the implementation of the stages of the election, receive complaints, and handle cases of administrative violations, election criminal violations, as well as codes of ethics that occur in the implementation of general elections.

Bawaslu DKI Jakarta Province has 7 (seven) commissioners equipped with a secretariat led by 1 (one) head of the secretariat with civil servant status and his staff with civil servant and non-civil servant status, for Regency / City has 3 (three) or 5 (five) commissioners, for the administrative cities of Central Jakarta, East Jakarta, South Jakarta, West Jakarta and North Jakarta, each has 5 (five) Commissioners while the Thousand Islands Administrative District has 3 (three) Commissioners and in each Bawaslu The Regency/City is equipped with a secretariat led by 1 (stau) Coordinator of the Secretariat with the status of civil servants and their staff are civil servants and non-civil servants.

Civil Servants (PNS) who work at the DKI Jakarta Provincial Bawaslu, currently still have the status as PNS from the DKI Jakarta Provincial Government who are seconded to the DKI Jakarta Provincial Bawaslu and their performance allowances are also still sourced from the APBD, unlike the Bawaslu organic civil servants whose allowances are its performance from the APBN, it is interesting to examine the extent to which its work commitment and performance support the Bawaslu organization. The Secretariat in carrying

out its performance participates in and complies with the merit system that has been proclaimed as the management of ASN management is subject to and complies with the management of Law NO. 5 of 2014 concerning the State Civil Apparatus (ASN), which is also carried out by measuring the Merit System Index in accordance with Permen PANRB No. 40 of 2018 and KASN Regulation No. 5 of 2017. Furthermore, it is necessary to know to what extent the compliance of the Bawaslu secretariat of DKI Jakarta Province as ASN in reform is necessary. bureaucracy in measuring the merit system index that has been implemented by the DKI Jakarta Provincial Bawaslu.

The performance of the Bawaslu organization cannot be separated from the purpose of playing the duties and authorities regulated in Law 7 of 2017, the merit system must collaborate with the external objectives of the Bawaslu Institution, this is important to know the extent to which the effectiveness of the personal performance of the executive in the secretariat, both knowledge, skills and attitudes/behaviors, which so far have never been measured either independently or externally. Then the Regency/City Bawaslu only became a permanent organization after the ratification of Law 7 of 2017 concerning Elections, and on August 15 2018, 28 Commissioners were inaugurated as members of the Regency/City Bawaslu, and in existence directly carried out their duties of authority and obligations in the 2019 elections.

Bawaslu of DKI Jakarta Province, has the function of preventing election violations, where one indicator of the effectiveness of the prevention function should be to prevent violations, but in reality massive violations occur both in the campaign stage in the form of many props installed in places that are not allowed, as well as the video tron case that was tried in the settlement of administrative violations, hoax campaigns, racial issues and campaigns in places of worship.

effectiveness of the prevention function is also proven by the form of community participatory supervision, namely the community's courage to report any alleged violations, but in reality the community's courage has not become a culture. The effectiveness of the prevention function can be achieved with the commitment of the candidates to understand and comply with the regulations, a complete understanding and commitment from the community to participate in each stage, prevent violations, and the election supervisor can monitor the course of each stage to directly correct the implementation of the stages of the same age with the provisions. statutory regulations .

Bawaslu is strengthened in Law Number 7 of 2017 concerning Elections where there is a new addition of authority in Bawaslu, namely the authority to resolve process disputes and then take action on administrative violations that are open so that the product is a decision no longer in the form of recommendations where other things Bawaslu is also strengthened at the level structure regencies/cities become permanent bodies from ad hoc election supervisory committees to permanent bodies for 5 (five) years, this causes Bawaslu to have to develop the effectiveness of its performance in order to be

able to achieve the objectives in accordance with the functions that have been given to Bawaslu.

