

# Recadoration of Political Parties Preparation of General Elections in the Perspective of Caderization Theory

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**Abstract:** Examine the cadre formation of political parties in preparation for general elections in the perspective of cadre theory. This study aims to how is the dynamics of cadre formation of political parties in Indonesia and what is the effect of cadre formation of political parties on the progress of the country through elections in the perspective of cadre formation. This research is a type of qualitative research, the nature of prescriptive research. The results of this study indicate that improving the quality of regeneration is a must in solving various problems within the organization. The need to increase the cadre mechanism in accommodating the cadre of existing political parties in Indonesia for political parties as a forum for cadres and forerunners of power holders in the executive and legislative.

**Keywords:** *Regeneration; Political Parties; Democracy.*

## 1. INTRODUCTION

Political parties have a very important role in the political system in Indonesia, especially in the process of implementing democracy, especially representative democracy. Political parties through their members who sit in the legislative and executive institutions represent the people to fight for the interests of the common people who are elected through the general election mechanism (*elections*), as well as being a channel of political participation for citizens to participate in influencing government decision-making. The importance of the role of political parties in representative democracy (*preparing prospective leaders and preparing plans for patterns and directions of public policy*) is also emphasized in two articles in the 1945 Constitution (UUD NRI 1945, 6). First, Article 6A of the Constitution of the Republic of

Indonesia which determines political parties or coalitions of parties Politics plays a role in proposing pairs of candidates for president and vice president. Second, Article 22E places political parties as participants in the Election of Members of the People's Representative Council (DPR), Provincial Regional People's Representative Council (DPRD), and Regency/City DPRD.

Lawson interprets it differently, that the party is an agency, which connects the public with policy makers. Another definition defines a political party as the translation of a structural system or changing the structure of social and economic interests into political power. While Law Number 2 of 2008 and Law Number 2 of 2011 concerning Political Parties emphasizes that political parties are organizations that are national in nature and are formed by a group of Indonesian citizens voluntarily on the basis of the same will and aspirations to fight for and defend the political interests of members, society, nation and state, and to maintain the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Both states that political parties are pillars of democracy. Political parties are a means for citizens to participate or participate in the process of managing the country. In fact, nowadays political parties are very familiar in our environment. As a political institution, a party is not something by itself. After the 1998 reform, political parties have an increasingly important position in the Indonesian political system. In terms of cadre formation to fill political positions in government (*executive*), representative (*legislative*), and judicial (judicial) both at the central and regional levels, the mechanism must be through political parties (Ichlasul Amal, 1996).

Regeneration for political parties is an important effort, because each party must prepare and develop cadres to become party members who have optimal leadership and organizational skills. Regeneration is carried out in a system that is interconnected with one another, including planning, implementing and evaluating regeneration. The practice of regeneration of political parties in Indonesia is still far from expectations, because of the failure of this regeneration, many political parties give birth to instant party cadres. It is these instant party cadres that make the black face of the parliament in the DPR and in the government. The death of cadre formation in political parties is because the party does not have a clear ideology and vision.

Indonesia is a multi-party country, of course it is very important to have cadre within political parties in order to create an ideal generation within each political party to then advance and compete in general elections both as executive and legislative. Matters relating to cadre within political parties are also contained in Article 1 paragraph (1) of Law (UU) Number 2 of 2011 concerning Political Parties. As an organization, of course, political parties have goals, functions, rights, obligations, and political activities which include secretarial operations, political education and regeneration, organizational consolidation, public demonstrations, official trips for administrators, and campaign activities (Law (UU) Number 2 of 2011 concerning Political Parties).

As a pillar of democracy, the existence of political parties is very important and fundamental. This is emphasized in the formulation of the code of ethics for politics and political parties compiled by the Center for Political Research (P2P) in collaboration with

the Directorate of Education and Community Services Deputy for Prevention of the Corruption Eradication Commission that political parties are a public legal entity that has the function of selecting political leaders, making policies the public, conducting political education, articulating and aggregating public interests, and implementing political communication and participation, both at the national and regional levels. The recruitment function owned by political parties and carried out properly (*ideally*) can be an entry point as well as a driving factor (*driven factor*) for good democratic practices in a country. Based on the background above, a problem can be formulated, namely how is the dynamics of cadre formation of political parties in Indonesia and what is the effect of cadre formation of political parties on the progress of the country through elections in the perspective of cadre formation.

## 2. METHODS

This research uses a type of qualitative research which is more trying to understand and interpret the meaning of an interaction event of human behavior in certain situations according to the perspective of the researcher himself. Through this qualitative research, researchers can easily identify subjects and feel what they experience in everyday life.

