

**THE INFLUENCE OF EMPLOYEE WORK CULTURE ON
ELECTION ADMINISTRATION MANAGEMENT IN THE
GENERAL ELECTION COMMISSION OF PASAMAN REGENCY
(Studies on Voter Data Updating Stages and
Voter List Compilation in 2019)**

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Abstract

This research aims to see the influence of work culture on the management of election administration in the General Election Commission of Pasaman Regency. In this study, the authors conducted a study on the stages of updating voter data and compiling voter lists. The method used is quantitative methods. This research focused on the stages of compiling the voter list and updating the voter list. The study populations were all employees who were members of the Election Commission General Pasaman District, the sample was taken by total sampling, namely employees who were civil servants and non civil servants, as many as 36 people. Data collection techniques in this study the author obtained from a questionnaire, the statement items in the research questionnaire were made using scale measurement Likert. The data obtained were then analyzed by using technique regression linear simple. The results showed that there is a significant influence between work culture variables on the management of election administration, with an R squer value of 69.9% and a significant value of 0.000 which indicates a significant effect, and the T test with a value of 0.000 so that it can be concluded that Ha is accepted and Ho rejected, and for each indicator from work culture, namely leadership, appearance, time awareness, appreciation and recognition, as well as values and beliefs also affect election administration management with a significant value of 0.000 which means work culture has a significant effect on administrative management.

Keywords: Election Administration Management, Election Commission, Socialization, Work Culture

1. INTRODUCTION

General elections in Indonesia are held once in five. Election is a means of people's sovereignty to elect members of the People's Representative Council, members of the Regional Representative Council, the President and the Vice President, and to elect members of the Regional People's Representative Council to ensure the continuity of national development, as a form of people's political human rights which is implemented directly, public, free, secret, honest, and fair in the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia. According to Al-Imam (2004) general election is voting in the election a ruler, officials or others are elected by writing the name chosen on a piece of paper. In this regard, it is necessary to carry out election administration management in accordance with applicable regulations.

Election administration is managed by the General Election Commission which carries out elections based on the rules, from planning and preparing for the

implementation of elections, determining the political parties that participate in the election, determining the number of seats in the People's Council (DPR) and Local Representative Council (DPRD), to leading election activities supervised by the Bawaslu (Supriyanto, 2007). Based on the provisions of laws and regulations the implementation of elections consists of several stages, namely planning of programs and budgets, and drafting regulations implementation of election administration, updating voter data and compiling voter lists, registration and verification of election participants, determination of election participants, determination of the number of seats and determination of electoral districts, nominating members of DPR, DPD, Provincial DPRD and Regency/City DPRD, period campaign election, period calm down, collection and vote counting, determination of election results, and the taking of oaths/promises of members of DPR, DPD, Provincial DPRD and Regency/Municipal DPRD.

One of the most crucial and often the spotlight of the public and various other parties in the electoral process is the right to vote for citizens who are declared in accordance with the current provisions in force in Indonesia, those who have the right to vote are Indonesian citizens aged seventeen (17) years or more, already married, or have been married. Remember amount citizens country Indonesia that very large causes the need for accuracy and a strengthening of work culture regarding the time awareness of officers in recording and verifying the data of citizens who have the right to vote, because if not registered then a person cannot exercise their right to vote as which has been stated in the Law 7 of 2017 which states that, every citizen has the right to be elected and to vote in general elections based on equal rights through direct, public, free, secret, honest and fair voting in accordance with the provisions of laws and regulations.

The form of election administration at the stage of updating the voter list and preparation of the voter list is a data collection process that uses administrative documents such as family cards (hereinafter referred to as KK), identity cards (hereinafter referred to as KTP), and other forms of state documents (Harahap, 2016). In stages this Commission Election General coordinate with the Department of Population and Civil Registry to obtain accurate population data, the data provided is single data (Handi Mulyaningsih & Hertanto, 2020).

The very complex compilation process requires a good work culture of every employee of the General Elections Commission and Voter Registration Committee (hereinafter referred to as *pantarlih*) that has been formed by the KPU to collect data to the public in the process of updating the voter list (Syaiful, 2021). As the benefits of work culture, namely ensuring good quality work results. In the electoral administration process, especially at the stage of updating the voter list and compiling the voter list that demands the integrity of voter data, a good work culture is needed (Nugraha et al., 2020).