From the description above, it can be concluded that the problems of the ineffectiveness of the DKI Jakarta Bawaslu performance in the function of preventing election violations are as follows :

- a. In the institutional structure, the prevention function is not a separate structure
- b. There are still many violations at every stage of the election
- c. There are not many public reports of alleged violations

The ineffectiveness of Bawaslu is in line with the following research: first, the results of research (Sianturi & SH, 2017) The Election Supervisory Committee of Semarang City has difficulty in resolving violations due to several factors, namely in terms of legal substance, namely the weakness of the Regional Head Election Law; the legal structure, namely the involved institutions such as the DPR, KPUD, and the Police which do not support the role of the Election Supervisory Committee through their respective authorities; and legal culture, namely the low participation of the community in conducting supervision.

Second, research (Supriyanto, 2007) which states that of the 8,013 cases of election administration violations, 62% occurred during the campaign period and on quiet days, when the KPU/KPUD and their staff were busy preparing logistics. Therefore, they tend to ignore the completion of cases of election administration violations and prioritize the provision of election logistics because this has direct implications for whether or not the voting will take place.

Third, research (Nazaruddin, 2009) In its accountability report, the Panwaslu for the 1999 General Election concluded that the institution was ineffective in carrying out its function as law enforcers for election regulations. There were at least 4 factors that led to the ineffectiveness of the 1999 Election Panwas in carrying out its function as law enforcers of election regulations: first, inadequate election duties and powers, second, inadequate human resources (HR), third, inadequate software and hardware, fourth, limited information access. Furthermore (Ramadhanil et al., 2015) explaining the ineffectiveness of the Panwas institution can be seen from the handling of violations, there are 4,290 violations, both administrative, violation of procedures, criminal violations, money politics and bureaucratic neutrality. Panwaslu is only able to resolve cases of administrative violations and election procedures. Meanwhile, the election crimes and money politics of the 270 cases that were handed over to the police, only 26 cases were processed.

Fourth, research (Hoesein et al., 2010) shows the ineffectiveness of law enforcement in today's society which is often characterized by the use of violence and vigilantism in resolving various social conflicts. In this context, the law cannot function properly as an integrative mechanism and manages social conflicts. Therefore, it is necessary to create an instrument that allows

all conflicts between the state and citizens, between state institutions, and between citizens through legal mechanisms. This is because the changes that occur, if not controlled through an authoritative (legal) mechanism, then the conflict is likely to have an impact on tremendous social damage.

Fifth, research (Saputra, 2019) explains that not all post-conflict local election processes are carried out according to the rules, so that sometimes it causes conflicts between political parties and the government. The problems that arise to make members of the Bawaslu of scientific disciplines become adjudication judges are irrelevant. Thus, it creates a contradiction and there is no synchronization between the duties and competencies as adjudication judges for the settlement of regional election disputes. In order for adjudication judges to understand the procedure and expand adjudication authority, what needs to be done is to make Bawaslu a special institution for post-conflict local elections.

Effectiveness is concerned with achieving goals, meanwhile efficiency is the ratio of effective output to the inputs needed to achieve them (Wibowo, 2016:94), in line with (Maksun, 2016:182) which states that effectiveness (use results) is the relationship between output and the goals or targets that must be achieved are basically related to the achievement of policy goals or targets. Operational activities are said to be effective if the process of these activities achieves the goals and objectives of the final policy (spending wisely). Organizational effectiveness is ensuring that the business adapts its organization to maximize employee contributions and deliver performance goals (Armstrong & Taylor, 2014) .

Organizations can be more effective if they learn to diagnose their own strengths and weaknesses (Armstrong & Taylor, 2014) :156. The importance of performance effectiveness is to align individual and organizational goals, improve organizational performance, develop a high performance culture, improve individual performance, provide a basis for personal development, increase motivation and engagement, inform contribution / salary performance decisions, measure performance against measurable goals, encourage appropriate behavior - 'live the values', clarify performance expectations in roles, identify potential and identify underperformers (Armstrong & Taylor, 2014) :748. This is the reason for the importance of performance effectiveness for the DKI Jakarta Provincial Bawaslu in carrying out their duties and functions.

Performance management can contribute to the development of a high-performance culture within an organization by conveying the message that high performance is important. Organizational performance management is the ongoing responsibility of top management who, with the assistance and advice of HR, plans, organizes, monitors and controls activities and provides leadership to achieve strategic objectives and meet stakeholder needs and requirements. Individual and team performance management systems play an important role, but function in the context of what is done to manage organizational performance and to develop effective work systems (Armstrong

& Taylor, 2014) :62. This supports the importance of the effectiveness of the DKI Jakarta Provincial Bawaslu's performance.

