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## **Evaluation of the Ad Hoc Organizing Body for the 2020 Regional Head Election Amid the Covid 19 Pandemic in Tomohon City**

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**Abstract.** This study aims to evaluate the Ad Hoc Organizing Body for the 2020 Regional Head Election amid the Covid Pandemic in Tomohon City. This research approach uses a descriptive qualitative approach, with a total of 10 informants with data collection techniques namely observation, interviews and documentation with data analysis techniques through data reduction, data presentation and verification of conclusions. The results of this study indicate that the process of the Ad Hoc Organizing Body for the Election of Regional Heads of Tomohon City still has problems, including those related to the socialization and information sharing processes that have not been carried out massively. according to the workload so that it affects the quality of work. Furthermore, it was found in the communication sub focus, namely the lack of enforcement from leaders to subordinates or between commissioners and the formation of members related to weak communication that was built and a lack of initiative from them as parties with authority. to order friends who are other people and even other committees to provide communication to other people. Then the next problem was found in the sub-focus of the Integrity of Ad Hoc Organizing Bodies, namely that there were still several administrators of Ad Hoc institutions who carried out gratuities where gratuities were contrary to integrity.

**Keywords.** Evaluation, Ad Hoc Election Organizing Body, The Covid 19 Pandemic

### **A. Introduction**

Direct general elections by the people are a means of realizing people's sovereignty in order to produce a democratic state government based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Direct, free, confidential, honest and fair general elections can be realized if carried out by Election Organizers. Public who has integrity, professionalism, and accountability [1]. In order to ensure that the elections for Governors, Regents and Mayors are carried out democratically as mandated in Article 18 paragraph (4) of the 1945 Constitution of the Republic of Indonesia, the people's sovereignty and democracy from the people, by the people and for the people must be respected as the main conditions for holding elections. governors, regents and mayors [2].

Public service providers are all state-managed institutions, corporations, independent institutions established by law for public service activities and other legal entities formed solely for public service activities [3]. Good service will be felt by the community if the agency that provides the service can really be served in a polite and professional manner with quality service standards, good procedures, safe, smooth, orderly, and certainty of costs for the services provided. People will feel satisfied when they receive good and professional service from service providers. If they get satisfaction with the services provided, then there will be trust from the community as a service user to reuse the service.

In implementing the simultaneous 2020 Elections for Governors, Regents and Mayors, the General Election Commission based on Law Number 1 of 2015 concerning Stipulation of Government Regulations in Lieu of Law Number 1 of 2014 concerning Elections for Governors, Regents and Mayors became laws as lastly amended by Law (UU) concerning the Stipulation of Government Regulations in lieu of Law Number 2 of 2020 concerning the Third Amendment to Law Number 1 of 2014 concerning the election of Governors, Regents and Mayors to become Laws.

The stages for the 2020 simultaneous election are regulated in more detail in the General Election Commission Regulation Number 15 of 2019 concerning the stages, Program and Schedule for the 2020 Governor and Deputy Governor, Regent and Deputy Regent, and/or Mayor and Deputy Mayor election as last amended by Commission Regulations general election Number 5 of 2020. Where in Article 3 it is stated that the Election Stages consist of: a. preparation stage; and b. implementation stages. Article 4 paragraph (1) The preparatory stages as referred to in Article 3 letter a include: a. program and budget planning; b. preparation of election administration regulations; c. implementation planning which includes determining procedures and schedules for the stages of Election implementation; d. establishment of PPK, PPS, and KPPS; e. establishment of Regency/City Supervisory Committees, District Supervisory Committees, District Supervisory Committees, Field Supervisory Committees, and TPS Supervisors; f. notification and registration of election observers; g. submission of the list of potential voters; and h. updating and compiling voter lists. (2) The stages of program and budget planning as referred to in paragraph (1) letter a include: a. preparing and signing the text of the regional grant agreement; and b. program and budget management. (3) The steps for drafting the regulations for the holding of elections as referred to in paragraph (1) letter b, including the preparation of decisions for holding elections as referred to in paragraph (1) letter c include: a. outreach to the community; and b. counseling/technical guidance to Provincial KPU, Regency/Municipal KPU, PPK, PPS, and KPPS. (5) The stages of forming PPK, PPS and KPPS as referred to in paragraph (1) letter d, include: a. working period of PPK, PPS, and KPPS; and b. PPDP formation and tenure. (6) The stages of notification and registration of Election observers as referred to in paragraph (1) letter f include: a. registration of survey or poll executors; and b. quick count executor registration [4].

