

Research Article

Strengthening the Cadre and Recruitment Function of Political Parties in the General Elections in the Democratic State of Indonesia

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ORCIDWidayati: <https://orcid.org/0009-0008-2698-741X>**Abstract.**

One of the functions of political parties is to conduct political recruitment to prepare prospective leaders who are chosen through general elections and regional head elections. Candidates proposed by political parties often come from outside the party. This happens because political cadreship and recruitment do not run well. The problem discussed is the process of cadre formation by political parties in facing elections and the process of political party recruitment in general elections in the democratic country of Indonesia. The research method used is normative juridical with secondary data, which is analyzed qualitatively then presented descriptively. The results of this study show that the process of political party cadre formation is not running well, such that political parties face difficulties approaching the election because there are no party cadres who have the competence and quality to be ready to compete in legislative elections, presidential and vice presidential elections, and regional head elections. Therefore, political parties must prepare a cadre formation program by preparing a curriculum that serves as a guideline in the cadre formation process in order to obtain competent, qualified, and integrated cadres. They are the ones who will be recruited to be nominated or included in political contests through general elections and regional head elections to become legislative members, presidents and vice presidents, and regional heads and deputy regional heads. Good cadreship and recruitment will produce good leaders.

Keywords: formation, political, recruitment

1. Introduction

The 1945 Constitution of the Republic of Indonesia (UUD NRI 1945) in Article 1 paragraph (2) states that Indonesia is a country with people's sovereignty or a democratic country. The implementation of democracy is carried out by means of representation, because the vast territory of the country and the large and heterogeneous population, do not allow for the implementation of direct democracy. In the implementation of representative democracy, the sovereignty held by the people is implemented by representatives of the people who are elected through general elections. So the main function of the

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election is to produce people's representatives who truly approach the will of the people in a democratic country (Artis, 2012).

General elections based on Article 22E of the 1945 Constitution of the Republic of Indonesia are held to elect members of the DPR, DPD, President and Vice President, and members of the DPRD. In addition to general elections, regional head elections are also held to elect the Governor and Deputy Governor, Regent/Mayor and Deputy Regent/Deputy Mayor. Participants in the election and regional head elections are political parties and individuals. The 1945 Constitution of the Republic of Indonesia provides an important position and role for political parties in recruitment to executive and legislative positions (Rully Chairul Azwar, 2017). One of the functions of political parties is as a means of political recruitment carried out through elections which are commonly held in democratic countries to produce national leaders (Muslih, et al., 2017).

The function of political parties in carrying out cadre formation and political recruitment is not running well. In the run-up to the election, political parties have difficulty nominating legislative candidates, presidential and vice-presidential candidates, and regional head and deputy regional head candidates. Often the candidates nominated are not party cadres, but come from outside the party, even though the political party has been established for a long time. Or there are political parties that from one election to the next nominate the same candidate, such as the Gerindra Party which has nominated Prabowo Subianto as a presidential candidate four times. This also occurs in the nomination of legislative members. The recruitment of legislative candidates by political parties is carried out in secret (Yuyun Dwi Puspitasari, 2019). Those who are not party cadres and are nominated are positioned more as vote getters or vote collectors. This shows that party cadres do not have the ability to be vote collectors. Therefore, those recruited are popular people, who are known by the public, so they are able to garner votes, for example artists or public figures.

Political parties that do not nominate their own cadres in the election show that the political education and cadre development programs of the party are not running well, and this is a bad record in a democratic country. Political parties have failed to carry out cadre development when there is nothing to nominate in the contest. Political parties should encourage the best cadres to advance as candidates for people's representatives.