This study aims to increase the effectiveness of the DKI Jakarta Provincial Bawaslu HR performance in the implementation of the violation prevention function that can be used by DKI Jakarta Provincial Bawaslu to ensure the achievement of its goals and functions.

This research will contribute to academic enrichment, related to research on the electoral management body as an election organizing organization, which is also the pattern of its relationship with two separate rooms between the commissioner and the secretariat and will provide useful input for implementation in other Provincial Bawaslu related performance appraisal indicators in Bawaslu and also measure and improve effective performance for individuals, teams and organizations of Provincial Bawaslu and Regency-City Bawaslu throughout Indonesia.

METHOD

The method in this research uses case studies with descriptive qualitative analysis, where this research will explore processes, activities and events according to what is conveyed (Creswell & Creswell, 2014) exploring processes, activities, and events with case studies.

where the focus of this research is by conducting an incentive communication process through interviews with data sources in the research conducted as a form of exploration regarding the effectiveness of the performance of the Election Supervisory Body (Bawaslu) in forms of prevention of violations, supervision, prosecution of violations, settlement of process disputes and decision making. on the performance of the DKI Jakarta Bawaslu. Where this research is an attempt to analyze and understand and then describe the phenomena and symptoms related to the effectiveness of performance by using a qualitative approach.

According to (Creswell & Creswell, 2014) qualitative research is a research method that still relies on data in the form of text and images, has unique steps in its analysis, uses an endless list of data sources, uses special protocols to record data, analyze information, document the accuracy or validity of the data collected. In addition, according to Bogdan and Biklen in Sugiono (2017:13) the characteristics of qualitative research:

- a. Conducted in natural conditions, directly to the source of data and researchers are key instruments.
- b. More descriptive in nature, where the data collected is in the form of words or pictures, so it does not emphasize numbers
- c. Qualitative research emphasizes more on the process than on the product or outcome.
- d. Qualitative research conducted inductive data analysis.
- e. Qualitative research emphasizes the meaning of the data behind what is observed.

Based on the characteristics mentioned above, qualitative research is required to be able to be responsible for obtaining accurate data so that it can obtain answers to what is being studied. Qualitative research pays attention to the field situation experienced (not in the laboratory) where data collection techniques use data collection techniques with observation, interviews and documentation studies and naturally researchers interact with research subjects. Then, according to Spradley, qualitative research uses a " social situation " or a social situation consisting of three elements, namely the place of the actor and the activity that interacts synergistically. The social situation can be at home with the family, or at work, the social situation can be stated as the object of research that you want to know.

This research will be carried out with qualitative research using a case study approach at the Bawaslu of DKI Jakarta Province in the 2019 General Election.

According to (Creswell, 2012) in (Rony, 2017) Case Study is a qualitative method that explores a problem with detailed boundaries, has in-depth data collection, and includes various sources of information. This research is limited by time and place, and the cases studied are in the form of programs, events, activities, or individuals Case study research is one of the qualitative research methods when the researcher investigates a case (in a limited system/or a case/a limited number of/multiple systems) over a certain period of time, through detailed studies, in-depth data collection, covering a variety of sources. data (such as observations, interviews, audiovisuals, documents and reports), and the results are in the form of research reports in the form of a case description and case-based themes.

RESEARCH INFORMANTS

The informants of this study used purposive sampling , namely choosing deliberately and purposefully (purposefully select) (Creswell & Creswell, 2014) as many as 12 (twelve) people consisting of elements from the Bawaslu of DKI Jakarta Province as many as 2 (two) people consisting of the chairman and /or members, and Regency/City Bawaslu as many as 6 (six) people consisting of 1 (one) person in each Regency/City with 6 (six) regencies/municipalities, chairperson and /or members. While the KPU DKI Jakarta Province consists of 2 (two) people consisting of the chairman and members, in addition to elements of the DKI Jakarta Provincial government in this case Kesbangpol 1 (one) State Civil Apparatus (ASN) , RI Bawaslu as the hierarchical supervisor of the DKI Provincial Bawaslu. Jakarta as many as 1 (one) person .