In Article 5 paragraph (1) the implementation stages referred to in Article 3 letter b include: a. announcement of the registration of a Candidate Pair; b. registration of Candidate Pairs; c. research Candidate Requirements; d. determination of Candidate Pairs; e. campaign implementation; f. voting implementation; g. vote counting and vote counting results recapitulation; h. determination of the elected candidate; i. settlement of violations and disputes over election results; and J. proposal for approval of the appointment of the elected candidate. (2) Before the stage of announcing the registration of a pair of candidates as referred to in paragraph (1) letter a, the stage of fulfilling the requirements for the support of individual candidate pairs is carried out. (3) After the stages of determining the Candidate Pair as referred

to in paragraph (1) letter d, the Election state administrative dispute stage is carried out. (4) Implementation of the campaign as referred to in paragraph (1) letter e includes the following stages: a. campaign period; and b. campaign finance reports and audits. (5) Prior to the voting implementation stage as referred to in paragraph (1) letter f, the stages of procurement and distribution of voting and vote counting equipment are carried out. (6) Determination of the elected candidate as referred to in paragraph (1) letter h is the stage of determining the elected pair of candidates without requesting a dispute over the election results. (7) After the stages of settlement of violations and election result disputes as referred to in paragraph (1) letter I, are carried out without determining the elected pair of candidates after the decision of the constitutional court. (8) after the stage of proposing the approval of the appointment of the elected candidate as referred to in paragraph (1) letter j, the stages of evaluation and reporting stages are carried out.

In 2020, simultaneous elections were held in 270 regions throughout Indonesia. The 2020 Simultaneous Elections were originally to be held on September 23 2020, but due to the Covid-19 pandemic, according to the results of the DPR Hearing Meeting with relevant stakeholders, the implementation of the Simultaneous Elections was postponed to December 9 2020. This postponement of course has implications for the election process, such as establishment and term of office of the Ad hoc Election Administration Body. In holding elections, the KPU is assisted by permanent administrators under it, namely Provincial KPU and Regency/Municipal KPU as well as the Ad hoc Election Organizing Body. The Ad hoc Election Organizing Body itself is a representation of the KPU at the lowest level of Election Organizer or as a street-level bureaucracy, therefore in its establishment the Election Organizer Ad hoc Body is guided by Law Number 7 of 2017 concerning General Elections and the criteria stipulated by KPU, namely KPU Regulation (PKPU) Number 3 of 2015 concerning the Work Procedure of the General Election Commission, Provincial Election Commission / Aceh Independent Election Commission and General Election Commission / Regency / City Election Independent Commission, Formation and Work Procedure of the District Election Committee (PPK), Voting Committee (PPS), and Voting Organizing Group (KPPS), in the Election of Governor and Deputy Governor, Regent and Deputy Regent, and/or Mayor and Deputy Mayor as last amended by PKPU Number 13 of 2017 so that the quality of the Board Ad hoc Election Organizers are maintained and have the skills required in the Election. According to PKPU Number 14 of 2020 concerning Duties, Functions, Organizational Structure, and Work Procedures of the General Election Commission Secretariat, Provincial Election Commission Secretariat, Regency/City Election Commission Secretariat, Ad hoc Election Organizing Body are Members and Secretariat of PPK, Members and PPS Secretariat, Voting Organizing Group, Voter Data Updating Committee/Voter Data Updating Officer, Overseas Voter Data Updating Committee and Polling Place Order Officers in the Implementation of Elections and Elections [5]. Based on this, the Ad hoc Election Organizing Body and other Election Organizers are required to be independent, neutral and professional. Based on KPU Regulation Number 8 of 2019 concerning the Working Procedures of KPU, Provincial KPU, Regency/City KPU, PPK is a committee formed by Regency/City KPU to carry out Elections/Elections at the sub-district level or other names [6]. Then, PPS is a committee formed by Regency/Municipal KPU to carry out elections/elections at the sub-district/village level or another name. KPPS is a group formed by PPS to carry out voting at TPS. Later they will be assigned according to their respective work levels from collection, counting to recapitulation in stages. In their position as Members of the Ad hoc Election Organizing Body, PPK, PPS, and KPPS each have duties, authorities and obligations mandated directly by law. The recruitment system for the Ad hoc Election

Organizing Body is carried out periodically, within a certain period of time to hold the Election stages. The recruitment process begins with the announcement, registration, administrative selection, written selection and announcement stages. In the process of establishing an Ad Hoc Election Organizing Body, regulations or technical guidelines are drawn up to serve as a reference on the process and mechanism for forming and working procedures of an Ad Hoc Board, so that later the selected personnel are in accordance with the competencies required and have high integrity.