Political parties are required to have good recruitment patterns and cadre formation mechanisms. However, in reality, political parties are currently unable to implement

proper recruitment patterns and cadre formation mechanisms (Insan Harahap). The failure of political parties in the cadre formation process will make it difficult to obtain leaders with integrity, because even though the election is carried out directly by the people, the nomination is carried out by political parties, so it is impossible for the people to choose a leader candidate outside of those nominated by political parties. Therefore, political parties must immediately take steps so that they can carry out their functions properly and find the right formula in carrying out cadre formation and recruitment. Therefore, this article discusses how to strengthen the function of cadre formation and recruitment of political parties in general elections in the democratic country of Indonesia.

2. Methods

Legal research is a process of finding legal rules, legal principles, and legal doctrines to answer the legal issues faced (Peter Mahmud Marzuki, 2010). This research is normative legal research, which examines legal rules or regulations as a system structure related to a legal event (Mukti Fajar & Yulianto Achmad, 2010). This research will collect and compare positive legal norms related to the parliamentary system that has been in effect in Indonesia to be analyzed and then presented descriptively.

3. Results and Discussion

3.1. The Process of Cadre Formation by Political Parties in Facing General Elections and Regional Head Elections

The term cadre formation comes from the word “cadre” which is defined as a person who is expected to play an important role in an organization. Every organization, including political parties, must have a cadre program, which is the process of forming new cadres for the sustainability of the organization. Political party cadre formation is an important process in the world of politics that aims to produce quality cadres who can be nominated as legislative candidates, namely the DPR and DPRD, presidential and vice presidential candidates, and regional head and deputy regional head candidates. Cadre formation does not only involve the selection and training process, but also continuous cadre development and coaching. Quality cadres will be the main pillars in maintaining and strengthening political parties, as well as realizing a good and

democratic governance system. The purpose of political party cadre formation is to prepare cadres who are ready to fight in political contests. Cadre formation is very important to produce leaders who have high quality and capability in carrying out their duties and responsibilities.

In the process of cadre formation, political parties must have a transparent, objective, and democratic mechanism. Political parties also need to provide adequate political training and education for their cadres. Political parties must cooperate with various political education and training institutions, with experienced political experts and practitioners. In the era of rapid development of information and communication technology, political parties can utilize this technology to increase the effectiveness and efficiency of the cadre formation process. The use of technology can help political parties in identifying and developing potential cadres, as well as facilitating communication and coordination between political parties and their cadres (Rahmat Alghazali Zainur H, 2024).

The cadre formation process begins with the identification of talent and potential cadres. Political parties need to conduct a careful selection process to find individuals who have competence, integrity, and dedication in the political field. This selection can be done through registration, interviews, and assessment of the political and professional track records of prospective cadres. After identification, the selected prospective cadres will undergo a political training and education process. This training covers various aspects, such as political knowledge, legislation, campaign management, political communication, leadership, and other relevant skills. This training aims to expand prospective cadres' knowledge and understanding of the world of politics, as well as improve their skills in interacting with the community and conveying political messages effectively (Hanafi, 2014).

In addition to training, political education is also very important in the cadre formation process. Political education involves learning about party ideology, political vision and mission, as well as a deep understanding of the political and governmental system. Through political education, prospective cadres will gain a deeper understanding of the goals and values of political parties, and can internalize the principles of democracy and justice that are the foundation of politics. In addition, the cadre formation process also includes field experience and active participation in political activities. Prospective cadres will be given the opportunity to be involved in political campaigns, party activities, and various activities related to public service. Through this experience, they will learn

firsthand about the dynamics of politics, the challenges faced, and ways to interact with the community.

During the cadre formation process, political parties also play a role in providing ongoing cadre development and coaching. Political parties must have a structured coaching program to ensure the development and improvement of cadre competence on an ongoing basis. This program can be in the form of mentoring, regular discussions, advanced training, and giving political responsibility, which is gradual. In addition to internal mechanisms, political parties can also collaborate with external political education and training institutions. This collaboration can help political parties in providing quality resources and teachers to complement their political education and training programs. Collaboration with experienced political experts and practitioners can also provide valuable insights and perspectives for prospective cadres (Listianingsih, DM, 2011).