RESEARCH INSTRUMENTS

In this qualitative research instrument is the researcher himself who will collect various kinds of data and information so that it can be known or solve research problems so that research objectives can be achieved.

The research that will be carried out by the researcher as an instrument in collecting data comes from interviews, documentation studies and

observations by formulating a grid that will cover matters relating to the objectives to be obtained from research on the effectiveness of the DKI Jakarta Bawaslu performance. , in order to obtain information on the level of effectiveness.

To measure the effectiveness of the DKI Jakarta Bawaslu performance, several stages were carried out, referring to the case study approach. This approach is deep with guidelines in the form of observations, interviews and documentation studies so as to obtain an expected conclusion.

Types and Sources

The types and sources of data in this study use the types of secondary and primary data where:

a. Primary data, namely data obtained from interviews and observations, in the form of verbal or verbal speech from the behavior of informants related to the effectiveness of the function of preventing violations, monitoring stages, taking action against election violations and resolving disputes in the DKI Jakarta Bawaslu Process. The primary data can also be generated, including from several programs to prevent violations, control stages, take action against election violations and dispute resolution of the Bawaslu process in the effectiveness of its performance, both related to the impact of policies and the quality of supervision as well as phenomena that are in accordance with the research focus.

Secondary data, namely data obtained from data collection in the form of documents relevant to the problems studied. Where the secondary data can be in the form of writings, meeting results, minutes, recordings, pictures and photographs that are related to the function of preventing violations, monitoring stages, taking action against election violations and resolving disputes over the election process at the Bawaslu of DKI Jakarta Province .

DATA ANALYSIS TECHNIQUE

In this study, the data analysis technique used is descriptive qualitative, which clearly describes the data obtained in the research field, both primary data and secondary data, which have been collected and processed. According to (Yin, 2011) :30 when collecting data, it is simultaneously necessary to think about its analytical implications, partly to determine whether it is necessary to collect additional data to confirm or add to the data collected.

The analysis and interpretation as well as interpretation refer to the theoretical basis related to the research problem. Where in qualitative research the process of data collection and analysis carried out are interrelated activities. Apart from that done data reduction, data display, data analysis and conclusion drawing. So what is the research problem can find results. In carrying out data analysis in this research, the following steps were taken:

DATA REDUCTION

The data obtained from the field is quite large, so it needs to be recorded carefully and in detail. Where the data obtained can be in the form of reports or detailed data. The data generated from the report is then reduced, summarized and classified according to the needs in the research, the process of selecting or reducing data is a process of dividing data or choosing according to research needs, which aims to focus, simplify, abstract and transform data that emerges from field notes. . This is for the purpose of finding the main and important points in the focus of research on the effectiveness of DKI Jakarta Bawaslu performance.

DATA DISPLAY

After data reduction, the data encoding step or display of the data obtained is then categorized in the form of a brief description. Miles and Huberman in Sugiono (2017: 249) stated that " The most frequent form of display data for qualitative research data in the past has been narrative text". : which is most often used to present data in qualitative research is a narrative text. In addition to text and narratives, it is also used with graphs, matrices, it aims to make it easier for researchers to see patterns of relationships between one data and other data.

DATA ANALYSIS AND ASSESSMENT

In this study, technical analysis and data assessment were used as follows:

1. Anal i sis Compensation

Professional analysis is an analysis technique that is easy in an analysis and interesting because it uses the depth of a technical analysis and uses an inter-contrast element approach and has the same work with taxonomic analysis techniques as Sprendeley did in dividing analysis of qualitative research data. The thing that distinguishes the compensational analysis is the approach to each technique, where this technique is used to analyze elements that have a contractual relationship with each other which aims to analyze in detail to find the terms that embodied it.