Based on the initial research conducted by the author at the Pasaman Regency KPU on January 8, 2020, it was found that: The main problem that often occurs is the unprofessional action of a *pantarlih*. The unprofessional attitude includes not doing door-to-door chocolates, not recording but posting stickers (General Selection Stage Report of 2019). Unprofessional actions in *pantarlih* are a form of a bad work culture, *pantarlih* which conducts the process of checking or data collection violates the chocolate process, that is, does not intensively match data to each community, as it should be done which has been regulated in *pantarlih* duties and functions in conducting assessments to the community. The same thing the author also found based on interviews with one of the employees, namely Mr. B as the KPU District Secretariat Pasaman on May 20 2020 at 14:20, he explained that:

"... indeed from previous elections there were many errors in the process According to pantarlih, there were also people who stated that there was no pantarlih going to their house to do the checking. After an evaluation or a field visit is carried out at each house with a sticker attached the sign has been clicked after being asked by the residents of the house they only answer that pantarlih just came to stick the sticker, and there are those who don't know why it is attached the sticker..."

Based on the results of the interview above, the writer can understand that pantarlih which conducts the process of checking or data collection violates the process of checking the data, namely not conducting intensive data matching to every community, as should be done which has been regulated in the duties and functions of pantarlih in verifying voter data. These unprofessional actions were not only acknowledged in writing but also verbally by KPU employees. Ibu Tini also disclosed problems related to data collection on May 28 2020 at 11.15 which says that:

"... I also don't know the deck. I also never knew anyone told me about that, I never seen the banner but I also don't understand ..."

Based on this statement, it can be understood that there is not yet socialization related to participant voter registration which should be carried out by the Regency KPU Pasaman in providing an understanding of registration of election participants. The KPU should have conducted socialization to the public to provide an understanding of registration of voters.

Then the author conducted an interview at the Panti sub-district on May 29 2020. The author conducted an interview with Mr. Yudi on May 29, 2020 at 13.00, he stated that:

"... about the socialization of the electoral list, I don't know sis, at best I will be given the dates of the election, that's all, sis. If you see the banners around here, I don't have any sis ..."

Based on the interview above, the writer can understand that the related socialization registration of election participants is not yet around the sub-district either through officers directly or even through media such as banners and billboards. The statement from the resource person illustrates that there is no direct socialization to the public nor the media, which will provide understanding to the community regarding registration of voters.

Based on the overall results of the interviews above, the authors conclude that the public does not yet know about the registration of voters which should be socialized by the Pasaman Regency KPU by utilizing online media or printed media such as billboards and banners that are easily understood by the public to provide knowledge of the importance of registering themselves as voters to protect their right to vote as citizens. KPU can also hold meetings to socialize registration of these voters.

Based on these problems, the writer is motivated in conducting this research after reading article of Frinaldi (2014) on *"Pengaruh budaya kerja pegawai negeri sipil*

terhadap pelayanan publik di dinas catatan sipil dan kependudukan Kota Payakumbuh” which provides understanding of the work culture of employees and public services, and reading the article Subkhi (2020) regarding “*Redesain Pendaftaran Pemilih Pasca Pemilu 2019*” which in this article raises the problem of voter registration after the 2019 general election. It is interesting for the author to see management of general election administration from the perspective others namely related to work culture General Election Commission staff at the General Election Commission Office of Pasaman Regency.

2. LITERATURE REVIEW

2.1. Work Culture

Culture can be defined as a collection of knowledge of humans and society which it uses to understand and interpret how to deal with challenges daily life, actualize self in environment based on their experience, then based on the results of shared knowledge it becomes a guideline for human and community behavior in group life (Frinaldi, 2012). Work culture according to Negara (2005) quoted from Edgar H. Schein defines that work culture is a set of assumptions or belief systems, values and norms yang developed in the organization that serve as code of conduct for members to deal with problems of external adaptation and internal integration. Triguno in Frinaldi (2014) provides an overview of work culture as a philosophy based on view of life as a value that characterizes, habits and driving force culture in the life of a community group or organization, from attitude to behavior, beliefs, ideals, opinions and actions that manifest as work or work.