In the cadre formation process, political parties must also pay attention to gender justice. Women's representation in politics is still a challenge in many countries. Therefore, political parties must ensure equal opportunities for women to participate in the cadre formation process and fight for their rights in politics. In this case, political parties need to adopt affirmative policies and eliminate structural barriers that hinder women's participation in politics. Overall, the political party cadre formation process plays an important role in preparing qualified legislative candidates and regional heads. Identification, training, political education, field experience, coaching, and external collaboration are key steps in the cadre formation process. The success of this process will create political cadres who are able to understand and realize the goals of political parties, as well as serve the community well. It is important for political parties to continue to improve the quality of their cadre formation in order to produce qualified leaders in politics and government.

The cadre formation of political parties is currently considered very weak. The weakness of cadre formation will be clearly visible and only realized when the general election and regional head elections are approaching. Political parties have difficulty finding presidential and vice presidential candidates as well as regional head and deputy regional head candidates from within their party. Some political parties then take shortcuts by nominating public figures who were not previously party cadres in order to gain votes.

The weakness or stagnation of political party cadre formation can also be seen from the large number of single candidates in the 2024 regional head and deputy regional

head elections. One of the things that will slowly kill democracy is the emergence of the empty box phenomenon in regional head elections. The multi-party system does not produce many candidates that can be chosen by the public, what happens is that political parties join in a large coalition that only produces one candidate pair. This means that the democratic process that has been fought for at great expense and full of challenges is now threatened to be manipulated by the political elite by buying up the support of political parties in the name of the coalition. Political parties unite in one large coalition, so that the opportunity for other political parties to nominate regional head and deputy regional head pairs is very limited, even completely closed.

The quality and competence, even the integrity of political party cadres are greatly influenced by the pattern of cadre formation and party recruitment patterns. The development of kinship politics or dynasty politics will close access or opportunities for people outside of relatives who are qualified, competent, and have integrity, but do not have kinship ties to sit in political positions. Meanwhile, for those who have kinship ties, friendships, it is certain that these candidates can accumulate influence, wealth and also control of the region. If a region has been controlled by a group of elites even from the same family, then the resources of the region will also be controlled by them. It is certain that the main power lies with a handful of elites so that the path of their interests is not impossible only for the interests of the elites, not for the common good.

In addition to kinship and friendship politics, many political parties nominate their candidates to occupy certain positions, both in the center and in the regions, on the basis of strong capital, such as that owned by businessmen, or on the basis of popularity and fame such as that owned by artists or public figures. Cadres who have served and dedicated themselves and built careers as cadres in the party actually have their opportunities closed. This instant recruitment and cadre formation model makes artists used as tools by political parties to gain votes. Political parties seem to prioritize victory, gain as many votes as possible, and think less about the effectiveness of power in the medium or even long term, so that abnormalities and absurdities of political support are often taken by large political parties in order to ensure victory in elections or regional elections (Insan Harahap Harahap, 2017).

Leadership and cadre formation are two things that are interrelated in the development of political parties. Cadre formation is very important because cadre formation is a form of efforts to support the formation of personality integrity and the ability to mobilize others intensively so that they can prepare them to become leaders in the future. Political party cadres are very important to receive political education because

they interact directly with the people at the grassroots level. Grassroots communities are not an elite group, but a mass that is spread across remote areas. In terms of quantity, they are the largest part of the population. Grassroots communities are also the ones who will be most affected by various political events that occur (Septi Nur Wijayanti, 2021).