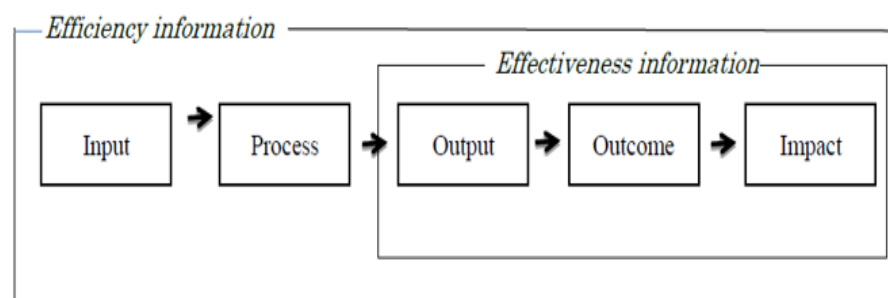
Content Analysis

The content analysis aims to classify the symbols used or used for communication then these criteria are also classified for specific analysis in making prediction. So that what is needed in content analysis in this research can be fulfilled according to the needs of the criteria that have been grouped in an analysis used.

Data Rating

After analyzing the data, the data is then assessed with the category of effectiveness assessment, assessed based on the concept of effectiveness by measuring output (results), outcome (benefits) and impact (impact) as shown in the following figure and table:

Figure 3.2. Effectiveness Information



Source: (Bartuševičienė & akalytė, 2013)

RESEARCH RESULT

Based on the results of interviews analyzed using coding, the results of the research can be described as follows, namely:

The Effectiveness of Bawaslu's Performance in Implementing the Prevention Function

The effectiveness of Bawaslu's performance in carrying out the function of preventing election violations in 2019 is very optimal. The stages of Bawaslu's performance in carrying out the prevention function are procedures, applicable provisions, and according to a predetermined schedule. The performance of Bawaslu is considered very optimal because in carrying out its work it is in accordance with these stages, where these stages can be used as indicators to assess the effectiveness of Bawaslu's work in carrying out its prevention function.

In carrying out the preventive function, the Sub-district Election Supervisory Committee (Panwascam) takes an important role and contributes directly to Bawaslu in carrying out prevention tasks, but apart from that, Panwascam also carries out a supervisory function.

The assessment of the success or failure of preventive measures is not based on the number of violations that are followed up by Bawaslu. However, in terms of quality, Bawaslu has the option that as long as an indication can be prevented, it must be prevented immediately, but if it cannot be prevented then Bawaslu will carry out surveillance and collect evidence and witnesses that the violation occurred and we will immediately take action.

Basically the Prevention function is a shared responsibility, but to facilitate performance and coordination, the Supervision Division is in charge. In general, the prevention function has been optimal, but in the scope of socialization and supervision in the field, there is still an inadequate budget for programs and limited supervisory personnel.

The performance of the Division that carries out the Prevention function is guided by Perbawaslu No. 20 of 2018. Some of the activities carried out include:

East Jakarta

Some of the activities carried out by Bawaslu in East Jakarta City are as follows:

- a) Identify and map potential vulnerabilities for election violations in the East Jakarta City area
- b) Coordinate, supervise, guide, monitor and evaluate election organizers
- c) Coordinate with local governments and related institutions in the East Jakarta City area
- d) Increase public participation in election monitoring

East Jakarta

In carrying out this prevention, the East Jakarta City Bawaslu carried out several activities, including:

- The mapping of potential vulnerabilities is carried out before the start of the election implementation stage, the mapping is carried out based on the election vulnerability index made by the RI Bawaslu combined with data on findings and reports of alleged election violations in the East Jakarta City area in the DKI Jakarta election in the previous year.
- Coordination with local governments to socialize the neutrality of ASN
- Coordination with Ormas, Community Leaders, Religious Leaders related to Elections and Supervision (prohibition of campaigning in places of worship and places of education)
- Socialization of Legislation, related to Perbawaslu concerning Supervision, Handling of Violations, Disputes of the Election Process and other related regulations. Outreach is carried out in each sub-district.
- Education and socialization of election supervision to the community related to the development of participatory election supervision (Program Ngobreg Election), for novice voters by involving participants from students and high school students in grade 3.
- Carry out inherent supervision of the stage activities carried out by the East Jakarta City KPU, as well as provide election supervision materials to participants in the activities carried out by the East Jakarta City KPU.
- Preventing the vulnerability of violations in the implementation of the campaign, opening access to consultations for the campaign team, including

providing access to the public to provide information/complaints via telephone, WA Center and Website.