To carry out general elections, KPU and Regency/Municipal KPU have duties and authorities including: a) Plan, lead and carry out all stages of general election activities, as determined in the applicable laws b) Establish, provide direction and coordinate election implementation organizations general elections at the provincial, and district/city levels, as well as foreign election committees (PPLN) c) Develop and determine procedures and procedures for general elections as a technical elaboration of laws and regulations d) Plan, lead, and organize the procurement and distribution of election implementation logistics general e) Collect, systematize, manage and publish materials and data on general election results.

Based on the rules set by the General Election Commission (KPU) of the Republic of Indonesia as well as rules from the General Election Commission (KPU) of North Sulawesi Province, the General Election Commission (KPU) of Tomohon City carried out the initial stages of forming an Ad hoc Board with the first stage accepting candidates for the District Election Committee, after the District Election Committee (PPK) was formed, then the acceptance of registration for Candidates for the Voting Committee (PPS), then the formation of the Voter Data Updating Committee (PPDP) and finally the Voting Organizing Group (KPPS) whose registration was carried out ahead of the D-day of voting.

After the Subdistrict Election Committee (PPK) recruitment stage, the General Election Commission for Tomohon City carried out the recruitment of the Voting Committee (PPS), which included the Registration Stages, Written Tests, Interview Tests and finally the Inauguration. In this implementation, the General Election Commission cooperates with related institutions, including the Tomohon City Regional National Education Office.

However, in this implementation there were obstacles, namely the emergence of a new outbreak which became a non-natural disaster, namely the Covid-19 pandemic. In the midst of the outbreak of the Covid-19 pandemic, the President declared the Spread of Covid-19 a National Disaster (Non-Natural Disaster) and a Decree from the Head of the Disaster Management Agency (BNPB) regarding the extension of the State of Emergency. Indonesia decided to postpone the election which was originally 23 September 2020 to 9 December 2020 in accordance with the results of the hearing with the DPR on the basis of implementing Law Number 6 of 2020 concerning Stipulation of Government Regulation in Lieu of Law Number 2 of 2020 regarding the Third Amendment to the Law Law Number 1 of 2015 concerning Stipulation of Government Regulations in lieu of Law Number 1 of 2014 concerning the Election of Governors, Regents and Mayors to Become Laws. Considering the spread of Covid-19 in Indonesia and paying attention to the official statement of the World Health Organization (WHO) that Covid-19 is a global pandemic, the statement of the President of the Republic of Indonesia regarding the spread of Covid-19 as a National Disaster (non-natural disaster), and the Circular of the Minister for Administrative Reform and Bureaucratic Reform Number 19 of 2020 concerning Adjustment of the Work System of the State Civil Apparatus in Efforts to Prevent the Spread of Covid-19 in Government Agencies, the KPU is taking preventive steps to minimize the spread of Covid-19 which is feared will have an impact on holding elections. The KPU issued KPU Regulation (PKPU) Number 6 of 2020 as last amended to PKPU Number

13 of 2020 where the KPU added several conditions including the age requirement to become Members of the Ad hoc Concurrent Election Organizing Body, a minimum of 20 (twenty) years and a maximum of 50 (fifty) years and requirements must not have co-morbidities [7]. In recruiting, the KPU must also ensure that the implementation of health protocols is carried out correctly as part of education so that people feel safe to become organizers and later as voters. It turns out that the 2020 elections have significant implications regarding the workload of election administrators during the Covid-19 pandemic, including the ad hoc bodies. With the Covid 19 pandemic and the enactment of the rules that prospective members of the Adhoc Board must be subjected to rapid tests and swab tests. However, in reality, they encountered a problem when the time came to inaugurate many members of the Adhoc Board who had been declared to have passed the selection, they did not want to be subjected to a rapid test or swab test on the grounds that they did not want to know whether they had been infected, so that during the injury time or the last stage of the establishment of the Agency Adhoc, the Tomohon City KPU must find a replacement for those who resigned because they don't want to be subjected to rapid tests or swab tests.