Party cadre formation is not only about filling positions in the party, but more than that, it is related to the formation of a generation of competent, qualified, and integrity leaders. The importance of using a holistic approach in strengthening cadre formation includes strengthening political education, leadership training, and developing political ethics. because now many issues have emerged regarding legislative products that are not in line with public expectations. We need to address this issue by continuing to strengthen the cadre system so that the implementation of democracy in Indonesia is getting better. Political party cadre formation often does not use levels, or it can be said that the system applied is only seniority. In this seniority system, people who have been involved in political parties for a long time, either as members or administrators, even though they have less achievements, can rise or occupy the best positions. They will be nominated in the contest when general elections are held either as legislative candidates or as presidential and vice presidential candidates. In regional head elections, they may also be nominated as regional heads and deputy regional heads. Cadre formation that is not well-conceptualized in a political party makes the political party unhealthy and easily shaken when facing internal problems, especially problems that come from external sources, so it is not surprising that many new parties have emerged in Indonesia, but they cannot survive long and then sink, and eventually disband. This is partly due to the weak concept of cadre formation, making it difficult to create cadres with integrity and low loyalty.

Political parties, both large and small parties, new and old parties, often experience internal conflicts. Conflicts that occur within political parties are often caused by authoritarian seniority, meaning that the political party prioritizes cadres who have been active before who are allowed to play a role, without looking at the competence of the cadres. New political party cadres or those who have only been in the political party for a short time are not allowed to play a role. However, there are also political parties that use instant methods to get the best cadres, namely by appointing people who are considered to have more capital or material or public figures, so that they can immediately occupy strategic positions in a political party. New political parties often use such methods to recruit the best cadres from someone who is considered to have

advantages in terms of material and good publicity. So, it is not surprising that there are many party hoppers, namely those who want to be involved in politics and occupy strategic positions in order to achieve political goals, but without going through the cadre process that applies within the party. Such things often happen in Indonesia.

The poor process of cadre formation in a political party will produce pragmatic and opportunistic cadres. These political party cadres are less able to read the needs and desires of the community. Party cadres are busier trying to win themselves in a political battle, namely general elections or regional head elections, than understanding the real problems of the community. They do not pay attention to the conditions and problems faced by the community. General elections, which should be the beginning of change towards a better direction, have so far only become an arena for supporting forces and political machines. After the general election, the winner does not continue the previous government's programs properly, but rather prioritizes making a new policy, which is different from the previous government, without considering the social conditions of the community faced. The maturity and statesmanship of political parties have an impact on their cadres in responding to the political conditions that occur, such as how the political party's attitude is in campaigning and the attitude of accepting defeat in general elections or regional head elections. If the political party can wisely accept defeat without issuing a statement that causes controversy or is contradictory, then the party cadres will do the same. However, if the opposite happens, namely that political parties respond to defeat in general elections or regional head elections in a less elegant manner, such as by making statements that trigger controversy, or worse, provocation, this will certainly be imitated by party cadres from the central level to the regional level (Ian Aji Hermawan, 2017).

The cadre formation process must run continuously or sustainably. For this reason, a standard cadre formation system is needed. Each political party must prepare a curriculum related to the cadre formation process and program. The preparation of the curriculum can be done in collaboration with academics, practitioners, according to the needs of the stages of cadre formation activities based on the achievements of each stage. The curriculum is of course implemented periodically and the curriculum contains materials on what will be delivered to the cadres, how long it will be carried out, and what the final achievements of the cadre formation process are. The stages of the process must be clear from the beginning to the end of the implementation. The curriculum that has been prepared is used as a guideline in the implementation of cadre formation. Political parties must prepare a programmed, systematic, measurable, and

comprehensive cadre development pattern. The recruitment pattern for those who will become political party cadres must also be carried out openly and democratically, in order to get good cadres, who are highly dedicated to being prepared as prospective leaders.