## 3. RESULTS AND DISCUSSION

### 3.1. Dynamics of Cadre formation of Political Parties in Indonesia

The quality of regeneration basically affects the quality of candidates prepared by parties. Cadreization is a process of regeneration of leaders, especially for the party itself and generally for leadership at the local and national levels. As for the prospective leaders themselves, there are those who come from party cadres, there are also those who come from outside the party/non-party. The pattern of regeneration carried out by political parties will determine the quality of the cadres themselves. A good cadre pattern will produce cadres who are responsible for political parties, political positions and national leadership.

In the political structure and system, political parties are responsible for preparing qualified candidate leaders. To be able to do this within the organizational body of political parties it is necessary to develop a system of recruitment, selection and political regeneration. Recruitment needs to be carried out to get good resources, with this system it will be possible to select the suitability between the candidate's characteristics and the value system and ideology of his political party. In addition to recruiting, within political party organizations it is necessary to develop an education system and regeneration of political cadres. This regeneration system is important considering the need for transfer of political knowledge, not only history, mission, vision and political strategy, but also matters relating to state problems.

Political cadre according to Haris et al., is a process of selecting or recruiting members or groups to represent their group in the implementation of cadre education

programs. Existing political parties should be able to carry out political regeneration mechanisms that can produce quality political actors in society and the country. One of the main tasks in this political cadre formation is how the existing political parties can provide their qualified cadres to occupy internal party administrators and higher positions (Haris, 2016).

According to Haris et al., regeneration can be said to be an important aspect in an organization, especially in political parties, this is because this stage will continue to continue the struggle of these political parties in the future. One form of continuity of political party organization namely the presence of qualified successor cadres. Political parties will not run dynamically in carrying out their duties if there is no regeneration process (Haris, 2016).

Along with the various types of cadre formation from every political party in Indonesia, of course there are dynamic problems in each of these cadre processes which then hinder the cadre process of the political parties themselves. The problem with the cadre of political parties themselves is partly due to pragmatism, where in political competition, the goal of political parties is to find and reap the votes of many people, and this is of course indirectly related to the finances of political parties, so that it then opens up opportunities for political parties in Indonesia to attract businessmen to join their party and financially support the party itself.

Apart from pragmatism, the dynamics of cadre formation of political parties in Indonesia is also experiencing obstacles from the regulation regarding cadre which is not strong. The absence of applicable regulations regarding the obligation to carry out regeneration in the AD/ART and Organizational Regulations as a public legal entity causes frequent abuse by those who wish to take advantage of political parties for personal gain in their respective political agendas, thus creating disorder in party institutions. On the other hand, with the multi-party system adopted by Indonesia, of course it creates more competition and competition than political parties, so that in the end political parties only carry cadres who are considered well-known and are able to gain a lot of votes for the benefit of the party regardless of the cadre's achievements and cadres' state insights. It is this pragmatic value that is hampered due to the weak regulations regarding cadre which include the dynamics of cadre formation of political parties in Indonesia.

Parties must create a pattern of cadre development that is programmed, measurable, systematic and comprehensive and applies to all cadre lines and cadre areas which includes (KPK, n.d.):

1. There are norms, rules and institutional arrangements in forming a cadre system, both general cadre formation and special cadre formation;
2. There is an open and democratic recruitment model;
3. There is a continuous cadre development evaluation system;
4. Establishing a network of cadres through interactions between cadres in order to improve the quality of cadres so that loyal and highly dedicated cadres are born.
5. Need to do *affirmative action* in recruiting and carrying out patterns of fostering

women party cadres in order to achieve an increase in the number of women in political parties, parliament, and public positions. Besides that, regeneration in women's groups also means increasing the abilities and skills of women related to the roles they play in political parties, parliament and other public positions; and

6. Models for fostering women party cadres, both in terms of coaching strategy, coaching materials and coaching methods should be developed and in accordance with needs.

Without regular regeneration activities with a standard regeneration system based on the regeneration principle, political parties are ultimately nothing more than organizations dressed as "*political parties*" (KPK, n.d.). Basically political parties themselves in recruiting public officials are accommodated through formal channels, as stipulated in the 1945 Constitution. But on the other hand, the state often views political regeneration as a purely internal activity, which is determined by the AD/ART of each party. Political party ideology itself can have an impact on the regeneration process. Thus, it is necessary to institutionalize a standard, tiered, cadre system that adheres to the cadre principle.