Based on the background above, the focus of the problem in this study is related to the implementation of the Evaluation of the Ad Hoc Organizing Body for the 2020 Regional Head Election in the Middle of the Covid-19 Pandemic in Tomohon City. Then in accordance with the background and focus of the problem, the purpose of this study is to evaluate the 2020 Ad Hoc Regional Head Election Organizing Body in the Middle of the Covid Pandemic in Tomohon City.

The benefits that can be obtained from this research are the theoretical benefits of this research is to provide and develop an understanding of the knowledge of State Administration and to complete studies at the State Administration Masters Program and practical benefits, can be used as a source of thoughts and considerations for the government related to Evaluation of the Implementation of the Ad Hoc Board for the 2020 Regional Head Election in the Middle of the Covid Pandemic in Tomohon City.

## **B. Methods**

The research approach used by the author in this research is qualitative research, because this research is descriptive in nature which tends to focus on the process of finding meaning, the basis for using this theory so that a research can be in accordance with the facts that occur in the field. And also with qualitative research a research process will be given an overview of the phenomenon as a result of research discussion. Problems in qualitative research are temporary, tentative and will develop or change after the researcher is in the field. Descriptive research is a method of examining the status of human groups, an object, a condition, a system of thought or a class of events in the present (Sugiyono, 2010) [8].

The location in this study is located in Tomohon City. The main focus of this research is the Evaluation of Ad Hoc Organizing Bodies for the 2020 Regional Head Election in the Middle of the Covid 19 Pandemic in Tomohon City, then divided into research sub-focus: 1) Recruitment patterns in the process of Establishing Ad Hoc Organizing Bodies; 2) Objective Conditions of the Ad Hoc Organizing Agency's Workload; 3) Ad Hoc Organizing Body Communication; and 4) Integrity of the Ad Hoc Organizing Body. In a qualitative approach, the data that is determined and used is purposive sampling and snowball sampling. Data collection techniques in this study using observation techniques, interviews and documentation. While the data analysis technique is starting from data reduction, data presentation and drawing conclusions.

### **C. Results and discussion**

The holding of the 2019 General Election is a means for sovereign people to elect members of the DPR, DPD members, provincial DPRD members, regency/city DPRD members as well as the President and Vice President. This momentum is a follow-up to the Constitutional Court Decision No.14/PUU-XI/2013, which canceled the provisions for implementing presidential and vice-presidential elections 3 (three) months after the implementation of the legislative elections. This cancellation has the consequence that legislative elections and presidential elections are held at one time simultaneously, or later referred to as simultaneous elections.

This is in line with the provisions of Article 22E of the 1945 Constitution of the Republic of Indonesia, which states that General Elections are held directly, publicly, freely, confidentially, honestly and fairly once every five years, which are held to elect the President and Vice President, members DPR, DPD members, and DPRD members [9]. For this reason, on August 15 2017, the legislators stipulated Law no. 7 of 2017 concerning General Elections (hereinafter referred to as Law No. 7/2017), which forms the basis or guidelines for holding general elections in 2019. The law also states that what is meant by holding general elections is the implementation of the stages of elections carried out by election organizers.

Through KPU Regulation No. 7 of 2017 concerning Stages, Programs and Schedules for the 2019 General Election, as amended several times, most recently by KPU Regulation No. 32 of 2017, August 17 2017, the General Elections Commission (KPU) stated that the implementation of the 2019 General Elections had begun. Various stages have been passed, at least until the end of 2018, the KPU of Tomohon City has gone through a series of election stages including socialization, registration and verification of election participants, establishment of an ad hoc organizing body, updating of voter data and compiling voter lists, arrangement of electoral districts, candidacy members of the DPR, DPD, Provincial DPRD, DPRD disputes over the nomination of members of DPR, DPD, Provincial DPRD, and district/city DPRD, logistics, campaigns, reports and audits of campaign finance reports [10].