The cadre program must be followed by all members of the political party, because each member of the political party has the same opportunity to obtain training, knowledge, skills and so on in the stages of the cadre process. The cadre program can be followed by the wings of the political party. With the cadre program, it is hoped that they will understand the ideological values fought for by the party, the vision, mission, and direction of the political party's struggle, and build the militancy of the cadres. Cadre formation will also provide knowledge and skills to cadres to be ready to occupy strategic positions, not only as members of the legislature, President and Vice President, Regional Head and Deputy Regional Head, but also ready to occupy positions in other government bureaucracies. If all of them follow the cadre program, and then they have the competence and quality, of course these cadres will be worthy of being nominated during the general election or regional head election. The nomination is of course also carried out transparently, so that there will be healthy competition within the political party itself. The cadre model or method can be carried out in various ways, for example through lectures, discussions, training, case analysis, and or other methods. What is important is that, whatever model or method is used, the material presented can be understood and implemented by the cadres who participate in the cadre development activities or programs.

3.2. Political Party Recruitment Process in General Elections and Regional Head Elections in the Democratic State of Indonesia

The presence of political parties in a democratic country cannot be separated from their roles and functions, not only to constituents but also to the country. The good and bad of a political party will have an impact on the good and bad of a country, because the position of leader in the country will be occupied by people from political parties that exist through elections. Political parties as a driving force for society in their efforts to gain power in government, in fact, are no longer relevant to what is shown in Indonesia. Almost all political parties have not been optimal in carrying out their various ideal functions, which has led to apathy in society towards the existence of political parties themselves. In addition, society also ends up being pragmatic by making political parties

an object, especially during general elections that require their participation as voters (Febriansyah Kurniawan, et al., 2022).

Recruitment according to Ivancevich is defined as a set of organizational activities used to attract prospective employees who have the skills and attitudes needed to help the organization achieve its goals. Meanwhile, the definition of recruitment in political recruitment according to Cholisin is a selection and appointment of a person or group to carry out a number of roles in the political system in general and government in particular. Based on this understanding, political recruitment usually includes the selection, selection and appointment of a person or group of people to carry out a number of roles in the political system in general and government in particular.

The recruitment process carried out by political parties is far from selective and democratic and tends to prioritize the principle of mutual symbiosis. The proliferation of political dynasties in various regions cannot be separated from the weak recruitment function that is carried out. Political dynasties and political parties seem to be one unit that cannot be separated in every general election and regional head election. Various instant recruitment and cadre formation practices carried out by political parties today have more or less closed off opportunities for the community and party cadres who actually have the qualities to occupy various existing political positions but do not have strong political networks and sufficient resources.

Most political parties currently have not fully provided political education and carried out effective political training and recruitment to produce cadres of leaders who have political abilities (Muslih, et al., 2021). The strengthening of oligarchy and elitism within the party has in fact weakened various other parties who actually have the same desire in politics. This problem should be read as a factor that will dull democracy within the party. It can be said that political parties currently have problems in political recruitment within the party itself. If we look at the internal party problems that occur, it is natural that questions arise about how political parties can play their functions well, if the party itself has problems. It is even possible that a pragmatic attitude arises from people within the party because of their disappointment with the condition of the political party that does not meet their expectations or the idealism they carry.

Another problem faced by political parties related to political recruitment is the crisis of fundraising in political parties which is one of the sources of the emergence of cartel politics in Indonesia today. Furthermore, the crisis of fundraising that occurs in political parties also causes the failure of various functions of political parties in Indonesia

because it is undeniable that political parties need large and smooth funds to carry out their various functions. The availability of funds is a non-negotiable requirement for political parties, so that parties tend to be pragmatic and justify any means to collect the funds needed, especially when facing elections that require a lot of money in their efforts to achieve victory. The political dowry required by political parties for legislative candidates in elections and candidate candidates nominated in regional elections is clearly not in accordance with the expected political recruitment process.

The weaknesses of political party institutions in Indonesia are caused by the lack of attention in the cadreship of the party members themselves. Political parties tend to build mass parties in increasing their activities only before the general election and adopt a very loose membership system and do not yet have an adequate membership selection and recruitment system and have not developed a cadreship system in creating strong leadership in accordance with the wishes of the community. The prominent weakness of political parties at this time is the lack of intensive and effective work of the party itself, this can be seen that throughout the year most party offices have almost no meaningful activity agendas such as not having a long-term, medium-term and short-term party work plan (Muslih, et al., 2021).