Work culture is concerned with how employees perceive the culture of an organization, not whether they like culture or not, which is a concept that governs beliefs, thought processes, and individual or group behavior, which is based on the principles that exist in an organization. Work culture is the perspective of employees or employees in carrying out their duties and functions. The actualization of an employee's work culture according to Moeljono's opinion in Frinaldi (2014) can be seen from; understanding of the basic ingredients of the meaning of work, attitudes towards work and the work environment, behavior at work, enthusiasm at work, attitudes towards the use of time work, and methods or tools used to work.

Benefits of Work Culture according to Supriyadi & Triguno in Lufni (2017) namely, Ensure the result work with quality that well , open all over network jaringan communication, openness, togetherness, mutual cooperation, kinship, find and quickly improve. Quickly adjust to developments (external factors such as, customers, technology, social, economy, etc.). Reduce reports of false and false data and information. Indicators in work culture to measure work culture in an organization according to Aldri Frinaldi, namely, leadership, appearance, awareness time, communication, appreciation and recognition, as well as values and beliefs.

2.2. Election Administration Management

According to the large Indonesian dictionary, management is a process that provides oversight of all matters involved in implementing policies and achieving goals. Sule & Saeful (2019) explained that management is not just carrying out and carrying out an activity, management is a series of activities in each process which includes management functions, such as planning, implementation, and supervision to achieve

goals effectively and efficiently. Management can be defined as of the process in an activity that is formed in a structured and planned manner, in which there are management functions.

Election administration is the procedures, procedures, and mechanisms related to the administration of the implementation of the Election in every stage of the Election as described in the General Election Commission Regulation Number 25 of 2013 article (1) paragraph (1). The stages of holding an election are administrative actions, the electoral stages are described in Law No.7 of 2017, outlining the stages of election administration including: program planning and budgeting, and the preparation of implementing regulations for election administration; updating of voter data and compilation of voter lists; registration and verification of Election Contestants; determination of Election contestants; determination of the number of seats and determination of constituencies; nomination of members of DPR, DPD, Provincial DPRD, and DPRD Regency / City; period campaign Election; period calm down; voting and counting of votes; determination of election results; and swearing/pledging of members of DPR, DPD, Provincial DPRD and Regency/Municipal DPRD.

Each stage has its own administrative process, in stages Updating of voter lists and preparation of voter lists. The general election commission coordinates with the Department of Population and Civil Registry. The Department of Population and Civil Registry provides population data as comparison data with data obtained by pantarlih.

To ensure the visible and actual integrity of the electoral process, electoral administration must adhere to the following basic ethical principles: election administration must show respect for law, electoral administration must be nonpartisan and neutral, electoral administration must be transparent, administration elections must be accurate. The election administration must be designed to serve the voters.

The definition of a voter is a person who resides in a settlement for at least six months with or without a KTP. Therefore, NIK does not need to be included in the voter's identity. Let the Ministry of Home Affairs and local governments carry out population administration with electronic KTP or Single Identity Number.

According to Surbakti et al. (2011) the quality standard of the voter list consists of 2 (two) aspects which include: Democratic quality standards, the voter list should have two standard scopes, namely voters who meet the requirements to enter the voter list and the availability of facilitating the implementation of voting sound. Technical benefit standards, the voter list should have four standard scopes, namely easy to access by voters, easy to use when voting, easy to update, and to compile accurately. Civil registry system is a voter registration based on civil registration (resident) to record name, address, nationality, age and identity number. Based on the explanation above in this research what is meant by Election Administration Management is the process and procedures for carrying out a series of activities Administration in every stage of the general election.

2.3. Population Administration

According to Paryanta et al. (2017), population administration is a management of data related to population information including population data, birth data, mortality data, displacement data, and data on the number of people. Population data need to be managed properly to be used for reporting and recording population data in an area.

Population administration according to law no 24 of 2013 is a series of structuring and controlling activities in the issuance of documents and data Population through

Population Registration, Civil Registration, information management Population Administration and utilization of the results for public services and development of other sectors.

Population administration is a form of recording public data as prepared by the population and civil registration service which is used for the interests of the community in the administrative process.