Based on General Election Commission Regulation Number 11 of 2018 concerning Compilation of Domestic Voter Lists in the Implementation of General Elections and General Election Commission Regulation Number 2 of 2018 concerning Amendments to General Election Commission Regulation Number 1 of 2017 concerning Stages, Programs and Schedules for the Election of Governors and Deputy Governors, Regents and Deputy Regents and/or Mayors and Deputy Mayors for 2018 as stated in the KPU RI Circular Letter Number: 530/PP.05- SD/01/KPU/V/2018 dated 23 May 2018 Regarding Update Towards DPS for the 2019 Election that The Regency/Municipal KPU which carried out the 2018 Election compiled the temporary voter list for the 2019 Election which the election was changed to 9 December 2020. In the activities and processes for the implementation of the Election, the KPU established an Ad Hoc Board which aims to assist the implementation of election activities properly, then this is the process of implementing the activity [11].

#### **1. Results**

General election is a process to convey the aspirations of the people where in its implementation, people are free to choose prospective leaders to advance their country [12]. P The meaning of general elections is also emphasized in article 1 number (1) of Law number 7 of 2017, that general elections are a manifestation of people's sovereignty which are held directly, publicly, freely, confidentially, honestly and fairly within the framework of the Unitary State of the Republic of Indonesia based on Pancasila. and the 1945 Constitution [13].

The sovereignty of the people is first, that direct elections by the people are a manifestation of people's sovereignty in order to produce a government to produce a democratic state government. Second, the implementation of direct, general, free, secret, honest, fair elections and can only be realized if carried out by general election organizers.

The concept of democracy, that power must come from the people is exercised by and for the people. Departing from this idea, it can be said that voting and being elected in general elections is a deviation from people's sovereignty which is then used as a fragment of the human rights of every citizen [14]. General elections are a real form of procedural democracy, although democracy is not the same as general elections, general elections are one of the most important aspects of democracy which must also be held democratically. Therefore, usually in countries that call themselves democratic countries, the tradition of elections is to elect public officials in the legislative and executive fields, both at the central and regional levels.

General election is the process of electing people or representatives to fill certain political positions. These positions vary, from president, people's representatives at various levels of government, to village heads. According to classical democratic theory, elections are a Transmission of the Belt so that power originating from the people can shift into state power which then incarnates in the form of government authority to govern and regulate the people.

In this study, to measure and evaluate the Ad Hoc Organizing Body for the 2020 Pilkada during the 2019 Pandemic, researchers conducted research by looking at the following aspects or research sub-focus which were described and transcribed.

Recruitment Pattern of Ad Hoc Organizers, The recruitment process for ad hoc organizers is important in order to produce officers who have quality in carrying out their duties and responsibilities as election committees. Recruitment that is open, independent, fulfills the requirements for physical and mental health and knowledge about elections is an important aspect in producing officers who work independently, with integrity and professionalism. In this regard, this study describes the recruitment process of the ad hoc voting committee by asking a number of questions to the respondents (ad hoc organizing committee).

### **Ad Hoc Organizing Body Recruitment Pattern**

In this first indicator regarding the Recruitment Pattern of Ad Hoc Organizing Bodies, the researcher found findings that in the Recruitment Pattern of Ad Hoc Organizing Bodies showed that the process of Ad Hoc Organizing Bodies in Tomohon City had not gone well, as evidenced by the findings in the dissemination and sharing of information that had not been implemented properly. carried out massively and there were several informants who complained about limitations that caused a lack of information for the community.

### **Objective Conditions of the Ad Hoc Organizing Agency's Workload**

Objective Conditions of the Ad Hoc Organizing Body's Workload. The successful performance of election organizers is closely related to the level of workload carried out by election organizers from the top level to the lower level (ad hoc). Workload concerns the amount of work and things that must be done, the time and certain aspects of time that must be considered by workers, and the subjective psychological experience experienced by a worker. The limited capacity of an organizer will greatly affect the process of the election stages. Therefore, in the process of recruiting election organizers, measuring workload is very important in order to match the capacity of a person in carrying out their duties and responsibilities. The workload of election organizers includes working time, salary/honor, psychological stress, health conditions and problems encountered in the election process.