In every political system, whether traditional or modern, whether non-democratic or democratic, there is a mechanism to fill roles in its structure. In a non-democratic country, these roles are determined by the ruler without involving the people. On the other hand, in a democratic country, these roles are determined by involving the participation of the community, through political parties in general elections that have been determined in each country. The party conducts leadership selection, both at the national, regional, or within the political party itself. Without elite recruitment or selection, political decay will occur as occurs in non-democratic countries (Miriam Budiharjo, 2012).

Political parties as a means of recruitment carry out political recruitment, which is the process through which parties seek new members and invite talented people to participate in the political process. Political party recruitment will ensure the continuity and sustainability of the party and is also a way to select candidates for party leaders or national leaders (Abdul Mukhtie Fadjar, 2012). In addition, through political parties, recruitment and selection of candidate members of representative institutions are also carried out. These candidates will later be elected by the people. Also for the selection of candidates for heads of government at the central level, namely candidates for President and Vice President, as well as heads of regional governments, namely candidates for Governor and Deputy Governor and candidates for Regent/Mayor and Deputy

Regent/Deputy Mayor are selected through recruitment and selection through political parties, both from the party itself and from third parties (Muchammad Ali Safa'at, 2012).

The role of political parties as a means of political recruitment in order to increase political participation in society is how political parties have a significant role in: (1) preparing political leadership cadres, (2) carrying out selection of cadres who have been prepared, and (3) fighting for the placement of cadres who are qualified, dedicated, have high credibility and receive support from society in strategic political positions (Sirajuddin, 2009).

Political party recruitment patterns vary in conducting cadre formation and recruitment of new cadres which are determined by the party mechanism and political system adopted by the state. An interesting discussion about the role and function of the government in positioning itself proportionally and also the ability of political parties to regulate themselves, and the ability to maintain the dominance of their role from intervention of power. The maturity of political parties depends on the level of maturity of the party in selecting prospective regional and national leaders selectively with methods and techniques that are able to uphold the vision of honest and dignified democracy. The leader who leads the political party certainly has a development vision and strategic steps to choose a transparent and accountable recruitment method so that it has an impact on the quality of prospective leaders chosen by the political party.

To produce competent, qualified, and integrity leaders, a strong recruitment system is needed within political parties. If the recruitment function of political parties can run well, then any election system that will be used will not have a big impact on the people who enter parliament (Kristina Agustiani Sianturi, 2009).

Ideally, the party selection system should consider prospective legislative members and prospective government leaders at both the central and regional levels who join as cadre members and candidates by considering their activeness in political parties for several years. The purpose of this activeness factor in political parties is that they receive political education conducted by political parties, for example through training, workshops, seminars, or other activities carried out routinely. The knowledge of political party cadres greatly determines the quality of candidates in managing politics wisely with a normative approach regulated in legislation. Thus, the candidate selection process to become prospective legislative members and prospective government leaders in political parties has gone through a selection process that has been going on for

several years before being determined as party cadres nominated in general elections or regional head elections.

Recruitment by political parties can be done with an ideological platform approach, meaning that candidates have a vision and mission that is in accordance with the political party to achieve ideals in accordance with the beliefs in building the nation and state. An accountable selection process can recruit cadres based on criteria that have freedom, an objective cadre soul regardless of background, they have the ability, expertise, and also those who have honesty values so that they can avoid corruption, gratification, collusion, and nepotism.

Political parties without cadre formation mean nothing, the sustainability of political parties requires cadres who have quality and ability. The selection process will certainly be carried out but to produce good cadre results, a systematic, tiered and continuous cadre formation process is needed. The cadre formation carried out requires the commitment of all parties to help each other and support the recruitment process of new cadres. The success of the cadre formation is also very much determined by the training model carried out, for example the presentation of materials given during training with the aim of producing quality cadres. The quality of cadres owned by political parties becomes a laboratory for political parties to provide national and regional leaders to encourage a quality development vision.