- Outreach to election contestants by attending invitations from election contestants who provide political education to their constituents.
- Preventing and supervising the activities carried out by election contestants, either in the campaign stage or other activities, and
- Carry out other activities related to prevention and control.

Thousand Islands

Prevention Function in Bawaslu Kab. Kep. Thousands were carried out by the Division of Supervision and Public Relations of Hubal by conducting activities and outreach to election participants, communities, stakeholders, students and mass organizations in the district. Kep. One thousand. With these socialization activities, so that election participants, the public, and related parties are more aware of information and violations can be avoided. With these activities, Bawaslu's performance in carrying out its supervisory function went well and maximally.

South Jakarta

In carrying out prevention at every stage of the election, of course in accordance with existing regulations and also in accordance with the work program that we have made, one of which is the socialization agenda in the form of FGDs. This form of socialization involves the community, especially stakeholders, it is one of the prevention functions carried out by Bawaslu at every stage of the General Election, including the 2019 General Election yesterday. The form of FGD socialization was carried out to stakeholders from all levels of society in South Jakarta.

In fact, many election participants also consulted whether this was allowed or not, that sometimes the legislative candidates themselves were the coupons for the rice according to the regulations, so how many liters of rice came out, how many liters of gasoline, gas cylinders too, many actually came to the office. consultation but if it is a measure of success that in prevention there are also many variants that are brought. For example, there is a recitation of mothers by bringing a headscarf and then we prevent it, bring a calendar because it is a place of worship, so we prevent it so it doesn't become a violation, that's the consequence of prevention. prevent and don't think there is a violation. But alhamdulillah that the many violations committed were not the result of preventive measures.

North Jakarta

Related to prevention activities are carried out in formal and informal forms. Formally related to the existing RAB budget and related to the programs

carried out, namely discussing and consolidating with stakeholders of various existing mass organizations. Furthermore, in an informal form because our principle is coordination and consolidation to build togetherness with mass organizations in North Jakarta, either by attending their invitations or we take the initiative to build small light discussions through afternoon coffee or relaxing coffee in the secretariat or other open space.

Referring to several preventive activities carried out in several cities in DKI Jakarta, it can be broadly described that several preventive actions taken by Bawaslu in carrying out its prevention function are as follows, namely:

- a. In general, by conducting direct outreach to election participants and related parties in particular, and society in general.

Hazard Object Mapping

Bawaslu Hakarta conducts mapping with objects of the public in general in certain places, or voters who do have the right to vote. Then carry out vulnerability mapping to election participants, political parties including stakeholders, civil servants, mayors, prosecutors, or the government itself.

Forming Regional Coordinator

The collective working principle of the North Jakarta Bawaslu is to try to divide the roles so that the prevention function can be maximally carried out. The first is to establish regional coordinators in each sub-district and for small sub-districts and sub-districts to be combined into one area.

Coordination between Panwascam and Panwaskel

coordinate with sub-district supervisors and sub-district supervisors in the context of activating the prevention function so that they can complement and complement each other with various kinds of problems and problems faced related to the wide range of areas and the limited available human resources.

In the implementation of the prevention function by Bawaslu, there are several criteria that are used as indicators to measure the effectiveness in the implementation of the prevention function, which are as follows:

Election Vulnerability Index (IKP)

The effectiveness of the DKI Jakarta Bawaslu in carrying out prevention efforts as part of the DKI Jakarta Bawaslu function, can be seen from the election/election vulnerability index (IKP) in DKI Jakarta. IKP is part of the early warning / early warning in the implementation of elections and elections. Early warning serves to prevent potential violations, potential violations can be in the form of actors and their activities which have the potential to be suspected of violations, whether administrative, criminal disputes or other violations outside the election law, for example regarding ASN, TNI, Polri / these are things which is an important part of the focus of prevention.

Socialization

In general, it is carried out by the election organizers by conducting outreach activities reminding election participants to the public not to commit violations by socializing the existing rules in general which is carried out by conducting participatory supervision, increasing public awareness to know that the general election is getting better. knowing the election procedures, the public will also understand and of course will reduce the potential for violations a little.