The workload of election organizers is also related to the salary they get. The heavier the workload, the greater the salary that must be issued. The link between salary (money) and performance has been stated by Maslow, where if the salary and workload experience a gap, then performance failure is very likely to occur [15]. Furthermore, the issue of salary will also affect the integrity of election organizers at the ad hoc level. The strategic duties and authorities possessed by election organizers must also be supported by an appropriate remuneration system. As a result of the low salary, it is very likely that organizers will have multiple jobs, working as organizers and working for the interests of election participants (political parties and candidates) with the lure of large honorariums. If this happens, the independence of the organizers is very likely to be disrupted, therefore the match between salary and workload is no less important. The objective condition of the workload of the Ad Hoc Organizing Agency in this sub focus is that the evaluation that can be seen clearly is how there is discomfort as an Ad Hoc Agency in carrying out its duties where the task given is greater than the salary received, this is a special assessment that will be affect the process of implementing the Ad Hoc Agency in the future which will not run well.

#### **Communication of Ad Hoc Agency Establishment Process**

Communication is a very important thing to do and use in all processes related to policies that will be carried out even including Communication in the process of carrying out the duties of the Ad Hoc Agency in the midst of the 2020 pandemic in Tomohon City. Therefore the researcher asked several previously determined informants about how communication was carried out in the process of carrying out the duties of the Ad Hoc Agency in the midst of the 2020 pandemic in Tomohon City.

Communication of Ad Hoc Organizing Bodies, in this sub-focus of research the researcher found that there was communication between leaders or those who as administrators of Ad Hoc Bodies had not been implemented properly, Lack of enforcement from Leaders to subordinates or between fellow commissioners and forming members related to weak communication that was built also lack of initiative from them as those who have the authority to order other friends and even other committees to provide communication to others, then it is also found that there is awkwardness in communicating.

#### **Integrity of the Ad Hoc Organizing Body**

The integrity of election organizers at all levels, including at the ad hoc level, will greatly determine the success or failure of an election. The integrity of election organizers, among others, relates to the accuracy and integrity of the attitudes/decisions of the organizers, reduced or no violations found, understanding of the rules and firmness in duties and responsibilities as well as attitudes of independence.

Integrity of Ad Hoc Organizing Bodies, in this sub-focus it is concluded that based on the research that the researchers conducted, it was found that several Ad Hoc Bodies organizers still practice gratuities where gratuities are contrary to integrity. Then this becomes the material for the assessment that researchers do where when activities that must go well in the future must improve the process of administering the Ad Hoc Agency.

## **2. Discussion**

General elections which are held periodically are an absolute necessity as a means of democracy which will give birth to people's sovereignty as the core of the life of the state.

Because it is through this process that a government supported by the people will be produced, as well as determining the principles of legality, legitimacy and credibility.

2020 is the year of the democratic party for the Indonesian people. Because in 2020 a legislative general election was held as well as an election for the President and Vice President of Indonesia, which for the first time Indonesia voted with five ballots simultaneously. Elections are the most tangible form of sovereignty in the hands of the people and the most concrete form of people's participation in the administration of the state. Therefore, the system and implementation of elections is always a major concern because through the arrangement, system and quality of holding elections, it is hoped that it can actually create democratic government from, by and for the people.

The holding of elections is very important for the Indonesian state, this is because elections are a means of realizing people's sovereignty. Elections are also a means for changing leaders in Indonesia and most importantly a means for the people to participate in the political process. To ensure that elections are clean, honest, fair and free from various forms of interference, election management bodies were formed, namely the General Elections Commission (KPU) at the central level, the General Elections Commission (KPU) at the provincial level, and the General Elections Commission (KPU) at the district level. Not only that, to guarantee quality elections, an election ad hoc body was also formed.

KPU is a state institution that has the authority to organize general elections in Indonesia. Law Number 7 of 2017 concerning Election Organizers stipulates that the KPU, Provincial KPU, and Regency KPU are permanent election management bodies, and temporary election ad hoc bodies [16].

Election Ad Hoc Boards are election administrators who work at the lower level, temporarily and at the forefront. In Indonesia, the term Ad Hoc Election Board is used for election executors from the General Election Commission (KPU) including the District Election Committee (PPK), namely election organizers at the sub-district level, the Voting Committee (PPS) for the village level, and the Voting Organizing Group (KPPS) as officers at polling stations as well as Overseas Election Committees (PPLN) and Overseas Voting Organizing Groups (KPPSLN). The focus of this research is the election committee under the KPU in the country, namely the Voting Committee or PPS.