The transition of leadership from the older generation to the younger generation is very much determined by the preparation of systematic, tiered cadre training to prepare quality cadres who have development aspirations. Democratic freedom allows political parties to be able to develop tasks that are not easy. Channeling aspirations through electoral districts is an agenda for the DPRD to be able to change public policies that are of interest to the community.

Political parties are the main pillar in providing education to new cadres. The purpose of political education is to ensure the sustainability of the organization in society, creating social welfare for all Indonesian people. The success of political party cadre formation is if it is able to produce cadres who have loyalty, the ability to solve national and state problems. The ability to understand the needs of the community represented by filtering community aspirations and fought for at the public policy level. The concept of political cadre formation is a model for filling organizational positions in political institutions such as political parties, bureaucratic administration and elites who exercise state power. Filling political institutions through systematic cadre levels through internal

and external mechanisms in obtaining future leaders who are able to analyze problems in the political system.

Political cadre formation is a fundamental element in a political organization to provide political socialization. The political socialization system is a mechanism to introduce the political system to a person, a certain group, and how the party cadres determine their responses and reactions to political phenomena. Political party cadre formation is the most important part of good party governance management and a characteristic of organizational sustainability. Meanwhile, according to Miriam Budiardjo, a party that has cadres with good knowledge and quality can provide great opportunities for party cadres to develop their knowledge and provide innovation for the development of party progress. Political recruitment can determine the continuity and sustainability of the party to be able to compete with the increasingly tight political contestation. Leadership selection to recruit and train prospective leaders in various ways that can be done in political cadre formation, namely through personal contact, persuasion with community leaders, or other methods that can increase the electability of the party in the election arena (Fandi Ahmad Sintani, 2019).

In the electoral system, political party members are often marginalized, while capital owners who do not understand politics and are very pragmatic ultimately control political parties. The democratic system, especially legislative elections with an open proportional system, tends to perpetuate the above conditions. The measure of society in choosing candidates for people's representatives is no longer based on the abilities of political party cadres who have been tested within the political party, but rather on popularity. To meet these needs, many political parties prefer candidates for people's representatives from outside the political party whose popularity is high but whose abilities have not been tested when compared to political party cadres whose abilities have been tested but are not popular (Tanti Adriani Manurung, 2018).

In its development, the recruitment mechanism carried out internally by political parties has not produced quality cadres that the public expects to become leaders, but sometimes recruitment and cadre formation are not carried out transparently. For example, many political parties recruit artists and public figures to become their members. Of course, recruiting artists and public figures to join political parties provides hope for political parties to be able to increase the electability of political parties. The electability of political parties is expected to increase with the popularity of artists and public figures who become cadres. This recruitment seems not to consider their ability to enter political parties. Some of them tend not to have a political background. So

that their role after being elected and sitting in parliament is considered less than satisfactory. This results in the importance of cadre formation in political parties being often forgotten.

The importance of the political recruitment function is a function that has a strong influence on the sustainability of political parties. Because with the political recruitment mechanism, political parties can recruit new cadres to build and run political parties. In addition, the political recruitment process also aims to recruit prospective leaders who will be offered to the public (Septi Nur Wijayanti, 2021).

Political recruitment carried out by political parties from outside the cadres actually has risks, namely the incompatibility of ideological understanding between political parties and the people recruited, and also political parties are trapped in a condition of short-term pragmatism that makes political parties an organization to gain power. The political party recruitment system in Indonesia has so far been closed, meaning that political parties have their own way of selecting their cadres. With the advancement of technology, there are several political parties that carry out political recruitment by opening registration through websites or online. The main goal is that political parties want to implement the principle of transparency in political recruitment so that the public can know the process of political recruitment mechanisms and it is hoped that it will increase the political image of the party.