In the concept of prevention, the socialization carried out by Bawaslu indicates the seriousness of Bawaslu in preventing election violations. The frequency of the number of outreaches shows the seriousness of the performance of Bawaslu.

If there are fewer people who violate the electoral process, that is the success of the socialization, so the fewer violations there are, then the socialization carried out by Bawaslu will be effective and efficient. The series of measures is that more and more socialization, then the level of violations will decrease.

Shared responsibility

Stakeholders have the same responsibility to jointly maintain that this democratic election/election process can run smoothly and fairly.

There Are No Reports in The Findings

The success of a general prevention of election events went smoothly without any violations, the success of the stages of the election went smoothly, there were no obstacles, then there were no reports to election supervisors and no findings. If there are no reports, no findings are an indication that prevention has been successful.

The implementation of the election prevention function carried out by the Bawaslu Prevention Division does not always run well. In the process of implementation sometimes encountered certain obstacles. The obstacles that are broadly faced by the Division of Prevention of Election Violations are as follows, namely:

There is no online violation reporting portal.

Bawaslu has provided a page to receive reports of violations online, but because there has been no direct socialization to the public, this page is not used by the public to submit reports. Most use the Whatsapp application to submit reports. Meanwhile, for areas that have difficulty accessing signals, such as the Thousand Islands, Bawaslu usually assigns supervisors so that people who want to provide direct reports can submit directly to the supervisors.

Fatigue

The period of time for the implementation of elections is quite long, causing fatigue for election officials.

Short time constraint

Time constraints in carrying out direct socialization to the community related to the stages of implementing the election, and things that should not be done during the election to minimize the occurrence of election violations.

Difficult Coordination Between Islands or Cities

Coordination is difficult to do, for example, people in the Sebira Islands who want to report incidents of election violations must report to the Thousand Islands Bawaslu office, where transportation access is quite difficult. So that people have no interest in reporting violations. Although there are shuttle officers, they are constrained by a limited budget.

Socialization Participants Remain and Do Not Change

Bawaslu always invites two students who are representatives of each campus to provide direct socialization. Bawaslu hopes that the socialization participants will also conduct socialization on their campus, but this cannot be monitored directly.

A Third Party That Is Hard to Prevent

The third party in question is the community who are sympathizers, where they are not members of the party or campaign team. Because they know that taking advantage of the weakness of the law can trap them so that they are free to move

Changing Regulations

The existence of changes in regulations that continue to occur, such as circulars for the implementation of elections that change the schedule, places Bawaslu as a target for election participants or the community itself.

Didn't Get Notification Letter

There is no notification letter from election participants regarding campaign procurement and debate of candidates for election participants, so that there is no preventive measure in the form of a prohibition against campaigning and debating, even though the letter is there but it is not submitted to the election organizers or Bawaslu. This often happens, causing debate between participants and organizers of the election.

The Sub-District Recapitulation Stage Is Not in Accordance with The Provisions in The Prevention Function

The recapitulation stage sometimes does not go according to plan. In the middle of the vote recapitulation, there was a supervisor who intervened, so that the supervisor in carrying out the prevention function did not work well. Apart from that, there were several election participants who asked for a recapitulation calculation to be held.

HR Supervisory Personnel Is Limited

Due to the limited number of supervisors, the quality of the existing supervisors also decreases.

Panwascam Did Not Dare to Prevent

One of the cases that occurred was Ms. Silviana Murni who was invited by the mosque management to give a morning lecture written on the banner. Panwascam and PPL came to the location but did not take any precautions because the reason was that the event was already running and it was impossible to stop it even though it could have been done with the help of the committee. During the lecture, there was a little campaign in it Bawaslu makes efforts to prevent violations that target several parties who are assumed to be able to commit violations, namely:

- 1) Election organizers where the organizers are referred to are KPU and their staff under the PPK, PPS, and KPPS as the technical implementers for the implementation of the General Election.
- 2) Election participants starting from political parties, candidates for legislative members at the DPD and DPRD levels, individual candidates, candidates for President and Vice President, candidates for Regent and Deputy Regent, candidates for Governor and Deputy Governor, candidates for Mayor and Deputy Mayor all enter as election participants.
- 3) Executor or campaign team. Where at the campaign stage there are many potential violations?
- 4) Ministries, institutions and local governments, including ASN, both central and regional government ASN and the Indonesian National Police. The community because the community takes part in the election process itself and also as voters. In addition, other parties included in the criteria are in accordance with the laws and regulations.

