

## The Weakness Function of Political Recruitment, Leader Regeneration in Local Head Election

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### Abstract

*Political recruitment is one of the political parties functions that should be performed by a political party that could generate the future leaders. Weak cadre in political parties is seen in local elections, the party can not nominate its cadres themselves as a local head candidate, it is caused by the function of political recruitment that not worked properly, because the management of political parties are not work well, their work program that does not run and the lack of availability funds for their political party to do the political recruitment.*

*Keywords: political recruitment, regeneration and the local head elections*

### 1. Introduction

A political party is one of important element in a democracy. Political parties have a very large role in ensuring the political process is running well in the representative democracy system. Political parties have several functions such as the functions of importance articulation, the function of importance aggregation, the function of political communication, the function of political socialization, and the function of political recruitment.

The function of political recruitment that could give generation to the future leaders did not held by a political party. One of phenomenon that lately appeared in local elections is the appearance of independent candidates, which in fact is an indication of a weak cadre that conducted by the political

parties that should carry out the functions of political recruitment.

### 2. Theoretial Framework

#### 2.1. Definition of Political Party

According to Miriam Budihadjo (2008), a political party is an organized group whose the members have the same orientation, values and ideals. The purpose of this group is to gain political power and take the political position through constitutional ways to implement their wisdom.

According to Max Weber, political parties as a political organization that aims to bring a leader in power and allows supporters to get the benefit from their support. A political party is an organization that aims to shape the public opinion. As a

typical organization, political parties are seen as a form of organization that is different from other organizations (Firmanzah, 2008).

Meanwhile, according to Carl J. Frederich, a political party is a group of people organized stably with the aim to seize or retain a possession of the government to the leaders of his party and by mastering this, can gives the benefit to their members of his party in ideal and material (A. Rahman, 2007).

According to *Undang-Undang No. 2 Tahun 2011* regarding the amendment of *Undang-Undang No. 2 Tahun 2008*, a political party is a national organization and is formed by a group of Indonesian citizens voluntarily and on the basis of similarity of the will and ideals to fight for and defend the interests of political members, community, nation and country and maintain the integrity of *Negara Kesatuan Republik Indonesia*, based on *Pancasila dan Undang-Undang Dasar 1945*

Based on above definition, a political party is an organization whose the members have the same ideals and strive to gain and maintain the power.

## **2.2. The function of Political Party**

Intrinsically, the political party has main function to recruit and retain the

powers in order to create programs that are organized by a particular ideology. Besides, according to Budihardjo (2000) political party also has the function such as:

1) As a means of political communication.

In implementing its functions as a means of political communication, political parties have an important role as a liaison between the governing and the governed. According to Sigmund Neumann related with political communication, the political parties is a major intermediary that connecting forces and social ideology with official government agencies and associate it with political action in larger political community.

In performing the functions, the political parties did not submit just any information from the government to the public or from the community to the government, but also to formulate it so that the information recipient can easily understand and use it.

2) As a means of political socialization.

Socialization function of political parties is an effort to create the image that political parties fight for the public importance and gain the greater value if it is able to educate its members become aware of their responsibility as citizens

and put their own importance under the national importance.

Through this political socialization, the community members acquire the attitude and orientation towards political life that takes place in the community.

### 3) As a Means of Political Recruitment.

The function of political party as a leadership selection and qualify cadres. Political recruitment ensures the continuity and sustainability of the party and also become a way to recruit and train cadre candidates.

### 4) Political participation

Political participation is the activity of ordinary citizens to influence the process of making and implementation of public policy and in determining the government implementation. In this case the political parties have a function for creating opportunities, encourages, invite members of the community to use political parties as a channel activity to influence the political process.