The functions and duties of the Citizenship and Civil Registration (Hereinafter referred to as DISPENDUKCAPIL) are services in managing various correspondence such as making birth certificates or birth certificates, residence documents, family cards (KK), marriage certificates, moving certificates, to making electronic KTPs or e-KTPs. For residents who will take care of documents for occupation, they can prepare the requirements for completing the documents.

3. RESEARCH METHODS

The method used is quantitative methods. The research was performed at the Election Commission General of Pasaman Regency, while the variables of this study were the work culture variable as variable (X) and the management of election administration as the variable (Y). This research focused on the stages of compiling the voter list and updating the voter list. The study populations were all employees who were members of the Election Commission General Pasaman District, the sample was taken by total sampling, namely employees who were civil servants and non civil servants, as many as 36 people. Data collection techniques in this study the author obtained from a questionnaire, the statement items in the research questionnaire were made using scale measurement Likert. The data obtained were then analyzed by using technique regression linear simple.

Then, the grid in this research questionnaire was based on the literature study that the researcher did, formulated as follows:

Table 1. Operational Definition and Research Variables

Variable	Indicator	Operational Definition
Work Culture (X)	Leadership	The leader provides clear directions and procedures for completing tasks
		The leader is assertive in fostering employees to work well
	Appearance	Neat-looking employees at work
		Employees use identification every time they work
	Time Awareness	Employees do work on time
		Employees attend and work according to working hours
	Communication	Employees are involved in the decision-making process
		Communication between employees runs smoothly
		Pasaman Regency Election Commission conducted socialization related to voter registration

	Awards And Recognition	Every employee gets the right to promotion position after completing a predetermined work achievement
		Every employee has the right to participate in education and training in order to improve work ability
	Values and Beliefs	Employees have a full sense of responsibility for their work
		Employees consider work as an obligation that must be completed properly
Management Administration Election (Stage Registration Voting Contest) (Y)	Completeness Documents	Completeness of administrative documents owned by the community has met the requirements
		The public completes the documents (KTP/KK/other) so that they are registered on the voters list in accordance with applicable regulations
		The voter list that has been determined is ensured to have complete documents
	Effectiveness Documents Registration Voting Participants	The voter list data collection process went well
		Completeness of administrative documents (KTP/KK) can be used in the voter list data collection
	Reporting Implementation	Reporting of election participant data by pantarlih to the KPU is accurate

Source: Results of research data processing

4. RESULTS AND DISCUSSION

In general, the results of the study show the average score of the influence of employee work culture on the management of election administration, summarized in the following table:

Table 2. Descriptive Analysis of Work Culture Variables (X)

Statement Items	N	Mean	TCR	Informations
The leader provides direction and clear procedures for completing tasks	35	3,69	73,8 %	Sufficient
The leader is firm inside fostering employees to work well	35	3,61	72,2 %	Sufficient
Neat-looking employees inside work	35	3,94	78,8 %	Sufficient
Employees use identification every work	35	3,75	75,0 %	Sufficient
The clerks do the job right time	35	3,78	75.6 %	Sufficient

Employees are present and work according to their portion working hours	35	3,81	76,2 %	Sufficient
Employees are involved in the process decisions making	35	3,47	69,4 %	Sufficient
Communication between employees runs smooth	35	3,64	72,8 %	Sufficient
Pasaman Regency KPU did socialization related to the voter list	35	3,83	76,6 %	Sufficient
Every employee has promotion after completing a predetermined work performance	35	3,86	77,2 %	Sufficient
Every employee has rights to participate in education and training in order to improve employability	35	3,67	73,4 %	Sufficient
Employees have a sense of responsibility fully responsible for their work	35	3,97	79,4 %	Sufficient
Employees consider work as an obligation that must be completed properly	35	3,94	78,8 %	Sufficient
Work Culture Variable Average	35	3,77	75,4 %	Sufficient

Source: 2020 Research Data Results

Based on the table 2 above, it can be seen that the average work culture variable has a mean value of 3.77 with a TCR value of 75.4% is in the sufficient category with a value range of 65% -79% which means that the employee evaluates sufficient / moderate on culture work at the General Election Commission of Pasaman Regency.

Based on the TCR table above, the highest value can be seen, namely the performance indicator, which is 78.8% in the sufficient category with a value range of 65% -79% with questions of neat looking employees at work, on the value indicator and trust. 78.8% is in the sufficient category with a value range of 65% -79% with employees perceiving work as an obligation that must be completed well.