Based on General Election Commission Regulation Number 11 of 2018 concerning Compilation of Domestic Voter Lists in the Implementation of General Elections and General Election Commission Regulation Number 2 of 2018 concerning Amendments to General Election Commission Regulation Number 1 of 2017 concerning Stages, Programs and Schedules for the Election of Governors and Deputy Governors, Regents and Deputy Regents and/or Mayors and Deputy Mayors for 2018 as stated in the KPU RI Circular Letter Number: 530/PP.05- SD/01/KPU/V/2018 dated 23 May 2018 Regarding Update Towards DPS for the 2019 Election that The Regency/Municipal KPU which carried out the 2018 Election compiled the temporary voter list for the 2019 Election which the election was changed to 9 December 2020. In the activities and processes for the implementation of the Election, the KPU established an Ad Hoc Board which aims to assist the implementation of election activities properly, then this is the process of implementing the activity.

According to Soekidjo Notoatmodjo in Etikawati and Udjang (2016), recruitment is the process of finding and binding prospective employees who have the ability to meet the needs planned by the organization. The goal is to meet the needs of human resources in accordance with the goals of the organization/company [17]. A work organization (public or private) requires a workforce in an effort to realize its directed existence to achieve its goals. Labor or

better known as employees function as executors of work which is the main task of the organization. Therefore, in order to achieve this existence, reliable and qualified employees are needed, the way to do this is by procuring (recruiting) employees in a professional manner. Employee recruitment as one of human resource management (HRM) activities cannot be separated from job/position descriptions and specifications as a result of job analysis. Employee recruitment also cannot be separated from employee planning activities in conducting HR management. The existence of a plan will determine the work required, both qualitatively and quantitatively. Therefore, in managing an organization, it is necessary to understand the importance of recruitment and planning, both at the level of concepts, functions and objectives and benefits.

### **Ad Hoc Organizing Agency Recruitment Pattern**

According to Ruky in Malau et al. (2020) what is meant by recruitment is a process of finding and attracting (persuading them to apply) qualified applicants to fill certain positions [18]. While Gomes (1995) in Anwar (2021) defines recruitment as a process of finding, finding, and attracting applicants to be employed in and by an organization [19]. Another opinion was expressed by Mathis and Jackson in Mac Ginnis and Kleiner (2002) by stating that "recruitment, including the identification and evaluation of sources, is a major step in the total staffing process. That process begins with the determination of manpower needs for the organization. It continues with inventories of capabilities, recruitment, selection, placement, and orientation" [20]. According to Nawawi (2005: 169) in Wardhana et al. (2019) defines recruitment as a process of obtaining a number of qualified prospective workers for key positions/jobs (line products and their supports) within an organization [21]. Based on this understanding, recruitment is the first step in accepting someone.

When juxtaposed and compared with several definitions according to experts regarding recruitment or recruitment patterns in the process of forming an Ad Hoc Agency as one of the processes in organizing this Agency for Pilkada it has been going well which can be seen in its orientation which then provides information openly about the pattern of recruitment the formation of an Ad Hoc Agency, has also provided information that supports the ongoing activities or selection processes that must exist in the recruitment process so that employees, in this case the Ad Hoc Agency, are able to meet the needs of the organization, according to what Soekidjo Notoatmodjo said (2011), recruitment is the process of finding and binding prospective employees who have the ability to meet the needs planned by the organization. The goal is to meet the needs of human resources in accordance with the goals of the organization/company.

Then in accordance with the evaluation theory of Jones in Fitrianingrum (2021), for example, defines public policy evaluation as follows: "Policy evaluation is an activity designed to assess the benefits of a government program which includes sub-sub-activities such as object specifications, measurement techniques and recommendations to be made"[22].

Based on this view, policy evaluation is the view that a program or activity carried out needs to be assessed or tested in quality. These assessments and tests are carried out to identify the conditions of the program objects, planning and measurement techniques, and the analytical methods used. In addition, policy evaluation also emphasizes the aspect of assessing the achievement of the objectives of a program and the important criteria in it. however, what happened in the research above found that there were things that were not good as this became an evaluation and assessment of the quality of the program described in this case in the sub-

focus pattern of Ad Hoc Agency recruitment which must get an assessment or evaluation to become material for future recommendations.