### 5) As a means of conflict regulating

Conflict is potentially exists in every society. Indonesia is a heterogeneous country that consisting of ethnic, religion and others. It such differences that can cause conflict. Then the political parties carry out the function as a regulator of

the conflict. Political parties as one of the democracy institutions serves to control the conflict by means of dialogue with the parties that have a conflict, accommodate and integrate the aspirations and importance of the parties that have conflict and bring the problems to the legislative to reach the completion in the form of political decisions. To reach a completion such a decision is needed willingness to compromise among the people representatives, who come from the political parties.

## 2.3. Classification of Political Parties

Classification based on the composition and membership functions, political parties can be divided into two classes, they are the cadre party and mass party. According to Haryanto (2005), a political party in terms of composition and membership functions can be generally divided into two categories, there are:

- 1) The mass party, the main characteristic is the large number of members or supporters. Even though, this party had a program although the program is rather vague and too general. This party tended to be weaker when the class or groups of the party have a desire to act in the importance of their group. Furthermore, if the importance of this groups are not

accommodated, this groups will be set up his own party.

- 2) Cadres party, the opposite of the mass party, cadres party is rely on the loyalty of its cadres. Supporters of this party is not as much as a mass party because it is not concerned with the number, it is more concerned with the discipline and obedience of its members in the organization. Doctrine and ideology of the party must remain purity. For the deviant members will be fired from the membership.

#### **2.4. Regeneration**

One of the functions of political parties is a political recruitment. The function of political recruitment is closely related to leadership selection issues, both internal and national leadership of the party. For the importance of internal party, a political party needs to perform the regeneration process. The regeneration process is intended to form the qualified cadres of the party, because by having a qualified cadre then a political party can have a great opportunity to develop themselves (Bahri, 1996)

Regeneration is a process of preparing human resources so that one day they become capable leaders in build up the

role and functions of organization better. (Koirudin, 2004)

Regeneration has two important issues, first, how the efforts made by organizations to enhance the capabilities and knowledge. The second is the ability to provide a stock of volunteers or individuals that specially prepared for young people. The ability of a political party to carry out the regeneration process of the members are strongly influenced by the ability of officials of a political party to provide education and intensive training in specific areas of the cadres. (Koirudin, 2004)

#### **2.5. Local Head Election:**

According to *Undang-Undang No. 22 tahun 2007*, the local head elections or called as *Pilkada* is the Election of Regional Head and Deputy of Regional Head directly in Indonesia under *Pancasila dan Undang-Undang Dasar 1945*. Then refined by *Undang-Undang No. 8 Tahun 2015* concerning the amendments to *Undang-Undang No 1 tahun 2015* on Determination of Government Regulation in replace of *Undang-Undang No. 1 tahun 2014* on the election of Governors, Regents and Mayors as a Law, is the election of Governor and Vice Governor, Regent and Vice Regent, Mayor and Deputy Mayor, moreover referred as an Election is the execution of

the people sovereignty in the province, regency / city to elect the Governor and the Deputy Governor, the Regent and Vice Regent, Mayor and Deputy Mayor directly and democratic.

### 3. Discussion

In a democracy country, political parties are the institutions in the democratic process, the number of political parties should be more than one in balancing the rulers so that the authorities should not do wrong.

The development of political parties in Indonesia have ups and downs, before the independence day, the first political party is *Indische Partij*, who was born in 1925 which aims to break away from the Dutch colonizers.

After the independence day many political parties are establish, because of Government Decree No. 3 November 1945 that containing a recommendation to establish political parties in order to strengthen the struggle for independence. At the time of this Liberal democracy, the political parties have a dominant role.

The dominance party is over since the president of Sukarno issued Presidential Decree in 5 July 1959. This period is characterized by the dominance of the president, such as the establishment of

lifetime president through *Tap MPR No. III / 1963*. Second, the reduction of the political parties role, except PKI that have the opportunity to thrive. Third, increased of military role as a social and political force. However, these developments ended after the 1965 movement, named Gestapu-PKI that end the guided democracy that has survived for six years (Budihardjo, 2012). This era is called the era of guided democracy.