DISCUSSION

The Effectiveness of Bawaslu's Performance in Implementing the Prevention Function

Referring to the results of research related to the effectiveness of Bawaslu's performance in carrying out its prevention function in the 2019 election, it is running optimally. However, looking at the obstacles faced by the Division of Prevention of Election Violations in minimizing the occurrence of election violations through preventive measures, it is necessary to have a synergistic work coordination between the DKI Jakarta Bawaslu, the City, Panwascam, to the village level supervisors to monitor the flow of information related to the implementation of the prevention function. Aarabi et al (2016) in their research explain that coordination is one of the main challenges for organizations today. It was once considered that coordination was one of the tasks of leadership. In fact, in a process-oriented approach to management, alignment is coordinated with planning, organizing, coaching, controlling, and budgeting. Coordination is an integral part of all management tasks and is considered an important part of the nature of management. Based on this explanation, the leadership of DKI Jakarta Bawaslu must be able to plan HR work management which is strengthened by good coordination between all elements in Bawaslu. Because Bawaslu is said to be a system when all divisions or elements in the organization are well integrated with each other through good coordination which refers to the achievement of Bawaslu's goals, vision, and mission, one of which is to take preventive actions against election violations. In the research, Muhammadin and Alamdar (2018) said that progress in organizations requires a coordination mechanism and can be used as a basis for developing organizational decisions. So that coordination increases the effectiveness of organizational performance.

In maximizing the function of preventing election violations, it is also returned to the quality of human resources entrusted with carrying out their duties and responsibilities in the field. In this case, HR must have an independent attitude in order to maintain the integrity and trust of the community. Apart from that, HR is able to analyze the situation so that they are able to carry out the function of preventing election violations. The HR in question is the Panwascam which is in charge of direct supervision and prevention in the field. Jonathan et al (2021), supervisors have the courage and integrity to prevent violations from occurring based on an independent attitude, in other words they are not affected by critical situations. In this case, of course, Panwascam has the full support of Bawaslu.

Based on the description above and strengthened by the results of previous research, it can be seen that the performance of Bawaslu in carrying out preventive actions needs good planning and is supported by all elements of election organizers that are integrated in a system so that the effectiveness of Bawaslu's performance in carrying out prevention functions can be achieved.

RESEARCH LIMITATIONS

The implementation of this research is designed systematically and strives to follow applicable research procedures and is controlled in order to produce accurate and accountable conclusions in accordance with the research objectives to be achieved. However, in its implementation there are still various obstacles or shortcomings which are limitations in this research. Limitations in this study are difficult to control or avoid.

Various limitations in this study include:

- 1) The time used to conduct interviews was too short because the interview process was carried out at the same time as the PSBB was enforced so that the writer's space for conducting interviews was limited. Secondary data obtained from respondents is less than optimal to provide answers to this research question.
- 2) There is an inconsistency in the answers of interviewees with official documents from the relevant institutions that are the research targets. So the author takes a long time to conclude valid data that will be able to support answering research questions.
- 3) When the interview was conducted, the author intended to conduct interviews systematically, but was constrained by the presence of respondents who were difficult to find.

The results of the interview analysis were matched with documents in the form of agency performance reports. There are some data discrepancies so the author needs to do a review to get a valid answer

CONCLUSION

Based on the results of research and discussion that has been described in the previous chapter. So, the conclusions in this study are as follows:

Bawaslu's performance in carrying out its prevention function is effective. Prevention activities are carried out through direct outreach activities involving stakeholders from various educational circles and other election management institutions. Prevention of election violations that are often carried out late is when campaign activities take place, some elements of the election contesting put up billboards and banners at the wrong place and time. But apart from that, Bawaslu has been optimal in taking precautions to prevent election violations in 2019.

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