Regulations regarding political recruitment are regulated in the Articles of Association or Bylaws of political parties. There are methods or mechanisms for political recruitment that are commonly used by political parties in Indonesia. The mechanism is through a recruitment process, namely political parties introducing themselves to the community who want to be recruited, and political parties also filtering prospective cadres who register. This screening is carried out by applying ideal criteria for prospective cadres that have been created or determined by the political party. After the screening mechanism is complete, the political party determines membership in accordance with the rules contained in the Articles of Association and Bylaws of the political party. Determination of new cadres is carried out through a political party management meeting (Septi Nur Wijayanti, 2021).

The failure of recruitment and cadre formation functions with a selective and democratic process certainly results in the poor quality of leaders who occupy various political positions, fostering oligarchy, perpetuating political dynasties and giving rise to various corruption cases that are detrimental to the country. Likewise, today's policy formulation

which tends to ignore the aspirations of the people due to the failure of the articulation and aggregation functions of interests also has an impact on the people's pragmatism and distrust of political parties. In addition, the low level of knowledge of democracy and politics in society due to political education that is very rarely carried out by political parties also results in low political participation of the people in the democratic system being implemented (Febriansyah Kurniawan & Retno Sari Handayani, 2021).

Based on the description above, it can be said that until now the political party recruitment process has not been carried out openly, transparently and democratically, resulting in the selection of cadres being non-objective. The cadre preparation process also seems unsystematic and unsustainable. Political parties in developing their cadres are more intense only when political activities are approaching, for example when party congresses, general elections, and also regional head elections are held. The political party recruitment pattern only aims to obtain the most votes in general elections or regional head elections, without considering the competence of the people nominated to become legislative members, President and Vice President, or regional heads and deputy regional heads. So that many legislative candidates emerge instantly. The most frequently seen thing is the large number of artists and public figures entering political parties and immediately becoming legislative candidates in the People's Representative Council. In addition to the recruitment pattern of artists and public figures, another pattern is the development of a dynasty political system. Where the people nominated as legislative members, regional head candidates and deputy regional head candidates are close families of political party leaders such as wives, children, younger siblings, older siblings, and relatives or other relatives.

In accordance with the above problems, efforts made so that the representatives elected from the results of general elections and regional head elections are competent, qualified, have integrity, and reflect the needs of the community and are free from corruption, collusion, and nepotism are initial steps from political parties, namely by strengthening the recruitment function of political parties so that the people nominated by political parties are truly competent and highly dedicated people and place the interests of the state above personal, group and political party interests.

Political parties that are able to carry out the function of political recruitment well should be able to provide opportunities for all people from various circles to participate in filling various political positions through selective and democratic mechanisms. A selective political recruitment process will ideally produce qualified and integrity cadres, thus giving impact to the progress of political party organization. Therefore, it is very

important for political parties to develop political recruitment and cadre system as the initial stage to obtain qualified human resources to occupy various political positions and elite positions within the organization.

4. Conclusion

Based on several issues that have been discussed in the previous chapter, it can be concluded that political party cadre formation is very important in facing general elections and regional head elections in order to produce competent, qualified, and integrated national and regional leadership. Cadre formation is carried out on all party members and also party wings. The cadre formation process is carried out in stages, by compiling a curriculum involving academics and practitioners. The curriculum material is also compiled based on stages, and the curriculum also contains the achievements of each stage. The cadre formation method or model can be carried out through lectures, discussions, case analysis, and/or other methods by ensuring that the curriculum material can be understood and implemented by the cadres. The process of political party recruitment in general elections and regional head elections is carried out, first by recruiting prospective party cadres, then the cadre formation process is carried out, political education is provided to obtain competent, qualified, and integrity cadres. They are the ones who will later be recruited to be nominated or included in political contests through general elections and regional head elections to become legislative members, become President and Vice President, and become regional heads and deputy regional heads. Good cadre formation and recruitment will produce good leaders too.

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