Guided Democracy era ended since G. 30 S / PKI, is the dissolution of PKI and declared as a banned organization in Indonesia. After that the role of political parties is reduced and the dominance of the president is very strong and characteristic of the new order is to use the political system much simpler to give the role of ABRI through its social function.

During the reformation, political parties are growing rapidly which indicated by participation in the 1999 elections was attended by 48 party, in the 2004 elections was attended by 24 party, in the 2009 elections was attended by 40 parties, and in the 2014 elections was attended by 15 political parties, these parties are not followed by the function of political parties that increased rapidly, especially the recruitment functions that related to the regeneration.

Unprepared of political parties for the simultaneously elections in 2015 because of regeneration in a party is not going well, the political parties should prepared their best cadres for local head election.

Weak functions of political parties can be seen, only large party that performs the function of parties outside the campaign while the small parties only shown up during the campaign. It is also related to the availability of funds and the ability of the branch leader. This also affect the party's relationship with the supporters, even a large party that only relies greatness but never done the regeneration or recruit the new members.

The phenomenon of independent candidates in local head elections in Indonesia shows the weakness of the political party cadre. In developed countries like America, people are more believe the candidates from political parties because the candidate usually comes from proven political party. Even the victory of independent candidate in the elections of *Kutai Kartanegara* with the winning of Rita Widyasari that get votes until 89.44%. And also the election of *DKI* governor in 2016, large parties like *PDI Perjuangan* also has no internal party cadres, *PDI* who originally did not support Basuki Cahya Purnama (Ahok) finally supported him, it indicates a

reduced of party role in regenerate the leaders in the area.

Moreover, there is a dowry that incriminate from the local head candidate to become a candidate for local head of a political party, it is also causes and feared to appear the independent candidates in future elections.

The appearance of independent candidates shows that the political parties are not able to bring a quality leader because of the function of political party, it is the political recruitments are not able to produce a qualified cadre.

Moreover, independent candidates do not contradict with laws and constitutional, under *Undang-Undang No. 8 tahun 2015* concerning the amendments of *Undang-Undang No. 1 tahun 2015* on Determination of *Peraturan Pemerintah Pengganti Undang-Undang No. 1 tahun 2014* about the Election of governors, regents and mayors into the Law, in clause 29 which allows the independent candidates.

The political recruitment function is not implemented, for example, in a local head elections, the political parties do not propose a candidate of his own party but a political party go for the popular people or people who have a genuine money instead of its cadres themselves. It will damage the

internal cadre, and also caused by a weak regeneration in the party itself.

Regeneration is important because the advanced of political party depends on the internal cadre because it could give generation of a leader who has the ability and commitment of the political parties. To achieve a good internal cadre required a good management such as the party's work program, and financial management, because this is actually the regular program of the party and should be budgeted specifically for optimal cadre.

Political parties should improve the management of the organization, they should not busy with long-drawn conflict that could drain the energy so that they could not function properly as a political party. If it happened continuously, the political parties are not able to bring the leader of his own party, so that for the future the party should fix itself in order to be able to produce a quality leader so that no more issues of *deparpolisasi*.

#### **4. Conclusion**

From the description above, the authors can conclude that the lack of cadres in the party comes from the management weakness of the party, the party could not perform the function as a political party like politics recruitment especially on

regeneration because of limited funding and ability of leaders at the local level or branch.

To perform its functions, the political parties must have sufficient funds sources to perform their activities or programs. From the various reasons that stated by political parties are about the limited funds, the party donations come from member's contributions, state donations (APBN / APBD) and other legal contributions. Funding of political parties should not rely only on the government but must be creative to collect from members and legal sympathizers.

#### **5. Suggestion**

1. A political party should improve the management of the organization so that the work programs and functions of political parties can be performed properly.
2. Regeneration of party should be performed optimally so that it can produce a quality leaders candidate.
3. Political parties have to be creative in seeking funding and planning the needs of party for members recruitment and cadres.

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