Different from the communication indicator which has the lowest value, namely 69.4% is in the sufficient category and the value range is 65% -79% with questions. Employees are involved in the decision-making process.

Table 3. Descriptive Analysis Election Administration Management Variables

Statement Items	N	Mean	TCR	Information
Completeness of administrative documents owned by the community has met the requirements	36	3,81	76,2%	Sufficient
The community completes the document (KTP / KK / other) in order to be registered on the Voters list in accordance with the rules apply	36	3,92	78,4%	Sufficient
A list of voters who have been set is confirmed to have complete documents	36	3,94	78,8%	Sufficient
The voter list data collection process is running well	36	3,81	76,2%	Sufficient
Completeness of administrative documents (KTP / KK) can be used in voter list data collection	36	3,83	76,6%	Sufficient

Reporting of election participant data by pantarlih to KPU is accurate	36	3,86	77,2%	Sufficient
Participant voter data reporting can accounted for	36	3,92	78,4%	Sufficient
Average Management Variables Election Administration	36	3,87	77,4%	Sufficient

Source: 2020 Research Data Results

Based on table 3, it can be seen that the average management variable election administration has a mean value of 3.87 with a TCR value of 77.4% in the category with a value range of 65% -79% which means that employees assess sufficient / moderate towards Election administration management at the General Election Commission of Pasaman Regency.

Based on the TCR table, it can be seen that the highest value is found in the indicator of document completeness, namely the mean value of 3.94%, the TCR value of 78.8% is in sufficient category in the value range of 65% -79% with the voter list question that has been make sure you have complete documents.

The Influence of Leadership on Election Administration in the General Election Commission If a partial regression test is carried out, sub leadership (X) to variable Election Administration Management (Y), the results can be seen in the following table:

Table 4. Results of the R Contribution of Work Culture Variables on Election Administration Management

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.836 ^a	.699	.690	3.570

a. Predictors: (Constant), Culture_Work

Source: 2020 Research Data Results

Based on the table above, it can be concluded that the magnitude of the influence of the variable. Variabel work culture on the electoral administration management variable can be seen in the value of r square table 4 which is equal to 0.699, which means that the work culture variable has an influence of of 69.9% on the management of election administration in General Election Commission Pasaman Regency. It can be stated that the hypothesis Ha is accepted, namely there is a significant influence between work culture on administrative management elections in the General Election Commission of Pasaman Regency.

Table 5. Anova F Test Results Work Culture Variable Against Election Administration Management

ANOVA ^a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1007.386	1	1007.386	79.035	.000 ^b
	Residual	433.364	34	12.746		
	Total	1440.750	35			

a. Dependent Variable: Election_Admin_Management
b. Predictors: (Constant), Culture_Work

Source: 2020 Research Data Results

Based on the table above, the significant value is 0.000, because the significance of the test value is smaller than 0.05, it can be concluded that the work culture variable has an impact on the management of election administration. Then to testing the significance of the constant (c), then the T test is carried out. From the t test that has been done, it can be seen in the following table:

Table 6. T-Test Results for Work Culture Variables on Election Administration Management

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.011	2.553		1.963	.058
	Culture_Work	.451	.051	.836	8.890	.000

a. Dependent Variable: Election_Admin_Management

Source: 2020 Research Data Results

Based on the table above, the significance value of 0.000 is less than 0.05 so it can be concluded that Ho is rejected and Ha is accepted, which means there is influence of work culture variables on the management of election administration in the General Election Commission.

5. CONCLUSION

After conducting research, data analysis techniques and research hypothesis testing, it can be concluded that there is a significant influence between work culture variables on the management of election administration at the Election Commission General Pasaman Regency, amounting to 69.9% with a significance of 0.000. Furthermore, knowledge has a significant influence between leadership and management of election administration. Likewise, knowledge has a significant influence between performance and management of the election administration. As for knowledge has a significant influence between reward and recognition of the management of the election administration and knowledge has a significant influence between time awareness on the management of election administration. Further, knowledge has a significant influence between communication on the management of the election administration and knowledge has a significant influence between value and trust on the management of election administration.

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