### ***3.2. The Influence of Cadreization of Political Parties on the Progress of the State Through Elections in the Perspective of Cadreization***

Cadres are useful for maintaining the existence of the political parties themselves. When regeneration within a political party does not work, it will affect the loss of the vision and mission of the political party which is not conveyed to the cadres of the newly joined political parties. This of course will trigger divisions within the political parties themselves where this will lead to different views on the vision and mission of the organization due to the non-optimal cadre process.

Regeneration within political parties, of course, in addition to lowering the vision and mission, is also related to the preparation of political party cadres in the general election process in which political parties become a vessel for carrying out executive and legislative candidates. Cadres who have quality will certainly be able to win the hearts of the people and increase public confidence in the political party. Regeneration is a process in which political parties seek cadres or candidates for party members who have the ability, knowledge and good insight into the state through systematic, sustainable and directed activities related to these political parties.

The functions of political parties as representatives of the people in conveying aspirations and demands for the government/rulers are still relatively weak at the moment, giving rise to a polemic of public distrust of political parties. The performance of such a crucial political party has weakened its role and function as a state institution/organization. The weak performance of political parties is caused by several factors, such as the low quality of recruitment patterns and regeneration mechanisms within political parties. In fact, what is growing and developing rapidly is the strengthening of kinship politics and also the instant nomination of cadres. According to Pol-Treking Institute Executive Director HantaYuda, kinship politics damages the cadre

channel, disrupts the cadre rhythm because it is not healthy, because democracy is based on society.

A good cadre of political parties is how political parties avoid the existence of a kinship political system where many political parties carry their candidates to certain positions, both central and regional, on the basis of popularity and fame like those of artists. They think that the popularity/fame of the candidate being promoted will be able to gain the sympathy and votes of the people in the Pilkada, Pilgub and Pileg. Recruitment of artists in Pilkada, Pilgub and Legislative Elections instantly without going through the proper recruitment pattern and not through the applicable regeneration mechanism, means that this has cut the chain of the internal regeneration process of political parties.

According to the theory of cadre formation, cadre formation is a process of deriving and giving values, both general and special values, by the institution concerned. The regeneration process often contains materials on leadership, management, and so on, because those who enter these institutions will later become the successors of the baton of leadership, especially in dynamic institutions and organizations. Cadreization aside from being a process, it is also a system that is in a larger system, namely the organization itself, thus meaning that all components in the organizational system carry out this regeneration process, not just the chairman or the regeneration body. This will certainly create a condition of injustice within the party itself. Cadres who have served and are dedicated and have pursued a career as cadres in the party actually have no chance of becoming a candidate in the Pilkada, Pilgub or Pileg, when compared to artists who are privileged to advance.

Therefore, as the only forum for holding strategic positions as policy makers both in the executive and legislative as mandated by the 4th Pancasila precepts which reads "*Populist Led by Wisdom in Deliberation/Representation*" must carry out a good cadre process and then carry candidates qualified candidates to increase public trust in political parties and increase public participation in general elections.

The way to find out if a political party is carrying out regeneration or not is (KPK, n.d.):

1. There is a regeneration curriculum or syllabus.
2. There is a division that is in charge or organizer of regeneration.
3. There is a clear timeframe for each level of kaderization.
4. The output of the regeneration range is in the form of capacity achievements targeted at each regeneration level.

Political parties can run optimally only if the principles of 1. Open 2. Non-discriminatory 3. Tiered are applied in the regeneration process. A steady and structured cadre process can not only help political parties in increasing the capacity of their members, but also a tool to assess the potential of their party members as well as a parameter for political parties to see how far party institutionalization has taken root. Regeneration activities can be carried out in various ways including:

- 1) lectures and discussions;
- 2) seminars;
- 3) case analysis;
- 4) simulation;
- 5) research; and
- 6) direct experience.

Good regeneration activities will occur if these activities are institutionalized permanently, carried out continuously and equipped with an adequate curriculum.

#### 4. CONCLUSIONS

Improving the quality of regeneration is a must in solving various problems in the organization. To produce quality leaders, it can be started from the ideal recruitment and regeneration. The many obstacles in the regeneration process such as pragmatism within political parties must of course be overcome through strengthening the rules both in the laws of political parties and the Ad/Articles of each political party.

The need to increase the cadre mechanism in accommodating the cadre of political parties in Indonesia for political parties as a forum for cadres and the forerunners of power holders in the executive and legislature is truly a vessel that produces people's representatives who are competent and able to fulfill the interests of the people and also carry out the vision and mission of the party itself.

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