### **Objective Conditions of the Ad Hoc Organizing Agency's Workload**

According to Soeprihanto in Soelton et al. (2021) argues that workload is a set of activities that must be completed by an organization or position holder within a certain time [23]. According to Mangkuprawira in Mamahit (2013) states that if most employees work according to company standards, then there is no problem. The workload provided by the company will be perceived differently by its employees. The workload will be felt by individuals who lack skills in the field of work being occupied or the amount of work that cannot be completed on time [24].

From the theories above, the researcher can explain and be able to compare how the findings were obtained in the research process carried out by researchers on the evaluation focus of Ad hoc organizing bodies in the workload objectivity sub focus, there were complaints and lots of responses from informants who said that what they do is not in accordance with what they get, in this case the honor they receive, later on such things will become boredom or will reach a saturation point, in line with what is contained in Permendagri No. 12/2008 (in Sitepu, 2013) states that workload is the amount of work that must be carried by a position/organizational unit and is the product of work volume and time norm. If the worker's ability is higher than the demands of the job, boredom will appear [25].

### **Communication of Ad Hoc Agency Establishment Process**

From the problems above, it can be seen how there is involvement of actors in carrying out a policy in which there is a communication process, the attitude taken by Ad Hoc organizers in continuing and communicating and regulating an election policy. So that it can be seen from the problems and activities that appear related to and in line with Edward III's theory in Masengi et al. (2023) who stated that the success of a policy implementation is influenced by several things [26]. Policy implementation is in principle a way for a policy to achieve its goals (Dilapanga et al., 2023) [27]. Lester and Stewart, quoted by Winarno (2002), explain that policy implementation is: "Policy implementation is seen in a broad sense as a legal administration tool in which various actors, organizations, procedures and techniques work together to carry out policies in order to achieve an impact or goal. which are desired". Lester and Stewart in Winarno (2002). The definition above emphasizes that policy implementation is something that is done to have an impact or result that can be in the form of laws, government regulations, judicial decisions and policies made by government agencies in the life of the state [28].

### **Integrity of the Ad Hoc Organizing Body**

The integrity of election organizers, among others, relates to the accuracy and integrity of the attitudes/decisions of the organizers, reduced or no violations found, understanding of the rules and firmness in duties and responsibilities as well as attitudes of independence.

The objective condition of the workload of the Ad Hoc Organizing Agency in this sub-focus can be concluded that the evaluation that can be seen clearly is how there is discomfort as an Ad Hoc Agency in carrying out its duties where the tasks assigned are greater than the salary earned, this is a special assessment that will be affect the process of implementing the Ad Hoc Agency in the future which will not run well

#### **D. Conclusion**

Based on the data from the research results and discussion as previously described and described, the researchers concluded that the Ad Hoc Organizing Body Process for Regional Head Elections in Tomohon City had been carried out, however there were several findings as an assessment or evaluation in this study which will be explained and elaborated in this conclusion according to the research sub focus:

1. The recruitment pattern in the process of forming an Ad Hoc Organizing Body in Tomohon City has been carried out in an open, independent manner, fulfilling physical and mental health requirements and having knowledge of elections, so the results of the study show that the Ad Hoc Organizing Body process in Tomohon City has not gone well, which evidenced by the findings in the process of spreading and sharing information that has not been carried out massively and there are several informants who complain about limitations that cause a lack of information for the community.

2. The objective condition of the workload of the Ad Hoc Organizing Agency in this sub-focus can be concluded that the evaluation that can be seen clearly is how there is discomfort as an Ad Hoc Agency in carrying out its duties where the tasks assigned are greater than the salary earned, this is a special assessment that will be affect the process of implementing the Ad Hoc Agency in the future which will not run well.

3. Communication of Ad Hoc Organizing Bodies, in this sub-focus of research the researcher found that there was communication between leaders or those who as administrators of Ad Hoc Bodies had not been implemented properly, Lack of enforcement from Leaders to subordinates or between fellow commissioners and forming members related to weak communication that was built also lack of initiative from them as those who have the authority to order other friends and even other committees to provide communication to others, then it is also found that there is awkwardness in communicating.

4. Integrity of Ad Hoc Organizing Bodies, in this sub-focus it is concluded that based on the research that the researchers conducted, it was found that several Ad Hoc Bodies organizers still practice gratuities where gratuities are contrary to integrity. Then this becomes the material for the assessment that researchers do where when activities that must go well in the future must improve the process of administering the Ad Hoc Agency.

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